

# Chelmsford Local Plan

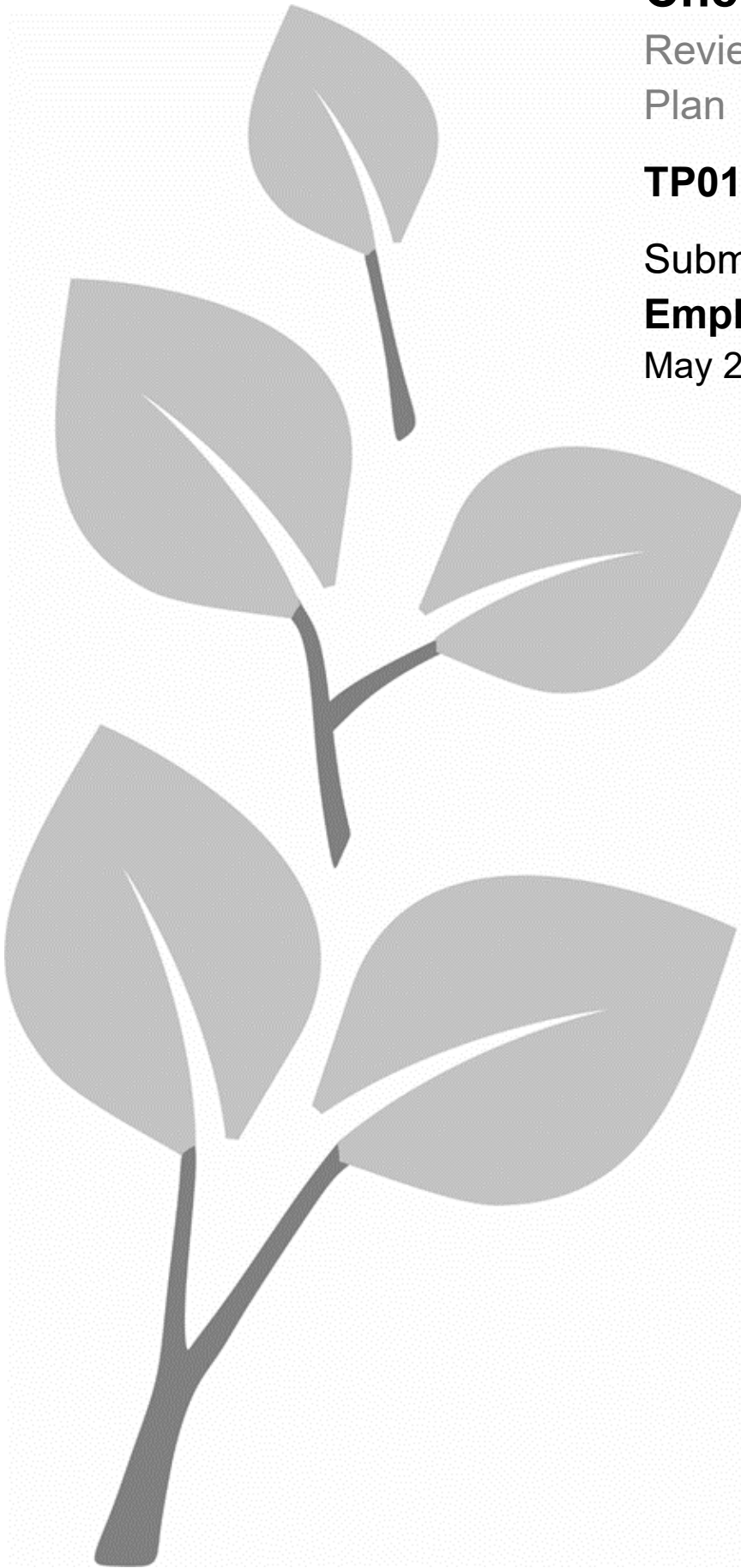
Review of the adopted Local Plan

**TP014**

Submission Topic Paper

**Employment**

May 2026



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## 1. Purpose

- 1.1. This Topic Paper is one of a number produced by Chelmsford City Council (CCC) to provide background information and context of how the Local Plan has been formulated. This topic paper covers employment and how the Local Plan will foster sustainable economic growth, create new local employment opportunities to meet forecast local needs and further support and nurture Chelmsford's economic success.
- 1.2. Topic papers have been refreshed and updated during Local Plan Review process to ensure the latest information/position is available. This topic paper updates the Pre-Submission (Insert Topic) Topic Paper ahead of submission following:
  - An analysis of the Pre-Submission Local Plan consultation responses
  - Publication of the Focused Consultation Additional Sites Document and analysis of the consultation responses
  - Finalisation and updating of evidence base documents
  - Outcomes of ongoing cooperation and work to address any outstanding potential cross boundary impacts.
- 1.3. This Topic Paper also reflects suggested additional changes to the Local Plan as set out in the 'Schedule of Proposed Modifications, May 2026' (SD005). These changes do not affect the soundness of the Local Plan and are in response to comments made to the Pre-Submission Local Plan and Focused Consultation Additional Sites Document. They are also proposed to ensure that the submitted Local Plan reflects the latest position and is consistent.
- 1.4. The main issues covered by this Topic Paper are:
  - Strategic Policy S6 – Housing and Employment requirements, including retail
  - Strategic Policy S7 – The Spatial Strategy including employment supply
  - Strategic Policy S8 – Delivering Economic Growth, and
  - Relevant Development Management Policies related to employment and retail.
- 1.5. This paper covers how economic growth and employment need has been considered when preparing the Local Plan. The Plan seeks to provide a development strategy which promotes future employment space located in the most suitable and sustainable locations that ensures a flexible rolling supply of new employment land that is integral to the Plan's overall Spatial Strategy. Aiming to balance housing and job growth is an important part of that approach.
- 1.6. This Topic Paper supersedes the Pre-Submission Employment Topic Paper published in February 2025, which included versions published at Issues and Options, and Preferred Options as Appendices.

## 2. Introduction

- 2.1. The review of the adopted Chelmsford Local Plan commenced in Winter 2021 and following consultations in 2022 and 2024, the Pre-Submission (Regulation 19) version was published for consultation in Spring 2025. A further focused stage of consultation on proposed additional sites to add to the Pre-Submission (Regulation 19) Local Plan ran from late November 2025 to early January 2026. This further consultation was undertaken to ensure sufficient land for new housing and employment development is identified particularly in the first 5 years of the plan's adoption.
- 2.2. The Local Plan submitted for examination comprises the Pre-Submission (Regulation 19) Consultation Document, February 2025 and the Focused Consultation Additional Sites (Regulation 19) Document, November 2025. If found sound following the examination, these documents will be incorporated together in a single new Local Plan before being finalised for adoption.

## 3. Background

- 3.1. The economic vitality of Chelmsford and the success of its businesses are fundamental to improving the prosperity and quality of life of local residents.
- 3.2. Chelmsford's economy and employment base is strong and continues to grow in line with its role as a regional administrative and commercial centre. Chelmsford supports around 87,000 jobs – the highest of any district in Essex and there are around 9,300 businesses. The economy of Chelmsford is mixed with high numbers of jobs in the retail sector, social and health work sector, professional and scientific sector and the administration support sector. The Essex Sector Development Strategy (2022) identifies growing employment sectors that are set to create new jobs over the next 30 years including construction, clean energy, advanced manufacturing and engineering, digi-tech, life sciences, and health and care, and professional and support sectors.
- 3.3. Unemployment is low in Chelmsford, which also has a higher proportion of managerial and professional workers compared to regional and national averages. However, Chelmsford does have a skills shortage in some sectors including healthcare, and some workers are unable to afford homes close to work. This creates additional pressure to make sure that adequate provision is made for housing in line with Chelmsford's role as a regional and sub-regional centre.
- 3.4. Over 50% of Chelmsford's working population both live and work in Chelmsford. Around 20% of workers commute to London. Other popular destinations for Chelmsford residents to work are Basildon, Maldon, Brentwood and Braintree, where some 16% commute to work. Around 36% of Chelmsford's workforce lives outside the area with significant commuting across North Essex, with over 13,000 people commuting from Braintree, Colchester and Maldon each day to work in Chelmsford. This reflects the functional economic geography which Chelmsford shares with Braintree, Maldon and Colchester districts. Inward and outward

commuting flows are shown in Figure 5 in the Local Plan, using the non-covid affected data from 2011.

- 3.5. Chelmsford currently has a large number of employment areas. The key larger sites include Chelmsford and Springfield Business Parks, Dukes Park Industrial Estate, Widford Industrial Estate and Waterhouse Business Park in Chelmsford as well as Eastern Industrial Estate in South Woodham Ferrers. There are also a number of smaller employment areas such as Beehive Lane Industrial Area and Winsford Way in Chelmsford, and Royal British Legion Trading Estate, Danbury, as well as a wide range of Rural Employment Areas.
- 3.6. Outline planning permission has been granted for a 40,000 sqm floorspace business park in North-East Chelmsford at the Beaulieu development. Detailed planning applications have been submitted and are under consideration for two data centres on this site with a total floorspace of 67,000sqm (Ref: 25/01716/FUL).
- 3.7. Masterplans for new employment development as part of Strategic Growth Sites 3b East Chelmsford and 6 North-East Chelmsford (Chelmsford Garden Community) have also been approved which together will deliver over 60,000sqm of new employment floorspace. Strategic Growth Sites 10 to the north of South Woodham Ferrers also has a resolution to grant planning permission subject to a S106 Agreement (Ref: 21/01961/OUT and 22/00311/OUT) for around 1,200sqm of new business floorspace.
- 3.8. An outline planning application (24/01768/OUT) has been submitted for 46,605sqm for Use Classes E(g)(iii), B2 and B8 at the proposed Site Allocation 16b – Land Adjacent to A12 Junction 18. An appeal against non-determination was submitted by the applicant and public inquiry took place in Autumn 2025. The planning application was subsequently allowed by the Planning Inspectorate in December 2025 (Ref: APP/W1525/W/25/3368272)
- 3.9. Whilst the worst impacts of COVID 19 are now considered in the past, there has been impact on the local economy. There are also macro factors that are driving business decisions – operational costs, utility costs, having too much space for hybrid working etc. A number of businesses have closed, although there have been no major economic shocks or losses. However, businesses are changing how they operate, and we are seeing larger office spaces contract and higher demand for co-working office space of high quality on flexible terms.
- 3.10. City Centre retail is also contracting, and we know that our city centre will need to adapt to the changing demands and needs of customers. The review of the adopted Local Plan addresses the need for a flexible approach to employment space provision in an evolving global, national and local economy. Given national and local economic factors, a review of employment land provision has been undertaken as part of the review of the adopted Local Plan. This will ensure that the Local Plan will provide sufficient flexibility to meet the Council's wider economic vision over the plan period to 2041.

## 4. Policy Context

- 4.1. All policies in the Local Plan must be positively prepared, justified, effective and consistent with national policy. The National Planning Policy Framework (NPPF) sets out the overarching planning policy framework, supported by the National Planning Practice Guidance (PPG).
- 4.2. The adopted Local Plan was examined under the 2012 NPPF. There have subsequently been updates to the NPPF and the Review of the Local Plan has been considered against the requirements of more recent national planning policy and guidance, including the December 2023 NPPF.
- 4.3. Further detail on these key changes for consideration is set out in the table below, included under the section 'Local Plan Approach'.

### National policy context

- 4.4. Chapter 6 of the December 2023 NPPF (Building a strong, competitive economy) states that planning policies should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. The approach taken should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future. (Paragraph 85). It goes on to state that planning policies should:
  - Set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth having regard to Local Industrial Strategies and other local policies for economic development and regeneration
  - Set criteria, or identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period
  - Seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment
  - Be flexible enough to accommodate needs not anticipated in the plan, allow for new and flexible working practices (such as live-work accommodation), and enable a rapid response to changes in economic circumstances
  - Recognise and address the specific locational requirements of different sectors including for storage and distribution
  - Enable the sustainable growth and expansion of all types of business in rural areas, and
  - Recognise that sites to meet local business and community needs in rural areas may have to be found adjacent to or beyond existing settlements. (Paragraphs 86-89).
- 4.5. The Plan-making part of the Planning Practice Guidance (PPG) stresses the need for a clear understanding of business requirements in their area in order to assess:
  - The need for land or floorspace for economic development, including both the quantitative and qualitative needs for all foreseeable types of economic activity over the plan period, including for retail and leisure development

- The existing and future supply of land available for economic development and its suitability to meet the identified needs. (Paragraph: 041 Reference ID: 61- 041- 20190315).
- 4.6. New national Permitted Development Rights introduced in 2020 allow for the change of use of some offices and employment premises to dwellings and other uses including shops, without the need for a planning application. Amendments to the Use Class Order also allow greater flexibility to change uses within high streets and town centres. As a result, changes to policies in the adopted Local Plan were required, including the approach of protecting retail and employment uses, although this follows the consideration of further evidence gathering and consultation feedback.
- 4.7. All relevant national planning policy and guidance have been considered in the Local Plan.

## Local Policy context

### Current policy

- 4.8. The adopted Local Plan supports and encourages local economic development by allocating new sites for employment uses, protecting existing employment sites from other competing uses and encouraging the growth of the rural economy. It concentrates large new scale employment development sites as part of strategic new development sites on the edge of Chelmsford Urban Area at Beaulieu, Sandon and Chelmsford Garden Community.
- 4.9. The current plan also identifies growing employment sectors that are set to create new jobs over the next 20 years (Strategic Policy S8). It further seeks to maintain and enhance the vitality of our city, town and local centres (Strategic Policy S12).
- 4.10. Other current Local Plan policies that relate to this topic include:
- S6 – Housing and Employment Requirements, and
  - Policy DM4 – Employment Areas and Rural Employment Areas.
- 4.11. And relevant site allocation policies including:
- Strategic Growth Site Policy 3b - East Chelmsford – Land North of Maldon Road (Employment) – allocates around 5,000sqm of new Use Class B1 floorspace, or other appropriate B Use Classes
  - Strategic Growth Site Policy 6 – North-East Chelmsford – includes the provision of 45,000sqm of floorspace in a new office/business park providing a range of unit sizes and types, and
  - Special Policy Areas SPA1-6 - enables the operational and functional requirements of these facilities or institutions to be planned in a strategic and phased manner.
- 4.12. The review of the adopted Local Plan continues to have an important role in driving and supporting sustainable economic development to deliver jobs and in maintaining a prosperous and balanced local economy.

4.13. In addition to changes in national planning policy and legislation, the review of the adopted Local Plan has considered the achievability and effectiveness of employment policies in decision making in the adopted Local Plan (2020), the new corporate priorities and strategies of the Council and other relevant plans and guidance. This includes:

- Policy performance issues identified through the latest published [Authority Monitoring Report](#). Relevant policies include S6 Housing and Employment Requirements, S7 The Spatial Strategy and S8 Delivering Economic Growth. The latest AMR does not identify any policy implementation issues
- The Council's [Our Chelmsford Our Plan](#) was updated in 2023. Strategy priorities include to promote the area as a place for investment and as a business location, encouraging the creation of a wider range of jobs and excellence in education, skills and vocational attainment, thereby improving income equality
- [The Essex Sector Development Report Autumn 2023](#) produced by Essex County Council. This aims to shape a vision for the future economy for Greater Essex. It has three priorities: a thriving economy, an economy for everyone and an economy fit for the future. It sets out the case for growth, the engines of growth and how change can be delivered.

## Co-operation with Key Stakeholders

4.14. The Council is committed to co-operating with other bodies on strategic planning matters. The Duty to Co-operate Strategy was reviewed and adopted in January 2022.

4.15. The Duty to Co-operate (DtC) was introduced through the Localism Act 2011, and until recently set out in the [2024 National Planning Policy Framework \(NPPF\)](#) (from Paragraph 24). However, this formal duty was removed from 25 March 2026 following introduction of the [Levelling-up and Regeneration Act 2023 \(Commencement No. 11 and Saving and Transitional Provisions\) Regulations 2026](#).

4.16. The Council has made every effort to seek co-operation on cross-boundary and strategic planning matters in a focused, positive and structured way throughout the plan-making process. These discussions have helped to formulate the Local Plan, and we will continue to engage positively with key stakeholders as the Plan progresses through its examination and on its implementation once adopted. Evidence of engagement work carried out is set out in Statements of Common Ground and the Statement of Cooperation (SD004) (Available online via [Local Plan Review](#)).

4.17. The strategic matters for the Review of the Adopted Local Plan are identified as follows:

- Delivering homes for all including Gypsy and Traveller and Travelling Showpeople accommodation
- Jobs and economy including green employment and regeneration
- Retail, leisure, and cultural development
- Sustainable transport, highways and active travel
- Climate change action and mitigation including flood risk and zero carbon
- Natural and historic environment including increased biodiversity and green/blue/wild spaces and connectivity of ecological networks

- Community infrastructure including education, health and community facilities
- Utility infrastructure including communications, waste, water and energy
- London Stansted Airport future airspace redesign.

4.18. The following issues were raised by key bodies and have been considered in formulating the policy approach towards employment:

- Essex County Council (ECC) suggested that the Plan should seek to match employment growth and skills capacity to housing growth in Strategic Policy S6 and that more information be added in relation to employment delivery in the site policies for Strategic Growth Sites 6 (North-East Garden Community) and 16a (East Chelmsford Garden Community). They also made comments in relation to an appropriate mix of uses to reflect market need in Strategic Policy S8. At the Pre-Submission stage ECC supported the use of the NPPF transitional arrangements and housing requirement of 1,210 dpa, and noted that the Plan allocates employment floorspace which exceeds the recommended minimum employment space requirements over the period to 2041. Following further engagement with Essex County Council a signed Statement of Common Ground (SOCG021) sets out there are no areas without agreement or unresolved strategic matters, including traffic issues
- Basildon District Council supported the approach to future employment requirements in Strategic Policy S6. They also suggested that CCC may wish to make DM4 clearer in relation to the redevelopment of existing employment areas and to provide some general clarity on how the overall employment floorspace allocations relate to the aims of building above standard method, and whether it is considered to keep job and housing growth balanced. Following further engagement with Basildon District Council a signed Statement of Common Ground is being prepared
- Castle Point Borough Council requested consideration be given in the Plan to Thames Freeport infrastructure project which could generate a substantial level of economic activity driving the need for labour and employment floorspace across the wider area and require joint working. Following further engagement with Castle Point Borough Council a signed Statement of Common Ground (SOCG013) has been agreed.

## Integrated Impact Assessment (IIA)

4.19. The Council has carried out an ongoing Integrated Impact Assessment (IIA) as the Local Plan has developed. The IIA assesses the following aspects of sustainable development:

- Sustainability Appraisal (SA)
- Strategic Environmental Assessment (SEA)
- Habitats Regulations Assessment (HRA)
- Equality Impact Assessment (EqIA)
- Health Impact Assessment (HIA)

4.20. The SA, SEA and HRA are a requirement of national policy. The HIA and EqIA are voluntary, but the Council believes they will help to provide a complete picture of the sustainability of the Review of the Local Plan.

## Sustainability Appraisal (SA) / Strategic Environmental Assessment (SEA)

4.21. The IIA identifies the key sustainability issues for the Review of the Local Plan, which feed into a framework of 14 objectives against which proposals are assessed. It covers the potential environmental, social, economic and health performance of the Local Plan and any reasonable alternatives. It has been used at each stage of the Review, and been subject to separate consultation, as follows:

- Scoping Report – Spring 2022
- Issues and Options – Summer/Autumn 2022
- Preferred Options – Spring 2024
- Pre-Submission – Spring 2025
- Additional Sites – Winter 2025

4.22. The key sustainability issues and Appraisal Framework Objectives relating to this Topic Paper are:

Appraisal Framework Objective	Key Sustainability Issue
<b>3. Economy, Skills and Employment:</b> <b>To achieve a strong and stable economy which offers rewarding and well located employment opportunities to everyone</b>	Population
<b>4. Sustainable Living and Revitalisation:</b> <b>To promote urban renaissance and support the vitality of rural centres, tackle deprivation and promote sustainable living</b>	Population Human Health
<b>5. Health and Wellbeing:</b> <b>To improve the health and well being of those living and working in the Chelmsford City area</b>	Population Human Health

4.23. The main IIA report for the Local Plan is the Pre-Submission IIA (January 2025), which:

- provides baseline information for the key sustainability issues
- sets out the assessment framework and methodology
- contains the detailed assessment of the Local Plan requirements, allocations and policies
- sets out an assessment of alternatives
- reviews cumulative effects.

4.24. This was supplemented for the Additional Sites consultation with an IIA Addendum (November 2025), focusing on the proposed changes including the allocation of new and enlarged sites, and consequential amendments to Strategic Policies S6 and S7.

- 4.25. The two documents should be read together to provide full assessment outcomes for the Local Plan. However, it should be noted that in specific areas the figures quoted in the Pre-Submission IIA will have been superseded by those in the IIA Addendum, such as the increased requirements for housing and employment development.
- 4.26. Chapter 7 of the Pre-Submission IIA presents the appraisal of the cumulative effects of the Pre-Submission Local Plan. The appraisal (Table 7.1) highlights that the majority of the IIA objectives will experience positive effects as a result of the implementation of the policies and proposals contained in the Pre-Submission Local Plan.
- 4.27. Chapter 8 of the Pre-Submission IIA sets out significant positive effects of the Local Plan on housing, economy, health and well-being and townscape enhancement.
- 4.28. In terms of housing, development proposals are careful to ensure that homes, jobs and infrastructure are delivered in a co-ordinated fashion to help limit excess in or out commuting and ensure a degree of self-containment.
- 4.29. In terms of employment, the Local Plan will support economic growth across Chelmsford, delivering jobs and supporting regeneration and investment, with the potential to deliver benefits across a number of IIA objectives.
- 4.30. Mixed positive and negative effects are indicated for biodiversity, cultural heritage, flood risk, land use and resource use, with some uncertainty in respect of air quality and climate change. Water resource use is an issue, reflecting regional and local supply deficits. The negative (and uncertain) effects such as the permanent loss of greenfield land to development will need to be balanced with opportunities for green infrastructure provision and biodiversity enhancement. These likely effects have been considered in the Local Plan policies.
- 4.31. Chapter 7 of the Pre-Submission IIA presents the appraisal of the cumulative effects of the Pre-Submission Local Plan. The appraisal (Table 7.1) highlights that the majority of the IIA objectives will experience positive effects as a result of the implementation of the policies and proposals contained in the Pre-Submission Local Plan.
- 4.32. In relation to IIA Objective 3 (Economy, Skills and Employment) the Pre-Submission IIA finds that the provision of a minimum of 162,646 sqm of employment floorspace over the plan period is expected to help maintain and enhance Chelmsford's strategic economic role in the Heart of Essex sub-region, supporting existing businesses, attracting inward investment and facilitating economic diversification. Jobs growth would, in-turn, increase the amount of money spent in the local economy and there may also be supply chain benefits associated with new businesses. Through the proposed site allocations and Local Plan policies, it is expected that this provision will help to support the creation of accessible employment opportunities that will benefit the City Area's communities. The IIA also finds that the policies of the Pre-Submission Local Plan including the development requirements related to specific site allocations will help to ensure that there is sufficient investment in educational facilities to accommodate future growth and that links with the two university campuses are capitalised upon. Overall, the Pre-Submission Local Plan has been assessed as having a cumulative significant positive effect on Objective 3 (Economy, Skills and Employment).

4.33. In relation to Objective 4 (Sustainable Living and Revitalisation) the Pre-Submission IIA finds that by growth in and adjacent to the Chelmsford Urban Area, to the North of South Woodham Ferrers and at Key Service and Service Settlements, allied with the provision of community facilities, services and employment land on many of the proposed site allocations, that this will help to ensure that new development is accessible to key services, facilities and employment opportunities, stimulates urban regeneration, tackles deprivation and promotes community inclusion. Whilst it notes that growth could place pressure on existing services, facilities and infrastructure, the proposed Local Plan policies including site specific development requirements are expected to help mitigate any such effects through, for example, protecting existing facilities and infrastructure. The Special Policy Areas (SPAs) designations including Broomfield Hospital and ARU Writtle are also expected to support the continued growth and expansion of these institutions, generating benefits in terms of continued access to services and facilities. Overall, the Spatial Strategy has been assessed as having a cumulative significant positive effect on Objective 4 (Sustainable Living and Revitalisation).

4.34. In relation to IIA Objective 5 (Health and Wellbeing) the Pre-Submission IIA notes that focusing the majority of new residential and employment development in and adjacent to the Chelmsford Urban Area and to the North of South Woodham Ferrers, promoting mixed used schemes and the adoption of Garden Community principles at strategic sites are together likely to encourage walking/cycling as services and employment opportunities would be physically accessible. Allied with proposed improvements to highway circulation, public transport and walking and cycling as well as the protection of existing green infrastructure including open space and recreational facilities and new provision, this is expected to generate a positive effect in relation to the promotion of healthy lifestyles. In light of this, overall, the Pre-Submission Local Plan has been assessed as having a cumulative significant positive effect on IIA Objective 5 (Health and Wellbeing).

4.35. Section 5 and Appendix H of the IIA Report assesses Local Plan policies. Findings in relation to IIA Objectives 3 (Economy, Skills and Employment), 4 (Sustainable Living and Revitalisation) and 5 (Health and Wellbeing) include:

- The Strategic Priorities are considered to be supportive of all three objectives, in particular objective 5
- The Housing Requirement could have significant positive sustainability effects on objective 3 by helping to stimulate economic growth through the provision of a workforce as well as consumers
- The Employment Land Requirement is likely to have a significant positive sustainability effect on objective 3 as the provision of employment land will support economic growth across Chelmsford, delivering deliver jobs and supporting regeneration and investment
- The Spatial Strategy is likely to have significant positive sustainability effects on objective 3 and 5 as the provision of employment land will support economic growth across Chelmsford, delivering deliver jobs and supporting regeneration and investment and through the provision of more and a wider range of services associated with population growth

- Strategic Policy S8 (Delivering Economic Growth) and Policy DM4 (Employment Areas and Rural Employment Areas) have been assessed as having a significant positive effect on objectives 3 and 4 and positive effect on objective 5.

4.36. Section 6 of the Pre-Submission IIA considers alternative Spatial Strategy options including higher and lower levels of employment floorspace development requirements. This analysis demonstrates that overall, the alternatives perform no better, and in many instances worse than the Spatial Strategy. Please see the Submission Spatial Strategy and Strategic Sites Topic Paper for more details.

4.37. Chapter 8 of the Pre-Submission IIA includes recommendations for Local Plan content and implementation and suggests measures to be considered by Council as part of the further refinement of the Local Plan prior to its publication for Examination. This includes recommendation 10 - Monitoring the balance between housing and jobs provision in order to maintain a balance between in- and out-commuting to the City area, and consequently the aspiration for long-term sustainability in terms of a reasonable degree of self-containment.

4.38. The following table summarises the IIA findings (Paragraph 8.8 of the Pre-Submission IIA) and the Council's response including how the IIA has informed the Local Plan:

<b>IIA Recommendation</b>	<b>CCC Comment/Action</b>
Consider fuller cross referencing to key development management policies	Any application should comply with all relevant policies of the Local Plan
Demonstrate how the spatial principles and policies will contribute to the declared climate and ecological emergency, focus on health and wellbeing, and secure the enhancement and extension of the City's Green Infrastructure Resource	Text amended to incorporate this in Section 4 (Our Vision and Spatial Strategies) and Section 8 (Protecting and Securing Important Assets)
Include reference to how the aspirations of Strategic Policy S14 Health and Wellbeing will be measured	Covered within the Monitoring Framework, and in Section 5 (Creating Sustainable Development)
Ensure that there is a direct link between Implementation of 10% Biodiversity Net Gain requirement and progress to responding to the biodiversity emergency	Text amended to incorporate this in Strategic Policy S4
Ensure that the long-term management of existing and new habitats is in place	Covered within text relating to the Green Infrastructure Strategic Plan including Strategic Policy S1, and stewardship requirements for Garden Communities (Strategic Growth Site Policies 6 and 16a)
A need to work collaboratively with partners to implement and monitor Policy DM31 Net Zero Carbon Development (In Operation)	CCC is working collaboratively with ECC as implementation lead and other partners
Identify measures to address the effects of inconsistent delivery on specific sites (especially on large extensions)	Covered within the development trajectory and monitoring. Text amended for clarity in Section 6 (How will future development growth be accommodated?)
Make reference to the aspiration for regeneration schemes to benefit existing residents	This principle is central to Strategic Growth Site 1cc Andrews Place, and will be considered for other sites where applicable

<b>IIA Recommendation</b>	<b>CCC Comment/Action</b>
Suggest monitoring the degree of self-containment in large extensions so that residents and vulnerable groups are not disadvantaged in access to basic services	Will be addressed through the masterplanning process and S106 agreements
Address the requirements for site developers in respect of sustainable design and construction, including a Construction Environmental Management Plan (CEMP)	Text amended to incorporate this in Section 9 (Making High Quality Places)
Monitor the balance between housing and jobs provision to maintain a balance between in and out commuting, for long term sustainability	Current allocations aim to achieve this balance
Work with public and private sector partners to facilitate behavioural change in matters such as travel choices, attitudes to health and well-being, water use and recycling patterns.	This is a focus for spatial planning, including engagement activity with partners, and having regard to external strategies and guidance, such as the Essex Design Guide (2018), Essex Local Transport Plan (2011) and its successor LTP4, Essex Coast Recreational Disturbance Avoidance and Mitigation Strategy 2018-2038, Chelmsford Surface Water Management Plan (2014), Make Space for Girls 2025-2028

4.39. The proposed additional sites have been assessed through the IIA Addendum and the findings are presented in Appendix C of the Addendum, which have in-turn been informed by the RAG scores for the sites presented in Appendix D and the RAG scores presented in Appendix M of the Pre-Submission IIA.

4.40. The IIA Addendum concludes that proposed new and expanded sites do not change the overall earlier assessment of cumulative effects in IIA terms, reflecting the fact that they are part of the existing spatial strategy. In addition, both individually and collectively, they are not of a scale to affect specific aspects of the plan (for example in respect of biodiversity or resource use).

4.41. The proposed amendments to Strategic Policies S6 and S7 are considered to be minor in nature (see Additional Sites (Regulation 19) Document) and reflect the need to adjust the approach to short-term housing delivery. Consequently, no changes to the assessment presented in the Pre-Submission IIA have been identified.

### Habitats Regulations Assessment (HRA)

4.42. Overall, the HRA has concluded that most aspects of the Local Plan will have no significant effects on any European sites, alone or in combination due to the absence of effect pathways.

4.43. Appropriate assessments have been undertaken for those aspects where effect pathways are present (in combination water quality, air quality and visitor pressure effects, and effects on species away from the sites), taking into account specific and cross-cutting policy-based mitigation and avoidance measures that have been incorporated into the plan. These

appropriate assessments have employed additional analyses and data to resolve uncertainties present at the initial screening, and have concluded that (as currently drafted) the Local Plan will have no adverse effects on the integrity of any European sites, alone or in combination.

- 4.44. The HRA Report Addendum (as part of the IIA) considered the proposed changes in the Additional Sites Document. The Addendum found that the proposed changes to the Local Plan do not affect the findings of the earlier HRA work and that the position remains that the Local Plan will not have adverse effects on any European sites either alone or in combination.

### Equality Impact Assessment (EqIA)

- 4.45. The EqIA results suggest that policies will help to secure development that will contribute to a range of positive effects across the topics considered in the EqIA (notably in relation to housing, service, employment and greenspace provision).
- 4.46. The proposed changes in the Additional Sites Consultation are not considered to require any changes to be made to the EqIA. This reflects the proposed continuation of the existing spatial strategy which was found to have beneficial effects in respect of EqIA, as well as the limited scale of the proposed allocations (comprising small scale site extensions and new sites) which neither individually nor together will influence the findings of these assessments.

### Health Impact Assessment (HIA)

- 4.47. The HIA results suggest that Local Plan policies will help to secure development that will contribute to a range of positive effects across the topics considered in the HIA.
- 4.48. The proposed changes in the Additional Sites Consultation are not considered to require any changes to be made to the HIA. This reflects the proposed continuation of the existing spatial strategy which was found to have beneficial effects in respect of HIA, as well as the limited scale of the proposed allocations (comprising small scale site extensions and new sites) which neither individually nor together will influence the findings of these assessments.

### Reasonable Alternatives

- 4.49. The Pre-Submission IIA has considered a range of reasonable alternative strategies and options, through the IIA process and through technical evidence base testing, before finalising the policies and sites in the Local Plan. This has included the assessment of different Spatial Strategy options, higher and lower growth requirements, and different housing and employment development sites.
- 4.50. At the Additional Sites consultation stage, due to the Council's position of not being able to demonstrate a five-year housing land supply, further options for meeting the residual need were assessed through the IIA Addendum.

- 4.51. The two options were to either allocate additional small sites and increase capacity at other identified allocations (Option 1); or to allocate an additional strategic site or sites to meet the shortfall (Option 2).
- 4.52. Option 1 was selected as the preferred approach as it aligned well with the Local Plan’s strategic priorities, spatial principles and the settlement hierarchy; performed well in terms of housing, economy and employment; and deliverability of sites within the first five years of the Local Plan.
- 4.53. Option 2 was rejected due to not aligning with the Local Plan’s strategic priorities, spatial principles and the settlement hierarchy; poorer performance in terms of housing, economy and employment; and uncertainties about deliverability within the first five years of the Local Plan.
- 4.54. Overall, the sustainability performance of the proposed additional sites, in light of their contribution to the Local Plan spatial strategy and mitigation proposed through specific site policies associated with each of them, is as good as or better than sites rejected at Pre-Submission and Additional Sites stages.

## Evidence base

- 4.55. In accordance with the requirements of the NPPF, policies and their requirements should be based on up-to-date evidence.
- 4.56. In addition to the IIA, the following documents are of particular relevance to (Insert Topic) and support the Review of the Local Plan. Evidence base documents are available online via [Local Plan Review](#).

Document	Summary
<p><b>Strategic Housing and Employment Land Availability Assessment:</b></p> <p>SHELA001: <a href="#">SHELAA 2026</a></p>	<p>The Strategic Housing and Employment Land Availability Assessment (SHELAA) is a study of sites promoted by landowners and developers that may have development potential. It includes several different documents that explain the methodology and assessment criteria used, as well as the summary outputs of each site. A SHELAA has been produced after each consultation stage of the Local Plan Review process to help inform the selection of new sites.</p>
<p><b>Employment Land Review:</b></p> <p>ECON002: <a href="#">Employment Land Review, Lichfield, 2023</a></p>	<p>This study and its update consider economic trends and future requirements for new employment floorspace up to 2041. It also proposes some recommendations for</p>

<p>ECON003: <a href="#">Employment Land Review Focused Update 2024</a></p>	<p>employment policies in the review plan. The review has informed the Spatial Strategy and employment policies in the Plan.</p>
<p><b>Retail Capacity Study Update</b> ECON001: <a href="#">Retail Capacity Study Update</a></p>	<p>The Study provides an up-to-date, objective assessment of retail and leisure development needs in the Council area and considers possible strategic policy responses to any prevalent or emerging issues.</p>
<p><b>Review of Local Centres</b> ECON004: <a href="#">Review of Local Neighbourhood Centres (November 2024)</a></p>	<p>This Technical Note describes the approach to defining the Local Neighbourhood Centre boundaries in the Local Plan and as shown on the Policies Map.</p>
<p><b>Infrastructure Delivery Plan:</b> <a href="#">INF012 : Chelmsford City Council Infrastructure Delivery Plan (March-2026)</a> <a href="#">INF005: Chelmsford City Council IDP Stage 2 Report (November 2024)</a> <a href="#">INF001: Infrastructure Delivery Plan Stage 1 Report (February 2024)</a></p>	<p>The IDP provides a high-level assessment of the infrastructure issues and requirements associated with the spatial strategy and proposed site allocations. An initial baseline report has been updated to include further analysis of the infrastructure required to support the preferred spatial strategy in the Local Plan.</p>
<p><b>Strategic Housing Needs Assessment:</b> <a href="#">AH004 Chelmsford Strategic Housing Needs Assessment Addendum (November 2024)</a> <a href="#">AH001: Chelmsford Strategic Housing Needs Assessment</a></p>	<p>An assessment of the overall need for housing which includes consideration of the Standard Method calculation of local housing needs as well as an assessment of the housing needs of specific groups. A partial update of the assessment was conducted to review the higher Housing Requirement figure introduced at the Regulation 19 consultation stage of the review process.</p>
<p><b>Authority Monitoring Report:</b> <a href="#">LDS019: Authority Monitoring Report (April 2024 – March 2025)</a> <a href="#">LDS002: Authority Monitoring Report (April 2023 – March 2024)</a> <a href="#">LDS020: Authority Monitoring Report (April 2022 – March 2023)</a></p>	<p>The Authority Monitoring Report is published on an annual basis and monitors the production of the Council’s Local Plan Documents against the Local Development Scheme, as well as the performance and effectiveness of the Council’s planning policies in delivering the key objectives of the Local Plan.</p>
<p><b>PAS Toolkits:</b> <a href="#">OSP001 Toolkit Part 1 - Local Plan Review Assessment</a></p>	<p>The Planning Advisory Service (PAS) produces a number of Toolkits to assist Local Authorities in the review of their Local Plans. This suite of documents have been considered through the preparation of</p>

<p>OSP011 Toolkit Part 2 - Submission Local Plan Form and Contents Checklist (Available online via <a href="#">Local Plan Review</a>)</p> <p>OSP012 Toolkit Part 3 - Submission Local Plan Process Requirements Checklist (Available online via <a href="#">Local Plan Review</a>)</p> <p>OSP013 Toolkit Part 4 - Submission Local Plan Soundness Quality Assessment (Available online via <a href="#">Local Plan Review</a>)</p>	<p>the Local Plan to help understand which policies require updating against the 2023 NPPF, that the correct process has been followed in undertaking the review, and that the Plan being submitted for Examination is sound.</p>
<p><b>Chelmsford Local Plan Viability Assessment</b>  <a href="#">V001 Chelmsford Local Plan Viability Update</a>  <a href="#">V002 Chelmsford Local Plan Viability Update Note (November 2024)</a>  V003 Chelmsford Local Plan Viability Update Note (May 2026) (Available online via <a href="#">Local Plan Review</a>)</p>	<p>The viability work assesses the cumulative impact of policies on planned development. The assessments model various levels of policy requirements on several different typologies of development and have been updated through the preparation of the Local Plan to reflect latest available costs. They include sensitivity testing for changes in values and costs.</p>
<p><b>Sequential and Exception Tests</b>  <a href="#">CC011 Sequential and Exception Tests Published December 2017</a>  <a href="#">CC012 Sequential and Exception Tests of Preferred Options Site Allocations (May 2024)</a>  <a href="#">CC013 Sequential and Exception Test Focused Update 2024</a>  <a href="#">CC019 Additional Sites – Sequential and Exception Test (October 2025)</a>  CC021 Updated Sequential and Exception Tests (May 2026) (Available online via <a href="#">Local Plan Review</a>)</p>	<p>Flood Sequential and Exception tests used to inform each stage of the Local Plan preparation. The reports reflect the information and updates made through the Level 2 SFRA.</p>
<p><b>Strategic Flood Risk Assessment</b>  <a href="#">CC001 Strategic Flood Risk Assessment 2024 (Level 1)</a>  <a href="#">CC010 Chelmsford Level 2 Strategic Flood Risk Assessment (SFRA) May 2024</a> (Updated October 2025)  <a href="#">CC018 Additional Sites – Level 2 Strategic Flood Risk Assessment Addendum (October 2025)</a></p>	<p>Provides a comprehensive and robust evidence based on flood risk issues to support the plan review. It assesses land promoted for potential development, changes to the proposed development sites within the city, and changes in national planning policy and guidance. It also builds on identified risks from the Level 1 assessment for proposed development sites, to provide a greater understanding of fluvial, surface water, groundwater, and reservoir related flooding risks for sites most at risk.</p>

	<p>The new and updated information has been used to inform decisions on the location of future development and flood risk policies, reflecting the implications of the August 2022 changes to the Planning Practice Guidance.</p> <p>They have also informed site allocation boundaries on the Policies Map for the Pre-Submission Local Plan, the Additional Site boundaries and the Sequential and Exception Test Focused Update.</p> <p>The National Flood Risk Assessment was released in 2025 and maps flood risk from fluvial, tidal and surface water sources both now and in the future using the latest improvements in data, technology and modelling. The Strategic Flood Risk Assessment was updated in 2025 to refer to this data.</p>
<p><b>Schedule of Adopted Policies Map Changes</b> SD015: Schedule of Adopted Policies Map Changes (May 2026) (Available online via <a href="#">Local Plan Review</a>)</p>	<p>Sets out the proposed changes to be made to the adopted Chelmsford Local Plan Policies Map.</p>
<p><b>VISUM Model Validation</b> <a href="#">T004: Chelmsford VISUM Model Local Validation Report (LMVR) 2021</a></p>	<p>This report documents the improvements made to the 2019 Chelmsford VISUM Forecast Model and the subsequent recalibration and validation process to the strategic model used in the Local Plan transport modelling.</p>
<p><b>VISUM Army and Navy Forecast Model</b> <a href="#">T005: Chelmsford VISUM Model Army and Navy Forecasting Report 2022</a></p>	<p>This report documents the development and infrastructure assumptions for Chelmsford included in a 2026 and 2041 forecast year for the purposes of assessing the future-year performance of the Army &amp; Navy junction proposals. This has informed the strategic model used in the Local Plan transport modelling.</p>
<p><b>Sustainable Accessibility Mapping and Appraisal</b> <a href="#">T003: Sustainable Accessibility Mapping and Appraisal July 2022</a></p>	<p>The study assessed the existing level of sustainable accessibility at 25 'settlement areas' identified across the five Spatial Approaches set out in the Issues and Options.</p>
<p><b>Local Plan Transport Impact Appraisals</b> <a href="#">T001: Transport Impact Appraisal of Spatial Approaches December 2023</a>  <a href="#">T002: Transport Impact of Preferred Spatial Approach March 2024</a></p>	<p>These reports document the modelling methodology, results, and findings of the traffic impact appraisal of the spatial approaches, identified at each stage of the Local Plan.</p>

<p><a href="#">T002-A: Preferred Spatial Approach Local Junction Modelling – Technical note May 2024</a></p> <p><a href="#">T006 Transport Impact Appraisal of Local Plan Review Pre-Submission (December 2024)</a></p> <p><a href="#">T006-A: Transport Impact Appraisal of Local Plan Review Pre-Submission (December 2024) (July 2025 Update)</a></p> <p><a href="#">T007: Additional Sites (Reg19) Highways Impact Junction Modelling Appraisal October 2025</a></p>	
<p><b>Integrated Impact Assessment</b></p> <p><a href="#">IIA001 Integrated Impact Assessment Scoping Report 2022</a></p> <p><a href="#">IIA002: Integrated Impact Assessment Issues and Options 2022</a></p> <p><a href="#">IIA004: Integrated Impact Assessment Feedback Report Issues and Options 2023</a></p> <p><a href="#">IIA005: Integrated Impact Assessment Preferred Options (May 2024)</a></p> <p><a href="#">IIA006: Integrated Impact Assessment Preferred Options Feedback Report 2024</a></p> <p><a href="#">IIA007: Integrated Impact Assessment Pre-Submission 2024</a></p> <p><a href="#">IIA009: Integrated Impact Assessment Pre-Submission Feedback Report</a></p> <p><a href="#">IIA010: Integrated Impact Assessment (IIA): Focused Consultation Additional Sites (Regulation 19) Addendum</a></p> <p><a href="#">IIA012: Chelmsford HRA Addendum August 2025</a></p> <p><a href="#">IIA013: Integrated Impact Assessment: Additional Sites (Regulation 19) Addendum Feedback Report</a></p>	<p>The Integrated Impact Assessment (IIA) brings together a Sustainability Appraisal (SA), a Strategic Environmental Assessment (SEA), a Health Impact Assessment (HIA), an Equalities Impact Assessment (EqIA) and a Habitats Regulations Assessment (HRA) to assess the socio-economic and environmental effects of the Local Plan. The first stage involved consultation on a Scoping Report on the proposed approach to the assessment of the Local Plan. The Issues and Options, Preferred Options, Pre-Submission and Additional Sites stages of the Local Plan were accompanied by IIA Reports. The findings of the IIA Reports, together with consultation responses published in Feedback Reports, were used to help refine further Local Plan stages.</p>
<p><b>Regulation 22 Consultation Statement</b></p> <p>SD002: Regulation 22 Consultation Statement (Available online via <a href="#">Local Plan Review</a>)</p>	<p>This statement details how the community and stakeholders were consulted during the process of preparing the Local Plan. For each consultation stage, it details who was consulted and when this happened, the main issues raised in the responses and how these have been considered.</p>

<p><b>Planning Obligations SPD</b>  <a href="#">INF009: Planning Obligations SPD (January 2021)</a></p> <p><a href="#">INF010: Planning Obligations Supplementary Planning Document – Consultation Draft – SEA HRA Screening Report -</a></p> <p><a href="#">INF011: Planning Obligations Supplementary Planning Document January 2026</a></p>	<p>Sets out the Council's approach towards seeking planning obligations which are needed to make development proposals acceptable in planning terms.</p> <p>The Draft SPD, 2026, has been revised to reflect changes to national planning policy guidance, proposed modifications to the Local Plan and new strategies and policy guidance.</p>
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4.39. The following sections of this Topic Paper set out the chronology and updates of the Council's Employment Plan Review (ELR)

[Employment Land Review \(2023\)](#)

4.40. The Employment Land Review (2023) undertaken by Consultants Lichfields provided a comprehensive update of the previous ELR supporting the adopted Local Plan which was considered out of date.

4.41. A review of the Functional Economic Market Area (FEMA) and assessment of various markets in around Chelmsford shows that the core FEMA relevant to Chelmsford extends across Chelmsford, Maldon. There are also strong economic relationships with Brentwood and Basildon, alongside London. However, in terms of need, it assessed Chelmsford's own indigenous requirements. The Council did not consider a wider regional scale assessment of distribution/logistics demand because:

- The ELR (2023) did not provide evidence within past take-up analysis or market feedback from commercial local agents that regional strategic scale demand was a particularly significant driver of Chelmsford's industrial market.
- There has been no request through the Duty to Co-operate with adjoining and nearby local planning authorities, including the Greater London Authority (GLA) to undertake such a strategic regional scale assessment.

4.42. The office activity in the area has started rebounding following the Covid-19 pandemic, however the appetite for office floorspace has shifted with more noticeable demand from occupiers for smaller office premises because of new hybrid working patterns. The demand is also primarily focused on short-term leases of no longer than 3 to 5 years, indicating that flexibility is an important requirement for occupiers.

4.43. Chelmsford's City Centre remains a prominent office market area with excellent connection to Central London. The key challenge in the current market is a reported lack of good quality office accommodation coupled with a lack of recent office development. Against the last 5-year and 11-year take up rates, there is essentially only 1 year supply remaining highlighting that demand cannot be met beyond the very short term.

- 4.44. The industrial market has remained buoyant and active, with demand currently outperforming the existing supply of available industrial space. Despite this increase in demand, it was noted by agents that Chelmsford is not likely to become a sizeable logistics or industrial hub like other neighbouring authorities over the next 5 years. The demand seen for industrial premises is primarily for small to medium sized units (up to 5,000 sqm) that aim to fulfil indigenous industrial needs, as opposed to larger scale distribution floorspace. It is possible that larger requirements could arise over time depending on wider market factors.
- 4.45. Three alternative scenarios for Chelmsford and associated employment land requirements over the new Local Plan period to 2041 are considered in the ELR. These reflect projections of employment growth in office, industrial and distribution-based sectors (labour demand) derived from economic forecasts (Scenario 1), consideration of past trends in completions of employment space (Scenario 2) and estimates of future growth of local labour supply based on the Council's latest housing evidence (Scenario 3).
- 4.46. The overall gross space requirements related to these different scenarios range from 990 sqm (Scenario 2) to 213,820 sqm (Scenario 3):

Table 4.10 Gross Employment Requirements in Chelmsford, 2022 to 2041 (sq.m)

Type of Space/Use Class	Scenario 1	Scenario 2	Scenario 3
Office E(g)(i)/(ii)	33,640	28,370	70,920
Industrial and Distribution Eg(iii)/B2/B8	73,830	-27,380	142,900
<b>Total</b>	<b>107,470</b>	<b>990</b>	<b>213,820</b>

Source: Lichfields analysis

- 4.47. To calculate the need for new employment space, the ELT reviewed the emerging employment land supply position. This included sites with extant planning permission for employment floorspace and floorspace to be provided as part of existing allocations in the adopted Local Plan such as at North East Chelmsford (Chelmsford Garden Community). The vast majority (89%) of extant planning permissions relate to office and light industrial space.
- 4.48. The emerging supply position totals 105,906 sqm (65,100 sqm of office/Research and Development and 40,806 sqm of industrial floorspace). A broad comparison of estimated demand for employment use space against the supply, as shown in Table 6.3 from the ELR report, implies that there would not be sufficient employment space under Scenario 1 and Scenario 3 and there is an oversupply of employment space under Scenario 2. Table 6.4 of the report splits the demand into employment uses:

Table 6.3 Demand - Supply of Employment Space in Chelmsford, 2022-2041 (sq.m)

	Scenario 1	Scenario 2	Scenario 3
Employment Requirements	107,470	990	213,820
Employment Supply/Capacity	105,906		
<b>Surplus (+) / Shortfall (-)</b>	<b>-1,564</b>	<b>+104,916</b>	<b>-107,914</b>

Source: Chelmsford Council (Sep 2022) / Lichfields analysis

Note: Figures rounded

Table 6.4 Demand - Supply of Different Employment Uses in Chelmsford, 2022-2041 (sq.m)

	Scenario 1	Scenario 2	Scenario 3
<b>Office E(g)(i)/(ii)</b>			
Employment Requirements	33,640	28,370	70,920
Employment Supply/Capacity	65,100		
<b>Surplus (+) / Shortfall (-)</b>	<b>+31,460</b>	<b>+36,730</b>	<b>-5,820</b>
<b>Industrial/Distribution E(g)(iii)/B2/B8</b>			
Employment Requirements	73,830	-27,380	142,900
Employment Supply/Capacity	40,806		
<b>Surplus (+) / Shortfall (-)</b>	<b>-33,024</b>	<b>+68,186</b>	<b>-102,094</b>

Source: Chelmsford Council (Sep 2022) / Lichfields analysis

Note: Figures rounded

- 4.49. The ELR states that the Council's policy approach should aim to plan positively to meet the indigenous employment space needs, which as a minimum should relate to Scenario 1. However, the Council could proactively decide to accommodate the higher employment requirements relating to Labour Supply Scenario 3 given the significant expansion that will be delivered within Chelmsford over the period to 2041 and to maintain a better balance of new homes and employment opportunities.
- 4.50. The study also reviews designated urban and rural employment areas. It concludes that overall, these perform well and have high occupancy and low vacancy levels. Even poorer quality sites appear to be playing an active role in the commercial market.
- 4.51. The study also identifies further employment policy recommendations for the Council including to consider identifying the need for infrastructure improvements across the main employment locations and future allocations to support employment delivery.

#### Employment Land Review Focused Update (2024)

- 4.52. The Focused Update provides a focused update to the 2023 ELR, specifically in terms of the providing updated scenarios of future needs to 2021 (using updated forecasts and data points) and sets these against the latest supply position to determine the level of requirements that need to be considered for the Local Plan period. The updated scenarios indicate updated employment floorspace requirements across all three scenarios when compared to the 2023 ELR, as shown in Table 3.4 below from the report:

Table 3.4 Demand - Supply of Different Employment Uses in Chelmsford, 2022-2041 (sq.m)

	Scenario 1	Scenario 2	Scenario 3
<b>Office E(g)(i)/(ii)</b>			
Employment Requirements	38,053	12,486	139,913
Employment Supply/Capacity	66,025		
<b>Surplus (+) / Shortfall (-)</b>	<b>+27,972</b>	<b>+53,539</b>	<b>-73,888</b>
<b>Industrial/Distribution E(g)(iii)/B2/B8</b>			
Employment Requirements	48,280	-35,223	140,845
Employment Supply/Capacity	45,758		
<b>Surplus (+) / Shortfall (-)</b>	<b>-2,522</b>	<b>+80,981</b>	<b>-95,087</b>

Source: Chelmsford Council (Oct 2024) / Lichfields analysis

Note: Figures rounded

- 4.53. The supply and demand analysis suggested that Chelmsford has an emerging supply position of 111,783 sq.m that can meet the overall demand implied by the updated scenarios, with a surplus of around 25,450 sq.m identified against the recommended minimum requirements of Scenario 1. However, there is a potential shortfall in industrial and distribution floorspace, particularly under Scenario 1. This gap could be addressed by the surplus office floorspace, provided that allocated and permitted E(g)/B uses are developed. The analysis suggests that flexible land allocations across office, industrial, and distribution sectors would help accommodate varying future needs. The Focused Update recommends that the Local Plan should seek to meet Scenario 1 (Labour Demand) as a starting point and although there is a small shortfall for industrial/distribution uses the proposed Local Plan site allocations are flexible enough to accommodate this. It is also noted that should the Council aim to meet the employment space requirements outlined in Scenario 3 to more closely align employment requirements with increases in housing numbers, new office and industrial and distribution land to 2041 would need to be identified.

#### Employment Land Review Updated Position (2025)

- 4.54. The Council reviewed its employment need and land supply again in 2025. A review was undertaken of the employment supply and capacity figure as a number of planning permissions were unimplemented and had expired or losses through change of use applications affecting the baseline for the ELR.

Table A – Breakdown of Uses of Extant Permissions (sq.m floorspace)

	Use Classes	Floorspace (Sq.m)
<b>Sub total</b>	Office and R&D E(g)(i)/(ii)	<b>-10,518</b>
<b>Sub total</b>	Industrial/Distribution E(g)(iii)/B2/B8	<b>26,618</b>
<b>TOTAL</b>		<b>16,100</b>

- 4.56. The sites allocated in the adopted Local Plan and Local Plan review were also updated to take into account any changes to floorspace that have occurred since the ELRs were undertaken in 2023 and 2024. Table 1 in Appendix 1 of this Topic Paper sets out those site updates. Tables 2 and 3 then apply the total floorspace supply to Scenario 1 and 3 of the ELR.
- 4.57. Scenario 2 of the ELR is discounted as in this context past trends are not considered a robust means to forecast future need. The ELRs recommend that Scenario 1 should be the minimum position to provide with the Local Plan. The projected employment floorspace supply would significantly exceed the projected need in Scenario 1. Scenario 3 of the ELR (Labour Demand) is a considerably higher requirement and the projected employment floorspace supply. Around 70% of the Scenario 3 requirement overall is met with the projected employment floorspace supply.

#### Retail Capacity Study Update (2023)

- 4.58. The study finds that there is no capacity to support further comparison goods floorspace across the Council area in the early part of the Plan period, and only limited capacity for convenience goods floorspace. There is some capacity for both types of goods in the period 2031 to 2041, though the capacity identified is not substantial. As such, and due to the volatility of the market, no sites are recommended to be brought forward (allocated) as part of the Local Plan for convenience or comparison retailing. The study also finds that there are no significant gaps in the provision of larger commercial leisure facilities in the area.
- 4.59. The Study provides detailed health check assessments for Chelmsford City Centre, South Woodham Ferrers Town Centre and the Principal Neighbourhood Centres. These are recognised as important planning ‘tools’ for appraising and monitoring the changes in the overall vitality and viability of town centres and informing both plan-making and decision-taking at the local level. For each centre, place-specific interventions are recommended.
- 4.60. The study provides guidance/recommendations for the Council to consider as part of the review of the Local Plan. This includes:
- Amending centre boundaries for Chelmsford City Centre and Beaulieu Neighbourhood Centre
  - Defining a Primary Shopping Area (PSA) in The Vineyards Principal Neighbourhood Centre
  - Removing primary and secondary retail frontages from retail policies
  - Retaining the existing retail and leisure impact thresholds in Strategic Policy S12
  - Updating DM5 to reflect the new Use Class E and to provide direction for uses that are considered appropriate in the PSAs, town centres, neighbourhood centres and outside designated centres
  - Providing support for appropriate complimentary initiatives in designated centres such as the construction of click and collect ‘hubs’ or lockers and the use of outdoor space for public events.

## Consultation Feedback

4.61. The Review of the Local Plan has been prepared following four public consultations - Issues and Options in 2022, Preferred Options in 2024, Pre-Submission in 2025 and Additional Sites in 2025. Full details of engagement that has taken place and a summary of the main issues raised in the responses and Council response is set out in the Regulation 22 Consultation Statement (SD003) available online via Local Plan Review). Main issues raised in responses to the four consultations include:

- Support expressed in general for the proposed approach to reviewing employment policies as set out in the Issues and Options Consultation Document
- Mix of support and opposition to Development Requirements (Policy S6) and the Spatial Strategy (Policy S7)
- Support expressed for concentrating large new scale employment development sites as part of strategic new development sites on the edge of Chelmsford Urban Area
- Objections to some site allocations in particular, Hammonds Farm (SGS16a) and Junction 18 A12 Employment Area (SGS16b) and calls for their removal/replacement. There is also limited support for these developments
- Support for economic growth in Chelmsford, South Woodham Ferrers, villages and the rural areas (where it should integrate smoothly and may have to be located adjacent to or beyond existing settlements)
- Support expressed for the logistics sector
- Support expressed for the leisure sector which is considered a valuable source of employment by offering a diverse range of job opportunities
- Representations calling for allocating sites more flexibly in scale and type, with good access to the strategic road infrastructure, accessible by sustainable modes of travel, and in proximity to housing
- Representations calling for home working and internet connectivity to be considered as part of the review
- Representations calling for more emphasis on supporting the green economy, and
- Representations calling for the review to take account of and seize opportunities to grow the linkages between the Chelmsford and the South Essex economy.
- Broad support for Strategic Policy 8 Delivering Economic Growth and DM4 Employment Areas and Rural Employment Areas
- Some additional policy requirements proposed, for example, to support regional growth sector priorities in Policy S8 Delivering Economic Growth, and for development proposals to consider opportunities for promoting multifunctional green infrastructure and to make it clearer that the redevelopment of existing employment areas should be for employment uses only in Policy DM4 Employment Areas and Rural Employment Areas)
- References to some other strategies, guidance and projects proposed including Thames Freeport (in Policy S9)
- Main issues raised to the Additional Sites Consultation related to site specific requirements but not in relation to the wider Employment agenda and policies set out in the Plan.

## Local Plan Approach

- 4.62. Changes have been made to the Local Plan taking into account several considerations including national planning policy and guidance, corporate priorities, an updated evidence base and the consultation comments. Key changes are described below.
- 4.63. The employment requirement in the Local Plan is informed by the ELR 2023 and Focused Review 2024 resulting in changes to Strategic Policies S6 – Housing and Employment Requirements, S7 – The Spatial Strategy and S8 - Delivering Economic Growth. Provision is made in Strategic Policy S6 – Housing and Employment Requirements for 173,146 sqm of net additional employment floorspace to help accommodate economic growth and employment requirements up to 2041. As such, the Local Plan significantly exceeds the recommended minimum employment space requirements over the period to 2041 (ELR Scenario 1). It does not meet in full the requirement set out in the labour demand Scenario 3 of the ELR, although it does meet circa 70% of this projected demand. As such, the Local Plan provides a balanced approach to providing new employment land allocations.
- 4.64. The use of ‘around’ employment floorspace figures in specific site allocation policies also allows for an appropriate degree of flexibility in provision and for a higher or lower density development to be brought forward in conformity with other policies in the Plan as a whole. Strategic Policy S6 also includes reference to requiring a ‘minimum’ of 173,146 sqm of new employment floorspace. Hence, the Council considers that through the Local Plan and its future reviews, it will accommodate its indigenous employment needs going forward within its boundaries resulting in no unmet need.
- 4.65. As a result of a need to provide additional housing sites identified in the Additional Sites Consultation this also meant that employment space requirements increased under a labour demand scenario – a scenario which seeks to match employment land needs with demand from new housing growth. Although there is no requirement to meet the labour supply scenario in full in the new Local Plan, there was an opportunity through the Additional Sites consultation to identify additional employment land to boost supply over the plan period. As a result, Site 9a (Waltham Road Employment Area) was increased by an additional 10,500 sqm, from 3,500 sqm in the Pre-Submission Plan to a total of 14,000 sqm at the Additional Sites stage, to boost employment floorspace supply to match housing numbers.
- 4.66. Across the Plan the employment floorspace will be delivered on employment site allocations carried forward from the adopted Local Plan and new employment site allocations as set out in updated Strategic Policy S7 - The Spatial Strategy, and respective site allocation policies. It should be noted that the 173,146 sqm of new employment floorspace set out in Strategic Policy S7 - The Spatial Strategy, in the Regulation 19 consultation Plan, rises to 176,751 sqm owing to Strategic Site 16b being granted planning permission for a further 3,605 sqm than set out in the Pre-Submission Plan. This adjustment is set out as proposed modification in the Schedule of Proposed Modifications (SD005).
- 4.67. The amount of employment development required during the plan period can be accommodated outside of the Green Belt and Green Wedge. As such, exceptional circumstances do not exist to justify amending the Green Belt boundaries in the District.

4.68. Carried forward employment site allocations from the adopted Local Plan are listed below:

- Site 6 - 56,946 sqm of office/business park floorspace North East Chelmsford (Chelmsford Garden Community). This represents an increase of 11,946 sqm from 45,000sqm in the adopted Local Plan in line with an approved site masterplan (Development Framework Document) and outline planning applications currently under consideration
- Site 10 - 1,200 sqm of business space at North of South Woodham Ferrers - an increase of 200sqm from the adopted Local Plan in line with recent planning applications
- Site 3b - 5,000sqm of employment floorspace at East of Chelmsford – Land North of Maldon Road (Employment).

4.69. The Strategic Housing and Employment Land Availability Assessment (SHELAA) has been used to assess sites submitted to the council for new employment development. Potential suitable site options were then subject to more detailed testing through the plan evidence base to ensure that they are suitable locations in line with Strategic Policy S7 and will help to meet identified needs in a sustainable way. This includes testing through the Integrated Impact Assessment and Transport Impact Appraisals. New employment site allocations in the Local Plan are listed below:

- Site 9a – 14,000 sqm E(g)(iii)/B2/B8 at Waltham Road Employment Area (as an extension to the existing Employment Area) and Site 15 - 6,000 sqm B2/B8 at Little Boyton Hall Farm Employment Area (as an extension to the existing Rural Employment Area). Extensions to these well-established employment sites will provide further rural inward investment opportunities and reflect the aspirations of national policy to support the sustainable growth and expansion of business in rural areas
- Site 16a - 43,000 sqm business space as part of proposed East Chelmsford Garden Community (Hammonds Farm) and Site 16b - 46,605 sqm (to take into account planning permission granted at this site) stand-alone business space at Land adjacent to A12 Junction 18. These strategic employment land allocations will provide a mix of type and range of sizes of Use Class E(g)(i)-(iii) employment units to help Chelmsford accommodate the predicted growth in economic development and identified need for new jobs which include the business sectors identified in Policy S8. Both allocations are sustainably located with good access to the strategic road network. They will be accessible via active and sustainable transport links and be well located for residents at new residential developments being allocated in the area notably the new East Chelmsford Garden Community.

4.70. The changes to the Use Class Order which came into effect in 2021 with the new E Use Class raised by a number of respondents to the Issues and Options consultation necessitated changes to how the Use Classes are referred to in Strategic Policy S6 – Housing and Employment Requirements, S8 - Delivering Economic Growth and DM4 – Employment Areas and Rural Employment Areas. Under the new Use Class Order, the former B1 uses have changed from:

- Class B1(a) to **E(g)(i)** - office space
- Class B1(b) to **E(g)(ii)** - research and development space; and
- Class B1(c) to **E(g)(iii)** - light industrial space.

4.71. Additional requirements have been added to Policy DM4 – Employment Areas and Rural Employment Areas to reflect the Employment Land Review (2023), new Strategic Priority 2 – Promoting smart, active travel and sustainable transport, and to strengthen the policy. Changes include:

- A new criterion to help prevent the loss of buildings in employment use through changes of use proposals (and strengthening of the reasoned justification by specifying what evidence is required to support a change of use)
- A new criterion to ensure proposals are appropriate to their location and are not detrimental to the highway network
- A new paragraph to promote infrastructure improvements in designated employment areas (with examples provided in the reasoned justification)
- Update to the reasoned justification to promote sustainable and active travel measures to designated employment areas, and
- Updates to a criterion and to the reasoned justification to minimise conflicts between neighbouring uses.

4.72. Updated economic growth sectors from the Essex Sector Development Strategy (2022) have been reflected in Strategic Policies S6 and S8.

4.73. New references to the North Essex Economic Board and the Council's Investor's and Developers network, text to support the retention of existing employment areas and requirements for Employment and Skills Plans to provide employment and skills opportunities to benefit the local community were also added to Strategic Policy S8.

4.74. Anglia Ruskin University and Writtle University Collage have merged which led to some minor wording changes to Strategic Policies S7 and S8.

4.75. New Strategic Policy S17 – Future of Chelmsford City Centre starts with a section on the economy. The policy aims to increase footfall and dwelling times and supports growth intended to complement the evening economy.

4.76. A new reference to the Thames Freeport infrastructure project was added into Section 2 of the Local Plan in response to comments raised to the Preferred Options Local Plan Consultation Document by Castle Point Borough Council. Various amendments were also been made to strengthen and update Policy S8 including references to active and sustainable modes of transport and support for regional growth sector priorities and clustering of economic activity in response to comments raised through the Local Plan process by Essex County Council, A new reference to multifunctional green infrastructure has also been added to Policy DM4 (see Duty to Cooperate Section above).

4.77. Regards retail, policy recommendations in the Retail Capacity Study Update 2023 have been addressed in the Review of the Local Plan. This includes:

- Removing retail requirements from Strategic Policy S6 - Housing and Employment requirements
- Amending centre boundaries for Chelmsford City Centre and Beaulieu Neighbourhood Centre on the Policies Map

- Defining a Primary Shopping Area (PSA) in The Vineyards Principal Neighbourhood Centre on the Draft Policies Map and adding it into Policy DM5 – Designated Centres
- Removing primary and secondary retail frontages from Policy S12 – The Role of City, Town and Neighbourhood Centres, Policy DM5 – Designated Centres and the Draft Policies Map
- Retaining the existing retail and leisure impact thresholds in Strategic Policy S12 – The Role of City, Town and Neighbourhood Centres
- Updating Policy DM5 – Designated Centres to reflect the new Use Class E and to provide direction for uses that are considered appropriate in the PSAs, town centres, neighbourhood centres and outside designated centres
- Providing support for appropriate complimentary initiatives in designated centres such as the construction of click and collect 'hubs' or lockers and the use of outdoor space for public events in Policy DM5 – Designated Centres.

## Alternative Policy Approaches

- 4.78. The Local Plan review has considered a number of alternative policy approaches and options including different development quanta and spatial strategy options. Each policy in the Preferred Options Local Plan Consultation Document included 'Alternatives considered' which were tested in the Preferred Options Integrated Impact Assessment (IIA), alongside the proposed policies, to help ensure that the final version of the plan is justified and an appropriate strategy, when considered against the alternatives and other available and proportionate evidence.
- 4.79. Alternative spatial strategy options have also been tested in other evidence base reports such as the Water Cycle Study Scoping Report and Preferred Options Traffic Modelling Report. Both the Pre-Submission IIA and Additional Sites IIA Addendum consider different spatial strategy and development site options for growth. More detail is set out in each evidence base report and the Submission Spatial Strategy and Strategic Sites Topic Paper.
- 4.80. In summary, key alternatives considered during the plan review in relation to the (insert topic) include:
- **No Strategic Policy for Housing and Employment Requirements (S6) but rely on NPPF.** The NPPF requires local planning authorities to proactively meet the need for new housing, employment and retail. Local Plans should set a clear strategy for their area to encourage sustainable growth and inward investment. Therefore, this is not a reasonable alternative
  - **Identify additional retail floor space requirements in Strategic Policy S6 Housing and Employment Requirements.** The Retail Capacity Study 2023 does not consider it necessary for the Local Plan to allocate additional convenience or comparison goods floorspace in Chelmsford City Centre or South Woodham Ferrers Town Centre over the plan period to 2041. Therefore, this is not a reasonable alternative

- **Alternative Spatial Strategy in Strategic Policy S7 by providing employment development at Howe Green (Junction 17 of the A12). This would differ from the Spatial Strategy by substituting strategic employment growth at Land adjacent to A12 Junction 18 with land at Howe Green (around Junction 17 of the A12).** This option has been rejected given the lack of strategic highway capacity at Junction 17 of the A12 and no deliverable junction improvements planned to accommodate strategic scale employment growth at this location. This location has lower landscape capacity to accommodate employment development compared with the Council's preferred option at Location 16b.
- **No Strategic Policy for Delivering Economic Growth (S8) but rely on NPPF.** Within the NPPF there is a requirement to articulate a local vision to meet development needs. Therefore, this is not a reasonable alternative
- **No Strategic Policy for Role of City, Town and Neighbourhood Centres (S12) and rely on NPPF.** Within the NPPF there is requirement to define the network and hierarchy of centres and define their extent. Therefore, there are no reasonable alternatives.
- **No allocation or restriction of designated Employment Areas and Rural Employment Areas for retention and let the market respond in Policy DM4 (Employment Areas and Rural Employment Areas).** The retention of sufficient and viable employment land is vital to the continued economic development of Chelmsford. The policy is suitably flexible to avoid the blanket protection of sites and respond to market signals should they arise. This option is therefore not a reasonable alternative.
- **Not to designate Primary Shopping Areas and designated centres in Policy DM5 Designated Centres, as set out in the retail hierarchy, and let the market respond.** These designations are required to accord with the NPPF, to protect the vitality and viability of the area's designated centres and to identify uses that will be considered acceptable in these areas. This option, therefore, is not a reasonable alternative.

## Draft Policies Map

4.81. As set out in the Schedule of Adopted Policies Map Changes (SD015), the following key changes have been made to the Draft Policies Map in relation to the employment:

- Chelmsford City Centre boundary has been amended in line with the Retail Capacity Study
- Retail frontages of Principal and Local Neighbourhood Centres have been removed and replaced with updated Local Neighbourhood Centres
- Additional Principal Neighbourhood Centres have been included at The Vineyards in Great Baddow and Beaulieu Shopping Parade
- New or expanded notations have been added to various maps to reflect the proposed new or expanded employment allocations.

## NPPF December 2023 Checklist

- 4.82. The Local Plan submitted for examination will comprise the Pre-Submission (Regulation 19) Local Plan) and Focused Consultation Additional Sites (Regulation 19) Document. The Council has therefore reviewed these together against the requirements of the December 2023 NPPF.
- 4.83. The table below shows that the Local Plan partially meet/ meet all the requirements in respect to (insert topic). The full Local Plan Form and Contents Checklist updated in May 2026 (OSP11) is available online via [Local Plan Review](#)). Please note that the following table supersedes the version presented in the Pre-Submission Topic Paper.

### Commentary key:

Meets December 2023 NPPF requirement
Partially meets December 2023 NPPF requirement
Does not meet December 2023 NPPF requirement

NPPF Requirement	NPPF Paragraph	Approach in the Local Plan
Create conditions in which businesses can invest, expand and adapt.	85	Set out in various plan policies including Strategic Policies S6-S8, Policies DM4-DM6 and employment site allocations including SGS16b and GS9a. The plan considers economic changes since adoption, including the latest predicted growth sectors and the Employment Land Reviews with regards to needs for future employment floorspace.
<p>Set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth.</p> <p>Set criteria, or identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period.</p> <p>Seek to address potential barriers to investment and be flexible enough to accommodate needs not anticipated in the plan, allow for new and flexible working practices and to enable a rapid response to changes in economic circumstances.</p>	86	<p>Set out in various plan policies including Strategic Policies S6-S8, Policies DM4-DM6 and employment site allocations including SGS16b and GS9a. The plan considers economic changes since adoption, including the latest predicted growth sectors and the Employment Land Review (ELR) 2023 and Employment Land Review Focused Update 2024 with regards to needs for future employment floorspace.</p> <p>Strategic Policy S6 makes provision for 173,146sqm of net additional employment floorspace. This is informed by forecasts in the 2023 and 2024 Employment Land Reviews. The 2024 Focused Update reviewed the most up-to-date assumptions and data regarding future economic growth prospects for Chelmsford between 2022 and 2041. As a result, the Local Plan exceeds the recommended minimum employment space requirements over the</p>

NPPF Requirement	NPPF Paragraph	Approach in the Local Plan
		<p>period to 2041. It under-allocates the need for employment space requirements associated with the July NPPF proposed revised Standard Method for assessing housing needs of 1,206 dwellings per annum compared with 945 dwellings per annum previously (in the 2023 ELR). However, based on the analysis of the demand and supply position (including sites with extant planning permission for employment), the Council has sufficient consented supply to meet job growth forecasts in overall terms throughout the plan period. The use of 'around' employment floorspace figures in specific site allocation policies also allows for an appropriate degree of flexibility in provision and for a higher or lower density development to be brought forward in conformity with other policies in the Plan as a whole. Strategic Policy S6 has also been amended to require a 'minimum' of 162,646sqm of new employment floorspace. Hence, the Council considers that through the Local Plan and its future reviews, it will accommodate its employment needs going forward.</p>
<p>Planning policies and decisions should recognise and address the specific locational requirements of different sectors.</p>	<p>87</p>	<p>Set out in various plan policies including Strategic Policies S6-S8, Policies DM4-DM6 and employment site allocations including SGS16b and GS9a. The plan considers economic changes since adoption, including the latest predicted growth sectors and the Employment Land Review (ELR) 2023 and Employment Land Review Focused Update 2024 with regards to needs for future employment floorspace.</p>
<p>Support a prosperous rural economy.</p>	<p>88</p>	<p>Set out in various plan policies including Strategic Policies S6-S8, Policies DM4-DM6 and employment site allocations including SGS16b and GS9a. The plan considers economic changes since adoption, including the latest predicted growth sectors and the Employment Land Review (ELR) 2023 and Employment Land Review Focused Update 2024 with regards to needs for future employment floorspace. The plan continues to allocate Rural Employment Areas and proposes extensions to two employment areas outside built-up areas.</p>

## 5. Conclusion

- 5.1. The Local Plan employment and retail policies has been informed by a wide range of considerations, including National Planning Policy, the Local Plan evidence base, the main issues raised in responses to previous consultation stages, the findings of the Pre-Submission IIA and the outcomes from activities and discussions with key stakeholders including Essex County Council and neighbouring Local Planning Authorities.
- 5.2. The rationale for the City Council's approach to employment to support the Local Plan is clear, well informed and capable of being found legally compliant and sound at Examination. Chelmsford faces development constraints but has suitable land supply and availability to meet its full development needs under the transitional arrangements for plan-making set out in the revised NPPF (December 2024).
- 5.3. The Spatial Strategy performs the basis for the long-term planning of the area and will enable the identification of land to accommodate delivery of employment growth. The Pre-Submission IIA also shows that the Spatial Strategy contained within the Pre-Submission Local Plan perform similar to, or better than, the alternatives considered when assessed against the IIA objectives when compared with reasonable alternatives.

## Appendix 1: Updated Employment Need and Supply Summary Note – 2025 Update

Table 1 - Site Updates

Growth Area	Site No	Site/Location	Allocation CLP/ELP	Total Employment Floorspace (sqm)	Available for Use Classes E(g)(i-iii) (sqm)	Available for Use Classes B2/B8 (sqm)
Central and Urban Chelmsford	1	Previously developed sites in Chelmsford Urban Area	CLP	4,000	4,000 (not E(g)(iii))	-
Central and Urban Chelmsford	3b	East of Chelmsford - Land North of Maldon Road	CLP	5,000	3,000	2,000
<b>Sub Total</b>				<b>9,000</b>	<b>7,000</b>	<b>2,000</b>
North Chelmsford	6	North East Chelmsford (Chelmsford Garden Community)	CLP	56,946	41,390	15,556
North Chelmsford	9a	Waltham Road Employment Area	ELP	14,000	4,000 (E(g)(iii))	10,000
North Chelmsford	15	Little Boyton Hall Farm Rural Employment Area	ELP	6,000	-	6,000
<b>Sub Total</b>				<b>76,946</b>	<b>45,390</b>	<b>31,556</b>
South and East Chelmsford	10	North of South Woodham Ferrers	CLP	1,200	1,200	-
South and East Chelmsford	16a	East Chelmsford Garden Community (Hammonds Farm)	ELP	43,000	28,000	15,000
South and East Chelmsford	16b	Land adjacent to A12 Junction 18	ELP	46,605*	-	46,605
<b>Sub Total</b>				<b>90,805</b>	<b>29,200</b>	<b>61,605</b>
<b>GRAND TOTAL</b>				<b>176,751</b>	<b>81,590</b>	<b>95,161</b>

*\*Proposed for allocation for 43,000 sqm, permission granted at appeal for 46,605sqm. The Schedule of Proposed Modifications (SD005) includes a proposed modification to update Policy S7 – Spatial Strategy to reflect this updated floorspace*

Using the site updates ELR Scenarios 1 and 3 are set out below:

**Table 2 - ELR Scenario 1 Position (Sqm)**

Use class	Proposed new allocations	Carried forward allocations	Total Local Plan Allocations	Extant permissions	Total Supply	ELR Scenario 1	Surplus/ Shortfall	% of Scenario 1 met
Office and R&D E(g)(i)/(ii)	28,000	49,590	77,590	-10,518	67,072	38,053	+29,019	176%
Light Industrial E(g)(iii)	81,605	17,556	99,161	25,045	125,779	48,280	+77,499	261%
General Industrial B2				9,441				
Distribution B8				-7,868				
<b>Total</b>	<b>109,605</b>	<b>67,146</b>	<b>176,751</b>	<b>16,100</b>	<b>192,851</b>	<b>86,333</b>	<b>+106,518</b>	<b>223%</b>

**Table 3 - ELR Scenario 3 Position (Sqm)**

Use class	Proposed new allocations	Carried forward allocations	Total Local Plan Allocations	Extant permissions	Total Supply	ELR Scenario 3	Surplus/ Shortfall	% of Scenario 3 met
Office and R&D E(g)(i)/(ii)	28,000	49,590	77,590	-10,518	67,072	139,913	-72,841	48%
Light Industrial E(g)(iii)	81,605	17,556	99,161	25,045	125,779	140,845	-15,066	89%
General Industrial B2				9,441				
Distribution B8				-7,868				
<b>Total</b>	<b>109,605</b>	<b>67,146</b>	<b>176,751</b>	<b>16,100</b>	<b>192,851</b>	<b>280,758</b>	<b>-87,907</b>	<b>69%</b>



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