



Development Management Plan (Regulation 18 stage)

Strategic Employment Provision
Opportunity Study

June 2016

1. Introduction

- 1.1 This technical report forms part of the evidence base for the Reigate & Banstead Development Management Policies Regulation 18 consultation document. It represents initial technical work to inform the identification of potential site options for delivering a new strategic site for employment provision within the borough.
- 1.2 The report draws on the assessment of the scope and rationale for strategic employment provision in the borough set out in Advice on the scope for a strategic employment site within Reigate & Banstead (December 2014) – included at Annex 1 and prepared by Nathaniel Lichfield and Partners on behalf of the Council.
- 1.3 The report should be read alongside the Sustainable Urban Extensions Site Specific Technical Report (2016) which sets out a detailed appraisal of the sites considered within this document (including in relation to constraints) and also concludes on their suitability and potential for delivering housing needs. It should be noted that, in some cases sites may be suitable for both housing and employment provision – a policy decision will need to be made about the most effective overall strategy for delivering both competing needs.

2. Background

Policy Context

Reigate and Banstead Local Plan Core Strategy (adopted July 2014)

- 2.1 The Core Strategy¹ forms the principal spatial planning document for the Council covering a wide range of planning issues. It sets out the scale and broad location of new development over the next 15 years, up to 2027.
- 2.2 The Core Strategy recognises the economic role of the borough, particularly its strategic relationships with London and the Gatwick Diamond area. It seeks to promote continued sustainable economic growth and prosperity in the borough. Policy CS5 sets out the Council's strategic approach, both in respect of regeneration but also in terms of providing for the needs of current and future businesses.
- 2.3 CS5 establishes a commitment to plan for the delivery of additional floorspace to meet growth needs. Evidence underpinning the Core Strategy identified a need to accommodate 6,800 additional jobs in the period to 2026, requiring approximately 46,000sqm of additional employment space. The strategy focusses on retaining and making the best use of existing employment land, particularly within both town centres and industrial areas and seeks to ensure that any new provision outside of these reflects wider policy priorities and wider sustainability principles.
- 2.4 In recognition of the role and importance of the Gatwick Diamond, the Core Strategy sets out that the Council will work with partners across the Gatwick Diamond to realise its potential as a business location, including through the exploration of options for strategic employment development opportunities. The plan states that the Council will seek to manage any unanticipated large scale gains or losses of employment provision through the plan-making process.
- 2.5 The Core Strategy also sets out that the Council will plan for a range of employment premises to cater for the needs of business, taking a flexible approach to meet their changing needs as well as supporting the provision of affordable business units to support small businesses and start-ups.
- 2.6 The Key Diagram (Figure 1) identified existing strategic employment locations within the borough, particularly including the designated Salfords and Holmethorpe employment areas.

¹ Available at: <http://www.reigate-banstead.gov.uk/corestrategy>

Figure 1: Core Strategy Key Diagram



Source: Core Strategy

National Planning Policy Framework

- 2.7 The National Planning Policy Framework clearly sets out that planning should “proactively drive and support sustainable economic development to deliver the homes, business and industrial units...that the country needs”.
- 2.8 Chapter 1 of the document specifically sets out the commitment to securing economic growth and, in particular, paragraph 20 makes clear that planning should proactively help to meet the development needs of business. The NPPF also makes clear that planning policy should not over-burden investment in business and should

seek to address any impediments such as lack of infrastructure and support services or poor environment. Through Local Plans, authorities are particularly directed to identify strategic sites for inward investment, support existing business sectors and facilitate flexible working including the integration of residential and commercial uses in the same units. The document also specifically promotes flexible policies able to accommodate unanticipated needs and respond to changing circumstances.

- 2.9 Whilst the above demonstrates a commitment for planning to help deliver economic growth, the NPPF is also clear that the planning system must promote sustainable development and, as such, economic pressures need to be balanced against both the social and environmental roles and considerations (paragraphs 6, 7 and 14).

Regional and sub-regional strategies and aspirations

- 2.10 The principle of larger 'strategic' employment development is well established as an ambition across the Gatwick Diamond area within which the borough sits.
- 2.11 The South East Regional Economic Strategy 2006-2016² proposed that economic growth within the region should be focussed on smart growth in existing centres along with promoting 'transformational actions' and strategic developments to deliver a range of wider economic impacts. A similar strategy was set out in the Gatwick Diamond Futures Plan (2008) which supported "smart growth" in existing centres but included a commitment to investigate creation of a business and innovation "district" potentially incorporating a science/technology park.
- 2.12 The Gatwick Diamond Local Strategic Statement (2012)³ also states that, whilst the emphasis for economic growth will continue to be on 'smart growth', the Diamond lacks a strategic business location capable of attracting business which cannot reasonably be accommodated within existing business areas. It recognises that, in the longer term, this would be a valuable asset but that it would need to be complementary to existing business areas.
- 2.13 More recently, the Coast to Capital LEP⁴ has also identified the 'heart of the Diamond' as a strategic growth location that should be a focal point for future growth. The Coast to Capital Strategic Economic Plan 2014 also identifies gaps in the range, type and quality of business premises currently available in the borough and across the wider 'heart of the Diamond' area to serve business needs.

Rationale for a Strategic Employment Site

Meeting local employment needs

- 2.14 The Economic Needs Assessment 2016 explores the need for additional employment and business space to support anticipated economic growth in the borough over the life of the plan period.

² Available at: http://www.persona.uk.com/bexhill/Core_docs/CD-06/CD-06-3.pdf

³ Available at: http://www.reigate-banstead.gov.uk/downloads/file/234/gatwick_diamond_local_strategic_statement

⁴ Available at: <http://www.coast2capital.org.uk/about-us/strategic-economic-plan.html#sthash.oAKUo1Xu.dpbs>

- 2.15 Based on the methodology set out in the national Planning Practice Guidance, the study recommends planning for delivery of the following employment space – as a minimum – in the period to 2027:
- 6,500sqm of additional industrial space
 - 11,000sqm of additional storage and distribution space
 - 25,500sqm of office space
- 2.16 For the office sector, the study recommends that there may be a case for seeking to deliver significantly more than this minimum level, recognising that the economy and market led scenarios both suggest much greater level of need (between 45,000 and 57,000sqm).
- 2.17 In addition, this study identifies particular qualitative shortages in the office sector, particularly in terms of the quality, range and mixture of office stock. This is consistent with the Council's 2008 Economic Market Assessment, which also identified specific appetite and gap for out of town business park provision within the local and sub-regional market.
- 2.18 There is growing pressure on existing employment land provision in the borough (and more widely), particularly as a result of national policy changes and permitted development rights which are resulting in a loss of employment sites to residential use. There is also a need to compensate for losses in order to ensure that forecast additional jobs can be accommodated within the borough. As a result, the strategy of focusing on existing employment areas and town centres in order to meet growth needs – as envisaged through the Core Strategy – is increasingly challenging. Against the needs identified above, sites potentially capable of delivering approximately 8,000sqm of additional offices and 17,500sqm of industrial space have been identified. This leaves an unmet local need for at least 17,500sqm of office space and potentially as much as 50,000sqm based on economic and market-led scenarios.
- 2.19 To help support and influence the future attractiveness of the borough, the performance of our businesses and the achievements of residents, the Council's Economic Development Framework (2015-2020)⁵ sets out a number of actions and interventions. Several of these focus on ensuring businesses are attracted to the borough, and the right space is available to accommodate them, including recognition of the vital role which a strategic employment location would play in driving economic prosperity and a commitment to investigate the need and potential to deliver such a site.

Addressing unmet employment needs in adjoining areas

- 2.20 Whilst it is difficult to provide a full picture of potential unmet needs for employment space across the Gatwick Diamond area, of those local authorities that have recently adopted new Local Plans, it is also clear that some may not be able to fully meet their own employment needs.

⁵ Available at: http://www.reigate-banstead.gov.uk/downloads/file/2328/economic_development_framework_final

- 2.21 Of those who have recently adopted a new Local Plan, Crawley in particular identify a shortfall in land available to meet forecast employment requirements. The Council's Economic Growth Assessment 2015 (EGA)⁶ identifies a need for at least 57.9 hectares of additional employment land; however, the Local Plan⁷ and the Council's latest Employment Land Trajectory 2015⁸ only identifies – at this stage – opportunities to deliver approximately 23ha of net additional employment space due to compact urban nature of the borough and extent of land restricted by airport safeguarding. In terms of floorspace, the table below compares the requirements identified in the EGA with available sites in the trajectory and shows an unmet need for approximately 142,000sqm of employment land in Crawley.

Table 1: Unmet employment land requirements – Crawley

	B1a/B1b	B1c/B2/B8	Total
Employment land requirements (EGA 2015) (sqm)	139,220	147,970	287,190
Identified sites (Trajectory 2015) (sqm)	78,536	66,311	144,847
Surplus/deficit (sqm)	60,684	81,659	142,343

Source: Crawley Borough Council

Retaining highly skilled local labour

- 2.22 The Coast to Capital Strategic Economic Plan⁹ identifies address market failures in the local labour market as an integral part of future economic growth and prosperity in the sub-region. In particular, the Plan finds that *“there is evidence of under-employment in the Coast to Capital LEP area and a poor use of existing talent”* and that, partly as a result, *“many of its most talented residents are lost to neighbouring labour markets, where salaries and jobs are often better.”*
- 2.23 As part of the vision for the area, the Plan recognises that *“if the Coast to Capital LEP is to become a globally competitive location, it needs its businesses to raise their game; to increase the demand for higher level skills and to deploy them more effectively.”*
- 2.24 Market failure of this nature is present in Reigate & Banstead. In particular, 2011 Census data illustrates that approximately 63% of the borough's residents who are employed in the top three occupation levels¹⁰ commute out of the borough to work. This equates to approximately 22,700 employees, or nearly one-third of the borough's total labour supply. This pattern is not only a constraint on local economic growth but is unsustainable in other ways, with high levels of out-commuting generating pressure and congestion on transport infrastructure, increasing pollution and environmental damage and impacting adversely on resident's quality of life and well-being.
- 2.25 Delivering the ambition to better retain highly skilled labour within the area is, in itself, likely to generate additional demand for employment space across the Coast to Capital area. Given the nature of jobs which would be required to both promote

⁶ Available at: <http://www.crawley.gov.uk/pw/web/pub242262>

⁷ See paragraphs 5.8 to 5.15 in the Crawley Borough Local Plan 2015-2030, available at: <http://www.crawley.gov.uk/pw/web/PUB271853>

⁸ Available at <http://www.crawley.gov.uk/pw/web/pub242264>

⁹ Op cit.

¹⁰ Managers, directors and senior officials; professional occupations; associate professional and technical occupations

greater retention of high-skilled workers and align with the regional sectoral strengths¹¹, this additional demand is likely to fall particularly on office (B1a), research and development (B1b) and high tech manufacturing (B1c) sectors.

Advice on the scope for a strategic employment site within Reigate & Banstead (Annex 1)

- 2.26 In order to understand scope for strategic employment provision within the borough, the Council commissioned consultants to advise on a number of key issues including the rationale for strategic employment growth, the scale and nature of potential demand and the optimum location and characteristics of such a site from a commercial perspective.
- 2.27 The report reiterates the long standing aspiration for strategic economic growth across the Gatwick Diamond, and concludes the economic characteristics of the borough leave it well placed to capture growth in key sectors. In property market terms, the report identifies decreasing availability levels of commercial stock and a paucity of high quality accommodation. Providing a high quality business environment is identified as a key challenge if the region is remain competitive as a business location.
- 2.28 The study finds that demand for new provision is likely to be driven by occupiers seeking a highly accessible location and from existing sectors in which the sub-region has strengths. It considers a range of potential site/employment mix “typologies” and concludes that a mixed employment area with a hybrid of uses would have the greatest potential and lowest risk when considered against existing market demand and strategic policy.
- 2.29 The report also considered alternative proposals for employment provision across the Gatwick Diamond and concluded that they are not genuinely capable of, or focussed on delivering, economic growth of a strategic nature, scale or in a location which satisfies strategic demand.

Summary

- 2.30 Taking account of local requirements for employment and the unmet employment needs of adjoining areas, namely Crawley, at least 160,000sqm of employment space (including almost 80,000sqm of B1a/B1b) may need to be accommodated on a strategic employment site. If the evidence of potential stronger office demand locally is taken into account, this increases to just over 190,000sqm (including 110,000sqm of offices).
- 2.31 Both locally and sub-regionally there is evidence of qualitative shortages in the commercial property market, particularly in the office sector, and provision of a high quality business environment is identified as a key challenge for the competitiveness of the area.

¹¹ Which are identified in the Coast to Capital SEP as creative digital/IT, advanced engineering, environmental technologies, financial/business services and healthcare technology/life sciences

2.32 There is also an ambition within the Coast to Capital LEP area to increase the number of highly skilled jobs within the sub-region in order to make better use of local labour supply and reduce the out-commuting of talent residents to neighbouring labour markets – particularly London. Achieving this ambition will increase the requirement for employment space, and bolster already strong market demand for high quality business space in office, research and development and high tech manufacturing sectors.

3. Methodology

Establishing a broad search area

- 3.1 As discussed above, the Council Policy Team commissioned initial advice regarding the potential for strategic employment provision in December 2014: in *Advice on the scope for a strategic employment site within Reigate & Banstead* (Annex 1).
- 3.2 Along with establishing the policy and economic rationale for employment provision in the borough, the study identified the key principles for the location of a strategic employment site within the borough; driven by both market realities and wider policy and economic objectives. This indicates that:
- Proximity to Gatwick Airport is a major attractor
 - A strategic employment site would require a high profile location and should benefit from excellent connectivity including strategic road, rail and public transport access
 - Any site should align with wider economic objectives, including LEP priorities which seek to focus strategic growth on the 'heart of the Gatwick Diamond area'
- 3.3 Considering these guiding criteria, the study confirms that land within the south of the borough, and particularly Horley, represents the optimal search area for a strategic employment site.
- 3.4 As discussed above (paragraph 2.18), there are insufficient sites available within the urban area – and across the borough as a whole – to meet even locally generated employment needs, particularly for B1a/B1b uses. It is therefore clear that, in order to deliver a strategic employment site, land outside of the urban area will be required.
- 3.5 A focus on Horley as the optimal search area for a site outside of the urban area is also consistent with local and national policy. Within this location, land falls within the Rural Surrounds of Horley rather than within the Green Belt as is the case with the remainder of the borough. As such, and in accordance with national policy and the provisions of Core Strategy Policy CS3 (3) regarding exceptional circumstances, it is necessary to ensure options in this location are explored and tested in preference to, and ahead of, considering options within the Green Belt. Only if no suitable and sustainable opportunities exist in this location should consideration be given to sites within the Green Belt.

Identification of sites for testing

- 3.6 As part of the Council's evidence to identify sites for sustainable urban extensions, a number of clearly defined land parcels were identified in each of the broad areas of search as set out in the Core Strategy – including Horley. These parcels were – in the main – defined on the basis of the following principles:
- Parcels should, as far as possible, be delineated by clearly defined boundaries
 - Parcels should, as far as possible, be of a similar character and land-use

- Parcels should, where possible, reflect land ownership, to ensure logical groupings of sites in terms of potential deliverability.
- 3.7 To ensure consistency across the evidence, and ultimately recommendations around options for site allocations, the same land parcels have been adopted for the purposes of this assessment.
- 3.8 In total, this generates a long list of 17 parcels – listed below – which represent the starting point for further assessment. It should be stressed that the parcels identified at this stage were not necessarily intended to be the areas/boundaries finally allocated for development: a degree of refinement through the assessment process is inevitable.

North West Horley

- NWH1 – Land at Meath Green Lane
- NWH2 – Land west of Bonehurst Road

South East Horley

- SEH1 – Land at Fishers Farm and Bayhorne Farm
- SEH2 – Land west of Balcombe Road
- SEH3 – Land east of Balcombe Road
- SEH4 – Land off The Close and Haroldslea Drive
- SEH5 – Land west of Burstow Stream
- SEH6 – Land at Newstead Hall
- SEH7 – Land at Wilgers Farm
- SEH8 – Land at Farney View Farm
- SEH9 – Land east of Wilgers Farm
- SEH10 – Land east of Farney View Farm
- SEH11 – Land at Harrowsley Green Farm
- SEH12 – Land south of Haroldslea Drive

East Horley

- EH1 – Land at Langshott Wood
- EH2 – Brook Wood
- EH3 – Land north of Smallfield Road

Assessing suitability and sustainability for strategic employment provision

- 3.9 The purpose of this task was to collect and analyse the detailed information required to assess whether individual parcels were suitable for, and able to sustainably deliver, strategic employment growth. This included:
- Fit with critical success factors for a strategic employment site
 - Analysis of planning constraints and opportunities

A. Fit with critical success factors for a strategic employment site

- 3.10 In addition to the key locational principles set out in paragraph 3.2, the *Advice on the scope for a strategic employment site within Reigate & Banstead* identifies a number of criteria and factors which are critical to the success of a strategic employment site. Some of these factors overlap with wider sustainability issues – such as public

transport accessibility and relationship to existing centres and services – whilst others are essential to the viability and deliverability of the proposed provision.

3.11 The key success criteria the study identifies are:

Table 2: Critical success factors and characteristics for a strategic employment site

Accessible location	<i>To support efficient and cost effective journey times and provide the widest possible labour force catchment</i> – Proximity to strategic road network and motorway junctions, airports and good public transport access (e.g. mainline train station)
Scale/size	<i>Site needs to be capable of accommodating strategic scale development</i> – Depending upon the range of uses: able to satisfy a minimum size of at least 20ha, up to 80ha
Strong relationship with existing centre	<i>To build upon existing business profile and enable site to benefit from infrastructure and transport facilities already in place</i> – Location on the edge or close to an existing town – Strong transport links between the site and the centre
On-site amenities	<i>Proximity to a range of services and facilities for staff and business users, important to staff retention</i> – Inclusion of cafes/restaurants, health clubs/sport facilities – Central locations/hubs for networking
Alignment with strategic policy	<i>Strategic employment locations provide an important opportunity to meet strategic economic objectives in a way existing location may be unable to</i> – Provision of accommodation suited to key growth or leading edge sectors
Clear brand/identity	<i>To enable the site to differentiate itself from competing schemes or locations</i> – High quality premises, environment and amenities – Place-marketing and raising profile of Gatwick Diamond – Prominence
High quality landscape/masterplan	<i>To enable the site to be attractive to leading employers and investors.</i> – High quality landscape and layout – Clear design code and masterplan – Eco credentials

3.12 A number of these characteristics are inherent site characteristics (i.e. they cannot be materially changed or influenced by design/development choices) and were assessed at this strategic stage to identify the most suitable sites, these are:

- Accessible location
- Size/scale of site
- Strength of relationship with existing centres

3.13 Branding and identity was also considered at this strategic stage, particularly in respect of the potential for location/place-branding associated with an existing business location or Gatwick Airport.

3.14 The extent to which a site “fits” with the other factors in Table 2 (e.g. alignment with strategic policy, on-site amenities and high quality landscape/master plan) is more strongly influenced and determined by the design/use requirements introduced at the

policy making stage and through development choices made at the point of implementation rather than the characteristics of the site *per se* and are not therefore assessed at this point.

B. Analysis of planning constraints and opportunities

- 3.15 This stage was undertaken through a combination of desk based analysis and on-site surveys of the sites identified above. The detailed appraisals are contained within the Sustainable Urban Extensions (Stage 2) Technical Study.
- 3.16 The constraints assessed through the study were identified with reference to the requirements of national policy (including the NPPF and Practice Guidance) and local policy set out within the Core Strategy. The assessment drew on a range of sources including GIS spatial information, aerial imagery and field survey work. Data from existing sources such as the Strategic Flood Risk Assessment and Landscape Character Assessment was also reflected.
- 3.17 As well as physical characteristics and constraints (e.g. access, topography), consideration was given to the following factors:

Table 3: Constraints and opportunities

Heritage <i>Policy links:</i> CS4 and CS10 NPPF para 126, 132 and	<ul style="list-style-type: none"> – Presence of statutory and/or locally listed heritage assets – Historic landscape features and classification
Landscape and agriculture <i>Policy links:</i> CS2 and CS10 NPPF para 109 and 113	<ul style="list-style-type: none"> – Presence of national, regional or local landscape designations – Strategic gaps – Topography and prominent landforms – Agricultural land grade/classification – Evidence of active/positive agricultural management or land stewardship
Biodiversity <i>Policy links:</i> CS2 and CS10 NPPF para 109	<ul style="list-style-type: none"> – Presence of biodiversity and nature conservation designations – Presence of Ancient Woodland, protected trees and/or other significant woodland areas – Evidence of any planned biodiversity improvements in the locality
Countryside access and recreation <i>Policy links:</i> CS2 NPPF para 73 and 81	<ul style="list-style-type: none"> – Presence and extent of any public rights of way – Presence of any formal recreational use, sports pitches or other facilities – Evidence (including anecdotal or observed) of informal recreation use
Flood risk and water quality <i>Policy links:</i> CS10 NPPF para 100-103 NPPF technical guidance	<ul style="list-style-type: none"> – Presence of rivers, waterway, ditches and other significant waterbodies – Extent of modelled fluvial and surface water flooding risk – Extent of historic flooding – Outcomes of sequential test
Environmental health and living amenity <i>Policy links:</i> CS10 NPPF para 100-103 NPPF technical guidance	<ul style="list-style-type: none"> – Presence of any known air quality issues or potential odour generators – Presence of any known noise pollution issues or noise generators – Evidence of confirmed or potential land contamination – Gatwick airport aerodrome safeguarding requirements – Presence of existing utilities infrastructure

- 3.18 As set out above, the presence of Green Belt across the majority of the borough was a factor in the identification of the initial broad area of search around Horley (which is non-Green Belt countryside). Due to the criteria needed to demonstrate exceptional circumstances (Core Strategy Policy CS3), it will only be appropriate to consider sites within the Green Belt if other planning and sustainability constraints render other options unsuitable.
- 3.19 Flooding is also a key suitability constraint with the potential to be a “showstopper” for individual sites. National policy seeks to direct development away from areas at risk of flooding and advises that development should not be allocated if there are reasonably available sites appropriate for the proposed development in areas with a lower probability of flooding. For this reason, irrespective of the relative vulnerability of the use, the site selection process should reflect the preference for land at lower risk of flooding or sites where development could be accommodated without encroaching on land at higher risk of flooding. Flood risk information and zones are based on the latest publicly available Environment Agency Flood Maps.
- 3.20 Whilst the identified sites around Horley are not currently within the Green Belt, it has been identified through the Council’s Green Belt Review that some do – nonetheless – fulfil the strategic functions of the Green Belt, particularly in terms of settlement merging and strategic gaps. This is consistent with the fact that part of the countryside to the south of Horley is within the Gatwick Open Setting as designated in the Borough Local Plan. Where appropriate, any potential site options, and any subsequent development, should recognise and seek to ensure that strategic gaps are maintained and protected.
- 3.21 Other localised constraints are also identified. Whilst these may not, in isolation, have a bearing on the suitability of the site, in combination they may impinge upon the scale and practicality of development which can be achieved or may require design and mitigation requirements to be included within any allocation.
- 3.22 Detailed analysis and exploration of the availability of individual sites for employment development has not been undertaken at this stage; however, key landownership information and a broad identification of potential availability issues is recorded in the table for completeness.

4. Summary of Site Assessments

4.1 The following table summarises the assessment of the individual sites against the critical success factors and planning constraints/opportunities. This should be read in conjunction with the Sustainable Urban Extensions (Stage 2) Technical Report which provides detailed analysis of planning constraints for the sites.

Site Reference	Gross area	Critical success factors				Other planning constraints	Availability	Overall conclusion
		Accessible location	Scale/size	Relationship with existing centre	Brand/identity			
NWH1	11.1ha	Low <ul style="list-style-type: none"> - Reliant on local residential roads – A217/A23 link road will ease situation - 5-6km to M23 J9A via A217 or A23 - 4km to Gatwick airport - 3.5km to Horley rail station - Bus services in vicinity currently limited 	Low <ul style="list-style-type: none"> - Significantly below 20ha minimum – constraints reduce further - No potential to combined with adjoining/ contiguous sites to achieve threshold size 	Low <ul style="list-style-type: none"> - 3.5km to Horley town centre - Access to public transport links to town centre currently limited 	Low <ul style="list-style-type: none"> - No prominence on key corridor - Relationship to airport or recognised business location for place-branding is limited 	Medium <ul style="list-style-type: none"> - Partial flood risk (approximately 30% of site in Flood Zone 3) - Impact/reliance on local rural roads - Area of archaeological potential 	<ul style="list-style-type: none"> - Two main landowners - Sites promoted for housing development, availability for employment use unknown 	<ul style="list-style-type: none"> - Poor fit with most critical success factors - Planning constraints (flooding/access) further undermine suitability - Not appropriate for strategic employment provision
NWH2	4.5ha	Medium <ul style="list-style-type: none"> - Direct access onto A23 - 4km to M23 J9A via A23 - 3km to Gatwick airport - 2.5km to Horley rail station - Excellent bus services along A23 corridor 	Low <ul style="list-style-type: none"> - Significantly below 20ha minimum – constraints reduce further - No contiguous or adjoining land parcels to enable combined 20ha 	Medium <ul style="list-style-type: none"> - 2.0km to Horley town centre - Very strong access to public transport links to town via bus services along A23 corridor 	Medium <ul style="list-style-type: none"> - Prominently located on A23 - Relationship to airport or recognised business location for place-branding is limited 	High <ul style="list-style-type: none"> - Significant flood risk (approximately 60% of site in Flood Zone 2 and small areas in Flood Zone 3) 	<ul style="list-style-type: none"> - Single landowner - Sites optioned to a housebuilder – Linden Homes and actively promoted for housing development 	<ul style="list-style-type: none"> - Poor fit with critical size criteria. Fit within other success factors average - Planning constraints (flooding) further undermine suitability - Not appropriate for strategic employment provision
SEH1	15.4ha	High <ul style="list-style-type: none"> - Access onto Balcombe Road - Potential for direct access onto M23 J9A in conjunction with SEH2 - 1.0km to Gatwick airport - Less than 1.0km to Horley rail station - 1.5km to Gatwick airport station - Bus services along Balcombe Road and at Horley rail station 	High <ul style="list-style-type: none"> - Below 20ha minimum - Could be combined with SEH2 to south to exceed 20ha - Coherent development either side of Balcombe Road could enable development towards upper end of range to be achieved (c.70ha) 	High <ul style="list-style-type: none"> - 1.0km to Horley town centre - Good access to public transport links to town via bus services on Balcombe Road - Town centre facilities are walkable from site 	High <ul style="list-style-type: none"> - Some prominence in relation to key M23 spur (J 9A) corridor - Proximity to airport and Horley town centre provides strong opportunity for place branding 	Low <ul style="list-style-type: none"> - Current access constrained – suitability reliant on direct access to M23 J9A - Partial flood risk (approximately 30% of site in Flood Zone 2) - Earmarked for Public Open Space provision in Borough Local Plan 2005 	<ul style="list-style-type: none"> - Two landowners - Part publicly owned by Surrey County Council – likelihood that would be made available for development - Remainder owned by housebuilder – Taylor Wimpey and actively promoted for housing development 	<ul style="list-style-type: none"> - Strong fit with all critical success factors (subject to combining parcels) - Planning constraints less significant – some flooding to overcome - Reasonable prospect of large part being made available - Potentially appropriate for strategic employment provision
SEH2	15.4ha	High <ul style="list-style-type: none"> - Potential access onto Balcombe Road - Potential for direct access onto M23 J9A - Less than 1.0km to Gatwick airport - 1.5km to Horley rail station - 1.0km to Gatwick airport station - Bus services along Balcombe Road and at Horley rail station 	High <ul style="list-style-type: none"> - Below 20ha minimum; restricted by flood risk - Could be combined with SEH1 to north to exceed 20ha - Coherent development either side of Balcombe Road could enable development towards upper end of range to be achieved (c.70ha) 	High <ul style="list-style-type: none"> - 1.5km to Horley town centre - Good access to public transport links to town via bus services on Balcombe Road - Town centre facilities are within walking distance of site 	High <ul style="list-style-type: none"> - Highly prominent and visible in relation to M23 spur corridor - Proximity to airport and Horley town centre provides strong opportunity for place branding 	Medium <ul style="list-style-type: none"> - Current access constrained – suitability reliant on direct access to M23 J9A - Within Gatwick Open Setting as designated in Borough Local Plan 2005 - Affected to a large extent by Gatwick airport 57dB LEQ noise contour - Potential to reuse some previously developed land (Meadowcroft) 	<ul style="list-style-type: none"> - Two landowners – Surrey County Council and Mill Hill Properties - Likelihood that publicly owned land would be made available for development - Remainder in private ownership has been actively promoted by landowner for housing or employment development 	<ul style="list-style-type: none"> - Strong fit with all critical success factors (subject to combining parcels) - Some key planning constraints (strategic gap) which limit potential - Reasonable prospect of entire site being made available - Potentially appropriate for strategic employment provision
SEH3	3.6ha	High <ul style="list-style-type: none"> - Access onto Balcombe Road - Potential for direct access onto M23 J9A in conjunction with SEH5 - Less than 1.5km to Gatwick airport - 1.5km to Horley rail station - 1.2km to Gatwick airport station - Bus services along Balcombe Road and at Horley rail station 	Medium <ul style="list-style-type: none"> - Significantly below 20ha minimum - Could be combined with SEH5 to south to exceed 20ha - Coherent development either side of Balcombe Road could enable development towards upper end of range to be achieved (c.70ha) 	High <ul style="list-style-type: none"> - 1.5km to Horley town centre - Good public transport links to town via bus services on Balcombe Road - Good access to public transport links to town via bus services on Balcombe Road 	High <ul style="list-style-type: none"> - Highly prominent and visible in relation to M23 spur corridor - Proximity to airport and Horley town centre provides strong opportunity for place branding 	Medium <ul style="list-style-type: none"> - Current access constrained – suitability reliant on direct access to M23 J9A - Within Gatwick Open Setting as designated in Borough Local Plan 2005 - Wholly within Gatwick airport 57dB LEQ noise contour - Partial flood risk – areas in Flood Zones 2 and 3 (approximately 25% of site) - Several streams and ditches within site - Potential to reuse some previously 	<ul style="list-style-type: none"> - Two landowners - Availability for development unknown 	<ul style="list-style-type: none"> - Strong fit with most critical success factors - Some key planning constraints (strategic gap/flooding) which limit potential - Availability unknown - Potentially appropriate for strategic employment provision

Site Reference	Gross area	Critical success factors				Other planning constraints	Availability	Overall conclusion
		Accessible location	Scale/size	Relationship with existing centre	Brand/identity			
						developed land		
SEH4	15.8ha	High <ul style="list-style-type: none"> - Access onto Balcombe Road - Potential for direct access onto M23 J9A in conjunction with SEH2/3 - Less than 1.5km to Gatwick airport - 1.5km to Horley rail station - 1.2km to Gatwick airport station - Bus services along Balcombe Road and at Horley rail station 	Medium <ul style="list-style-type: none"> - Below 20ha minimum - Could be combined with SEH3 to south to achieve close to 20ha threshold - Coherent development either side of Balcombe Road could enable development towards upper end of range to be achieved (c.70ha) 	High <ul style="list-style-type: none"> - 1.5km to Horley town centre - Good access to public transport links to town via bus services on Balcombe Road - Town centre facilities are within walking distance of site 	High <ul style="list-style-type: none"> - Some prominence in relation to key M23 spur (J 9A) corridor - Proximity to airport and Horley town centre provides strong opportunity for place branding 	Low <ul style="list-style-type: none"> - Current access constrained and unsuitable – suitability reliant on direct access to M23 J9A - Partially within Gatwick Open Setting as designated in Borough Local Plan 2005 - Partially within Gatwick airport 57dB LEQ noise contour - Limited flood risk – small areas in Flood Zones 2 and 3 (less than 5% of site) - Potential to reuse some previously developed land 	<ul style="list-style-type: none"> - Multiple landowners (at least 5) - Two parts of the site have been promoted by landowners for housing development - Availability of remainder for development unknown but part is occupied by an operational business. 	<ul style="list-style-type: none"> - Strong fit with most critical success factors (subject to combining parcels) - Planning constraints less significant – some flooding to overcome - Availability/land assembly potentially challenging - Potentially appropriate for strategic employment provision
SEH5	33.7ha	High <ul style="list-style-type: none"> - Potential for direct access onto M23 J9A in conjunction with SEH2/3 - Access to Balcombe Road via SEH3 - Less than 1.0km to Gatwick airport - 1.7km to Horley rail station - 1.7km to Gatwick airport station - Bus services along Balcombe Road and at Horley rail station 	High <ul style="list-style-type: none"> - Exceeds 20ha minimum - Could be combined with SEH3 and SEH4 to achieve 50ha site - Coherent development either side of Balcombe Road could enable development towards upper end of range to be achieved (c.70ha) 	Medium <ul style="list-style-type: none"> - 2.0km to Horley town centre - Reasonable access to public transport links to town via bus services on Balcombe Road 	High <ul style="list-style-type: none"> - Highly prominent and visible in relation to M23 spur corridor - Proximity to airport and Horley town centre provides strong opportunity for place branding 	Medium <ul style="list-style-type: none"> - Current access constrained and unsuitable – suitability reliant on direct access to M23 J9A - Partially within Gatwick Open Setting as designated in Borough Local Plan 2005 - Partially within Gatwick airport 57dB LEQ noise contour - Limited flood risk in north of site – Flood Zones 2 (approximately 10% of site) - Burstow Stream river corridor forms eastern boundary of site - Area of dense woodland within site 	<ul style="list-style-type: none"> - Three landowners - Availability for development unknown – none of the sites have been promoted by the landowner 	<ul style="list-style-type: none"> - Strong fit with most critical success factors - Planning constraints less significant – some flooding/strategic gap issues to overcome - Availability unknown - Potentially appropriate for strategic employment provision
SEH6	6.6ha	Medium <ul style="list-style-type: none"> - Constrained access - reliant on local residential roads, would need to be developed in conjunction with adjoining sites to provide suitable access - 7km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 2.5km to Gatwick airport (via Balcombe Road) - 1.0km to Horley rail station - Bus services along Balcombe Road and at Horley rail station 	Low <ul style="list-style-type: none"> - Significantly below 20ha minimum – dense woodland reduces net area further - Potential to combine with adjoining land parcels limited 	Medium <ul style="list-style-type: none"> - 2.0km to Horley town centre - Reasonable access to public transport links to town via bus services on Balcombe Road 	Low <ul style="list-style-type: none"> - Limited prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited 	High <ul style="list-style-type: none"> - Significant flood risk – site wholly in Flood Zone 2 - Access highly constrained – impact on local/rural roads - Dense woodland covers majority of site and is protected by group TPO - Potential to reuse some previously developed land 	<ul style="list-style-type: none"> - Multiple landowners – including individual residential property owners - Woodland part of the site has been promoted for housing development 	<ul style="list-style-type: none"> - Poor fit overall with most critical success factors – including key size criteria - Severe planning constraints (flooding, woodland and access) further undermine suitability - Not appropriate for strategic employment provision
SEH7	12.2ha	Medium <ul style="list-style-type: none"> - Access onto Smallfield Road - 5.3km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 3.5km to Gatwick airport (via Balcombe Road) - 1.5km to Horley rail station - Bus services along Smallfield Road and at Horley rail station 	Medium <ul style="list-style-type: none"> - Significantly below 20ha minimum - constraints reduce further - Potential to combined with adjoining/ contiguous sites (e.g. SEH10) to achieve threshold size 	Medium <ul style="list-style-type: none"> - 2.0km to Horley town centre - Reasonable access to public transport links to town via bus services on Smallfield Road 	Low <ul style="list-style-type: none"> - Limited prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited 	High <ul style="list-style-type: none"> - Significant flood risk – approximately 85% of site in Flood Zone 2 and substantial areas in Flood Zone 3 - Majority of the site allocated for Town Park (public open space) provision - Burstow Stream runs through the site and numerous other ditches/water courses - Potential to reuse some previously developed land 	<ul style="list-style-type: none"> - Single landowner - Promoted for housing development, availability for employment use unknown 	<ul style="list-style-type: none"> - Some fit overall with critical success factors subject to assembling larger opportunity - Planning constraints (flooding, competing allocation) undermine suitability - Not appropriate for strategic employment provision
SEH8	7.9ha	Medium <ul style="list-style-type: none"> - Constrained access - reliant on local residential roads, would need to be developed in conjunction with adjoining sites to provide suitable access - 5.7km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 2.5km to Gatwick airport (via Balcombe Road) - 1.0km to Horley rail station - Bus services along Balcombe Road and at Horley rail station 	Medium <ul style="list-style-type: none"> - Significantly below 20ha minimum - constraints reduce further - Potential to combined with adjoining/ contiguous sites (e.g. SEH9) to achieve threshold size 	High <ul style="list-style-type: none"> - 1.5km to Horley town centre - Good access to public transport links to town via bus services on Balcombe Road - Town centre facilities are within walking distance of site 	Low <ul style="list-style-type: none"> - Limited prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited 	High <ul style="list-style-type: none"> - Significant flood risk – site wholly in Flood Zone 2 and large areas in Flood Zone 3 - Burstow Stream along eastern boundary the site and numerous other ditches/water courses - Access highly constrained – impact on local/rural roads 	<ul style="list-style-type: none"> - Single landowner - Promoted for housing development, availability for employment use unknown 	<ul style="list-style-type: none"> - Some fit overall with critical success factors subject to assembling larger opportunity - Severe planning constraints (flooding, access) undermine suitability - Not appropriate for strategic employment provision

Site Reference	Gross area	Critical success factors				Other planning constraints	Availability	Overall conclusion
		Accessible location	Scale/size	Relationship with existing centre	Brand/identity			
SEH9	8.3ha	Medium - Access onto Smallfield Road - 5.5km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 3.8km to Gatwick airport (via Balcombe Road) - 2.0km to Horley rail station - Bus services along Smallfield Road and at Horley rail station	Medium - Significantly below 20ha minimum - constraints reduce further - Potential to combined with adjoining/ contiguous sites (e.g. SEH9) to achieve threshold size	Medium - 2.0km to Horley town centre - Reasonable access to public transport links to town via bus services on Smallfield Road	Low - Limited prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited	High - Significant flood risk – site wholly in Flood Zone 2 and large areas in north are in Flood Zone 3 - Burstow Stream and Haroldslea Stream form eastern and western boundaries of the site - Part of countryside which forms role in maintaining separation/strategic gap of settlements of Horley and Smallfield	- Single landowner - Promoted for housing development, availability for employment use unknown	- Some fit overall with critical success factors subject to assembling larger opportunity - Severe planning constraints (flooding, strategic gap) undermine suitability - Not appropriate for strategic employment provision
SEH10	5.9ha	Low - Highly constrained access - reliant on local residential roads, would need to be developed in conjunction with adjoining sites to provide suitable access - 6.3km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 3.0km to Gatwick airport (via Balcombe Road) - 1.3km to Horley rail station - Remote from nearest bus services along Balcombe Road/Smallfield Road	Low - Significantly below 20ha minimum - constraints reduce further - Would need to be combined with a number of adjoining land parcels to achieve minimum threshold size	Medium - 1.5km to Horley town centre - Some bus services to town along Balcombe Road/Smallfield Road - Town centre facilities are within walking distance of site	Low - No prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited	High - Significant flood risk – approximately 75% of site in Flood Zone 2 and limited Flood Zone 3 - Access highly constrained – impact on local/rural roads - Burstow Stream and Haroldslea Stream form eastern and western boundaries of the site - Adjacent to Scheduled Monument - Potential to reuse some previously developed land - Part of countryside which forms role in maintaining separation/strategic gap of settlements of Horley and Smallfield	- Multiple landowners – including individual residential property owners - Availability for development unknown – none of the sites have been promoted by the landowner(s)	- Poor fit overall with critical success factors – including key size criteria - Severe planning constraints (flooding, strategic gap) undermine suitability - Not appropriate for strategic employment provision
SEH11	37.0ha	Medium - Access onto Smallfield Road - 6.0km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 4.3km to Gatwick airport (via Balcombe Road) - 2.4km to Horley rail station - Bus services along Smallfield Road and at Horley rail station	High - Exceeds 20ha minimum - Could be combined with SEH9 and SEH7 to achieve over 50ha site	Medium - 1.8km to Horley town centre - Reasonable access to public transport links to town via bus services on Smallfield Road	Low - No prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited	High - Significant flood risk – approximately 75% of site in Flood Zone 2 and areas to north of site in Flood Zone 3 - Haroldslea Stream form eastern and western boundaries of the site - Adjacent to Scheduled Monument - Significant role in maintaining separation/strategic gap of settlements of Horley and Smallfield - Possible land contamination/ground gas	- Multiple landowners – including individual residential property owners - Harrowsley Green Farm (majority of parcel) has been promoted for housing development	- Some fit overall with critical success factors subject to assembling larger opportunity - Severe planning constraints (flooding, strategic gap) undermine suitability - Not appropriate for strategic employment provision
SEH12	36.1ha	Low - Highly constrained access - reliant on local residential roads, would need to be developed in conjunction with adjoining sites to provide suitable access - 6.7km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 3.5km to Gatwick airport (via Balcombe Road) - 2.0km to Horley rail station - Remote from nearest bus services along Balcombe Road/Smallfield Road	High - Exceeds 20ha minimum - Could be combined with adjoining parcels to achieve up to 70ha	Low - 2.5km to Horley town centre - Access to public transport links to town centre currently limited	Medium - Some prominence in relation to key M23 spur (J 9A) corridor - Relationship to airport is more remote – scope for place-branding is limited	High - Significant flood risk – approximately 90% of site in Flood Zone 2 and large areas in Flood Zone 3 - Burstow Stream forms eastern and western boundaries of the site, other ditches and watercourses traverse site - Access highly constrained – impact on local/rural roads - Adjacent to Scheduled Monument - Remote from urban area and significant role in maintaining separation/strategic gap of settlements of Horley and Smallfield - Partially within Gatwick airport 57dB LEQ noise contour	- Multiple landowners – including individual residential property owners - Availability for development unknown – none of the sites have been promoted by the landowner(s)	- Poor fit overall with most critical success factors - Severe planning constraints (flooding, strategic gap, access) undermine suitability - Not appropriate for strategic employment provision
EH1	9.4ha	Low - Highly constrained access - reliant on local residential roads - 6.6km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 4.0km to Gatwick airport (via Balcombe Road) - 2.6km to Horley rail station - Remote from nearest bus services along Balcombe Road/Smallfield Road	Low - Significantly below 20ha minimum - constraints reduce further - Would need to be combined with a number of adjoining land parcels to achieve minimum threshold size	Medium - 1.8km to Horley town centre - Reasonable access to public transport links to town via bus services on Smallfield Road	Low - No prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited	High - Significant flood risk – approximately 40% of site in Flood Zone 2 and large areas in Flood Zone 3 - Parcel almost wholly covered by Ancient Woodland and designated as Site of Nature Conservation Importance	- Multiple landowners – including individual residential property owners - Availability for development unknown – none of the sites have been promoted by the landowner(s)	- Poor fit overall with critical success factors – including key size criteria - Severe planning constraints (flooding, ancient woodland) undermine suitability - Not appropriate for strategic employment provision

Site Reference	Gross area	Critical success factors				Other planning constraints	Availability	Overall conclusion
		Accessible location	Scale/size	Relationship with existing centre	Brand/identity			
EH2	35.8ha	<p>Low</p> <ul style="list-style-type: none"> - Highly constrained access - reliant on local residential roads - 6.6km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 4.0km to Gatwick airport (via Balcombe Road) - 2.6km to Horley rail station - Remote from nearest bus services along Balcombe Road/Smallfield Road 	<p>Medium</p> <ul style="list-style-type: none"> - Exceeds 20ha minimum; however, constraints reduce developable area - Some potential to combine with adjoining parcels to increase area 	<p>Low</p> <ul style="list-style-type: none"> - Minimum 1.8km to Horley town centre; although much of the site is significantly further - Some access to public transport links to town via bus services on Smallfield Road 	<p>Low</p> <ul style="list-style-type: none"> - No prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited 	<p>High</p> <ul style="list-style-type: none"> - Significant flood risk – all of site in Flood Zone 2 and large areas in Flood Zone 3 - Significant areas of dense woodland, including ancient woodland. Site partially designated as a Site of Nature Conservation Importance - Burstow Stream forms southern and eastern boundaries of the site, other ditches and watercourses traverse site - Electricity pylons traverse site north/south 	<ul style="list-style-type: none"> - Multiple landowners – including individual residential property owners - Availability for development unknown – none of the sites have been promoted by the landowner(s) 	<ul style="list-style-type: none"> - Poor fit overall with critical success factors – including key size criteria - Severe planning constraints (flooding, woodland, utilities) undermine suitability - Not appropriate for strategic employment provision
EH3	12.5ha	<p>Medium</p> <ul style="list-style-type: none"> - Access onto Smallfield Road - 6.0km to M23 J9A via Balcombe Road/A23 – no potential for direct access - 4.3km to Gatwick airport (via Balcombe Road) - 2.4km to Horley rail station - Bus services along Smallfield Road and at Horley rail station 	<p>High</p> <ul style="list-style-type: none"> - Below 20ha minimum size - Some potential to combine with adjoining parcels to increase area; however, these are also constrained 	<p>Medium</p> <ul style="list-style-type: none"> - 1.8km to Horley town centre - Reasonable access to public transport links to town via bus services on Smallfield Road 	<p>Low</p> <ul style="list-style-type: none"> - No prominence on key corridor - Relationship to airport is more remote – scope for place-branding is limited 	<p>High</p> <ul style="list-style-type: none"> - Significant flood risk – all of site in Flood Zone 2 and large areas in Flood Zone 3 - Significant areas of dense woodland within site - Burstow Stream forms northern boundaries of the site, other ditches and watercourses traverse site 	<ul style="list-style-type: none"> - Multiple landowners – including numerous residential property owners – assembly likely to be challenging - Availability for development unknown – none of the sites have been promoted by the landowner(s) 	<ul style="list-style-type: none"> - Poor fit overall with critical success factors – including key size criteria - Severe planning constraints (flooding, woodland, utilities) undermine suitability - Not appropriate for strategic employment provision

5. Conclusions and Policy Recommendations

- 5.1 The analysis above represents an initial assessment of rationale and potential options for delivering strategic employment provision within the borough. In particular, it considers the likely suitability and feasibility of different sites to deliver such provision, taking account of both the critical success factors which will make a site suitable from a commercial perspective and the constraints which affect its suitability and sustainability from a planning perspective.
- 5.2 Taking account of local and sub-regional (Gatwick Diamond) employment needs and wider economic aspirations of the borough and Coast to Capital sub-region, it is considered that strategic employment provision should be particularly focussed on addressing potential needs in the office, research and development and high-tech manufacturing sectors. Based on locally generated need and unmet needs from adjoining Gatwick Diamond boroughs, the indicative scale of strategic employment provision required could be approximately 200,000sqm.
- 5.3 The assessment concludes that five parcels are potentially appropriate for strategic employment provision. Two of these sites are most favourable (SEH1 and SEH2) based on their fit with critical success factors, planning constraints and likelihood of availability. Combined, these sites provide a gross area of approximately 30ha. In flood risk terms, development on SEH1 would be sequentially preferable as the site is wholly within Flood Zone 1; however, this needs to be balanced against the constraint presented by the Gatwick Open Setting (as designated within the Borough Local Plan 2005).
- 5.4 A further three parcels (SEH3, SEH4 and SEH5) are also concluded as having a strong fit with critical success factors and, at this initial high level stage, planning constraints which are considered likely to be capable of mitigation. These sites are also, either in part or in whole, within the Gatwick Open Setting which will influence and impact upon the scale and extent development which would be acceptable. Availability of these sites does however; appear more challenging due to multiple ownerships and access is to the strategic road network potentially reliant on other nearby sites. These sites represent a further 53ha and could achieve a single, coherent development at the upper end of the recommended scale if combined with the sites above.
- 5.5 In a number of cases, sites identified as being potentially appropriate for employment development in this study have also been assessed as being suitable and sustainable options for housing development through the *Sustainable Urban Extensions (Stage 2) Technical Study*. These are:
- SEH1 – Land at Fishers Farm and Bayhorne Farm
 - SEH4 – Land off The Close and Haroldslea Drive
- 5.6 For these sites, a policy judgement will need to be made about what represents the most effective overall strategy to enable delivery of both needs. Taking account of the

comparatively limited number of potentially suitable and available sites to support strategic economic growth needs, it is recommended that priority is given to employment/business uses on these sites.

5.7 It should be stressed that this report represents an initial assessment of options. For any of the potentially suitable sites, further, more detailed work should be carried out to examine constraints in detail and scope out the mitigation and infrastructure necessary to support and enable development. Based on the planning and physical constraints identified at this stage, the following are likely to be critical to the acceptability of any development:

- Avoiding development on land at risk of flooding (i.e. Zones 2 and 3) and measures (e.g. SUDs) to ensure the development will not worsen, and where possible will reduce, flood risk in the surrounding area
- Preservation of an appropriate and adequate open setting/gap between Horley and Gatwick
- Direct highway access onto the strategic road network and measures to ensure the development will be highly accessible by public transport and other sustainable travel modes
- Provision of high quality landscaping and public open space
- Protection of the amenity of surrounding residential occupiers

Annex 1

Report: Advice on the scope for a strategic employment site within Reigate & Banstead