

**South East Lincolnshire Local Plan:  
Employment Land Technical Paper Update  
March 2017**



**South East Lincolnshire**  
Joint Strategic Planning Committee

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## 1.0 Why do we need this paper?

- 1.1 The National Planning Policy Framework, 2012 (NPPF)<sup>1</sup> states that objectively assessing and evidencing needs for economic development and assessing the land availability for economic development use is an important step in the preparation of Local Plans.
- 1.2 For the purposes of this paper, economic development is employment land which falls within the B Class (see below), as defined by the Town and Country Planning (Use Classes) Order 1987 (as amended), and the Town and Country Planning (Use Classes) (Amendment) (England) Order 2015.

### **B-Class**

- B1a** offices, other than a use within Class A2 (Financial services)
- B1b** research and development of products or processes
- B1c** any industrial processes (which cannot be carried out in any residential area without causing detriment to the amenity of the area)
- B2** industrial processes other than those in B1
- B8** use for storage or as a distribution centre

- 1.3 This paper will not look at issues relating to retail and main town centre uses: the Town Centre and Retail Capacity Study, 2013<sup>2</sup> provides the evidence for future retail allocations. Retail site allocations are only required in Spalding: the Spalding Retail Paper, 2017<sup>3</sup> will provide a detailed assessment of the retail needs for that settlement.
- 1.4 The South East Lincolnshire Employment Premises and Land Review (the Employment Land Review)<sup>4</sup>, 2012 set out the objectively assessed needs for employment land in 2012. It also assessed the land availability of 29 Main Employment Areas and allocations and a sample of other sites. See [www.southeastlincslocalplan.org](http://www.southeastlincslocalplan.org) for further information.
- 1.5 Since 2012, the following key changes have taken place. All could have an important effect on the economic development needs and employment land position for the area identified by the Employment Land Review (ELR)<sup>4</sup>.

### **Changes to national policy**

- In March 2014, the National Planning Practice Guidance (NPPG)<sup>5</sup> introduced a new, comprehensive methodology to be followed for undertaking an employment land assessment. This differed to that undertaken in 2012.
- The introduction of the Town and Country Planning (Use Classes) (Amendment) (England) Order 2015 gave developers greater flexibility to change the use of small scale employment uses (B1a and B8-Class) to residential use without planning permission, for a temporary period. This could see the loss of small scale employment uses.
- It is important that the employment land assessment undertaken is sound. Therefore an update to that used in 2012 is required.

### **Changes to sub-regional and local economic priorities**

- In 2014, the Greater Lincolnshire Strategic Economic Plan (the Strategic Economic Plan)<sup>6</sup> identified several new economic priorities and strategic projects for South East Lincolnshire that should be promoted to deliver sub-regional and local economic

growth aspirations, deliver jobs and support the delivery of housing and infrastructure in the area.

- In 2015, the Greater Cambridge and Greater Peterborough Strategic Economic Plan<sup>7</sup> (incorporating South Holland District) identified several new economic priorities and strategic initiatives: to exploit digital innovation; strengthen the transport network within and beyond by road, rail, public transport and air; align skills with business needs; and promote innovation and incubator space at key locations throughout the area.
- It is important that the land use planning elements of these strategies are reflected in the new Local Plan to give the Greater Lincolnshire Local Enterprise Partnership (GLLEP) and the Greater Cambridge and Greater Peterborough Local Enterprise Partnership (GCGPLEP) as well as the South East Lincolnshire Joint Strategic Planning Committee (the JSPC) and prospective developers greater certainty regarding delivery of priority sites and links between them.

### Changes to the local planning approach

- The South East Lincolnshire Strategy and Policies DPD: Preferred Options, 2013 (the Preferred Options)<sup>8</sup> focussed on the overall level and strategic distribution of employment land. The intention was for extant employment land allocations to be reviewed through a future Site Allocations DPD, so specific allocations were not identified or justified. The plan period ran to 2031.
- Following consultation on the Preferred Options, on the 28 February 2014, the JSPC resolved to prepare a single Local Plan for South East Lincolnshire combining policies for strategy, development management and site allocations into one development plan document. Members also resolved to extend the plan period up to 2036.
- The policy approach and therefore its evidence base needs to reflect this change in direction, and identify the strategic *and* detailed approach for employment land and economic development use to 2036.

### Changing economic circumstances

- The Employment Land Review<sup>4</sup> provided a snapshot of the economic landscape in South East Lincolnshire in 2012 such as: job growth, unemployment rate, vacant floorspace and the amount of employment land with planning permission for B-Class development. Although the general trends remain the same, the specific details have, as expected, changed with time. A revised baseline is needed to ensure that up-to-date evidence informs the Local Plan.

## 2.0 What will this paper do?

2.1 This paper provides an opportunity to reflect on what has happened over the past four years, by updating the 2012 position to provide a robust and sound evidence base to inform Local Plan preparation. ***For the sake of completeness, where no updated data is available or where the findings of the Employment Land Review remain relevant, this will be made clear.***

2.2 In summary this paper will:

- a) Provide an update to the national and sub-regional strategic position (since 2012);
- b) Provide an update to the local economic and employment land position (since 2012);

- c) Identify and justify the amount and distribution of employment land required to 2036;
  - d) Identify sites for de-allocation;
  - e) Set out in broad terms how the delivery of sites is expected to be achieved.
- 2.3 The methodology for, and assessment of, employment land in the Plan area is set out in a separate document: the Strategic Employment Land Availability Assessment (SELAA)<sup>9</sup>.
- 2.4 Employment land is a cross-cutting issue and does not stand alone. Policy context and links to other strategies (of the Council and other partner organisations) are provided in Appendix 1. Appendix 2 sets out a glossary of terms. Appendix 3 sets out references.
- 2.5 This paper will complement the draft Local Plan by providing additional context. Consequently it should be read in conjunction with the new Local Plan, the Employment Land Review<sup>4</sup>, the SELAA<sup>9</sup>, and other Local Plan evidence base documents.

### 3.0 South East Lincolnshire: Key Economic Issues

- 3.1 South East Lincolnshire has a highly productive landscape. It has a well-established network of economic development, operating at multinational, national and local levels. Some enterprises are extensive whereas others are small scale or start-up units. Many support South East Lincolnshire's traditionally strong agricultural and food industries and associated packaging and processing sectors, others are within the strong and resilient local manufacturing industry, while the business services, finance and administration sector continues to grow. Clusters within the food industry sector, including research and development as well as other professional sectors are priorities for the future.
- 3.2 But existing longstanding employment allocations (since 1999 in the Boston Borough Local Plan<sup>10</sup>, and since 2006 in the case of South Holland<sup>11</sup>), employment commitments and existing sites and premises do not always meet the current needs of the market, resulting in limited inward investment and a reliance on local manufacturing and food processing industries which traditionally involves low paid and low skilled jobs. The distance from the national strategic road network and the level of traffic that uses the local main road network can also reduce interest from outside the area, although access to London and ports is reasonable.
- 3.3 Much of the existing employment land and premises is within the built-up area of the main towns and villages, close to the local main road network, specifically the A17, A16 and the A52. But a common feature of the area is the number of employment sites (commonly accommodating processing and packaging), that exist outside these settlements, close to areas of production.
- 3.4 This section will identify the most up-to-date position for a range of economic issues. This will inform the objectively assessed need for the Plan area by:
- identifying the quantity and location of employment land required to meet identified needs now and over the plan period; and
  - providing a breakdown of that analysis to identify any gaps in current land supply.

### **The National Picture**

- 3.5 The UK is emerging from an economic slowdown and financial credit shortage. Although the country came out of a recession in November 2012, there is no agreement amongst economists as to when a full economic recovery is likely. The manufacturing and construction sectors remain sluggish, but there are indications that the dominant services sector could lift Britain's economic fortunes, growing faster than expected.
- 3.6 Re-establishing economic growth and reducing a very substantial national budget deficit to manageable levels will continue - there is a strong emphasis nationally on removing barriers to economic growth and incentivising business and development, both through fiscal measures to improve economic conditions for businesses and deregulation in a number of areas of public policy, including planning. At the same time, the Government's austerity measures are still impacting on public sector employment levels and finances.
- 3.7 Beyond the immediate priorities arising from the downturn, the economy faces challenges from longer-term trends including globalisation of markets and services, rapid developments in high-speed information and communications technology for both social and business networking and the sustained contraction in manufacturing in the face of competition from still-expanding Asian markets. The impact of Brexit in the medium and long term is also uncertain at this stage.

### **The Local Picture**

#### **People**

- 3.8 South East Lincolnshire's population is growing rapidly; in 2015 the area had a resident population of 156,900 (90,400 in South Holland and 66,500 in Boston Borough), an increase of 10.6% and 13.5% respectively (2005-2015), significantly above the rate for Lincolnshire (8.8%) and England and Wales (8%)<sup>12</sup>. Overall, it is predicted to grow by a further 16.5% (by 2039); an increase of 15.5% in Boston Borough and 17.4% in South Holland, one of the highest population increases in the County<sup>13</sup>.
- 3.9 The area's population is also predicted to get older over the next twenty years or so, in line with national trends. There is expected to be a marked difference across the area in terms of the increase in population aged 65 and above; this age group in South Holland is anticipated to have increased by around 63.5% by 2039, over three times that of Boston Borough (20.9%), Overall, by 2039, 20.3% of the population are predicted to be in the 0 -24 age range, 50.1% in the 25 - 65 age range and 28.8% in the 65+ age range<sup>13</sup>.

#### **Jobs**

- 3.10 The estimated job growth from the Employment Land Review (when extrapolated to 2036) is consistent with the forecasts for jobs within the Boston Borough Strategic Housing Market Assessment<sup>14</sup> and the Peterborough Sub-Regional Strategic Housing Market Assessment<sup>15</sup> so remain broadly acceptable. This means by 2036, approximately an additional 13,800 jobs (552 jobs per annum) will be required in South Holland, but a much lower additional 3,800 jobs (152 jobs per annum)<sup>16</sup> will be required in Boston Borough. The Employment Land Review<sup>4</sup> indicates that job growth for B Class development would vary between 76 jobs per annum to 412 jobs per annum. In broad terms, the Spatial Strategy Background Paper<sup>16</sup> considers that job estimates contained in the Employment Land Review<sup>4</sup> are considered to be consistent with the forecasts for jobs within the SHMAs<sup>14,15</sup>.

3.11 Latest available figures show that the amount of people in employment in the area is broadly consistent with the national and regional picture; 76.4% were employed in South Holland and 76.1% in Boston, compared to 73.6% in Lincolnshire and 77.8% at a national level<sup>11</sup>. Table 1 shows that since 2012, South East Lincolnshire has experienced an increase in people who are economically active, although there are variations across the area; South Holland has experienced a gain in jobs (11.5%) well above the regional and national inclining trend, whereas Boston has seen a decline of about 5.3%<sup>17</sup>. However, it may be that this increase in jobs in South Holland involves part time or zero hours contracts in the food production sector, and are unlikely to represent well-paid, highly skilled employment.

	Oct 12 – Sept 13	Oct 15 – Sept 16	% change
<b>SE Lincolnshire</b>	<b>70,400</b>	<b>73,100</b>	<b>+2,000 (+3.84%)</b>
Boston	32,300	30,600	-1,700 (-5.3%)
South Holland	38,100	42,500	+4,400 (+11.5%)
<b>East Midlands</b>	<b>2,321,000</b>	<b>2,358,100</b>	<b>+37,100 (+1.6%)</b>
<b>UK</b>	<b>32,372,000</b>	<b>33,310,800</b>	<b>+938,800 (+2.9%)</b>

Table 1: Employment change 2012-2016

- 3.12 Recently published analysis of employee jobs by sector relates to 2015, which shows a mixed picture across the area: employment in distribution, hotels and restaurants is stronger in South Holland (12.5%), whereas public administration, education and health (27.8%) feature more strongly in Boston's profile<sup>18</sup> partly reflecting jobs generated at the Pilgrim Hospital and Boston College. South Holland appears to be bucking the national trend for manufacturing: 23.5% of jobs were in this sector, around a 1% increase from 2010 even within a period of decline in manufacturing in the region (13.5%) and also at a national level (8.3%)<sup>18</sup>.
- 3.13 South East Lincolnshire's resident workforce has a much smaller proportion of people employed in professional occupations: levels are higher in South Holland (32.6%) than Boston (24.7%), but much lower than in the East Midlands (40.9%) and Great Britain (45.1%)<sup>17</sup>. This evidence supports the view that the area has yet to fulfil its potential in generating higher value-added 'knowledge economy' jobs.
- 3.14 The area is particularly reliant on agriculture - accounting for 18% of the overall workforce in 2013, with another 14% of all jobs related to food processing and distribution. About 75% are in South Holland, particularly around Spalding, Holbeach and Sutton Bridge, although there is a notable presence in Boston town and Old Leake<sup>4</sup>. These figures can fluctuate significantly with seasonal employment, and employees in this sector may be low paid and low skilled.
- 3.15 Traditionally the agricultural sector is susceptible to changes in local and global markets, although new practices in supply chain management, logistics and technological developments may see this sector moving up the value chain. Food sales nationally are, relatively unchanged, which may help the area's general economy withstand the recession better than other areas of the country. Even so, dependency on one or more related sectors makes the local economy vulnerable.

- 3.16 The proportion of small firms (0 to 9 employees) is 87.6%, broadly in line with the regional level (88.6%)<sup>19</sup> although the majority are within South Holland. From 2010 to 2016, the number of VAT registered businesses in the area rose by approx. 17.9%, just below the regional level of 20.5%<sup>19</sup>. This suggests below average, but growing levels of entrepreneurial activity in South East Lincolnshire.

#### **Business clusters**

- 3.17 Locating businesses with similar or related specialisms in clusters is believed to stimulate a higher rate of growth and innovation as they can share and create knowledge through exploiting specialised labour, social networks and networks of support services. The development of HO002: Holbeach Food Enterprise Zone will help support agri-food businesses, with a particular focus on the food technology sector. This could also see an increase in the proportion of knowledge based 'value added' jobs in the area.

#### **Worklessness and Deprivation**

- 3.18 South Holland is ranked as 134<sup>th</sup> (out of 326 local authority areas in England) in terms of overall deprivation (1 equals the most deprived), whilst Boston ranks 66<sup>th</sup><sup>20</sup>. This places parts of Boston Borough amongst the top 50% of most deprived areas in the UK. Slightly higher unemployment levels in Boston (4.1%) compared to 3.4% in South Holland may contribute to this, although both are below the regional (4.2%) and national levels (4.9%)<sup>17</sup>, and represent a decline over the previous year of 0.9% and 1.5% for Boston and South Holland respectively. This indicates better prospects for unemployed residents finding work, although starting from a lower baseline.
- 3.19 The most sought after jobs amongst job claimants continue to be lower skilled jobs, sales and customer service operators and process, plant and machinery operatives. Fewer unemployed residents seek higher skilled jobs, suggesting there may be a skills shortage in the area. An imbalanced labour market, with an inadequate number of better-paid intermediate and higher level jobs will also contribute to the relatively high concentrations of deprivation in parts of the area.

#### **Functional Economic Market Area**

- 3.20 Examining commuting flows can help in defining the Functional Economic Market Area within which an area lies. In 2011, the majority of South East Lincolnshire's working residents worked inside the area indicating a fairly high level of self-containment. In Boston Borough 28.3% of residents worked elsewhere, more than double that of South Holland (11.9%)<sup>21</sup>. On average 7.8% moved between the two local authority areas. East Lindsey attracted 18.7% of out-commuters from Boston, while South Kesteven was the predominant attraction for South Holland residents (4.7%)<sup>21</sup>.
- 3.21 At the same time, approximately 16% of workers commuted into Boston Borough, mainly from South Holland and North Kesteven, while approximately 23% commuted into South Holland from a wide range of areas, including Fenland, King's Lynn and West Norfolk, North Kesteven, Peterborough and Boston<sup>21</sup>.
- 3.22 A commonly accepted approach to defining a Functional Economic Market Area is where at least 75% of a Travel to Work Area's residents also works in the area, and of all those working in the area at least 75% also live in the area<sup>4</sup>. On this basis, South East Lincolnshire

forms a relatively self-contained functional area but with some economic linkages to South Kesteven, King's Lynn and West Norfolk, Peterborough and East Lindsey.

#### Land with planning permission for B-Class development

- 3.23 Within the area, there are a number of sites and/or premises where planning permission for B-Class development has been granted, but not implemented (see Table 2 below). While planning permission is no guarantee of development, it gives an indication as to how much land could potentially be available over the plan period. Loss of employment land (or a particular type of employment land) has also been noted.
- 3.24 At December 2016, 59.3ha of land for B-Class development had not been implemented, but only a small proportion of this is within existing allocations<sup>22</sup>. 70% of employment land with planning permission in the area is within South Holland indicating that employment demand is greater in South Holland.

	B1a	B1b	B1c	B2	B8	Mixed B	Losses	Total
Area	Ha							
South Holland	0.02	-	0.34	1.32	0.03	41.71	-1.73	41.69
Boston	0.22	0.16	0.78	4.97	0.74	13.6	-2.8	17.67
SE Lincolnshire	0.24	0.16	1.12	6.29	0.77	55.31	-4.53	59.36

Table 2: South East Lincolnshire Employment Land Commitments (as at 31 December 2016)

Over the same period losses of 4.53ha were recorded, these are mostly small scale, although Boston Borough experienced a greater loss<sup>22</sup>.

- 3.25 Four existing employment allocations (totalling 21.13ha<sup>22</sup>) are identified in the emerging SHLAA for South East Lincolnshire as having planning permission for residential development, and may be lost from the employment land portfolio as a result. A further 26 employment allocations (of parts of) (totalling 127.04ha) are proposed to be de-allocated<sup>22</sup> (see paragraph 5.15); whilst it is unlikely that all of these sites will come forward for residential use by 2036, it is likely that that once the economy recovers, other losses will be likely. However given the amount and extent of developable employment sites identified in the SELAA, it is unlikely that replacement of any space lost to housing or other uses will be needed if the current level of stock is maintained, unless any large scale sites are released to other uses.
- 3.26 The rate of planning permissions sought varies significantly between Boston Borough and South Holland. In 2016, only six planning permissions for employment use were approved in Boston Borough, two were sizeable extensions to food production facilities and the other four were small-scale. This represents a major decline from 2012-13 when 17 permissions were granted. In contrast, South Holland granted 23 permissions over the same period (mostly for relatively small-scale extensions), a slight increase from the 22 permissions in 2012-13. This, therefore, gives a strong indication that the market demand is greater in South Holland<sup>22</sup>.
- 3.27 The take-up of employment land in the area is relatively low; only 9.47ha has been developed since 2012<sup>22</sup> (although this was during an economic recovery), and in most cases outside an employment allocation. However, three strategic planning permissions have recently been implemented at SP002: Lincs Gateway, SP012: Clay Lake and KI001: Kirton

Distribution Park, with development taking place at SP002 and KI001 indicating that this land is suitable for business needs should an end user be found. This also indicates that many existing employment allocations may not be fit for purpose.

- 3.28 Unless an end user is known at the time of a planning application, take-up of land is therefore likely to remain slow particularly in the early part of the plan period, even with new allocations; units are promoted for 'design and build', rather than 'build and sell' on the open market. Several of the planning permissions require significant upfront investment to open-up the sites for development: highways, utilities, flood mitigation and drainage will be required prior to land becoming available, for example at SP012: Clay Lake. This indicates that the lead-in time for such sites is likely to be longer than for the expansion of existing sites, so activity may be seen in the mid-late plan period.
- 3.29 As at December 2016, local agents confirm that whilst there has been an increase in employment land activity during the last two years, this has not yet manifested itself in many new build projects in South East Lincolnshire. But, there has been significant interest in potential projects which would be measurable if they come to fruition. However, these are still relatively in the early stages of discussion. This indicates that demand over the plan period may be stronger than that experienced in recent years.
- 3.30 However, agents suggest that most of the activity that occurs is locally orientated and there currently appears to be little major interest from outside the area to use South East Lincolnshire as a base for relocation, particularly if there has been no history/or connection with the area in the past. However, other agencies including Local Authorities, Lincolnshire County Council and the GLLEP are actively seeking to address this issue; securing Growth Deal funding to open-up HO002 is one example of how partners are using resources to attract new businesses to the area.

### **Vacant Premises**

- 3.31 Vacant floorspace occurs naturally as part of a functioning property market; 7.5% is the industry accepted level therefore it is highly unlikely that all the vacant floorspace identified in Table 3 below will come back into use. Although, some of the demand for employment floorspace could be met through the re-use of vacant premises, this relies on the right type of premises being available in the right location to meet demand.
- 3.32 Local agents note that there is little second hand industrial/commercial property available to let or for sale (but that this is sufficient for the present demand) and where availabilities have come to the market in the last two years, most have found new owners/occupiers. In terms of office space agents confirm that with the changing pattern of office working, demand for office space is muted although recently there has been some success. There is however still a substantial amount of office space available in the area. This suggests that it may not meet market needs. There would also appear to be a shortage of start-up business units not only in Spalding but also in other parts of South Holland.
- 3.33 Mixed B Use had the highest proportion of vacancies (59%), although this includes several large-scale units in Boston Borough (1000m<sup>2</sup> or more). South Holland however, had a higher vacancy rate for B1a and B2 floorspace. This reinforces the trend identified in the Employment Land Review<sup>4</sup> that there could be a shortage of space relative to demand, and

that the available space may not be able to cope with increasing demands as economic conditions improve.

	B1a	B1b	B1c	B2	B8	Mixed B	Total
<b>Area</b>	<b>m<sup>2</sup></b>						
Boston Borough	373	-	371	386	11736.2	17879.6	30745.8
South Holland	1229.34	-	-	874	-	3576	5679.34
SE Lincolnshire	1602.34	-	371	1260	11736.2	21455.6	36425.14

Table 3: Marketed Floorspace (for sale/rent) at January 2017

Source: SEL JPU surveys, local commercial property agents, January 2017

- 3.34 A best case scenario is that 50% of vacant floorspace (18,212m<sup>2</sup>) could come back into use. This is because some of the stock is in poor condition and will fail to meet the needs of the general market. Stock that has been vacant for over twelve months could be suitable for alternative uses or provide an opportunity for redevelopment should an appropriate scheme come forward.

**Re-development of existing employment sites**

- 3.35 At a number of existing employment sites: land is under-utilised, occupiers are seeking to vacate or contract activities, or some of the existing buildings are likely to come to the end of their economic life during the plan period. These sites may offer opportunities for intensification, redevelopment and/or expansion, enabling a site to be used more efficiently. For example, the consent for part of SP012: Clay Lake, Spalding involves the redevelopment of outdated building stock and seeks to provide an additional 1400m<sup>2</sup> of B Class stock. But these types of schemes are speculative so quantifying this for the plan period is difficult.

**Smart or Landless Growth**

- 3.36 An alternate factor which could reduce the amount of employment land needed in the future is the ability to achieve economic growth without an increase in demand for employment land, through increased automation, labour productivity improvements, hot-desking, working from home or more overtime working by current staff. But it is difficult to quantify the effect of this ‘smart’ or ‘landless’ growth.

**Strengths, Weaknesses, Opportunities and Threats**

- 3.37 The above analysis has identified the following economic strengths and weaknesses of the Plan area, together with potential opportunities and threats, which will influence demand for employment land in the area to 2036.

Strengths/Opportunities	Weaknesses/Threats
<ul style="list-style-type: none"> <li>• Above average job growth and low unemployment</li> <li>• Growth in business services</li> <li>• Strong food industry</li> <li>• Strong local manufacturing base less affected by global pressures</li> <li>• Reasonable links to London/ports</li> <li>• Low cost base (premises and wages)</li> <li>• High proportion of self-employed indicates</li> </ul>	<ul style="list-style-type: none"> <li>• Distance from national strategic road network</li> <li>• Lack of modern employment premises</li> <li>• Slow take up of allocated and permitted employment land, more reliant on design and build</li> <li>• Below average skills/workplace wages</li> <li>• Low business formation rates</li> <li>• High reliance on manufacturing and food processing sectors</li> </ul>

<p>entrepreneurial activity</p> <ul style="list-style-type: none"> <li>• Potential spin offs from National Centre for Food Manufacture, Holbeach</li> <li>• Developing a competitive advantage based on the Holbeach Food Enterprise Zone, potentially adding knowledge based 'value added' jobs</li> </ul>	<ul style="list-style-type: none"> <li>• Limited attraction to inward investment and business relocation; lack of variety and choice</li> <li>• Limited range of strong business sectors</li> <li>• Majority of extant employment sites are in private ownership</li> </ul>
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3.38 Relying on existing planning permissions, vacant floorspace, speculative intensification schemes and smart or landless growth will not be enough to realise the ambitious economic aspirations for South East Lincolnshire in the long term. This means that additional employment land will need to be identified in the new Local Plan.

## 4.0 Strategic Employment Land Availability Assessment

4.1 The Strategic Employment Land Availability Assessment for South East Lincolnshire assessed 320 sites for employment use<sup>9</sup>. However, the PPG makes it clear that an *“assessment is an important evidence source to inform plan making but does not in itself determine whether a site should be allocated for development. This is because not all sites considered in the assessment will be suitable for development (e.g. because of policy constraints or if they are unviable). It is the role of the assessment to provide information on the range of sites which are available to meet need, but it is for the development plan itself to determine which of those sites are the most suitable to meet those needs.”*

4.2 The SELAA<sup>9</sup> splits the 320 sites into those:

- 156 existing employment sites: the appraisal will help determine whether the plan should safeguard the sites for their current (or previous) employment uses or whether some sites are no longer suitable or needed for employment or should be released for alternative uses;
- 164 potential development sites: the appraisal will help determine whether the site should be identified for B-Class development in the Local Plan;

4.3 The SELAA<sup>9</sup> considers of the 156 existing employment sites:

- 69 (44.2%) are classified as unsuitable to be safeguarded; and
- 87 (55.7%) are classified as suitable to be safeguarded.

4.4 Of the 164 potential development sites<sup>9</sup>:

- 62 (37.8%) are classified as developable;
- 102 (62.1%) are classified undevelopable.

4.5 In summary, for a site to be developable or suitable to be safeguarded, a site should be suitable, available and achievable: there should be the prospect that the site is likely to continue in employment use for a reasonable period of time (i.e. the plan period) or provide employment development within a reasonable period of time. All sites should be in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance (400m) of a higher tier settlement. Further details relating to assessment criteria and the SELAA can be found at [www.southeastlincslocalplan.org](http://www.southeastlincslocalplan.org)

- 4.6 This ELTP will consider which suitable sites should be safeguarded for employment use in the Local Plan and which developable sites should be allocated for B-Class (or mixed use) development. The developable potential development sites are discussed in Table 4 and a recommendation is provided for each. Table 5 provides a recommendation relating to each suitable potential safeguarded site.

Site Reference	Site Address	Suitability as an allocation
BO001	Endeavour Park, Boardsides, Boston	An existing strategic employment allocation: an accessible location, the available land are serviced to the boundaries and development would add to the critical mass of employment/employment generating uses that exist. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
BO006	Riverside Industrial Estate, Marsh Lane, Boston	An existing strategic employment allocation: available land is serviced to the boundaries and development would add to the critical mass of employment/employment generating uses that exist. Although the available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements, market signals indicate that all of the available land would not be delivered in the plan period. A reduced amount of land should be allocated in this location for employment use.
BO008	Q2: The Quadrant, Wyberton End Road, Boston	Part of a strategic mixed-used urban extension: will provide an opportunity to form a good critical mass of B1/employment-generating uses close to new residential development. Expected to be a highly accessible location, close to the proposed Boston Distributor Road. It is expected that other infrastructure would be provided as part of the development of the wider site. Development on this scale offers opportunities to mitigate environmental impacts effectively. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use (mixed use).
BO014	Land to the north of Whitehorse Lane, Boston	An existing employment allocation: the site is not a strategic scale, the existing buildings may not meet business needs and the loss of 0.48ha of employment land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be allocated for employment use.
BO016	Land to the south of King Street, Boston	An existing employment allocation: the site is not a strategic scale and has some access, flood risk and contaminated land issues which may affect the deliverability of employment development in this location. The loss of 0.57ha of employment land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be allocated for employment use.
BO018	Land to the north of Langrick Road, Boston	An existing employment site: the site is not a strategic scale and has some access, amenity and contaminated land issues which may affect the deliverability of employment development in this location. The loss of 1.16ha of employment land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in Boston Borough the site should not be allocated for employment use.
BO021	Land to the south of Main Ridge East, Boston	An existing employment site: the site is not a strategic scale. The loss of 0.31ha of employment land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in Boston Borough the site should not be allocated for employment use.

Site Reference	Site Address	Suitability as an allocation
BO023	Land to the north of Main Ridge East, Boston	An existing commercial allocation: the site is not a strategic scale and has a low profile. The loss of 0.25 ha of commercial land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in Boston Borough the site should not be allocated for employment use.
BO024	Boston Delivery Office, South End, Boston	The site is not a strategic scale and has a low profile, with heritage issues within a primarily residential area. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in Boston Borough the site should not be allocated for employment use.
BO027	Land to the north-east of Freiston Road, Boston	An existing employment site: the site is not a strategic scale and has access and heritage issues. The loss of 0.25 ha of employment land would be unlikely to have adverse economic impacts. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the Boston area, the site should not be allocated for employment use.
BO045	Baptist Farm, Heron Way, Boston	Within a strategic employment allocation: part of the site has consent for industrial use which together with the remainder of the site would form a good mix of employment uses. The site has good highways and sustainable transport access and would benefit from proximity to a good critical mass of employment uses within the strategic employment allocation (BO006). The site should be allocated for employment use within BO006.
BO047	North of the Waste Recycling Centre, Slippery Gowt Lane, Boston	Within a strategic employment allocation: the site has good highways and sustainable transport access and would benefit from proximity to a good critical mass of employment uses within the strategic employment allocation (BO006). The site should be allocated for employment use within BO006.
BO054	Land to the north-west of Westbridge Road, Boston	An existing employment allocation: land to the south (also within the allocation) has been developed for retail use which complements the supermarket development to the east. In this location the site would more readily form a natural extension to the existing retail park, benefitting from proximity to a good critical mass of retail/town centre uses. The site should not be allocated for employment use.
BO059	Disused petrol station, London Road, Boston	A low profile site, not a strategic scale with site clearance and contaminated land issues which may affect the deliverability of employment development of this size in this location. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in Boston Borough the site should not be allocated for employment use.
BU007	Land off Benington Road, Butterwick	A low profile site: the site is an irregular shaped site and not a strategic scale. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in the Boston Borough the site should not be allocated for employment use.
CO003	Land to the west of Mill Drove South,	A low profile site: the site is not a strategic scale, has an irregular shape and is in a predominantly residential area. Given the amount of better quality strategic land available for a range of B-Class development in more attractive

Site Reference	Site Address	Suitability as an allocation
	Cowbit	(to the market) locations in the South Holland area the site should not be allocated for employment use.
CR001	Crease Drove Business Park, Crowland	An existing employment site: the available land is serviced to the boundaries and development would add to the critical mass of employment uses that exist in that location. The developable land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
CR004	Land to the north of Postland Road, Crowland	An existing commercial site: has a low profile and access issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.
CR006	Crowland Garden Centre, Postland Road, Crowland	An existing commercial site: has a low profile and access issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.
CR007	Land at Thorney Road, Crowland	A high profile site adjacent to the A16, within 41m of Crowland built-up area, has good access to the A16 and local labour and is capable of accommodating a good mix of employment uses. The developable land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
CR011	South View Community Primary School, Crowland	A low profile site: the site is not a strategic scale, is in a predominantly residential area with heritage issues. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in South Holland the site should not be allocated for employment use.
DE004	Land to the east of Littleworth Drove, Deeping St Nicholas	A low profile site: the site is in a predominantly residential area and would not form a critical mass of employment uses. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.
HO002	Holbeach Food Enterprise Zone	A strategic site: the site is in a prominent location next to the A17 and A151. Access improvements to the site have been granted planning permission and are expected to commence in May 2017. The anchor for the site (the University of Lincoln campus) has planning permission. Concerns relating to character and utilities are all considered to be able to be addressed by a development of this size. Partners are in place, Growth Deal funding has been secured and suitable delivery mechanisms have been identified. The developable land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use (mixed use).
HO003	Holbeach Technology Campus	An existing mixed-use site (for education and employment): the available land is small-scale, has been vacant for a long period indicating demand may not exist for additional development in this location. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.

Site Reference	Site Address	Suitability as an allocation
HO005	Land to the east of Balmoral Way, Holbeach	An existing employment site: the site is low profile, in a predominantly residential location. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
HO006	Land to the north-west of Foxes Low Road, Holbeach	An existing employment site: the site is low profile and not a strategic scale. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
KI001	Kirton Distribution Park	An existing strategic employment site: the site has a high profile adjacent to the A16, has excellent accessibility by road and sustainable transport, the available land is serviced to the boundaries and development would add to the critical mass of employment/employment generating uses that exist/under construction. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. Concerns relating to character and utilities are considered to be able to be addressed by a development of this size, particularly with active marketing being underway. The site should be allocated for employment use (for mixed use).
KI004	Land to the south of Station Road, Kirton	An existing employment allocation: the site has a low profile and despite the site having been allocated since 1999 appears to have generated little interest from the market as no development has taken place. The loss of 1.06ha of employment land would be unlikely to have adverse economic impacts. The site should not be allocated for employment use.
KI005	The Junction, Kirton	An existing employment allocation: despite the site's high profile and allocation since 1999 the site appears to have generated little interest from the market as no employment development has taken place. Given the amount of better quality strategic land available for a range B-Class development in more attractive (to the market) locations in the Boston area the loss of 0.37ha of employment land would be unlikely to have adverse economic impacts. The site should not be allocated for employment use.
KI016	Land to the south of Princess Road, Kirton	An extension to the strategic KI001: given the high take-up of land and the level of development activity on KI001 the available land would appear to form a suitable extension benefitting from a critical mass of employment uses in this location. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. Concerns relating to character, access and utilities are all considered to be able to be addressed by a development adjoining an existing strategic employment site. The site should be allocated for employment use as part of the adjoining KI001 (for mixed use).
LO002	Bridge Road Industrial Estate, Long Sutton	An established employment site: the site has good accessibility and provides for a good critical mass of employment uses. The available land has planning permission for industrial development and would benefit from locating close to an established employment area. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use in the Local Plan.

Site Reference	Site Address	Suitability as an allocation
LO008	Land to the north of Bridge Road, Long Sutton	The site is not a strategic scale, has a low profile and has been vacant for some time, with little interest from the market for re-use/redevelopment. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.
LO009	Land to the south of Bridge Road, Long Sutton	A strategic scale site, well-related to existing established employment sites/allocations, with good accessibility. Concerns relating to character are able to be addressed by a development of this size. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use in the Local Plan.
LO019	Land to the south of Bridge Road, Long Sutton	An existing mixed-use site: the site has some site clearance and contaminated land issues which may affect the deliverability of employment development in this location. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations, the site should not be allocated for employment use.
LO020	Land to the east of Station Road, Long Sutton	The site is not a strategic scale and has some site clearance issues which for a site of this size in this location could adversely impact upon the achievability of employment development. Given the amount of better quality strategic land available for a wide range of B-Class development in more attractive (to the market) locations in South Holland, the site should not be allocated for employment use.
MC002	Land to the south of Roman Road, Moulton Chapel	A low profile site in a predominantly residential area, with accessibility issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.
MC003	Land to the south of Roman Road, Moulton Chapel	A low profile site in a predominantly residential area, with accessibility and heritage issues. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
PI009	Birchgrove Garden Centre, Surfleet Road, Pinchbeck	An established commercial site in a predominantly residential area. Given the amount of better quality strategic land available for a range of B-Class in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
PI010	Former Dairy Depot, Pennytoft Lane, Pinchbeck	A low profile site: the site is within a predominantly residential area and is not a strategic scale. Development is likely to require site clearance and decontamination which could adversely impact upon employment development on a site of this size in this location. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in South Holland, the site should not be allocated for employment use.
QU003	Land to the north-east of Main Road,	A low profile site, within a predominantly residential location. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland

Site Reference	Site Address	Suitability as an allocation
	Quadring	area, the site should not be allocated for employment use.
QU004	Land to the south of Town Drove, Quadring	A low profile site, with heritage issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
SP001	Wardentree Lane, Spalding	An existing strategic employment allocation: a high profile site, with good accessibility by road, sustainable and public transport and for local labour. The available land is serviced to the boundaries and development would add to the critical mass of employment/employment generating uses that exist. The developable land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
SP002	Lincs Gateway, Spalding	A high profile mixed-use site with planning permission for uses including B1, B2, B8. The scheme if delivered as consented would create a critical mass of employment/employment generating uses. However, the promoters indicate that B2, B8 would be more successful at SP012 indicating that achievability for those uses is low. Additionally, promotion of residential development in the northern part of the western site indicates that achievability for employment land in that location is low. Despite this, a smaller allocation could be deliverable and is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use (mixed-use).
SP011	Millfield Nursery, Spalding	A low profile site, within a predominantly residential location. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
SP012	Clay Lake, Spalding	An existing employment site: planning permission for the extension has been implemented and would create a high profile employment site with accessibility to the A16. The available land is serviced to the boundaries and development would add to the critical mass of employment uses that exist. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
SP014	Land to the east of Willow Walk, Spalding	An existing employment site: the site is not a strategic scale and has heritage issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the loss of 0.54ha of employment land would be unlikely to have adverse economic impacts. The site should not be allocated for employment use.
SP022	Former Royal Mail Sorting Office, Spalding	An existing commercial site: the site is not a strategic scale, has heritage issues and has been marketed for a reasonable period with no apparent interest from the market for employment development. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.

Site Reference	Site Address	Suitability as an allocation
SP025	Land to the east of Spalding Common, Spalding	A low profile site: the site is not a strategic scale and has access issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
SP028	Former Jewsons Premises, Spalding	An existing employment site: the site is not a strategic scale and has a low profile. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
SP029	Land to the south of Childers South Drove, Spalding	A mostly greenfield site proposed as an extension to the undeveloped part of the adjoining SP012 to the south. Although part of SP012 has consent the take-up of land has been slow indicating that additional land in this location may not prove attractive to the market, particularly as the site has accessibility and utilities issues which may involve significant upfront investment (so would be reliant on SP012 coming forward first). Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be allocated for employment use.
SP038	Spalding Power Station B, West Marsh Road	An existing employment allocation: the site has consent for a power station and site clearance appears to have started. The site would create a mass of power generating uses, adjoining the existing power station to the north. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for power generation-related employment use (restricted use).
SP040	Land to the south of Wardentree Lane, Spalding	A small scale site adjoining SP001, a strategic employment allocation: the site would appear to form a suitable extension benefitting from a critical mass of employment uses in this location. The site should be allocated for employment use within SP001.
SU002	Land to the north of Post Office Lane, Sutterton	An existing employment site: the site is not a strategic scale, has a low profile and has been marketed for employment use with no apparent interest. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the Boston Borough area, the site should not be allocated for employment use.
SU003	Love Lane, Sutterton	An existing employment site: the site provides for a good mix of local employment uses and has good accessibility. The available land would provide a small-scale extension to the existing employment site and is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.
SU008	Land to the south of Enterprise Park, Sutterton	An employment commitment: the site would form an extension to a strategic employment allocation (SU001) to the north and would add to the critical mass of employment uses in this location. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use.

Site Reference	Site Address	Suitability as an allocation
SB002	Wingland, Sutton Bridge	A strategic employment allocation: a low profile allocation with electricity and flood risk issues which may affect the deliverability of employment land in this location. Despite being allocated since 2006 and being actively marketed there has been limited apparent interest in the site indicating that there is little interest from the market for a site of this size in this location. Nevertheless, a smaller allocation could be deliverable (and could be accommodated within the electricity network). This would be in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements.
SB003	Sutton Bridge Port	An existing employment site: the site has good accessibility and provides for a good mix of small-scale businesses. The available land would form an extension to the existing employment site. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use in the Local Plan (restricted use).
SB005	Railway Lane Industrial Estate, Sutton Bridge	An existing employment site: the site has good accessibility and provides for a good mix of small-scale businesses. The available land would form a small-scale extension to the existing employment site. The site is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for employment use in the Local Plan.
SB014	Sutton Bridge Power Station 2, Sutton Bridge	An employment commitment: the site has consent for a power station. The site would create a mass of power generating uses, adjoining the existing power station to the north west. The available land is in scale with the 82ha of employment land which the emerging Local Plan seeks to provide for in the higher tier settlements. The site should be allocated for power generation-related employment use (restricted use).
SW004	Land at North End, Boston Road, Swineshead	An existing employment site: the site is not a strategic scale, has a low profile and is within a predominantly residential area. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston Borough area, the site should not be allocated for employment use.
WE004	Land to the south of High Road, Weston	A low profile site, not of a strategic scale. Given the amount of better quality strategic land available to accommodate a wide range of B-Class development in more attractive (to the market) locations in South Holland the site should not be allocated for employment use.
WH004	Land to the north of Abbots Garden, Whaplode	A low profile site: the site is within a predominantly residential area and has accessibility issues. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area the site should not be allocated for employment use.

Table 4: Developable Sites: Allocation Recommendations

Site Reference	Site Address	Suitability as a safeguarded site
BI001	JDM Food Group, Bicker	An established site: a strategic size site, with good accessibility, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BI003	Transflor Ltd, Bicker	An established site: the site is of an appropriate size, has good accessibility and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BI004	Land to the west of Low Gate Lane, Bicker	The site is not of a strategic scale and is in a primarily residential area; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BI005	Land between Milkinghill Lane and St Swithins Close, Bicker	The site is not of a strategic scale and is in a primarily residential area; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO002	Boston Trade Park, Boston	An established employment allocation: a strategic site, with good accessibility, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development, employment generating uses and ancillary development. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BO003	Nelson Way Industrial Estate, Boston	An established employment allocation: a strategic site, with good accessibility, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development, employment generating uses and ancillary development. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
BO004	Broadfield Lane Industrial Estate, Boston	An established employment allocation: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of 'bad neighbour uses' and ancillary development, performing an important role in the local economy. The site should be safeguarded for employment use.
BO005	Redstone Industrial	An established employment allocation: a strategic site, with good accessibility, in a suitable location so is

Site Reference	Site Address	Suitability as a safeguarded site
	Estate, Boston	consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development, employment generating uses and ancillary development. Low vacancy rate indicates ongoing demand for units. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BO009	Boston Port Estate, Boston	An established employment allocation: a strategic site, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of port-related employment uses and is expected to continue to operate for a reasonable period. The site should be safeguarded for employment use (restricted use).
BO011	Metsawood/Fogarty's, Boston	An established employment allocation: a strategic site, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BO012	Tulip Ltd, Boston	An established employment site: a strategic site, with good accessibility, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a national business. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BO015	Land to the north of Station Street, Boston	An established employment site: the site is of an appropriate size, has excellent accessibility and is in a suitable central location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a national business. The site should be safeguarded for employment use.
BO037	Brian Fairweather Autos, Boston	The site is not of a strategic scale, has accessibility issues and is in a primarily countryside location; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO038	Bredon Premix Concrete, Boston	The site is not of a strategic scale and has accessibility issues; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO040	Lincolnshire Drainage Company, Boston	The site is not of a strategic scale and has accessibility issues; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO050	Wyberton Chain	A low profile site, that is not a strategic scale; given the amount of better quality strategic land available for B-

Site Reference	Site Address	Suitability as a safeguarded site
	Bridge Depot, Boston	Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO051	Former Council Depot, Fen Road, Boston	The site is not a strategic scale, has accessibility issues and a low profile; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston area, the site should not be safeguarded for employment use.
BO056	Rolec Services Ltd, Boston	A newly established employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a newly expanded business. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
BU001	Produce World, Butterwick	An established employment site: a strategic site, with good accessibility, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site should be safeguarded for employment use.
BU002	Pearson Packaging, Butterwick	An established employment allocation: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site should be safeguarded for employment use.
CO002	Land north of Barrier Bank, Cowbit	An established local employment site: the site is of an appropriate size, has good accessibility and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site should be safeguarded for employment use.
CR003	Horseshoe Yard, Crowland	An established local employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates small-scale units as space for local businesses and start-up businesses. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
CR009	Tourmaster Coaches, Crowland	The site is not of a strategic scale, is in a predominantly countryside location; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
DO001	Millfield Road Industrial Estate, Donington	An established employment site: a strategic site, with good accessibility, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development, employment generating uses and ancillary development. Recent investment and planning

Site Reference	Site Address	Suitability as a safeguarded site
		permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
DO002	Mill Lane, Donington	An established employment site: a strategic site, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good critical mass of B Class development. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
DO003	High Street, Donington	An established employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of local businesses. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
DO005	Rear of Church Street, Donington	The site is not of a strategic scale, has a low profile and is in poor condition; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
DO006	D & S Factors, Donington	The site is not of a strategic scale, is in a predominantly rural location and has some accessibility issues; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
DO007	Turners, Donington	An established employment site: a strategic site, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a regional business. The site should be safeguarded for employment use.
DO010	Land to the north of Quadring Road, Donington	An established employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect local employment uses in/or within a sustainable distance of a higher tier settlement. The site has recently changed occupiers, indicating ongoing demand for employment use in this location. The site should be safeguarded for employment use.
FL001	Intergreen, Fleet Hargate	An established employment site: a strategic scale, high profile site with excellent accessibility adjacent to the A17, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development. Low vacancy rate. The site should be safeguarded for employment use.
FL004	H Carter, Fleet Hargate	An established employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect local employment uses in/or within a sustainable distance of a higher tier settlement. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.

Site Reference	Site Address	Suitability as a safeguarded site
FL006	P & R Plant Hire, Fleet Hargate	An established employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect local employment uses in/or within a sustainable distance of a higher tier settlement. The site has recently changed occupiers, indicating ongoing demand for employment use in this location. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
FR001	Freiston Enterprise Park	An established employment allocation: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for local businesses and employment generating development. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
GO001	Plastosac, Gosberton	Although the site is of a strategic scale, the owners' intentions for the future operation of the site are unclear. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
GO002	Morris Machinery, Gosberton	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
GO003	Prince Build, Gosberton	An established employment site: a good quality small-scale employment site, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. The site should be safeguarded for employment use.
HO001	Fleet Road Industrial Estate, Holbeach	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for local businesses and employment generating development. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
HO014	Sweepstones, Holbeach	The site is not a strategic scale, is in a predominantly residential location, severed from Holbeach by the A17 which means that access by sustainable/public transport and to local labour and amenities is restricted. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.

Site Reference	Site Address	Suitability as a safeguarded site
HO015	Brian Eyres Roofing Supplies, Holbeach	The site is not a strategic scale, is in a predominantly rural location, with accessibility issues. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
HO020	Childers Caravans, Holbeach	The site is not of a strategic scale and is in a rural location; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
KI002	Manor Road, Kirton	An established employment allocation: a strategic scale, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for local and regional businesses. The site has recently changed occupiers indicating the ongoing demand for employment development in this location. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
KI012	Land to the south of Willington Road, Kirton	The site is within a predominantly rural location and appears to be going through a process of redevelopment/reuse so has yet to be market tested. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston Borough area, the site should not be safeguarded for employment use.
KI014	Land to the west of Manor Road, Kirton	The site is of an appropriate size and in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. However, the glasshouses in the western part of the site do not form an employment use and there is no evidence to suggest that redevelopment is being considered. Therefore the western part of the allocation should be discounted. The eastern part of the site (KI002) should be safeguarded in the Local Plan.
KI015	Land to the north of Wash Road, Kirton	An established employment allocation: a strategic scale, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for local businesses, particularly with KI001 to the south. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
LO001	Land adjoining Hundreds Lane, Long Sutton	An established employment allocation: a strategic site, in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for national and local businesses. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
LO003	Canebuzo, Long Sutton	A newly established local employment site: the site is of an appropriate size and is in a suitable location to be

Site Reference	Site Address	Suitability as a safeguarded site
		consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates small-scale units as space for local businesses and start-up businesses. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
LO005	Hallgate Timber, Long Sutton	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
LO006	Land to the west of Lime Walk, Long Sutton	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates several small scale local businesses and ancillary development. Recent investment indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
LO016	Statech UK Ltd, Long Sutton	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a national business. Recent investment and planning permissions indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
MO001	High Street, Moulton	An established employment site: a strategic site, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site appears to have recently been let indicating the demand for employment development in this location. The site should be safeguarded for employment use.
MO002	Superflora UK Ltd, Moulton	The site is not of a strategic scale, has accessibility issues and is in a predominantly rural area; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
OL001	M Baker & Son, Old Leake	An established employment site: a strategic site, in a suitable location, with excellent accessibility adjacent to the A52 so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment and planning permissions indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
OL002	Charles Wright & Sons, Old Leake	An established employment allocation: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable

Site Reference	Site Address	Suitability as a safeguarded site
		distance of a higher tier settlement. The site accommodates a local business. The site should be safeguarded for employment use.
PI001	Cecil Francis Business Park, Pinchbeck	The site is not of a strategic scale, has heritage issues and is in a predominantly residential area; given the amount of better quality strategic land available for B-Class in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
PI007	Land to the east of Surfleet Road, Pinchbeck	A low profile site to the rear of a commercial enterprise. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
PI008	The Anglian Business Centre, Pinchbeck	A low profile site within a predominantly rural location, with accessibility issues. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
QU001	Land to the south of Main Road, Quadring	A low profile site, not OF a strategic scale within a predominantly rural location. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
QU002	Land to the south-west of Main Road, Quadring	The site is not of a strategic scale and is in a predominantly residential area. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
QU005	Turners, Quadring	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan’s locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a regional business. Recent investment indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
SP003	Fulney Lane North, Spalding	An established employment site: a strategic scale, in a suitable location with excellent accessibility, adjacent to the A16 so is consistent with the emerging Local Plan’s locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates three local and regional businesses. Recent investment and planning permissions indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
SP006	Land to the south of Horseshoe Road, Spalding	The site is not of a strategic scale, has accessibility issues and is in a primarily rural area; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
SP007	Land to the south of Horseshoe Road, Spalding	A low profile site mostly occupied by glasshouses in a primarily rural location with accessibility issues; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.

Site Reference	Site Address	Suitability as a safeguarded site
SP030	TF Bowman & Sons, Spalding	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment and planning permissions indicates the likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
SP031	Elsoms Seeds, Spalding	The site is within a predominantly residential area and is not solely occupied by B Class development. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
SP035	Cradge Bank Industrial Estate, Spalding	An existing employment site: a low profile site, with accessibility issues. Parts of the site are in average condition, and the site experiences high vacancy levels. Recent planning permissions have been for non B Class development (mostly D Class) indicating that the site is not attractive to the market for employment use. Given the amount of better quality strategic land available for a range of B-Class development in more attractive (to the market) locations in South Holland, the site should not be safeguarded for employment use.
SP036	Stumps Lane, Spalding	The site is not of a strategic scale, has a low profile in a rural location, has accessibility issues and average vacancy levels. Despite recent investment the units remain mostly vacant; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
SP037	Spalding Power Station, Spalding	Within an established employment allocation (SP001): the site is a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a power station. The site should be safeguarded for power generation use (restricted use).
SR001	Land to the east of Gosberton Road, Surfleet	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. The site has recently changed occupiers indicating the demand for employment development in this location. The site should be safeguarded for employment use.
SR002	Land to the north of Seas End Road, Surfleet	An established employment site: the site is of an appropriate size, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. The site has recently changed occupiers indicating the demand for employment development in this location. The site should be safeguarded for employment use.
SU001	Enterprise Park, Sutterton	An established employment allocation: a strategic scale, in a suitable location, with good accessibility so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within

Site Reference	Site Address	Suitability as a safeguarded site
		a sustainable distance of a higher tier settlement. The site accommodates a good mass of B Class development for local businesses and employment generating development. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
SU004	Spalding Road Industrial Estate, Sutterton	An established local employment site: the site is of an appropriate size and is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates small-scale units as space for local businesses and start-up units. Low vacancy rate indicates ongoing demand for units. The site should be safeguarded for employment use.
SB001	West Bank Industrial Estate, Sutton Bridge	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates three local businesses. The site should be safeguarded for employment use.
SB004	Railway Lane East, Sutton Bridge	An established employment site: a strategic scale, in a suitable location, with excellent accessibility adjacent to the A16, so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates national and local businesses. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
SB007	Sutton Bridge Power Station, Sutton Bridge	An established employment site: a strategic site. The site accommodates a power station, adjacent to an existing employment allocation (SB002). The site should be safeguarded for power generation use (restricted use).
SJ001	Land to the west of Bell's Drove, Sutton St James	The site has accessibility issues and has a low profile. Given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
SW001	North End Business Park, Swineshead	An established employment site: a strategic scale, in a suitable location, with excellent accessibility so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates national and local businesses. Recent investment indicates likely ongoing operation for a reasonable period. Low vacancy levels. The site should be safeguarded for employment use.
SW002	Station Road Industrial Estate, Swineshead	An established employment allocation: a strategic site, in a suitable location, with excellent accessibility so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates local businesses and small-scale units for business start-ups. Recent investment indicates likely ongoing operation for a reasonable period. Low vacancy

Site Reference	Site Address	Suitability as a safeguarded site
		levels. The site should be safeguarded for employment use.
SW003	PF Booth & Son, Swineshead	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
SW008	Drayton Motors, Swineshead	The site is not a strategic scale and is occupied by commercial uses which is inconsistent with the Local Plan's strategy to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site should not be safeguarded in the Local Plan.
SW009	Steyning Farm, Swineshead	The site is not of a strategic scale, has a low profile; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the Boston Borough area, the site should not be safeguarded for employment use.
WE001	Flamingo Flowers, Weston	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a regional business. The site has recently changed occupiers indicating the ongoing demand for employment development in this location. The site should be safeguarded for employment use.
WH001	Whaplode Industrial Estate, Whaplode	An established employment site: a strategic scale, in a suitable location so is consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. Recent investment indicates likely ongoing operation for a reasonable period. The site should be safeguarded for employment use.
WH005	Land to the north of Cobgate, Whaplode	A well-established employment site, forming a good critical mass of employment uses with the adjoining WH001. The site is in a suitable location to be consistent with the emerging Local Plan's locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. Recent investment and planning permissions indicates likely ongoing operation for a reasonable period. The site should be safeguarded in the Local Plan.
WH007	Chandlers Agricultural Equipment, Whaplode	The site is not of a strategic scale and is not capable of accommodating a critical mass of employment uses; given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
WH009	Acast Industrial Flooring Ltd, Whaplode	The site is not of a strategic scale, has a low profile within a rural location: given the amount of better quality strategic land available for B-Class development in more attractive (to the market) locations in the South Holland area, the site should not be safeguarded for employment use.
WI001	Main Road, Wigtoft	An established employment allocation: the site is an appropriate size, in a suitable location, with good accessibility

Site Reference	Site Address	Suitability as a safeguarded site
		so is consistent with the emerging Local Plan’s locational strategy which seeks to protect employment uses in/or within a sustainable distance of a higher tier settlement. The site accommodates a local business. The site should be safeguarded for employment use.

Table 5: Developable Sites: Safeguarding Recommendations

## 5.0 Taking the Recommendations Forward in the Local Plan

5.1 The SELAA<sup>9</sup> identified characteristics that were common to groups of sites. Unlike the housing provision, meeting the employment land target is only considered at Plan Area level (rather than by settlement) but it is important to ensure that enough employment land is provided close to where new homes are expected to be delivered – within, or close to the higher tier settlements of the Local Plan. As a result, the sites recommended for allocation (in Table 6) have been classified under one of the following (by settlement):

### Main Employment Areas

5.2 These are strategic sites that are able to be extended or provided:

- i. In an accessible location, close to the major road network (A17, A52, A16), with reasonable public transport access and good sustainable transport links (or the ability to provide them through new development) for vehicles and local labour;
- ii. With good access to local amenities: shops and community facilities such as a café, day care nursery, gym, that employees might reasonably be expected to use;
- iii. With a strong relationship with a higher tier settlement (within the settlement boundary or within 400m of that boundary of a Sub-Regional Centre, Main or Minor Service Centre), facilitated by proximity or good transport links;
- iv. Of a scale, location and prominence to be attractive to key businesses and those within high value-added and growing sectors that could not be accommodated elsewhere. For greenfield sites or existing sites with a significant extension, that are able to be accompanied by a masterplan and provide (or have the ability to deliver) a high quality landscape;
- v. Of an appropriate quality: high quality sites which are attractive to national and international investors and key employers in Lincolnshire. Such sites should be capable of raising the profile and economic performance of the region and South East Lincolnshire;
- vi. With a clear identity or the ability to develop a brand and future vision for the site. The quality of the floorspace, environment and amenities should be sufficient to accommodate large scale users or high value added uses which fit the overall strategy for that site;
- vii. To demonstrate a good fit with wider Local Plan and economic policy. In particular sites should be able to accommodate leading edge sectors; accommodate uses that add to the economic base of the Plan Area and region; are clear economic drivers; are able to accommodate the full range of B-Class development and/or support the growth of key local businesses so that they retain their position in the market; offer (or have the potential to offer) high levels of accessibility by public and private transport and be consistent with transport policy. Related to this is deliverability: this is extremely important as time and effort should be concentrated on bringing forward those sites which are most likely to be deliverable (are capable of continuing as an employment site and/or there is the significant potential that the site will become an employment site over a reasonable time period (i.e. the plan period).

5.3 The majority of Main Employment Areas are existing employment allocations, have planning permission for employment use or are well-established employment locations, within or in close proximity to a higher tier settlement. Only BO035: Q2: The Quadrant, CR009: Thorney Road, HO002: Holbeach Food Enterprise Zone, LO009: Bridge Road, Long Sutton are new sites identified in locations where the market indicates demand is likely to

be and/or where there is a need for additional good quality local employment space. HO002 is also a priority project promoted by the GLLEP. 64% of Main Employment Areas (or 66% of the employment land) are within South Holland to reflect market demand and to accommodate the higher rate of job growth predicted for the District over the plan period.

Site Reference	Site Name	Settlement	Gross Site Area (ha)	Available Land (ha)
BO001	Endeavour Park	Boston	13.3	4.3
BO006	Riverside Industrial Estate	Boston	89.6	18.0
BO035	Q2: The Quadrant#	Boston	63.3	2.5
CR001	Crease Drove Business Park	Crowland	6.09	1.9
CR009	Thorney Road	Crowland	1.7	1.7
HO002	Holbeach Food Enterprise Zone#	Holbeach	17.0	16.0
KI001	Distribution Park#	Kirton	21.9	15.4
LO002	Bridge Road Industrial Estate	Long Sutton	2.10	0.4
LO009	Bridge Road	Long Sutton	4.8	4.8
SP001	Wardentree Lane	Spalding	182.9	34.6
SP002	Lincs Gateway#	Spalding	18.1	3.7
SP012	Clay Lake	Spalding	36.9	18.3
SU001	Enterprise Park	Sutterton	6.28	2.6
SB002	Wingland	Sutton Bridge	24.4	2.3
<b>TOTAL</b>				<b>126.5</b>

Table 6: Main Employment Areas

- 5.4 Of the 126.5ha identified: 88.9ha is for solely B-Class development (29.4ha have consent) and 37.6ha is for B Class development at Mixed Use Areas (26.4ha have consent) to help address the demand for non B Class jobs. These are identified as # in Table 6. This approach is consistent with the NPPF<sup>1</sup> and reflects the representations submitted to the Local Plan consultations suggesting that a greater flexibility of 'employment use' should be permitted on certain allocated sites.
- 5.5 It is recommended that the uses identified on the Mixed-Use Sites should reflect the planning permission for a site (as is the case for KI001 and SP002). The direction of travel for HO002 has been clearly defined by the GLLEP<sup>6</sup> and the uses identified for BO035 should reflect the promoters' representations for the site and emerging Local Plan policy. An open-ended definition will not be appropriate; this could lead to a large collection of non B-Class development in out of settlement locations which could undermine capacity and functionality and limit the long term potential for employment growth in the Main Employment Areas. This would also undermine the principles of the NPPF<sup>1</sup> which require the promotion of the vitality and viability of town centres. Such an approach will provide more certainty for developers and the community moving forward.
- 5.6 An essential outcome of the Main Employment Areas is to help diversify the economy and attract businesses to the area, which may have otherwise located elsewhere. It is recommended that the Local Plan identifies prestige sites to help drive different parts of the economy: these should be located in a prominent location, with a good frontage to the local main road network. The environment and setting of these sites is equally important; a high standard of design and landscaping should be sought, responding to each sites local context and infrastructure requirements. As such a masterplan should be required for each

site. It is recommended that these are: BO035: Q2: The Quadrant; HO002: Food Enterprise Zone; KI001: Kirton Distribution Park; LO009: Bridge Road, Long Sutton; SP002: Lincs Gateway; and SP012: Clay Lake).

### Local Employment Areas

- 5.7 These are small scale, within a Main Service Centre or Minor Service Centre and serve the local employment needs and/or small business component of that settlement or parish, capable of accommodating B1/B2-Class development, have good access to the major road network, local labour and amenities and are actively managed. All should be capable of continuing as an employment site and/or there is the significant potential that the site will become an employment site over a reasonable time period.

Site Reference	Site Name	Settlement	Gross Site Area (ha)	Available Land (ha)
SU003	Love Lane	Sutterton	1.63	0.2
SB005	Railway Lane Industrial Estate	Sutton Bridge	0.60	0.2
<b>TOTAL</b>				<b>0.4</b>

Table 7: Local Employment Area

- 5.8 It is recommended that the new Local Plan supports the continued operation of these sites and their expansion which can provide an important supply of land either for small-scale business units or for the expansion of a local business.

### Restricted Use Sites

- 5.9 These sites perform a unique function within the South East Lincolnshire economy, specifically for port-related and power generation-related employment. To protect this specific role, these sites should be protected from coming forward for general employment uses that could be accommodated in a Main Employment Area.

Site Reference	Site Name	Settlement	Gross Site Area (ha)	Available Land (ha)
BO009	Boston Port Estate	Boston	29.8	-
SP037	Spalding Power Station	Spalding	5.5	-
SP038	Spalding Power Station B	Spalding	14.6	11.0
SB003	Sutton Bridge Port	Sutton Bridge	24.6	9.6
SB006	Wingland Power Station	Sutton Bridge	8.0	-
SB014	Wingland Power Station B	Sutton Bridge	14.4	14.2
<b>TOTAL</b>				<b>34.8</b>

Table 8: Restricted Use Sites

- 5.10 Given the specific nature of the operations in these sites, allocations at SB003: Sutton Bridge Port should be restricted to port-related employment and allocations at SP038: Spalding Power Station B and at SB014: Wingland Power Station B should be restricted to power generation-related employment.

### Established Employment Sites:

- 5.11 These are established sites containing B-Class development within the settlement boundary of a higher tier settlement or within 400m of these settlements or are well-established in a particular location; have good access to the major road network, local labour and amenities, are actively managed/ marketed and are capable of accommodating employment development for a reasonable period. Established Employment Sites may

include those sites previously identified as Specific Occupier Sites, Existing Main Employment Areas and Existing Local Employment Areas.

Site Reference	Site Name	Settlement
BO002	Boston Trade Park	Boston
BO003	Nelson Way Industrial Estate	Boston
BO004	Broadfield Lane Industrial Estate	Boston
BO005	Redstone Lane Industrial Estate	Boston
BO011	Metsawood/Fogarty's	Boston
BO012	Tulip Ltd	Boston
BO015	Station Street	Boston
BO034	Rolec Services Ltd	Boston
BI001	JDM Food Group	Bicker
BI003	Transflor Ltd	Bicker
BU001	Produce World	Butterwick
BU002	Pearson Packaging	Butterwick
CO002	Barrier Bank	Cowbit
CR003	Horseshoe Yard	Crowland
DO001	Millfield Road Industrial Estate	Donington
DO002	Mill Lane	Donington
DO003	High Street	Donington
DO007	Station Approach	Donington
DO010	Land to the north of Quadring Road	Donington
FL001	Intergreen	Fleet Hargate
FL004	Hallgate north	Fleet Hargate
FL006	Hallgate south	Fleet Hargate
FR001	Freiston Enterprise Park	Freiston
GO002	Morris Machinery	Gosberton
GO003	Prince Build	Gosberton
HO001	Fleet Road Industrial Estate	Holbeach
KI002	Manor Road	Kirton
KI015	Wash Road	Kirton
LO001	Hundreds Lane	Long Sutton
LO003	Canebuzo	Long Sutton
LO005	Hallgate Timber	Long Sutton
LO006	Lime Walk	Long Sutton
LO016	Seagate Road South	Long Sutton
MO001	High Street	Moulton
OL001	M Baker & Son	Old Leake
OL002	Charles Wright & Sons	Old Leake
QU002	Turners	Quadring
SP003	Fulney Road North	Spalding
SP030	Marsh Road	Spalding
SR001	Gosberton Road	Surfleet
SR002	Seas End Road	Surfleet
SU004	Spalding Road Industrial Estate	Sutterton
SB001	West Bank Industrial Estate	Sutton Bridge
SB004	Railway Lane East	Sutton Bridge
SW001	North End Business Park	Swineshead
SW002	Station Road Industrial Estate	Swineshead
SW003	PF Booth & Son	Swineshead
WH001	Whaplode Industrial Estate	Whaplode
WE001	Flamingo Flowers	Weston
WI001	Scania	Wigtoft

Table 9: Established Employment Sites

5.12 These sites perform an important role in the local economy and should therefore be protected for B-Class use. Some are traditional industrial estates, some are small-scale accommodating start-up businesses, others are businesses of a considerable scale but all are within or well-related to a higher tier settlement or are well-established and strategically perform an important role in the local economy. Many offer opportunities for intensification and/or redevelopment; the Local Plan should set out a flexible approach to help ensure these sites can continue to operate or expand with confidence.

#### Small scale businesses

5.13 It is important that new units are available that are capable of accommodating small and start-up businesses to encourage local 'home grown' employment and entrepreneurship. Consideration has been given to designating specific priority sites for small business use, but has been ruled out because it would create an overly prescriptive locational policy which would restrict quality and choice for small businesses. This would be counter-productive and would not incorporate the necessary flexibility to meet changing circumstances over the plan period which the NPPF<sup>1</sup> requires. However, all of the allocations are capable of accommodating small business needs should the demand arise.

#### Other Employment Sites

5.14 As discussed in 4.0 above, South East Lincolnshire has a significant amount of employment land, not all will be, or should be safeguarded or allocated in the Local Plan. However, it is important that the Local Plan recognises the role such development can have in the local economy, and provides a flexible framework within which intensification and/or redevelopment can take place. As many of these sites will be in the Countryside, the provisions of the NPPF<sup>1</sup> should be addressed, and any policy should also ensure that the development is balanced alongside protecting the existing character of the Countryside.

#### Potential for Release of Sites

5.15 The NPPF<sup>1</sup> states that local authorities 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. Taking this into account, the ELTP, informed by the SELAA<sup>9</sup>, identifies the following existing employment allocations as being wholly or partly undevelopable. Each had significant barriers that would constrain the future delivery of viable economic development and/or would not meet the needs of the Plan Area's key growth sectors.

Site Reference	Site Name	Amount of site to be de-allocated (ha)	Comments
BO004	Broadfield Lane Industrial Estate	0.12	1.74ha to be retained as Established Employment Site
BO006	Riverside Industrial Estate, Boston	27.7	Remaining 89.6ha to be identified as Main Employment Area with 18ha allocated
BO010	Norprint	3.7	PP for residential
BO013	Land south of Norfolk Street, Boston	1.2	PP for residential
BO014	Land to the north of Whitehorse Lane	0.48	Not a strategic site
BO016	Land to the south of	0.73	Not a strategic site, with access and

	King Street		contaminated land issues
BO017	Land between London Road and Spalding Road	0.85	Not a strategic site, with access and amenity issues
BO022	Land to the west of South Square	0.27	Existing allocation is for retail/commercial. Not a strategic site
BO023	Land to the north of Main Ridge East	0.25	Not a strategic site, low profile
BO031	Land to the west of Lister Way	0.28	Existing allocation is for retail/commercial, and would be better suited to town centre uses should it come forward
BO032	Land to the south of Fydell Street	0.25	Existing allocation is for retail/commercial and would be better suited to town centre uses should it come forward
BO054	Land to the north west of Westbridge Road	1.54	Adjacent to a retail park - would be better suited to town centre uses should it come forward
BI002	Land to the west of Gauntlet Road	0.95	Not a strategic site, poor condition, heritage issues
BI005	Land between Milkinghill Lane and St Swithins Close	0.34	Not a strategic site, low profile in residential area
BU003	Sea Lane	1.03	Not a strategic site, low profile in residential area
CR002	Harvester Way	5.1	Land ownership issues
DO004	Land to the north of Bicker Road	10.29	Character issues and market signals are low
FO003	Fosdyke Yacht Haven	0.76	Not in accordance with settlement hierarchy. Not a strategic site
FO004	Main Road	1.16	Not in accordance with settlement hierarchy. Not a strategic site
HO004	Welbourne Lane south	10.23	PP subject to s106 agreement for residential
HU002	Land west of Hubbert's Bridge Road	0.41	Not in accordance with settlement hierarchy. Not a strategic site
KI003	Land to the west of London Road	6.00	PP for residential
KI004	Land to the south of Station Road	1.06	Not a strategic site and poor market signals
KI005	The Junction	0.37	Not a strategic site and poor market signals
KI006	31-33 London Road	1.31	Not a strategic site, low profile with heritage issues and poor market signals
KI014	Land to the west of Manor Road	7.34	3.12ha to be retained as Established Employment Site
LO001	Land adjoining Hundreds Lane	9.12	Access issues. Remaining 15.0ha to be identified as Established Employment Site.
SU005	North of Spalding Road	2.22	Low profile, with character issues and

	Industrial Estate		poor market signals
SB002	Wingland	51.12	Electricity, accessibility, flood risk issues and poor market signals. Remaining 24.4ha to be identified as Main Employment Area, with 2.3ha allocated
WR002	TB Containers	1.99	Not in accordance with settlement hierarchy. Not a strategic site
	<b>TOTAL</b>	<b>148.17</b>	

Table 10: Sites to be De-Allocated

- 5.16 De-allocation does not prohibit planning permission for B-Class development being approved in these locations should it be demonstrated that the proposal is consistent with the Local Plan. Nevertheless, this paper does not consider it necessary at this time, to rely upon, and plan for, these sites to meet the area's future employment needs.

## 6.0 Future Requirements for Employment Land

- 6.1 The Employment Land Review<sup>4</sup> assessed the projected demand for employment land and the type of employment floorspace likely to be required in South East Lincolnshire from 2011 to 2031. These are based on:

1. forecasts of employment growth in the main B-Class sectors;
2. projecting forward past take-up trends of employment land, with adjustments (if necessary) to reflect changing economic conditions; and
3. considering population forecasts and future growth of local labour supply and the amount of jobs and employment space that this can support.

- 6.2 All have limitations: to give a robust view of future employment land provision, needs should be considered alongside other issues discussed elsewhere in this paper such as, trends in the national and local economy, the amount of employment land lost, vacancy rates and demand for employment land within the Plan area.

### Employment Land Growth Scenarios

- 6.3 The Employment Land Review<sup>4</sup> assessed the economic growth potential and likely demand for employment land in South East Lincolnshire, using five different future growth scenarios:

1. Scenario 1: Baseline Job Growth;
2. Scenario 2: Higher Job Growth;
3. Scenario 3: Baseline Past Development Rates;
4. Scenario 4: Lower Past Development Rates; and
5. Scenario 5: Labour Supply (810 dwellings per annum).

- 6.4 When extrapolated to 2036, Scenarios 1-4 are broadly correct and remain relevant. Only Scenario 5 has changed: the current working figures for future housing growth are 745 dwellings per annum to 2036, resulting in 18,675 dwellings over the plan period<sup>14,15</sup>. Although this is a slight decline from the projections identified in the Employment Land Review (of 810 dwellings per annum)<sup>4</sup>, it is considered that the decline will not have a

significant impact upon associated job growth (identified in paragraph 3.10) which remains broadly comparable.

6.5 These scenarios generated a need for between:

- 25.7ha - 78.6ha of employment land in the area to 2031;
- 5.1ha - 15.2ha of B1a-Class employment land; and
- 20.3ha - 63.5ha of B1b/c, B2 and B8-Class employment land<sup>4</sup>.

6.6 The Employment Land Review<sup>4</sup> concluded that the best option for the area would be somewhere between Scenarios 4 and 5 (see Table 11 below): it assumed past development trends continuing at a similar or slightly reduced rate (also reflecting agents' views), and took account of the likely housing and labour supply growth to 2031. When extrapolated to 2036 the overall figures indicate that between 75.3ha and 82.3ha of employment land would be required in the area over the plan period.

Use	4 Lower Future Take Up		5 Labour Supply Growth	
	Up to 2031	Up to 2036	Up to 2031	Up to 2036
B1a	11.6	25.3	5.1	18.8
B1b/B1c/B2/B8	50.0	63.7	63.5	77.2
<b>TOTAL</b>	<b>61.6</b>	<b>75.3</b>	<b>68.6</b>	<b>82.3</b>

Table 11: Summary of Scenarios 4 and 5

6.7 But it is important that the amount of employment land required in the area achieves a balance between market realism and economic and planning policy objectives. Key quantitative and qualitative issues discussed elsewhere in this paper have also informed the appropriate level of need. This indicates that a justifiable and defensible estimate of demand over the Plan period (2011-36) should be at least **82ha**.

6.8 It is recognised that there are risks associated with allocating too little land, not least the number of existing/allocated employment sites that could be vulnerable to being redeveloped for housing in future years. Planning for a higher level of employment land will help South East Lincolnshire plan for an aspirational but realistic future; it is important that a continuous supply of employment land is available, so that if sites do not come forward as expected or take longer to deliver than anticipated, the area will have a good supply of available land to meet existing business needs and fulfil inward investment enquiries, which has not happened in the past. Additionally, several of the strategic greenfield sites identified by the SELAA<sup>9</sup> as developable will require significant upfront investment in infrastructure to stimulate activity on site. This means that the lead-in time for such sites could be several years - it is important that a good supply of developable land is available to support the economy in the meantime.

## 7.0 Moving Forward: Available Land vs Demand

7.1 At least 82ha of employment land is required to support the growth of the area's economy to 2036. But the existing portfolio of allocations identified in 5.0 above indicates that there is 161.7ha of allocated employment land in the area. In purely quantitative terms, this represents an oversupply of about 79.7ha.

- 7.2 But this oversupply is skewed by the inclusion of the Restricted Use Sites. Land at these sites protects their unique economic function as a port or as power station and are not therefore available for general employment use. It is therefore recommended that the total available employment land at the Restricted Use Sites (34.8ha) is deducted from the overall employment land supply, leaving 126.9ha.

#### **Gross to Net Adjustment**

- 7.4 In terms of the adjustment from gross to net areas (unless stated in a planning permission), it has been assumed that greenfield sites would have a gross to net adjustment of 80% to reflect the need to provide infrastructure (including roads, flood mitigation, sustainable drainage) and to provide a buffer to adjoining uses. For brownfield sites within the built area or within established employment areas, a gross to net adjustment of 90% has been assumed, as it is expected that most infrastructure will be in place. Using this methodology, the SELAA<sup>9</sup> gives an indication that about 16.3ha could be needed to accommodate infrastructure etc. However, in practice adjustments may be more or less than this to reflect site specific circumstances.

#### **Safety Margin**

- 7.5 In a more marginal location, such as South East Lincolnshire, there may be greater delays in bringing sites forward. The take-up of employment land in the area is relatively low; only 6.7ha has been developed since 2011<sup>22</sup>. Although the proposed allocations are those most likely to be developed for employment use over the plan period, it is still reasonable to assume that a proportion may stall.
- 7.6 A safety margin of 10% (11.9ha) has been used<sup>4</sup>; this will give some flexibility in provision and allows for delays in some sites coming forward. The safety margin used is at the lower end of the range but is not inconsistent with that assumed in earlier reports.

#### **Allowance for losses**

- 7.7 An allowance should also be made for replacement of future losses; an estimate of 10% (11.9ha) has been used<sup>4</sup>. Again, this is broadly consistent with that used in earlier studies, and also takes into account more recent trends in the development of employment land.

#### **Total Available Employment Land**

- 7.8 South East Lincolnshire currently has 126.9ha of employment land proposed as an allocation. When the gross to net adjustment has taken place and an allowance for a safety margin and for future losses have been deducted, 86.8ha remains, broadly consistent with the employment land requirement.

## **8.0 Site Deliverability**

- 8.1 In determining an appropriate portfolio of employment land for the area, it is important that there is a likelihood that the allocations will become developed and occupied for the proposed use, and that the safeguarded sites will remain in employment use, for a reasonable time period (i.e. the plan period). Although national guidance<sup>1</sup> does not require Local Planning Authorities to provide for a 5 year supply of employment land, given the focus on delivery in the next five years of the Local Plan period, it is important to show that

there will be sufficient land available to meet South East Lincolnshire's employment land requirements in the short-medium term.

- 8.2 However, assuming timescales for the delivery of employment land is acknowledged to be more complex than that for housing land: unless an end user is known when planning permission is granted, sites are built on a design and build basis so react to the market. Of the sites recommended as allocations (126.9ha), 63.4ha could theoretically be available 2017-2021. This includes:
- Land with planning permission, such as KI001: Kirton Distribution Park;
  - Land within an established employment area with services/infrastructure to the boundary, such as BO006: Riverside Industrial Estate;
  - Land with an end user/known investor involved, such as SP002: the Lincs Gateway; and
  - Land which does not involve a significant level of upfront investment.
- 8.3 As the UK, and the Local Plan area in particular, is emerging from an economic slowdown, in practice the demand profile may not reflect the 63.4ha of land theoretically available: planning permissions may lapse or require re-negotiation, finance may stall or investors may not take-up options for development. It is therefore important that the Local Plan provides a flexible framework within which employment land can be developed, so that even if demand in the next 5 years of the plan period is lower than outlined above, the area is able to respond well to changing economic circumstances and demand from investors over the plan period.
- 8.4 The remaining proposed allocated land provides for 63.5ha, likely to be available 2022-2036. Agents confirm that most of these strategic sites will involve a significant amount of pre-planning, planning, infrastructure and importantly, financing. Most new sites require a first occupier to 'pump prime' the opening-up of a particular site. Larger sites therefore require more input and consideration as to the business plan, compared with single sites or expansion sites which are generally capable of development on the back of a single user. Even though there will be cases where an investor (unknown at this point) may wish to bring forward a site earlier in the plan period (which would be acceptable as long as the proposal is in conformity with other Local Plan policies), in general, the lead-in time for these sites is likely to be longer so it is reasonable to assume that these sites may be realised later in the plan period.
- 8.5 By ensuring that at least half the employment land supply could be available 2022-2036, South East Lincolnshire would be ideally placed to positively respond to changing demands that may arise over the plan period, helping to deliver long term economic aspirations for the Plan Area.
- 8.6 Annual monitoring, supported by a three yearly review of the employment land position, will ensure delivery will identify any issues with this approach, particularly in the latter years of the plan period.

## 9.0 Delivery

- 9.1 Partnerships are essential to future economic growth; over the plan period public expenditure will continue to be severely limited and therefore grant and gap funding will be at a premium. This will require the JSPC and partners to prioritise activities and seek public funding to ensure the best possible use of resources. Projects that deliver multiple economic benefits and help realise sub-regional and local economic priorities will be prioritised so that multiple benefits can be delivered in a realistic timeframe to meet the needs of local people and the local, regional and national economy.
- 9.2 To succeed, new ways of working and new ideas will be used to deliver the policies in the emerging Local Plan. Delivery mechanisms such as the use of a Local Development Order will be used, although most of the development is expected to be developer led on a design and build basis.
- 9.3 Developers will be expected to mitigate any impact their development is expected to have on existing infrastructure, where viability allows. This could either be secured via planning conditions or developer contributions. Infrastructure requirements will be identified in the Infrastructure Delivery Plan 2017. Further details on viability and the indicative costs associated with development are available in the Whole Plan Viability Assessment 2017.

## APPENDIX 1: POLICY CONTEXT (SINCE OCTOBER 2012)

### National Policy

**National Planning Practice Guidance (NPPG), DCLG, 2014** [www.planningguidance.planningportal.gov.uk](http://www.planningguidance.planningportal.gov.uk): introduced a detailed methodology to assessing employment land, including the need to demonstrate that each site would be suitable, available and achievable. The long term protection of sites allocated for employment use should be avoided, where there is no reasonable prospect of a site being used for that purpose. Alternative uses may be proposed or their allocation re-considered.

**The Town and Country Planning (Use Classes) (Amendment) (England) Order 2015** [www.legislation.gov.uk](http://www.legislation.gov.uk): made changes to the permitted development rights (Town and Country Planning (Use Classes) Order 1987 (as amended)) by permitting a temporary change of use from B1(a) offices to C3 residential use, and B8 (under 500m<sup>2</sup>) to C3 use, subject to prior approval. Additionally, buildings within B1 use are permitted to change use for up to two years to A1, A2 or A3 uses.

### Sub Regional Context

**Greater Lincolnshire Strategic Economic Plan, Greater Lincolnshire Local Enterprise Partnership (LEP), 2014** [www.greaterlincolnshirelep.co.uk](http://www.greaterlincolnshirelep.co.uk): aims to drive sustainable economic growth and create the conditions for private sector job growth in the area. It highlights the importance of growing the area's three defining and strongest sectors that offer the most competitive advantage; agri-food, manufacturing and the visitor economy as well as promoting specific opportunities identified as future defining features; health and care, low carbon and ports and logistics and ensuring that this growth can be driven by putting expansion into new markets, modern telecommunications, infrastructure improvements. It promotes Greater Lincolnshire as a place for sustainable growth through improved transport infrastructure with connections to national and international markets and recognises the need for new housing, to support balanced housing and economic development through promoting the area's capacity to deliver high-quality growth.

It identifies six strategic projects in South East Lincolnshire that will give businesses the confidence to invest, will help provide a significant impact on the priority sectors and support and generate new housing and the infrastructure needed to support growth including: the Spalding Western Relief Road to make the area more attractive for investment by logistics companies; Peppermint junction, Holbeach (open up about 16ha of employment land to create a new Food Enterprise Zone); the Boston Distributor Road which has potential to open-up employment land in Boston to help meet a skills and labour shortage in the area.

**Great Cambridge and Greater Peterborough Strategic Economic Plan, Greater Cambridge Peterborough and Greater Peterborough LEP, 2012** [www.gcgp.co.uk](http://www.gcgp.co.uk): aims to build on an internationally recognised research and technology base and expand the export of goods and services to ensure that the growth agenda benefits the whole area, whilst providing the confidence for business to invest, locate and grow. Specifically technology sectors which can help build or increase the area's internationally competitive lead will be promoted alongside existing sectors that generate significant GVA or support a large number of businesses or employees. The existing momentum around the development and successful occupancy of the Enterprise Zone, as well as research and innovation to fuel the technology pipe line will be proactively managed. The Greater Cambridge City Deal will be rolled out to the benefit of the wider LEP area.

### Local Policy

**South East Lincolnshire Local Plan, Strategy and Policies DPD: Preferred Options, South East Lincolnshire Joint Planning Unit, May 2013** [www.southeastlincolnlocalplan.org](http://www.southeastlincolnlocalplan.org): set out the preferred policy approach for the overall level and distribution of employment land at a strategic level, to meet forecast demand through current commitments and by protecting existing employment land and resisting any loss of land and premises to other uses, to support existing businesses and inward investment. It also promoted a Rail Freight Interchange at Deeping Fen. The intention was for extant employment land allocations to be reviewed through a future Site Allocations DPD, so specific allocations were not identified or justified.

## APPENDIX 2: GLOSSARY

<b>Achievable</b>	A site is achievable for development where there is a reasonable prospect that it will be developed at a particular point in time, and it is expected that the developer can complete, let or sell the development in a certain period.
<b>Allocation</b>	Identifies a site for a specific use in the new Local Plan
<b>Available</b>	A site is available for development when there is confidence that there are no legal or ownership problems.
<b>B-Class</b>	Land and buildings in the B use class defined by the Town and Country Planning (Use Classes) Order 1987 (as amended), which includes B1a (offices), B1b (research & development), B1c (light industry), B2 (heavy industry) and B8 (storage and distribution).
<b>Deliverable</b>	A deliverable site is currently available, offers a suitable location for employment, and there is a reasonable prospect that an employment generating use will be delivered, redeveloped, or intensified on the site within five years of the adoption of the plan.
<b>Developable</b>	A developable site is in a suitable location for employment development, and there is a reasonable prospect that it will be available for and could be developed, redeveloped or intensified by the end of the plan period.
<b>Developer contributions</b>	A legal agreement negotiated between the Council and developers/landowners as a result of a planning permission to secure infrastructure to help mitigate the impact of that new development.
<b>Economic development</b>	Development which provides employment opportunities, generates wealth; or produces or generates an economic output thus promoting genuine local economic benefit and wealth creation
<b>Employment land</b>	Land and buildings that have are identified for B use classes.
<b>Established Employment Site</b>	An existing site containing B Class development in the settlement boundary of a higher tier settlement or within 400m of such settlements, with good access to the main road network and local labour, actively managed and capable of accommodating employment development for a reasonable period.
<b>Gross external area</b>	The total floor area contained within the building measured to the external face of the external walls
<b>Gross internal area</b>	The floor area contained within the building measured to the internal face of the external walls
<b>Local Employment Area</b>	A small site within a main service centre or minor service centre occupied by small scale local businesses
<b>Local Plan</b>	The plan for the future development of the local area, drawn up by the local planning authority in consultation with the community. In law this is described as the development plan documents adopted under the Planning and Compulsory Purchase Act 2004. It includes old policies which have been saved under the 2004 Act.
<b>Main Employment Area</b>	Existing employment area that contains a mix of B uses, generally in prominent location close to strategic road network
<b>Permitted Development Rights</b>	The Town and Country Planning (General Permitted Development) Order 1995 and the Town and Country Planning (Use Classes) (Amendment) (England) Order 2015 sets out classes of development for which a grant of planning permission is automatically given, provided there are no restrictive conditions or the development is exempt from the permitted development rights
<b>Specific Occupier Site</b>	A site occupied by up to three users which operate a shared site

management regime. Found within 400m of a defined settlement limit, with good access to the major road network, a local labour supply, local shops and services, and are actively managed and maintained.

**Suitable**

A suitable site is appropriate for employment use, mixed use, or a specific type of employment use after consideration of matters such as, likely market attractiveness, market signals and environmental/amenity impacts

**Use Class**

The Town and Country Planning (Use Classes) Order 1987 (as amended) and the Town and Country Planning (Use Classes) (Amendment) (England) Order 2015 puts uses of land and buildings into various categories known as 'Use Classes' grouped by similar characteristics and impacts in planning terms. A change of use of a building or land does not need planning permission when it falls within the same class, or other specified circumstances. Planning permission may be required to change between some use classes.

## APPENDIX 3: REFERENCES

Reference Number	Source
1	National Planning Policy Framework, DCLG, 2012
2	Town Centre and Retail Capacity Study, applied planning, December 2013
3	Spalding Retail Paper, South East Lincolnshire JSPC, March 2017
4	South East Lincolnshire Employment Premises and Land Review, NLP, 2012
5	National Planning Practice Guidance, DCLG, 2014
6	Greater Lincolnshire Strategic Economic Plan, Greater Lincolnshire Local Enterprise Partnership, 2014
7	Greater Cambridge and Greater Peterborough Strategic Economic Plan, Greater Cambridge and Greater Peterborough Local Enterprise Partnership, 2012
8	South East Lincolnshire Strategy and Policies DPD: Preferred Options, South East Lincolnshire Joint Policy Unit, 2013
9	South East Lincolnshire Strategic Employment Land Availability Assessment, South East Lincolnshire JSPC, March 2017
10	Boston Borough Local Plan, Boston Borough Council, 1999
11	South Holland Local Plan, South Holland District Council, 2006
12	ONS 2015 Mid-Year Population Estimates, Lincolnshire Research Observatory
13	ONS Sub-National Population Projections for 2039, Lincolnshire Research Observatory
14	Boston Borough Council Strategic Housing Market Assessment, JG Consulting, July 2015
15	Peterborough Sub-Regional Strategic Housing Market Assessment, GL Hearn, February 2015
16	South East Lincolnshire Local Plan: Spatial Strategy Background Paper, January 2016
17	NOMIS Official Labour Market Statistics Oct 2015-Sept 2016
18	NOMIS Official Labour Market Statistics 2015
19	NOMIS Official Labour Market Statistics 2016
20	Indices of Multiple Deprivation (IMD) 2015
21	Office for National Statistics, Travel to Work Patterns, 2011 Census
22	Joint Policy Unit data, 2016