

Development Management Plan Regulation 19 Consultation Fact Sheet

Employment land and premises

This note covers:

- Principal Employment Areas
- Local Employment Areas
- Other employment areas
- Skills and training opportunities
- Employment technology

This note is also related to:

- Town centre business areas

DMP objectives	DMP Policy Approach	Document Ref
Objective PE1: Safeguard existing employment land and premises to ensure that there is adequate space for businesses to locate in the borough	EMP1 – Principal Employment Areas	Theme 1, Section 1, pages 12-16
	EMP2 – Local Employment Areas	
	EMP3 – Employment Development outside Employment Areas	
	EMP4 – Safeguarding employment land and premises	
Objective PE2: Provide flexibility for local businesses to start up, grow, diversify and prosper	INF3 – Electronic communications networks	Theme 3, Section 4, pages 154-155
	Retail, town, and local centre policies (RET1 – 6)	Theme 1, Section 2, pages 19-25
Objective PE3: Help new development to deliver jobs and skills benefits for local people	EMP5 - Local skills and training opportunities	Theme 1, Section 1, page 17

Context

It is essential for the borough to maintain and create the right sort of conditions for businesses to prosper, including through making sure that there is enough space for employment; through supporting the need for flexibility that business needs for 'smarter' working, for example through the provision of adaptable spaces and modern requirements such as fast broadband; and through development of the local skills base.

Whilst different types of employment premises exist across the borough (including: large headquarter offices; town centre provision; offices for the financial and service sectors; industrial estates; and warehousing), it is important to look ahead and try to understand how the local economy may develop, which sectors would be likely to require additional floorspace, and in which locations. The DMP therefore aims to make the best possible use of land, maintaining a choice of

adaptable and suitably located employment space to support local business in maximising its potential.

To ensure a strong local skills base, and to address the issue of local areas of deprivation, it is important also to promote the development of local people. The Council is doing this through direct contact with local business, and the DMP sets requirements for a developers' contribution to local skills and employment opportunities.

Providing the conditions in which local businesses can thrive is an important element of the Council's Core Strategy Vision for the future. A strong local economy helps to secure local jobs suitable for the local skills base, and minimises the need for people to commute long distances (reducing congestion on roads and railways). New businesses bring investment to the borough, boosting local supply chains and the service sector.

Development Management Plan (DMP) policy starting point

The starting point for the policy approach to employment land is:

- [National planning policy](#), which requires local authorities to plan proactively for economic development and to meet future employment needs. However, alternative uses should be considered if there is no reasonable prospect of an identified 'employment site' continuing to be used for employment.
- The Council's adopted [Core Strategy](#) which plans for the delivery of additional employment floorspace by focusing on retaining and making the best use of existing employment land, and by ensuring that any new employment land is located in sustainable locations (reflected in Objective SO19). Additional floorspace requirements, much of it to be achieved through intensification of existing employment areas, are set out. The Core Strategy also includes the requirement for the Council to plan for a range of types and sizes of employment premises to cater for the needs of 'established, growing, and start-up businesses' and 'ensuring sufficient flexibility to meet their changing needs' as well as attracting new businesses to the area. It also sets out the need to plan for the delivery of additional floorspace to meet forecast growth needs, whilst making the best use of existing employment land.
- The [Employment Area Review](#), which provides more information about the role, characteristics and performance of the borough's employment areas.
- An updated [Local Economic Needs Assessment](#) which identifies the amount and type of employment which is likely to be required in the borough to meet local needs.

Core Strategy employment requirements and latest employment forecasts

Core Strategy (2012-2027)	
North of the borough	Approx. 2,000sqm
Centre of the borough	Approx. 20,000sqm including 7,000sqm in Redhill
South of the borough	Approx. 24,000sqm
Total	Approx. 46,000sqm

Updated evidence of local economic needs (2015-2027)	
Offices	At least 25,500sqm <i>but potentially up to 55,000sqm</i>
Storage and distribution	At least 11,000sqm
Industrial	At least 6,000sqm
Total	At least 42,500sqm

Summary of policy approach

Principal Employment Areas: The largest and most accessible employment areas in the borough will be protected for industrial and distribution uses. Other uses will only be permitted if

they would be small-scale to support existing businesses or employees, or could not realistically be provided elsewhere.

Local Employment Areas: In these areas proposals for industrial or distribution uses, offices, financial and professional services or other employment-generating uses will be accepted if they are of an appropriate scale, and would not have an unacceptable impact on traffic, parking, highway safety or local amenity.

Principal Employment Areas:

- Holmethorpe Industrial Estate, Redhill
- Wells Place Industrial Estate, Merstham
- Perrywood Business Park, Salfords
- Salfords Industrial Estate, Salfords

Local Employment Areas:

- Pitwood Park Industrial Estate, Tadworth
- Kingsfield Business Centre, Redhill
- Bridge Industrial Estate, Horley
- Gatwick Metro Centre, Horley

Other 'non-designated' employment sites: Existing employment floorspace will be protected unless there is no reasonable prospect of employment uses on the site, or a reduction in floorspace is necessary to ensure improved quality.

Home-based businesses: Home businesses will be permitted if there would be no harm to local character or amenity, if the type and scale of activity is appropriate to the location of the site, and if an acceptable level of parking is provided.

Electronic communications: New development should be designed to connect to high speed broadband infrastructure. New apparatus, including phone masts, must be sited and designed sympathetically, and screened if necessary. Options for co-location of apparatus must also be explored.

Skills and Training: New large-scale residential development will be required to demonstrate how it will provide or enable new construction apprenticeships or other on-site training opportunities. Other larger scale developments will be expected to demonstrate how they will support local training and/or provide jobs for local residents.

Frequently asked questions

What is the difference between the Principal and Local Employment Areas? Principal Employment Areas are generally larger and better connected to main roads, making them better suited to larger companies and the types of activities which need to be located away from homes and residents. Local Employment Areas are smaller, but particularly valuable for providing space for smaller, less intensive businesses.

Why is the Council allowing lots of offices to be converted to houses if more space is needed for businesses? Many of these conversions can be carried out without formal planning permission from the Council – this is known as permitted development. To ensure there is enough space for businesses, employment sites will be protected (where this is possible), and ways to provide more space for businesses will be explored (for example by making better use of existing sites or making new land available).

How will the impacts of heavy vehicle movements be managed? The policy approach is to direct larger businesses and those with lots of vehicle movements to Principal Employment Areas which are generally better connected to main roads. Outside of these areas, traffic, parking and highway safety will need to be carefully considered when deciding if business proposals are acceptable.

Why is a large new employment site being allocated in Horley? For more information about the employment site in Horley, please see this [separate fact sheet](#).

Can businesses be prevented from operating in residential areas? Businesses cannot automatically be prevented from operating in residential areas and some small businesses can even be run from home without the need for planning permission. Where planning permission is required for a home business, or where a business wants to move into – or expand within – a residential area, our policies would allow the Council to assess whether the proposals would be inappropriate in a residential location, be disruptive to neighbours, or cause local parking and highway issues.

Have your say

If you would like to find out more, or comment on the Development Management Plan Regulation 19 consultation document, please visit www.reigate-banstead.gov.uk/DMP where the full set of consultation documents is available, and where you can complete or download a comments form. Alternatively contact the Planning Policy Team at LDF@reigate-banstead.gov.uk or 01737 276178.