



North West Leicestershire District Council
Local Plan Substantive Review:
Interim Sustainability Appraisal Report
of the Employment Strategy Options






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1 Introduction

1.1 Background

North West Leicestershire District Council (NWLDC) are currently undertaking a Substantive Review of the Local Plan which will cover a plan period to 2039. As part of the integrated assessment (Sustainability Appraisal incorporating Equality Impact Assessment and Health Impact Assessment) process of the Local Plan Substantive Review a Sustainability Appraisal (SA) Scoping Report was prepared and published in 2020¹, which presented detailed baseline information, key sustainability issues and data gaps.

A SA of Spatial Options for housing has also been undertaken for the Local Plan Review. This tested various housing strategy options in terms of housing numbers and geographical distribution.

The next stage of the Local Plan Review and the supporting Sustainability Appraisal (SA) process is to consider the reasonable alternatives for how employment growth may be distributed in suitable locations across the district. These reasonable alternatives have been identified by NWLDC and comprise four potential options for how the Local Plan Review could distribute 'general employment land'. These have been tested through the SA process to help the Council identify a preferred option to take forward in the plan making process and which are described in Section 2.

When developing these potential employment strategy options, the Council has had regard, amongst other matters, to the Leicester & Leicestershire Strategic Growth Plan which looks ahead to 2050 and the Local Plan Review evidence base studies.

This report presents the interim SA findings of the assessment of these four general employment strategy options.

1.2 Sustainability Appraisal

SA of Local Plans is required under section 19 of the Planning and Compulsory Purchase Act 2004. The National Planning Policy Framework (July 2021) also requires SA of Local Plans. The SA must incorporate the requirements of the Environmental Assessment of Plans and Programmes Regulations 2004 (the SEA Regulations). The SEA Regulations transpose the SEA

¹ [Sustainability Appraisal - North West Leicestershire District Council \(nwleics.gov.uk\)](https://www.nwleics.gov.uk)



Directive (2001/42/EC) into English law and applies to a range of plans and programmes, including Local Plans. The SEA Regulations aim at a high level of protection of the environment, and to integrate the consideration of the environment into the preparation and adoption of plans and with a view to promoting sustainable development.

Within the context of local planning in England, it is accepted practice to integrate the requirements of SA and SEA into a single assessment process, as set out in the Planning Practice Guidance <http://planningguidance.communities.gov.uk/>. The purpose of SA is to appraise the environmental, social and economic effects of plans and programmes. The SA 'testing' of the Local Plan policies and their reasonable alternatives will help to develop the most sustainable policies and proposals as an integral part of the plan's development.

The SA process will also incorporate Equalities Impact Assessment and a Health Impact Assessment.

1.3 Purpose and Structure of this Report

This document is an interim SA report to help the Council identify a preferred option to take forward. They will also consider the feedback from the current Regulation 18 document for the Development Strategy and Policy Options² (January 2022).

It will not constitute the formal SA report, however, information presented at this stage is likely to be included within the final SA report which will accompany the draft Plan.

This report sets out the following:

- Section 2 - a background to the development of the general employment land options;
- Section 3 – presents the methodology used to assess the employment options; the results from the assessment with more detail provided in Technical Appendices (see Appendix A);
- Section 4 – presents the SA findings of the assessment of employment options; and
- Section 5 - outlines the next steps of the SA process.

² [Local Plan Review - progress so far - North West Leicestershire District Council \(nwleics.gov.uk\)](https://www.nwleics.gov.uk/)

2 Background to options for General Employment Land Strategy

2.1 Introduction

As part of the Local Plan review, the Council have developed a number of options (also referred to as 'reasonable alternatives') for where 'general employment land' might be distributed across strategic locations in the district. The term 'general employment land' as defined in the Development Strategy Options and Policy Options consultation document January 2022 comprises the following uses:

- Offices (use class E(g)(i))
- Research & development (use class E(g)(ii))
- Light industrial (use class E(g)(iii))
- Industrial (use class B2)
- Non-strategic warehousing (units up to 9,000sqm) (use class B8).

The January 2022 consultation document also provides information on the need for general employment land in the district and what the market demand is for this land.

The general employment strategy options identified by NWLDC have been subject to Sustainability Appraisal and this interim SA report presents the findings of the SA to help inform the decision making process of which options the Council should take forward.

In terms of location, these general employment strategy options are spread across the current settlement hierarchy in the district which consists of the following categories of settlements:

- Principal Town (PT)
- Key Service Centres (KSCs)
- Local Service Centres (LSCs)
- Sustainable Villages
- Small Villages
- Hamlets

The principal town in the district is Coalville and other main settlements are the Key Service Centres of Ashby de la Zouch and Castle Donington, together with the Local Service Centres of Ibstock, Kegworth and Measham.

As set out in Policy S2 of the adopted Local Plan, the settlement hierarchy distinguishes between the roles and functions of different settlements depending on the availability of services and facilities that communities need.

2.2 The Options ('Reasonable Alternatives')

The four options described by the Council for how the Local Plan Review could distribute future employment land have been tested as part of the SA process and are presented in Table 2.1 below. This is in line with the description within the Regulation 18 consultation document (January 2022).

Table 2.1 Employment Strategy Options

Option No	Option Description	Features of this option
Option 1	This would be a continuation of the adopted Local Plan distribution. General employment land allocations would be principally at Coalville, Ashby and Castle Donington (i.e. the settlements at the top of the settlement hierarchy)	<ul style="list-style-type: none"> • Informed by allocation sites within the adopted Local Plan • It could result in a choice of sites • The overall number of locations would be limited and mirror those where there is current supply • Other settlements would not see any increase in supply • Potentially the sites would be well related to labour supply
Option 2	Allocate employment land at Coalville, Ashby de la Zouch and Castle Donington and also at Measham/Appleby Magna as a 'new' expanding employment option.	<ul style="list-style-type: none"> • New allocations for employment use • It could result in a choice of sites • The overall number of locations would be limited and mirror those where there is current supply • Other settlements would not see any increase in supply • Potentially the sites would be quite well related to labour supply and there may be particular benefits for Measham where there are known pockets of deprivation • The strategy could include establishing J11A42 as a 'new' expanding employment location, capitalising on the profile of Mercia Park with the potential to share infrastructure • There is likely to be strong competition from the strategic distribution sector in this location
Option 3	More widespread distribution of employment land including to locations which are currently less provided for such as the Local Service Centres (Ibstock, Kegworth and Measham) and potentially Sustainable Villages.	<ul style="list-style-type: none"> • New allocations for employment use • It could result in a choice of both sites and locations • Local Service Centre locations are unlikely to be as attractive to the market compared with Coalville, Ashby and the Castle Donington area.

Option No	Option Description	Features of this option
		<ul style="list-style-type: none"> The Stantec study 2020³ recommends that we plan for 'development opportunities at substantial sites, with critical mass and viability, rather than relying on piecemeal development on scattered plots' (paragraph 6.13). This option may be more likely to result in the latter
Option 4	Allocate land in a single/new location for a high quality, mixed-use business park.	<ul style="list-style-type: none"> New allocations for employment use It could achieve the Stantec recommendation for development of a critical mass and visibility comprising modern, flexible high-specification space in an attractive environment It would result in a more limited choice of locations compared with other options Potential locations could be in competition with the strategic distribution market This approach could be incorporated as part of a mix of uses in a new settlement, although this is likely to push delivery to the end of the Local Plan Review period and/or beyond There is already an opportunity for this approach at Money Hill (16ha) Ashby de la Zouch, if there is sufficient demand.

These four options have been assessed as reasonable alternatives for where employment land could potentially be distributed in the district. The detailed assessment findings of each option are presented in excel tables in Appendix A. A summary of the assessment findings is presented in Section 4 of this report.

³ Stantec (2020) North West Leicestershire The Need for Employment Land

3 Methodology

3.1 Introduction

This section sets out the methodology used to assess the employment strategy options described in Section 2 of this report. This assessment will help to inform the Council's decision-making process regarding which of the strategic employment strategy options to take forward in the next stage of preparation of the Local Plan review.

Other strategic employment options could also be assessed using the method set out below if new reasonable alternatives were to be identified later in the plan-making process.

A clear method has been used for the assessment of all the options, to ensure all reasonable alternatives are assessed to the same level of detail and on a consistent basis with the spatial options for housing. For this report GIS mapping has been used to identify constraints and/or presentation within the report. The appraisal of these options at this stage in the plan-making process is at a strategic level and does not refer to specific employment sites except with regards to the new employment location (Option 4).

As per the SA of the spatial options for housing, this SA of the employment strategy options is a high-level assessment at this stage and has focused on identifying the likely sustainability effects of the options as much as it is possible at this stage and which options have potential significant positive or negative effects and which are uncertain.

It may be possible to mitigate some of the negative effects at a later more detailed stage in the SA process and this will be considered as the options become more detailed and refined. Similarly, it is not possible for the appraisal of these options to assess the potential for cumulative effects in full at this stage. These will be assessed at a later stage when site specific detail is available.

The SA objectives set out in the SA Framework developed earlier on in the SA process at the scoping stage were used in the assessment of the options. Within the SA Framework there are a total of 17 Sustainability Objectives (SA1 to SA17) supported by sub-objectives. The SA objectives are the key objectives against which the draft Local Plan and its alternatives have been tested, in order to identify potential significant effects of the Plan. The sub-objectives are more detailed and have been applied to enable a greater level of detail within the assessment of the SA objectives. The 17 Sustainability Objectives and their sub-objectives are set out in the SA Framework presented in Appendix B to this report.

3.2 GIS Mapping and Red, Amber, Green (RAG) rating

Prior to the formal assessment of each option, an ArcGIS Pro map was set up with various GIS evidence layers. The data was then used to form RAG criteria per SA objective, as provided in Table 3.1 below. In some instances, the same layer of GIS data has been used for multiple objectives. Where GIS has been identified as appropriate for an SA Objective, the RAG rating was applied to each indicator. The RAG criteria as shown in Table 3.1 below has been generated through reference to existing guidance / good practice and the sources of this guidance and good practice are also included within Table 3.1. Some criteria (SA3, SA5 and SA7) have been identified using professional judgement of the consultants and where this is the case it is indicated within Table 3.1.

Furthermore, in some instances some of the sub-objectives of the SA objectives have been shown in ~~strike through text~~ where they are considered to be not relevant to the development of an employment site (i.e. SA2) or where they cannot be assessed until the detailed assessment stage of the SA process (i.e. SA1, SA3 and SA17).

The RAG ratings then informed the assessment of all strategic employment options against the agreed SA framework. As well as an overall RAG table, individual scores fed through to each option assessment template. This approach is considered to be a robust and efficient method of integrating GIS into the SA assessment against the SA Framework.

All of the Sustainability Objectives which were spatially assessable then underwent a RAG assessment, with highly constrained options being allocated a red RAG rating, and those with few constraints a green RAG rating. The options which were spatially assessable have also been mapped using GIS. The following two SA objectives were screened out of the assessment for the reasons given:

- SA2: Reduce inequalities and ensure fair and equal access and opportunities for all residents – this was screened out as it is not relevant to consideration of employment land.
- SA4: Provide good quality homes – this was screened out as it relates to the provision of housing, and we are testing the provision of employment land.
- SA16: Protect water resources and ensure they are used efficiently – this was screened out as it was not deemed to be spatially assessable using GIS at this high-level stage of assessment.

Table 3.1: RAG Assessment Criteria

Objectives	Sub-objectives	GIS layer	Criteria
SA1 Improve the health and wellbeing of the District's population.	<ul style="list-style-type: none"> • Enable people to make healthy choices through the use of urban design and provision of open space and walking / cycling routes. • Ensure everyone has access to natural green space and recreation facilities 	<p>Access to formal recreation space</p> <hr/> <p>Access to informal recreation space</p>	<p>Growth focused in areas with multiple recreation facilities</p> <p>Some growth in areas with existing recreation facilities</p> <p>Growth focused away from locations with existing recreation facilities.</p>
SA2 Reduce inequalities and ensure fair and equal access and opportunities for all residents.	<ul style="list-style-type: none"> • Ensure all residents have equitable access to health services, taking into account the needs of an aging population. • Ensure all residents have equitable access to education, employment, community services and facilities. • Help ensure all children have access to a local school. 	<p>Screened out of the assessment as not relevant.</p>	
SA3 Help create the conditions for communities to thrive.	<ul style="list-style-type: none"> • Ensure an integrated approach to delivery of housing and community facilities. • Protect existing community facilities and ensure new facilities are built to support the needs of new housing development. • Help improve provision of local services, such as shops, GPs, public transport, and community service provision in the villages of northern NWL. • Provide opportunities for residents to mix and meet. • Help design out crime from new development. 	<p>Not spatially assessable in the RAG assessment, therefore a professional judgement has been made which considered each of the spatial options against each of the sub-objectives.</p>	

Objectives	Sub-objectives	GIS layer	Criteria
	<ul style="list-style-type: none"> Plan for the district in the context of the wider region, including nearby areas of Leicestershire, Derbyshire and Nottinghamshire. 		
SA4 Provide good quality homes that meet local needs in terms of number, type and tenure in locations where it can deliver the greatest benefits and sustainable access to services and jobs.	<ul style="list-style-type: none"> Ensure a sufficient number of dwellings are provided to meet the needs of existing residents changing household size; to reduce commuting, improve access to services and jobs and to match employment growth. Provide affordable homes of the tenure and size to meet the needs of each part of the district. Provide market homes to meet needs and to match the economic growth aspirations of the wider area. Provide homes that meet the lifetime needs of residents. 	Screened out of the assessment as not relevant.	
SA5 Support economic growth throughout the District	<ul style="list-style-type: none"> Provide for employment developments which support existing well performing employment sectors, such as storage and distribution and growth sectors including high tech manufacturing and which take advantage of the district's unique location. Support initiatives to improve the tourism and leisure sector, in particular in the National Forest and Charnwood Regional Forest Park. Protect key existing employment sites from change of use, especially where they support local employment needs. Support and help protect the rural economy. Support low carbon industries. 	Not spatially assessable in the RAG assessment, therefore a professional judgement has been made which considered each of the spatial options against each of the sub-objectives.	

Objectives	Sub-objectives	GIS layer	Criteria
SA6 Enhance the vitality and viability of existing town centres and village centres.	<ul style="list-style-type: none"> Enhance footfall within town centres and village centres. Support existing and new services and facilities (e.g. retail, restaurants etc.) within town centres and village centres. 	Basemap Town/local centre	<p>Development focused in urban areas (i.e. <i>PT, KSC and LSCs as per the settlement hierarchy categories</i>)</p> <p>Development distributed across the entire district</p> <p>Development focused in rural areas (i.e. <i>small villages</i>)</p>
SA7 Provision of a diverse range of employment opportunities that match the skills and needs of local residents	<ul style="list-style-type: none"> Support new employment growth in all areas, including rural locations, where it will help meet a local employment need. Maintain a diverse employment base, including growing the high skill job sector as well as lower skilled jobs to match the diverse job needs of the workforce. 	Not spatially assessable in the RAG assessment therefore a professional judgement has been made which considered each of the spatial options against each of the sub-objectives.	
SA8 Reduce the need to travel and increase numbers of people walking, cycling or using the bus for their	<ul style="list-style-type: none"> Ensure new development has sustainable transport access to facilities, services and jobs; Give priority to walkers and cyclists over car users. Increase cycle use for commuting and access to services, creating direct cycle routes. Reduce congestion in locations where it impacts on road safety, local amenity, causes severance, or adversely impacts on the economy. Use development to help secure better public transport for the District, in particular links to nearby 	Basemap HS2 rail links	<p>Growth focused in rural areas, with poor public transport links</p> <p>Growth in areas with some public transport links</p> <p>Growth will be focused in areas with good links</p>

Objectives	Sub-objectives	GIS layer	Criteria
day-to-day travel needs.	rail stations and East Midlands Airport and evening and weekend services.		to multiple modes of sustainable transport.
SA9 Reduce air, light and noise pollution to avoid damage to natural systems and protect human health.	<ul style="list-style-type: none"> • Ensure new and existing communities are not adversely affected by poor quality air and noise pollution, either through their location or through causing a further deterioration as a result of new development. • Avoid exacerbating light pollution and biodiversity impacts by keeping external lighting to the minimum required for safety and security. • Ensure natural systems are not affected by air pollution. 	Air Quality Management Area (AQMA)	<p>Growth focused in existing AQMAs</p> <p>Growth focused in areas close to AQMAs</p> <p>Growth will be focused away from existing AQMAs</p>
		Light pollution map https://www.nightblight.cpre.org.uk/maps/	<p>Growth focused in existing high light pollution areas OR</p> <p>High growth focused in dark sky areas</p> <p>Growth will be focused in areas with low-medium levels of light pollution</p>
		Noise pollution map	<p>Growth focused in existing high noise pollution areas OR</p> <p>High growth focused in very quiet rural areas</p> <p>Growth will be focused in areas with low-medium levels of noise pollution</p>

Objectives	Sub-objectives	GIS layer	Criteria
SA10 Reduce carbon emissions throughout the District.	<ul style="list-style-type: none"> Support proposals for decentralised (i.e. small and micro renewables) and low carbon energy generation. Support large scale low carbon grid schemes where appropriately located. All new development should be built to energy efficiency standards in accordance with national policies. Ensure new development and car parks provide EV charging points. 	Not spatially assessable in the RAG assessment therefore a professional judgement has been made which considered each of the spatial options against each of the sub-objectives.	
SA11 Ensure the District is resilient to the impacts of climate change.	<ul style="list-style-type: none"> Follow the sequential test in Planning Practice Guidance in the allocation of sites in flood risk areas. Ensure new development does not exacerbate the risk of flood off-site, for instance through use of sustainable drainage. Ensure new development is designed and located to be resilient to the impacts of climate change e.g. hotter summers, wetter winters and more extreme weather events. Ensure new development contributes to Green Infrastructure within the District, where possible. 	Flood Risk	<p>Development focused in Flood Zones 2 &3</p> <p>Development partially within Flood risk zones 2 & 3</p> <p>Development away from flood zones 2 &3 areas</p>
SA12 Protect and enhance the District's biodiversity and protect areas identified for their nature conservation	<ul style="list-style-type: none"> Ensure that development results in a net gain in biodiversity and contribute to the achievement of BAP targets. Protect, restore and enhance sites (both statutory and non-statutory) designated for their nature conservation importance from adverse impacts of 	SACs SSSIs LWS Ancient Woodlands New Charnwood Forest River Mease catchment RIGs National Forest	<p>Development focused in environmentally sensitive areas</p> <p>Development located partly within or adjacent to environmentally sensitive areas</p> <p>Development focused in urban areas, away from environmentally sensitive areas</p>

Objectives	Sub-objectives	GIS layer	Criteria
and geological importance.	development, including the river Mease SAC and Local Wildlife Sites (LWS). <ul style="list-style-type: none"> Enhance access to the natural environment, including integrating greater biodiversity into urban areas. Avoid habitat fragmentation and extend ecological corridors. Protect geological designations from adverse impacts of development. Ensure the protection and enhancement of ecosystem services. 		
SA13 Conserve and enhance the quality of the District's landscape and townscape character.	<ul style="list-style-type: none"> Enhance the character and distinctiveness of the District's landscape. Help implement objectives for the National Forest and the Charnwood Forest Regional Park. Enhance townscape character, particularly in Coalville Town Centre. Enhance the transition for urban to rural at the edge of towns and villages. Enhance the relationship between new and existing communities Built design should help in creating vibrant places, making those approaching on foot a priority. Help deliver built environment improvements through high quality design. 	Basemap	Option could alter the current townscape/landscape across the district, with development focused in rural areas and new settlements created Option would largely be focused at existing urban areas, with some development in villages Option would focus all development into existing urban areas.
SA14 Ensure land is used efficiently and effectively.		Basemap	Development focused in urban areas Development focused in rural areas Option would require new settlement creation
		Agricultural land	Development will be focused on agricultural land of excellent, very

Objectives	Sub-objectives	GIS layer	Criteria
	<ul style="list-style-type: none"> Encourage development on previously developed land. Whenever possible protection the best quality agricultural land. Encourage development at densities which are appropriate to the location and the local environment. Where land has the potential to be contaminated or is known to be contaminated ensure that suitable investigation and remediation is carried out to bring it back into use. Protect soil quality and avoid soil pollution. Avoid the loss of and enhance the natural capital assets of the District. 	<p>Coal authority areas</p>	<p>good or good to moderate land Development will be focused on poor and very poor agricultural land. Development will occur on mostly non-agricultural land.</p> <p>Option focuses development into high risk CA development areas Option focuses development into low risk areas</p>
<p>SA15 Conserve and enhance the character, diversity and local distinctiveness of the District's built and historic heritage.</p>	<ul style="list-style-type: none"> Protect and conserve heritage assets, buildings and their settings. Maintain and increase access to cultural heritage assets. Protect and enhance the local historic environment and ensure new development respects the character of the historic environment. Respect archaeological remains and protect or record according to guidance. 	<p>NWL local heritage assets</p> <p>Listed buildings</p> <p>Historic gardens</p> <p>Conservation areas</p> <p>Ancient monuments</p>	<p>Option focuses development into areas with high density of heritage assets Option focuses development into some areas with heritage assets Development is focused away from key heritage assets.</p>
<p>SA16 Protect water resources and ensure they are used efficiently.</p>	<ul style="list-style-type: none"> Ensure developments are designed to a high level of water efficiency. Ensure all water resources are protected from pollution. Ensure that all water courses are achieving at least 'Good' ecological status. 	<p>Screened out of the assessment as not relevant.</p>	

Objectives	Sub-objectives	GIS layer	Criteria
<p>SA17 Ensure the efficient use of natural resources, including reducing waste generation.</p>	<ul style="list-style-type: none"> • Ensure new development incorporates space for waste sorting and storage to aid recycling. • Encourage sustainable construction making use of recycled and recyclable building materials. • Ensure the re-use of demolition waste. • Ensure minerals deposits and sites allocated for waste management are not sterilised through inappropriately located development 	<p>Mineral safeguarding zones</p>	<p>Development focused in mineral safeguarding areas</p> <p>Some development in mineral safeguarding areas</p> <p>Development away from mineral safeguarding areas</p>

3.3 Employment Strategy Options Assessment Criteria

SA objectives were assessed, with each potential effect identified allocated a significance score/symbol, which is colour coded, described and details of the nature of the potential effect (i.e. direct/indirect or cumulative) listed in Table 3.2 below. Potential significant and uncertain effects are within Section 4 of this report, and detailed results of the assessment are within Appendix A. Definitions of the descriptor used for potential effects are also detailed within Table 3.2 below.

Table 3.2: Significance definitions for Employment Strategy Options assessment

Symbol	Definitions of Significance of Effects Against the SA Objectives	Assumptions on the nature of effects
++	<p>Significant Positive Effect: the policy supports the achievement of this objective; it addresses all relevant sub-objectives and could result in a potentially significant beneficial effect e.g. improved access by walking and cycling modes to a local or town centre</p>	<p>Permanent Continual</p> <p>Magnitude: High 80%+ receptor or environmental capacity affected; or Medium 40-80% of receptor or environmental capacity of affected</p> <p>The effect could be to:</p> <ul style="list-style-type: none"> • enhance and redefine the location in a positive manner, making a contribution at a national or international scale; • enhance and redefine the location in a positive manner; • repair or restore receptors badly damaged or degraded through previous uses; and/or • improve one or more key elements/features/ characteristics of a receptor with recognised quality such as a specific regional or national designation.
+	<p>Minor Positive Effect: the policy supports the achievement of this objective; it addresses some relevant sub-objectives, although it may have only a minor beneficial effect</p>	<p>Reversible Infrequent or intermittent</p> <p>Magnitude: Low 20-40% of receptor or capacity affected.</p> <p>The size, nature and location of a proposed scheme would:</p> <ul style="list-style-type: none"> • improve undesignated yet recognised receptor qualities at the neighbourhood scale; • fit into or with the existing location and existing receptor qualities; and/or • enable the restoration of valued characteristic features partially lost through other land uses.
0	<p>Neutral Effect: the policy has no impact or effect and is neutral insofar as the benefits and drawbacks appear equal and neither is considered significant</p>	<p>N/A</p>

Symbol	Definitions of Significance of Effects Against the SA Objectives	Assumptions on the nature of effects
?	Uncertain Effect: Uncertain or insufficient information on which to determine the assessment at this stage	N/A
-	Minor Negative Effect: the policy appears to conflict with the achievement of this objective; it does not address relevant sub-objectives and may result in minor adverse effects	Reversible Infrequent or intermittent Magnitude: Low 20-40% of receptor or capacity affected. The size, nature and location of a proposed scheme would: <ul style="list-style-type: none"> • be out of scale with the location; or • leave an adverse impact on a receptor of recognised quality such as a specific district or county designation.
--	Significant Negative Effect: the policy works against the achievement of this objective; it could exacerbate relevant sub-objectives and may result in a potentially significant adverse effect e.g. loss of all or part of a designated ecological site of national importance.	Permanent Irreversible Continual Magnitude: High 80%+ receptor or environmental capacity affected; or Medium 40-80% of receptor or environmental capacity of affected The effect could be to: <ul style="list-style-type: none"> • permanently degrade, diminish or destroy the integrity of the receptor; • cause a very high-quality receptor to be permanently changed and its quality diminished; • cannot be fully mitigated and may cumulatively amount to a severe adverse effect; • be at a considerable variance to the location, degrading the integrity of the receptor; and/or • will be substantially damaging to a high-quality receptor such as a specific regional or national designation.

4 SA Findings of the Employment Strategy Options

4.1 Introduction

This section sets out the results of the SA of the Employment Strategy Options and the approach to how the assessment has been undertaken. The detailed assessment findings of each option are presented in excel tables in Appendix A.

The assessment of each option has been based on the assumption that the **'potential' allocation sites** within each option will be taken forward. This has been done to ensure that the sites can be assessed on a comparative basis. Once the preferred option has been selected the potential allocation sites within this option will be assessed in more detail. Therefore, all the sites contained within the option will not necessarily be taken forward. The suitability of individual sites will depend upon the outcome of a separate assessment process.

Overall, the assessment has considered the likely effects of each option when considering the dispersal pattern of sites within each option rather than considering the actual 'amount' of land in each location from each 'potential' allocation.

The Money Hill allocation (EMP17) from the adopted Local Plan is included within all the four employment strategy options and consequently does not affect the relative performance of the options. It is located on land just north of Ashby de la Zouch (KSC) and is therefore accessible to a range of local services and facilities and scores positively for SA6 (enhancing town and village centres) and SA7 (provision of employment opportunities) as it is providing a large scale employment site.

Other assumptions made for each option are included within the excel tables in Appendix A.

Section 4.2 sets out the individual performance of each strategic employment option detailing the number of potential significant positive, significant negative and uncertain effects. A number of figures (Figures 4.1 - 4.21) for each option are also presented in this section which includes an overview map of each option, as well as individual maps for the potential significant negative effects which have been identified for each option, except for SA objective 13 (landscape and townscape). This objective could not be mapped as it relates to the 'character' of the landscape and townscape so the assessment is based on professional judgement.

This is followed by Section 4.3 which provides a summary of the overall performance of the strategic employment options which will aid option development and selection going forward to the next detailed stage of the SA process.

4.2 Individual Performance of each Employment Strategy Option

Option 1 – Continuation of the Adopted Local Plan strategy

Option 1 reflects the general employment land allocations in the adopted Local Plan which would be distributed principally at Coalville, Ashby de la Zouch and Castle Donington which are the settlements at the top of the settlement hierarchy. It will include new site allocations which will be at the same locations as the adopted Local Plan i.e. in Coalville, Ashby de la Zouch and Castle Donington. Figure 4.1 shows the overview of ‘potential’ allocation sites in the adopted Local Plan which are included in this option.

Summary Performance

SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA 10	SA 11	SA 12	SA 13	SA 14	SA 15	SA 16	SA 17
-		?		+	+	+	-	--	+	--	--	-	--	--		-

No potential significant positive effects have been identified for this option.

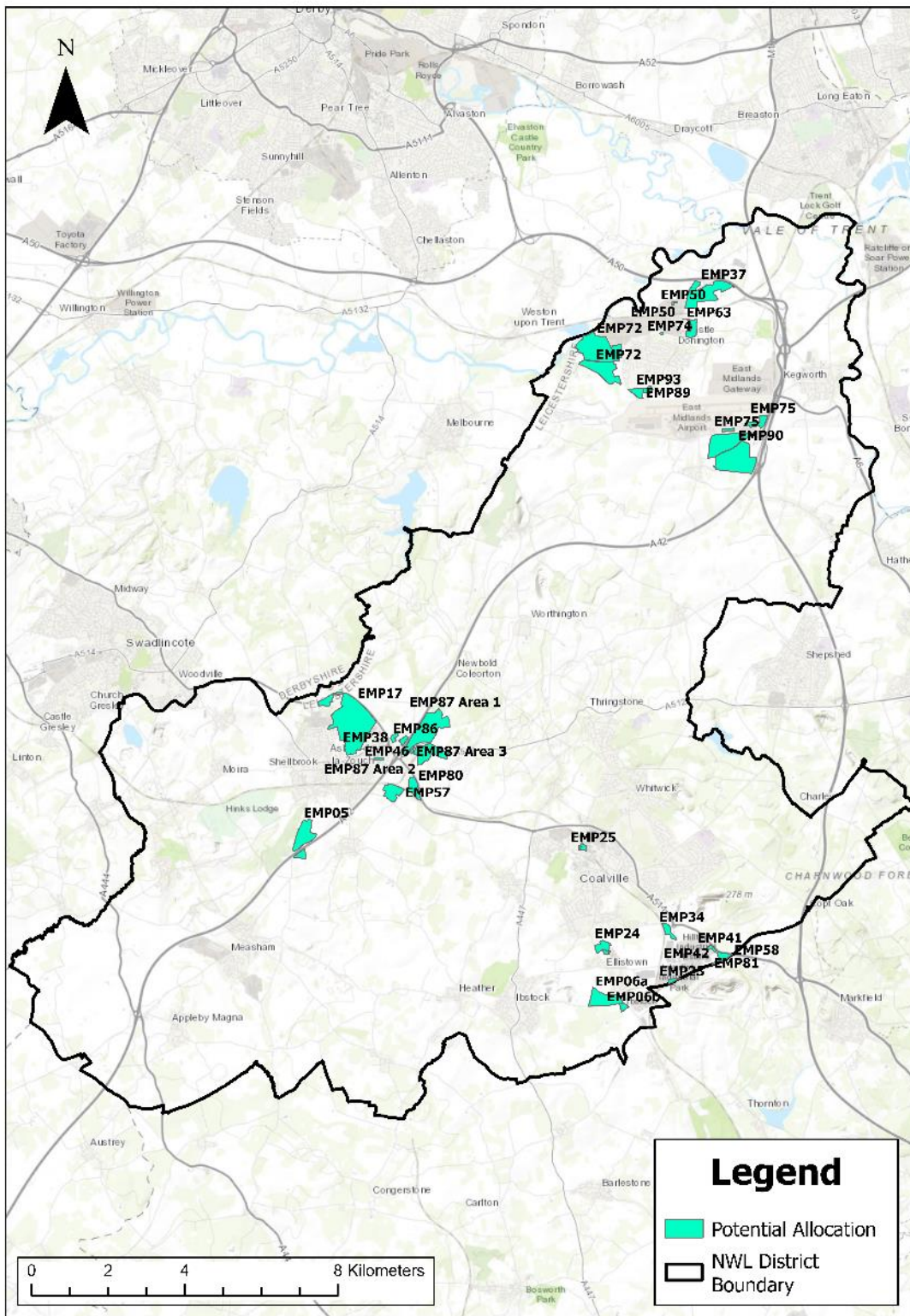
Five potential significant negative effects have been identified in relation to SA9 (reduce air, light, and noise pollution), SA11 (resilience to climate change), SA12 (biodiversity), SA15 (conserve and enhance the character, diversity, and local distinctiveness of the district’s built and historical heritage).

- For SA9, some of the sites within this option such as EMP75, EMP90, EMP37, EMP50 and EMP58 is likely to add to the existing air and noise issues potentially affecting the AQMA’s of Copt Oak and Kegworth due to possible increases in congestion (see Figure 4.2). There are also the potential effects from noise in relation to HS2 and the sites to the north of the district in this option are close to East Midlands Airport where there are existing noise and light issues associated with transport (see Figure 4.2). Additional employment development could exacerbate the existing situation.
- For SA11 some of the sites within this option in the northern part of the district (see Figure 4.2) would be located within Flood Zone 3 so have the potential for negative effects on flooding (see Figure 4.3).
- For SA12, clusters of potential sites around Coalville and Ashby de la Zouch are located in or close to designated sites for nature conservation and/or geological importance (see Figure 4.4). There are also some sites in the north of the district in this option which would be within or close to Local Wildlife Sites.
- For SA14 (ensure land is used efficiently and effectively), SA14, in the southern part of the district in this option certain sites (e.g. EMP46, EMP86 and EMP87 – see Figure 4.5) are located in a Coal Authority High Risk Area which could be an issue if these sites are taken forward. Some sites are also on good quality agricultural land, the loss of which cannot be mitigated for.



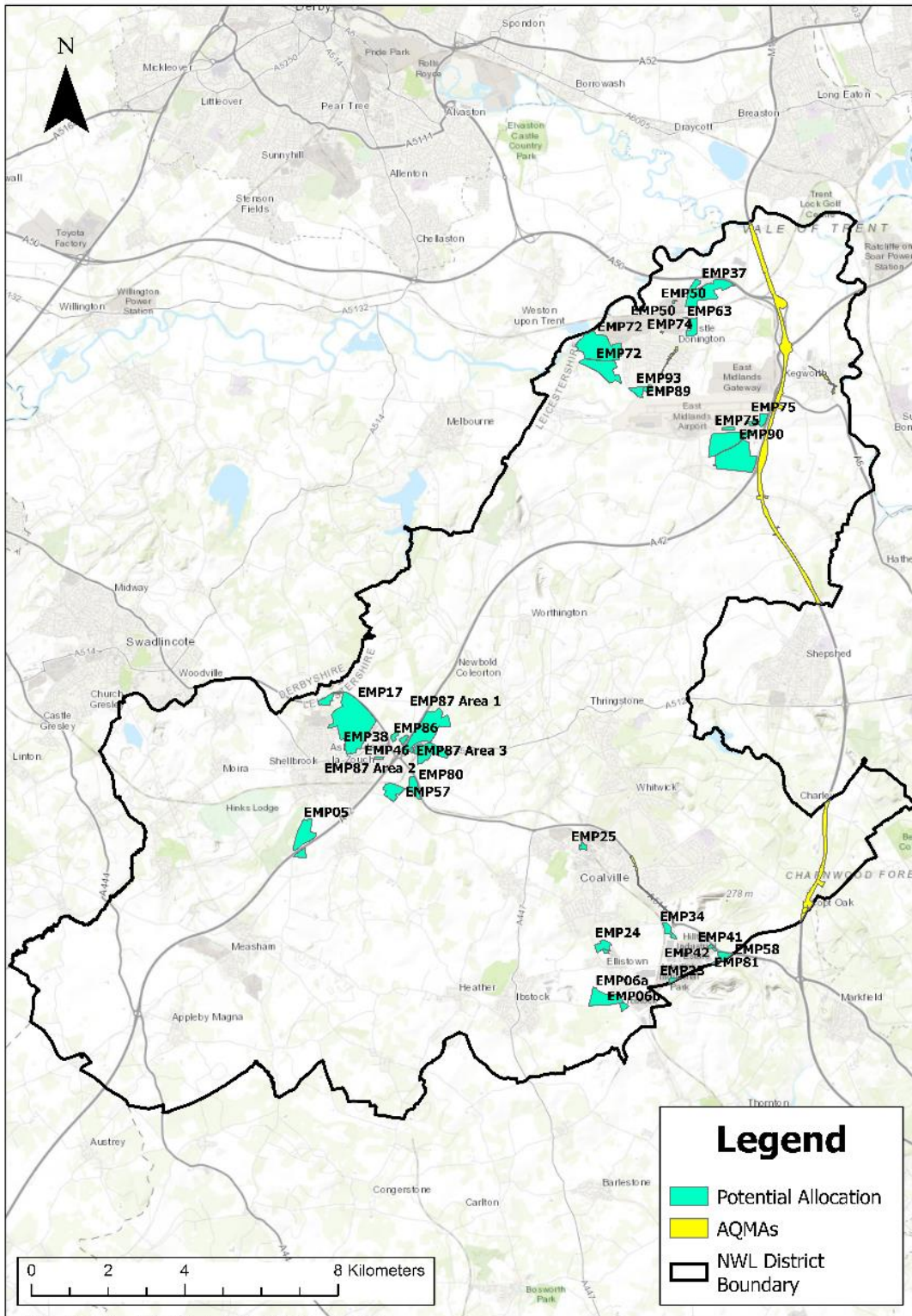
- For SA15, multiple sites within this option would be located in or adjacent to Listed Buildings and Conservation Areas (see Figure 4.6).

One uncertain effect has been identified in relation to SA3 (communities) and with due to the uncertainty in relation to the potential sites (EMP05, EMP17, EMP25, EMP42, EMP57, EMP58, EMP72, EMP81 and EMP93) within this option which are proposed for both housing and employment as their final end use is not known at this stage.



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Figure 4.1 Option 1 – Overview of Potential Allocation Sites



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Figure 4.2 Option 1 - SA9 Air, Noise and Light Pollution

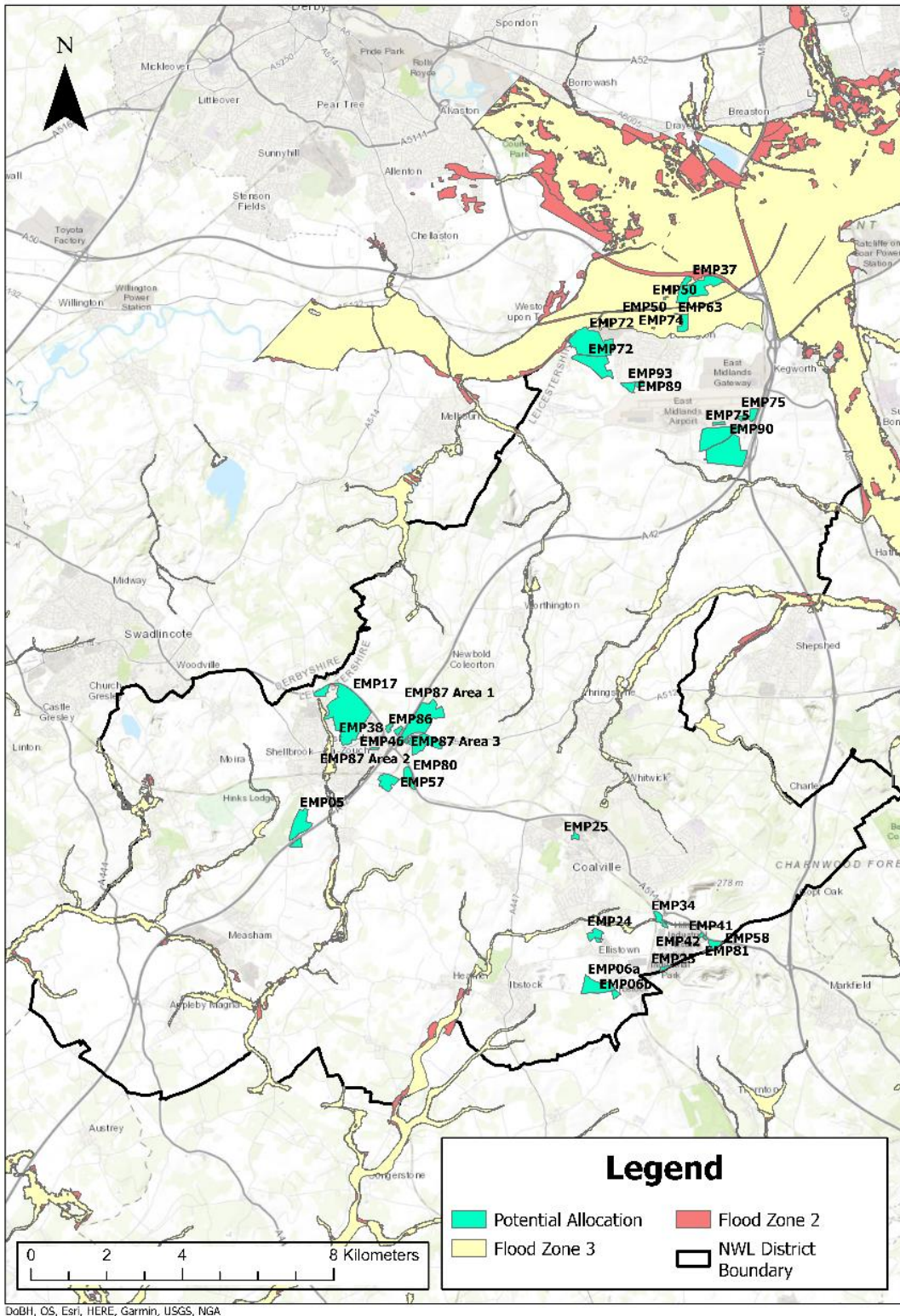


Figure 4.3 Option 1 - SA11 Flooding

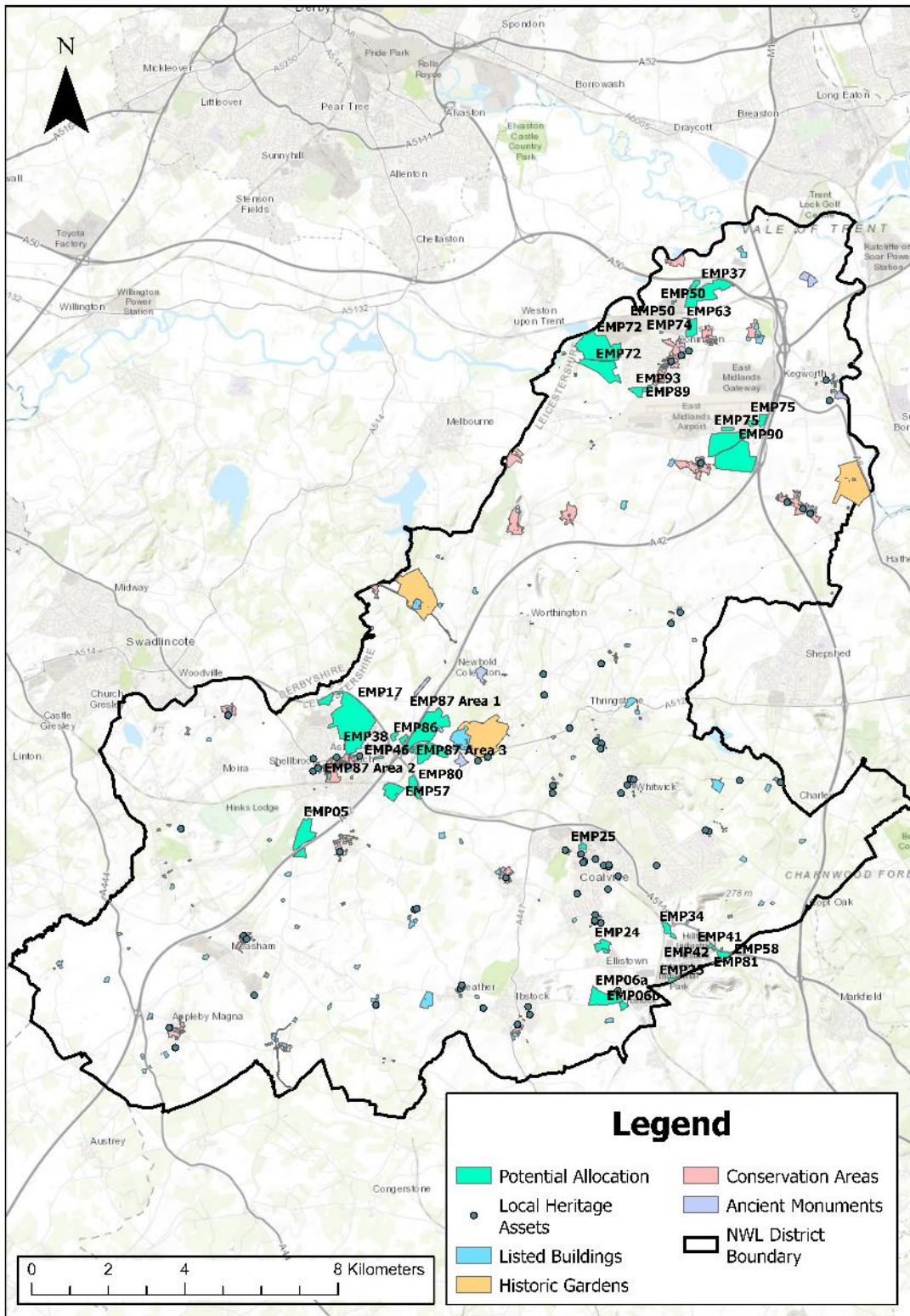


Figure 4.3 - Option 1 - SA15 Heritage

Option 2 – Allocation of employment land at Principal Town (PT), Key Service Centres (KSCs) and ‘new’ employment location –

Option 2 would involve allocating employment land at Coalville, Ashby and Castle Donington (as per Option 1) and also at Measham/Appleby Magna as a ‘new’, expanding employment location. Figure 4.7 presents an overview of the sites within Option 2.

Summary Performance

SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA 10	SA 11	SA 12	SA 13	SA 14	SA 15	SA 16	SA 17
-		?		++	++	++	-	--	+	--	--	--	--	--		-

Three potential significant positive effects have been identified for Option 2 in relation to SA5 (economy), SA6 (enhancing town and village centres) and SA7 (employment). The option will disperse sites across the district in different sizes of settlements which will support economic growth by providing employment opportunities in a choice of sites well related to labour supply.

Six potential significant negative effects have been identified in relation to SA9 (reduce air, light, and noise pollution), SA11 (resilience to climate change), SA12 (to protect and enhance biodiversity and protect areas identified for their nature conservation and geological importance), SA13 (conserve and enhance the landscape and townscape character), SA14 (ensure land is used efficiently and effectively), SA15 (conserve and enhance the character, diversity, and local distinctiveness of the District’s built and historical heritage).

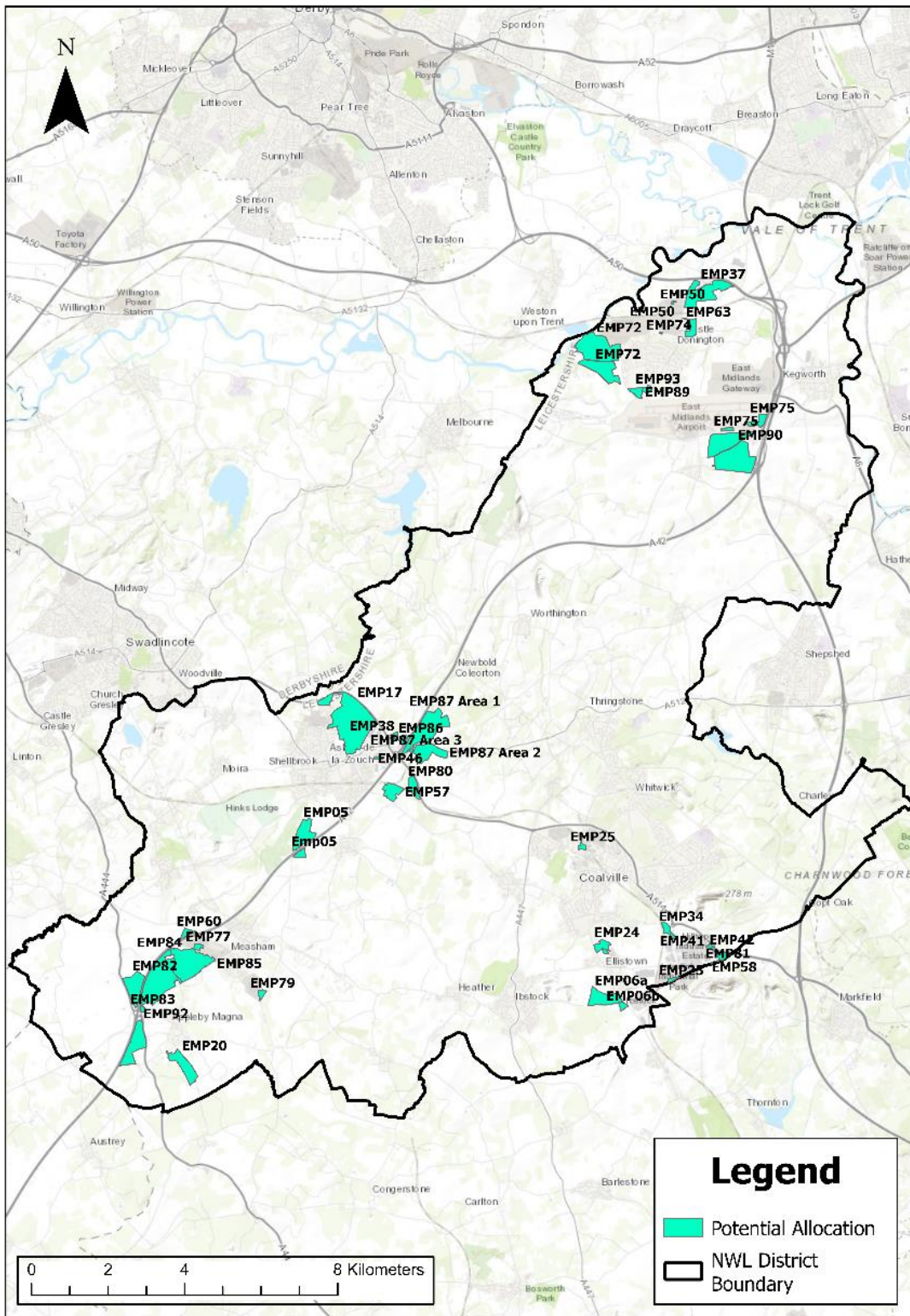
- For SA9, certain sites within Option 2 notably EMP34, EMP63, EMP75 and EMP93 are located close to an AQMA which could be an issue if these sites are taken forward. Certain sites within this option are also located close to East Midlands Airport where there are existing noise and light issues associated with transport (see Figure 4.8). Additional employment development could exacerbate the existing situation.
- For SA11 certain sites in this option particularly in the northern part of the district (see Figure 4.9) are in Flood Zones 2 and 3 so are likely to have negative effects on flooding.
- For SA12, certain sites in this option particularly those clustered around Coalville, Ashby de la Zouch and Measham if taken forward would be located in or close to designated sites for nature conservation and/or geological importance (see Figure 4.10). There are also some sites in the north of the district in this option which would be within or close to Local Wildlife Sites.
- For SA13, the potential ‘scale’ of development of a ‘new’ expanding employment location at Measham/Appleby Magna would permanently alter the landscape and character of the areas in this locality and is likely to have adverse impacts on this objective.
- For SA14, Option 2 if taken forward would include a large number of potential sites which are greenfield, not on previously developed land of which some are Grade 1 or 2 Agricultural Land. There are also potential sites in the middle of the district in this option



near Ashby de la Zouch which would be located in High Risk Coal Authority Areas (see Figure 4.10).

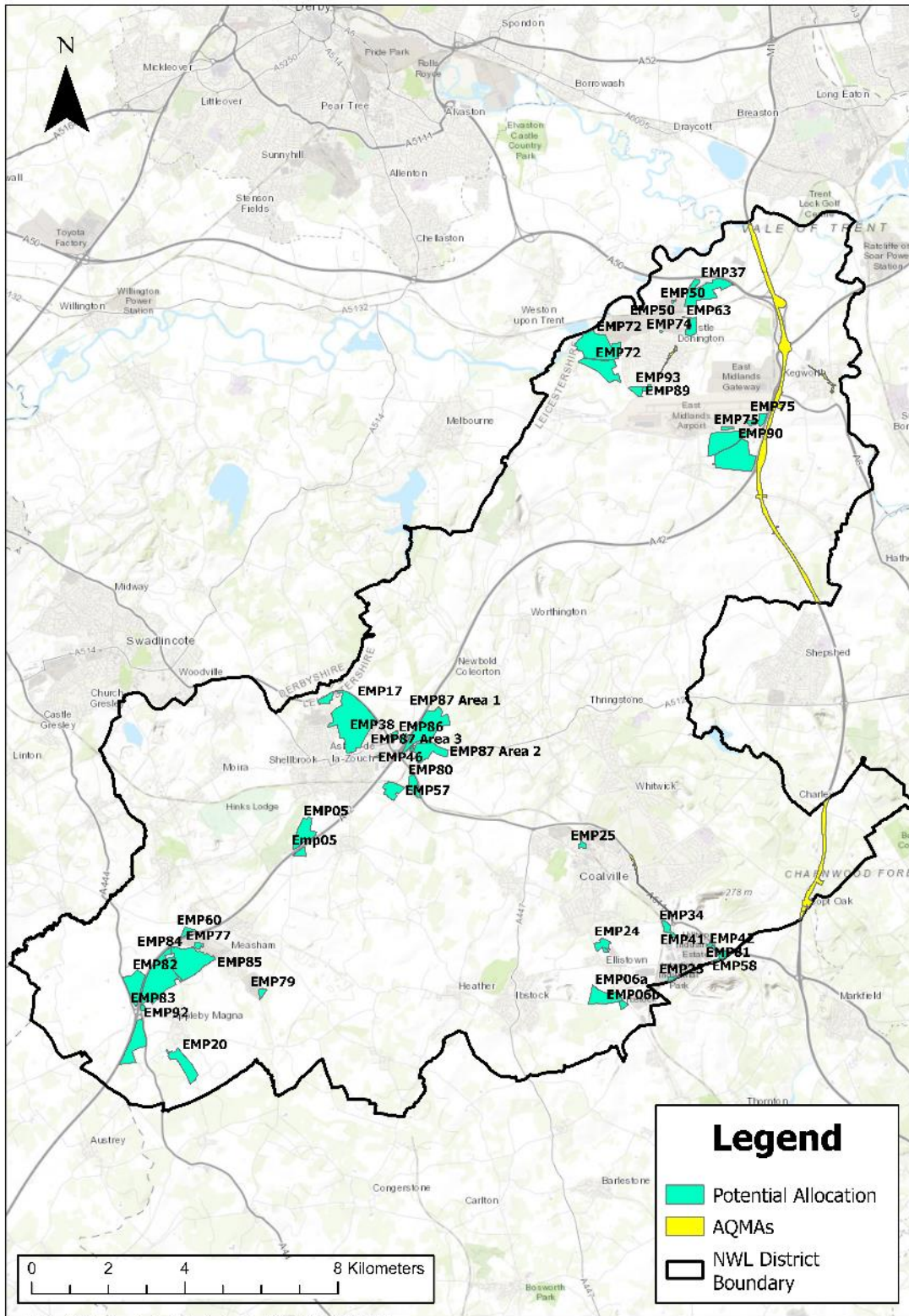
- For SA15, Option 2 includes multiple sites which if taken forward are located in or adjacent to Listed Buildings and/or a Conservation Area so there is likely to be a direct negative effect on SA15 (see Figure 4.11)

One uncertain effect has been identified in relation to SA3 (communities) due to the uncertainty in relation to the potential sites ((EMP05, EMP17, EMP25, EMP42, EMP57, EMP58, EMP60, EMP72, EMP81, EMP92 and EMP93) within this option which are proposed for both housing and employment.



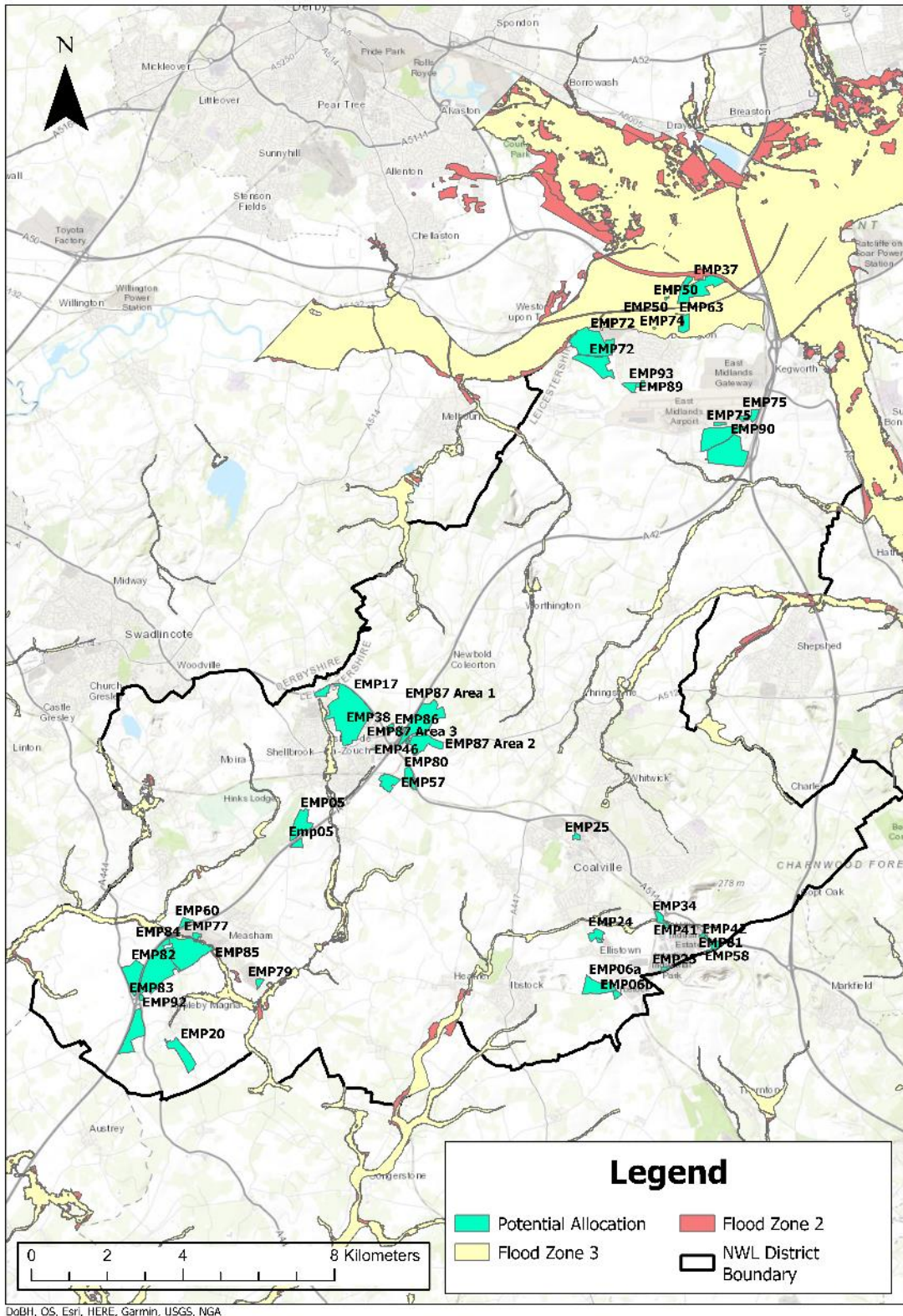
Esri UK, Esri, HERE, Garmin, GeoTechnologies, Inc., USGS, METI/NASA, NGA

Figure 4.4 – Overview of potential sites in Option 2



Esri UK, Esri, HERE, Garmin, GeoTechnologies, Inc., USGS, METI/NASA, NGA

Figure 4.5 - Option 2 - SA9 Air, Noise and Light Pollution



DoBH, OS, Esri, HERE, Garmin, USGS, NGA

Figure 4.6 - Option 2 - SA11 Flooding

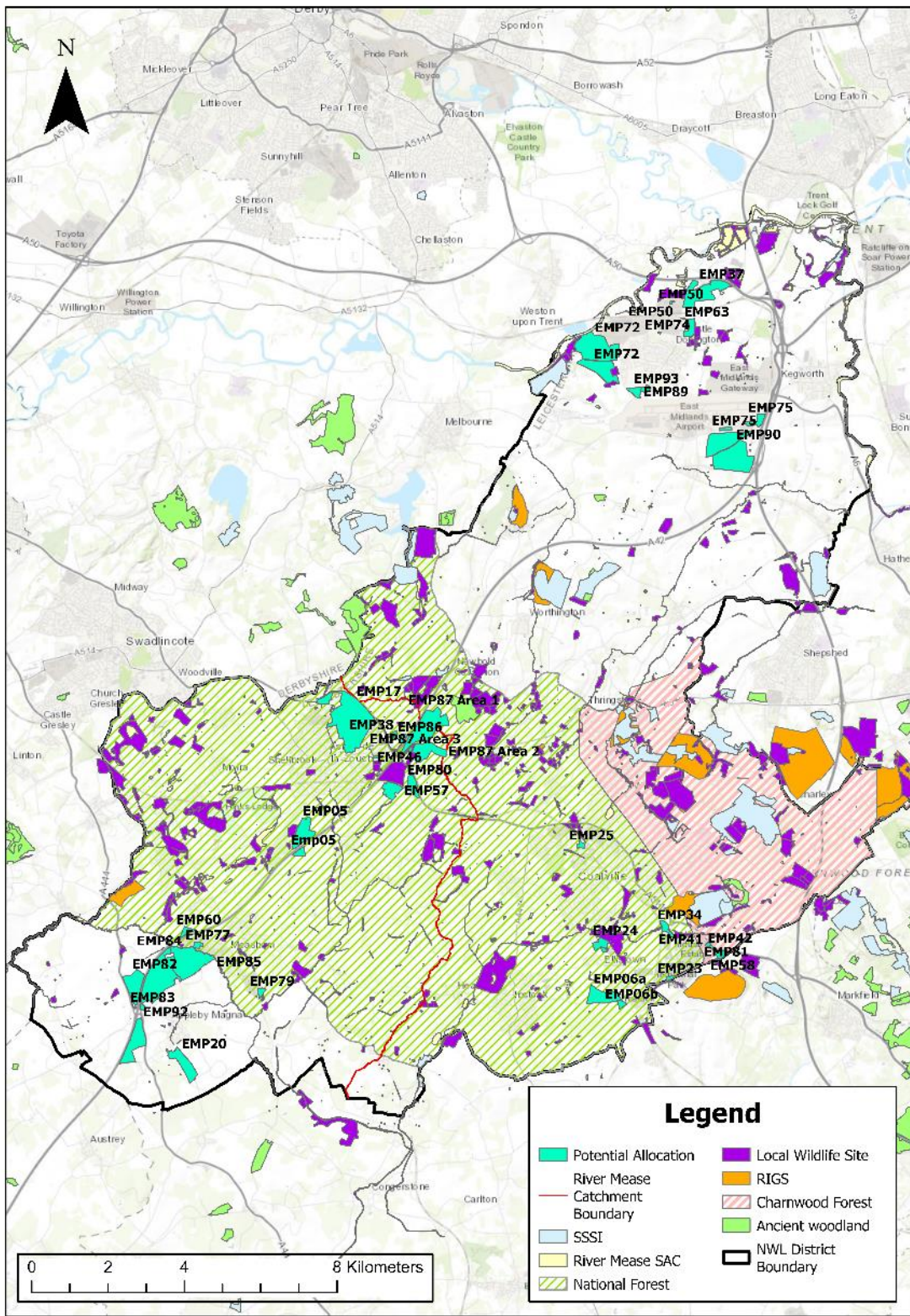
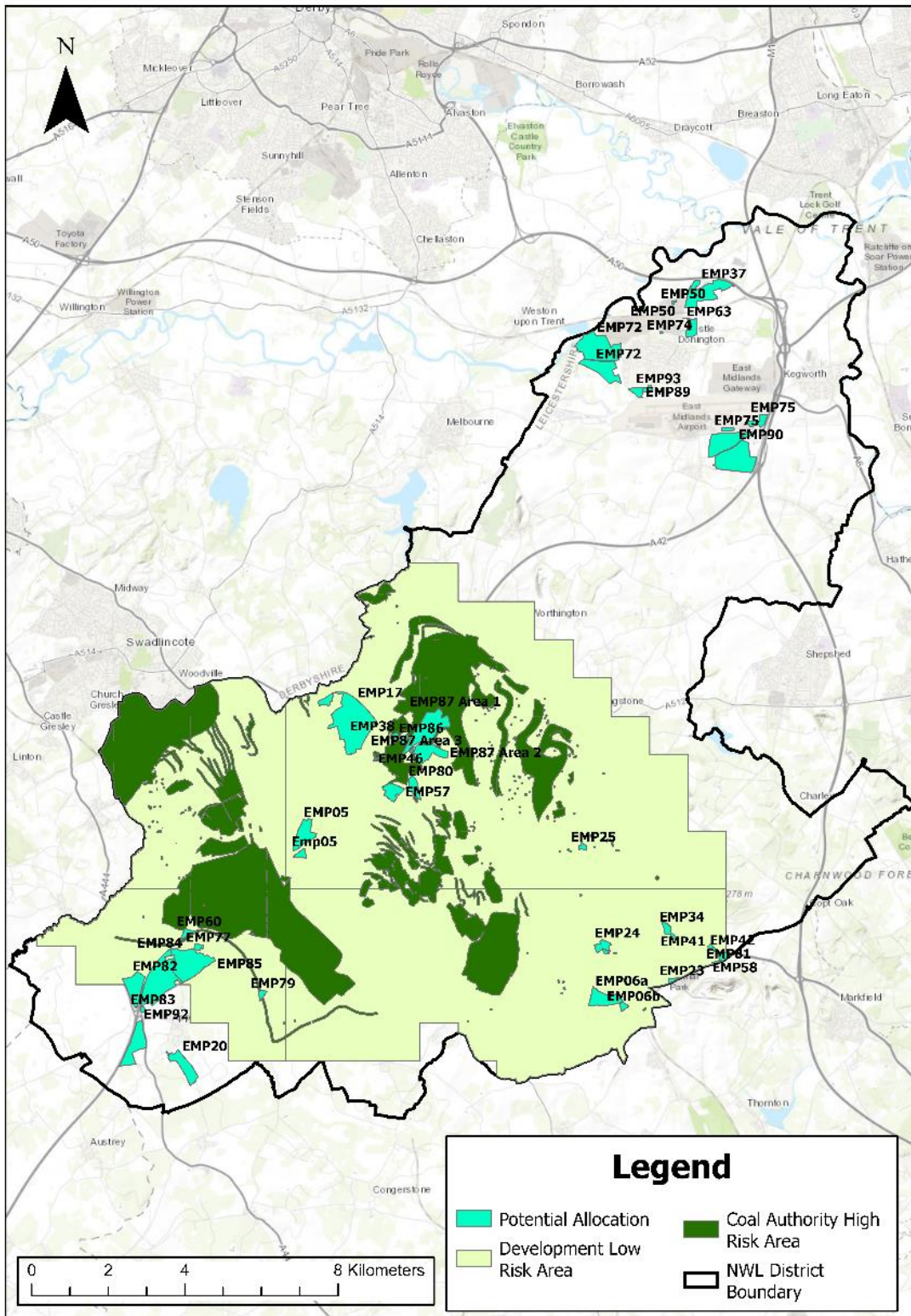


Figure 4.7 - Option 2 - SA12 Biodiversity



DoBH, OS, Esri, HERE, Garmin, USGS, NGA

Figure 4.10 - Option 2 - SA14 Land Use

Option 3 – More Widespread Allocations in Local Service Centres (LSCs) and Sustainable Villages

Option 3 would involve a more widespread distribution of employment land, including to locations which are currently less well provided for or as easily accessible such as the Local Service Centres (Ibstock, Kegworth and Measham) and potentially Sustainable Villages.

As for all the options, this option also includes the Money Hill allocation (EMP17) in the adopted Local Plan which is located in Ashby de la Zouch.

Figure 4.12 presents an overview of the potential sites within Option 3.

Summary Performance

SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA 10	SA 11	SA 12	SA 13	SA 14	SA 15	SA 16	SA 17
-		-		-	+	+	--	--	?	--	--	--	--	-		-

No potential significant positive effects have been identified for this option.

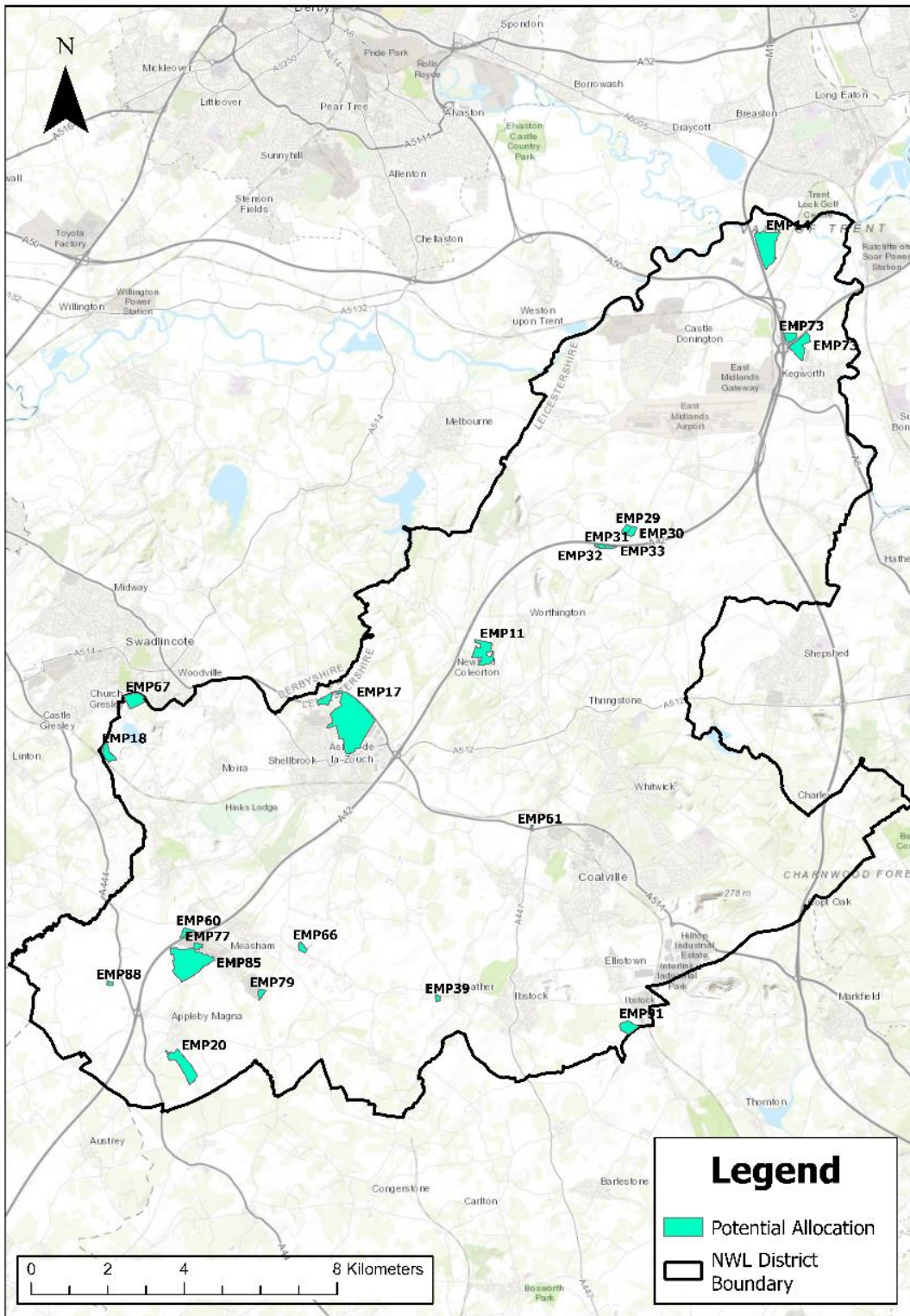
Six potential significant negative effects have been identified as follows:

- For SA8 (reduce the need to travel) Option 3 includes sites which if taken forward would be located in areas where public transport links are poor and not as frequent or accessible compared with other options with more sites located in the Principal Town or the Key Service Centres.
- For SA9 (reduce air, light, and noise pollution) two sites (EMP14 and EMP73) in Option 3 if taken forward are located adjacent to Kegworth AQMA and the sites to the north of the district in this option are close to East Midlands Airport where there are existing noise and light issues associated with transport (see Figure 4.13). Additional employment development could exacerbate the existing situation.
- For SA11 (climate change) two of the sites (EMP14 and EMP73) in Option 3 are located in Flood Zones 2 and 3 (see Figure 4.14).
- For SA12 (to protect and enhance biodiversity and protect areas identified for their nature conservation and geological importance) certain sites within Option 3 would be located in the National Forest, and in or close to designated sites for nature conservation or geological importance. There is also a cluster of sites (EMP29-33) close to SSSIs such as Pasture and Asplin Woods SSSI and Breedon Cloud and Wood Quarry SSSI (see Figure 4.15).
- For SA13 (conserve and enhance the landscape and townscape character) Option 3 would provide employment development in Local Service Centres and Sustainable Villages which could affect the urban edge and existing townscape/ landscapes. Development of potential sites particularly in sustainable villages brought forward by this

option is also likely to permanently alter the landscape and character of the areas in these rural locations and is likely to have adverse impacts on this objective.

- For SA14 (ensure land is used efficiently and effectively), certain sites within Option 3 would be located on greenfield land rather than on previously developed land and some of the greenfield land is Grade 1 or 2 Agricultural Land. Some of the sites would also be located in Coal Authority High Risk Areas (see Figure 4.16).

One uncertain effect has been identified in relation to SA10 (climate change) due to the sites in Option 3 being distributed widely across the district at Local Service Centres and Sustainable Villages there is likely to be less feasibility for District Heat Networks (DHNs) for example. Until the site design details in relation to the reduction of carbon emissions are known an uncertain effect has been recorded.



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Figure 4.12 - Overview of potential sites in Option 3

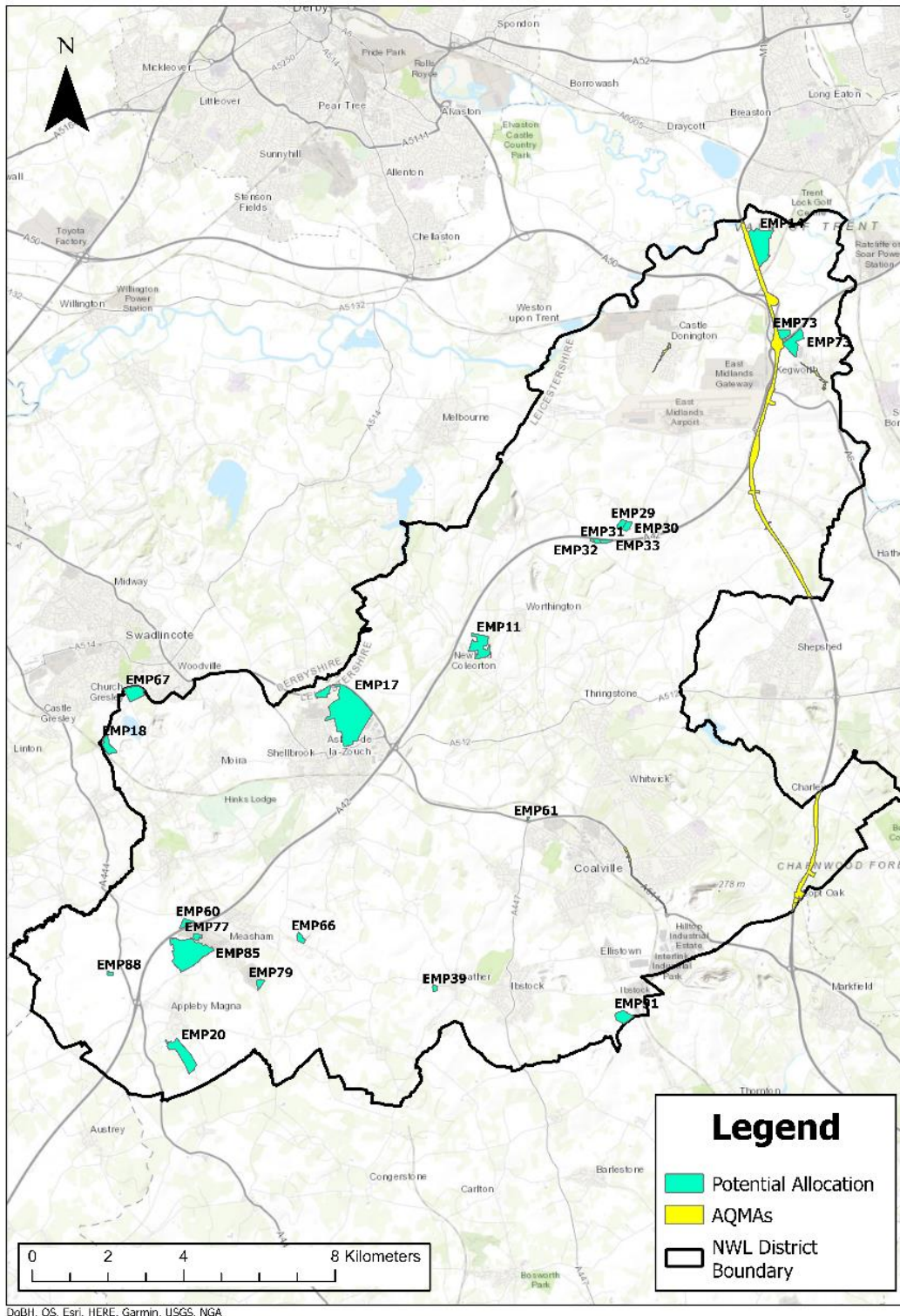
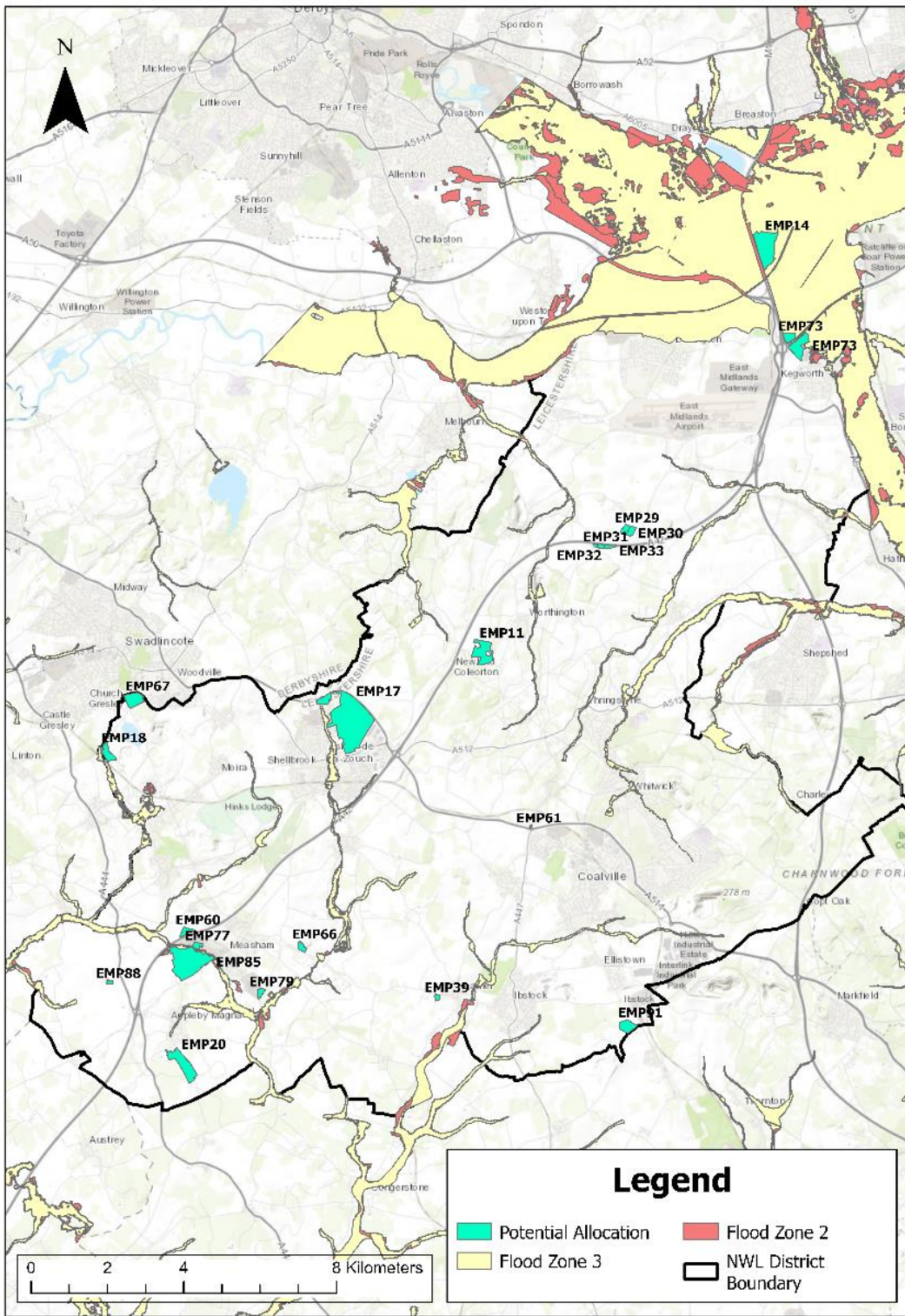


Figure 4.13 - Option 3 - SA9 Air, Noise and Light Pollution



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Figure 4.14 - Option 3 - SA11 Flooding

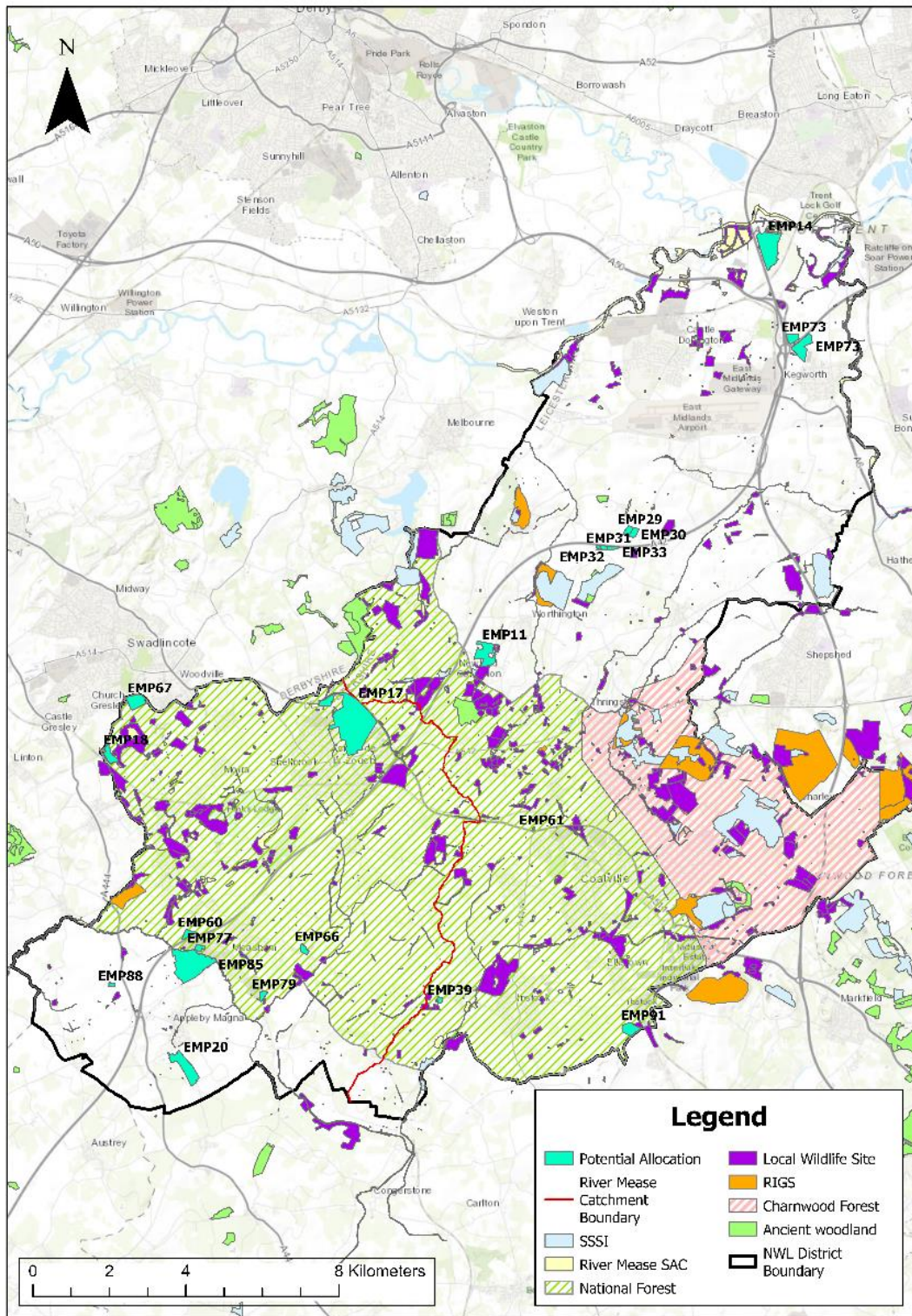


Figure 4.15 - Option 3 - SA12 Biodiversity

Option 4 – Allocation of a ‘new’ business park and a small number of sites

Option 4 would involve allocating land for a single and new location for employment (a ‘new’ business park’) in one of three locations. A number of ‘potential’ sites have been identified within these three locations which are presented in Figure 4.17 and shown in Table 4.1 below.

The three locations proposed for a new employment location are: Isley Walton, land south of East Midlands Airport or sites around J11 of M/A42. Similar to all the other options, Option 4 would also include the Money Hill allocation (EMP17) in the adopted Local Plan which is located in Ashby de la Zouch.

Table 4.1 – Option 4 – Sites included in each location

Location for New Employment Site	Site Reference (s)
Isley Walton	EMP70
South of the Airport, Castle Donington	EMP90
J11 of A/M42	EMP82, EMP83, EMP84, EMP85, EMP92
Ashby de la Zouch	EMP17

Summary Performance

SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA 10	SA 11	SA 12	SA 13	SA 14	SA 15	SA 16	SA 17
--		-		+	-	-	--	--	?	+	--	--	--	-		-

No potential significant positive effects have been identified for this option.

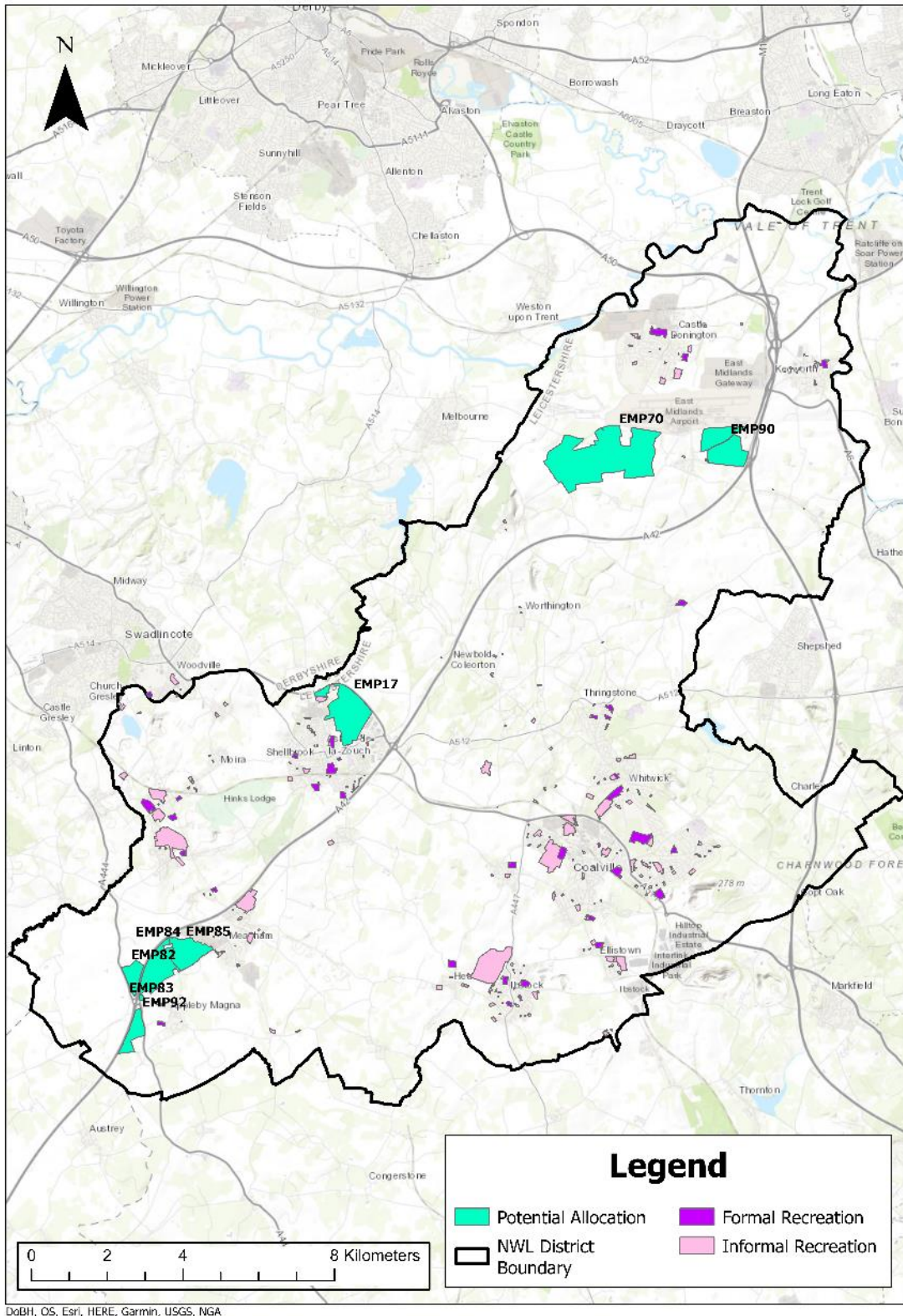
Six potential significant negative effects have been identified in regard to the following SA objectives:

- SA1 (improve health and wellbeing) all of the potential sites within Option 4 have poor access to recreational facilities with the exception of sites EMP17, EMP70 and EMP92 being particularly poorly located which could be an issue if these were taken forward (see Figure 4.18). Although due to the scale of sites EMP17 and EMP70 policy requirements for mitigation could reduce any negative effects.
- SA8 (reduce the need to travel) - Option 4 includes sites which if taken forward would be located in areas with some public transport links including in the future to HS2 railway services and site EMP90 and potential EMP70 could be served by the Skylink services which runs frequently to Derby, Leicester, Nottingham, Coalville and Loughborough.

However, these transport links will not be as accessible or as frequent compared with other options which have sites located in the Principal Town or the Key Service Centres.

- SA9 (reduce air, light, and noise pollution) - Only one site (EMP90) in Option 4 if taken forward would have a negative effect on SA9 due to its location adjacent to Kegworth AQMA and other sites if taken forward particularly EMP70 near to East Midlands Airport have existing noise and light issues associated with transport. Further development in these locations could exacerbate these issues (see Figure 4.19).
- SA12 (biodiversity) - All of the potential sites (except for EMP70 and EMP90) which could be taken forward within Option 4 fall within small areas of the River Mease SAC and sites EMP82 and EMP90 are also close to a Local Wildlife Site (see Figure 4.20).
- SA13 (landscape) - the potential 'scale' of development of the 'new' expanding employment locations would permanently alter the landscape and character of the areas in the localities within this option and is likely to have adverse impacts on this objective.
- For SA14 (ensure land is used efficiently and effectively) - all of the sites in Option 4 are located in low risk Coal Authority Areas, but most of the sites are located on greenfield land of high grade agricultural land. For this reason a potential significant negative effect has been recorded (see Figure 4.21).

One uncertain effect has been identified in relation to SA10 (reduce carbon emissions) due to some of the sites which could be taken forward in Option 4 being distributed widely across the district in lower tier settlements where there is likely to be less feasibility for District Heat Networks (DHNs) for example. However, for the new settlement/employment location proposed there are opportunities to incorporate carbon reduction measures which can be encouraged through planning policy requirements. Until the site design details in relation to the reduction of carbon emissions are known an uncertain effect has been recorded.



DoBH, OS, Esri, HERE, Garmin, USGS, NGA

Figure 4.18 - Option 4 - SA1 Health and Wellbeing and SA2 Inequalities

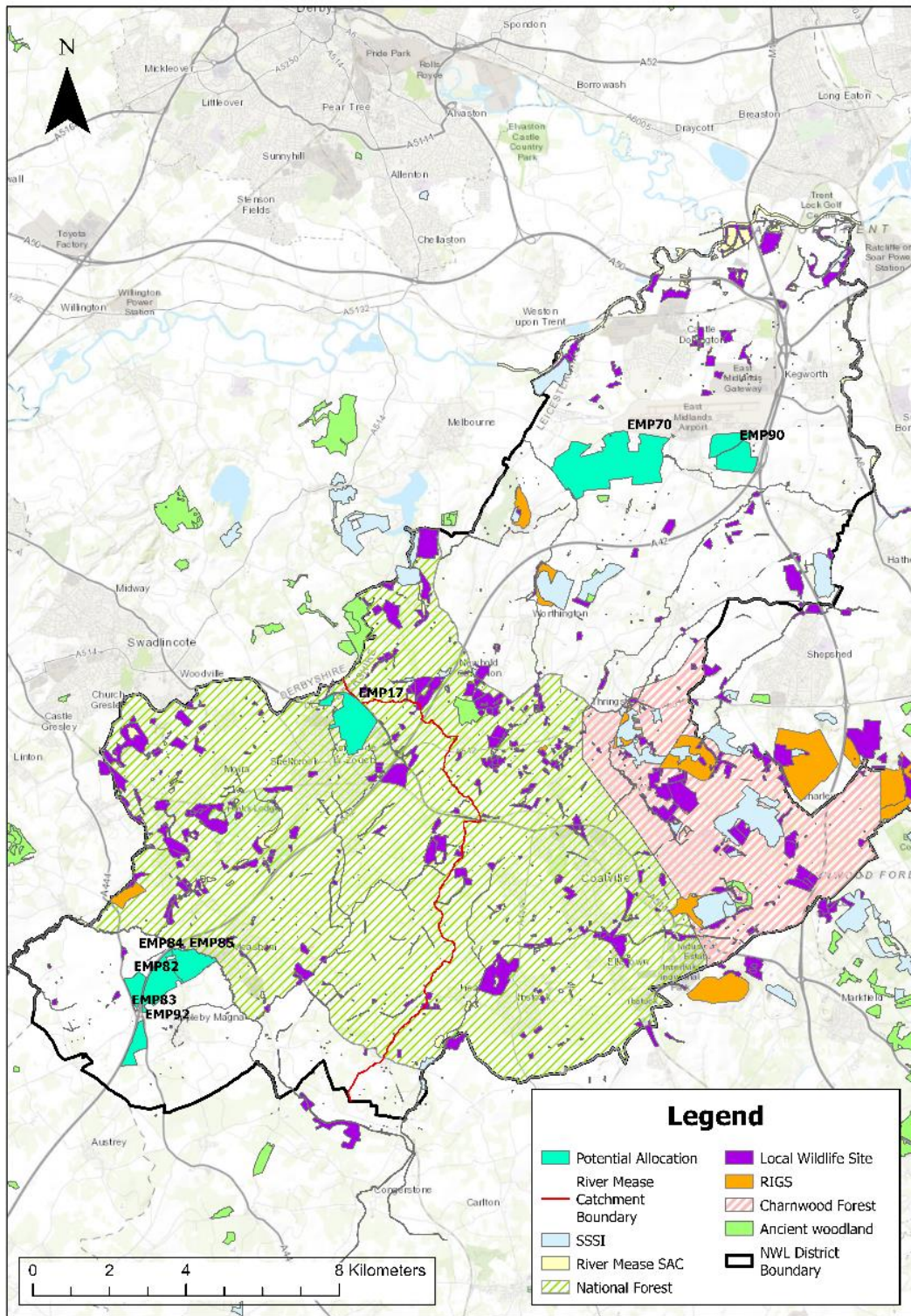
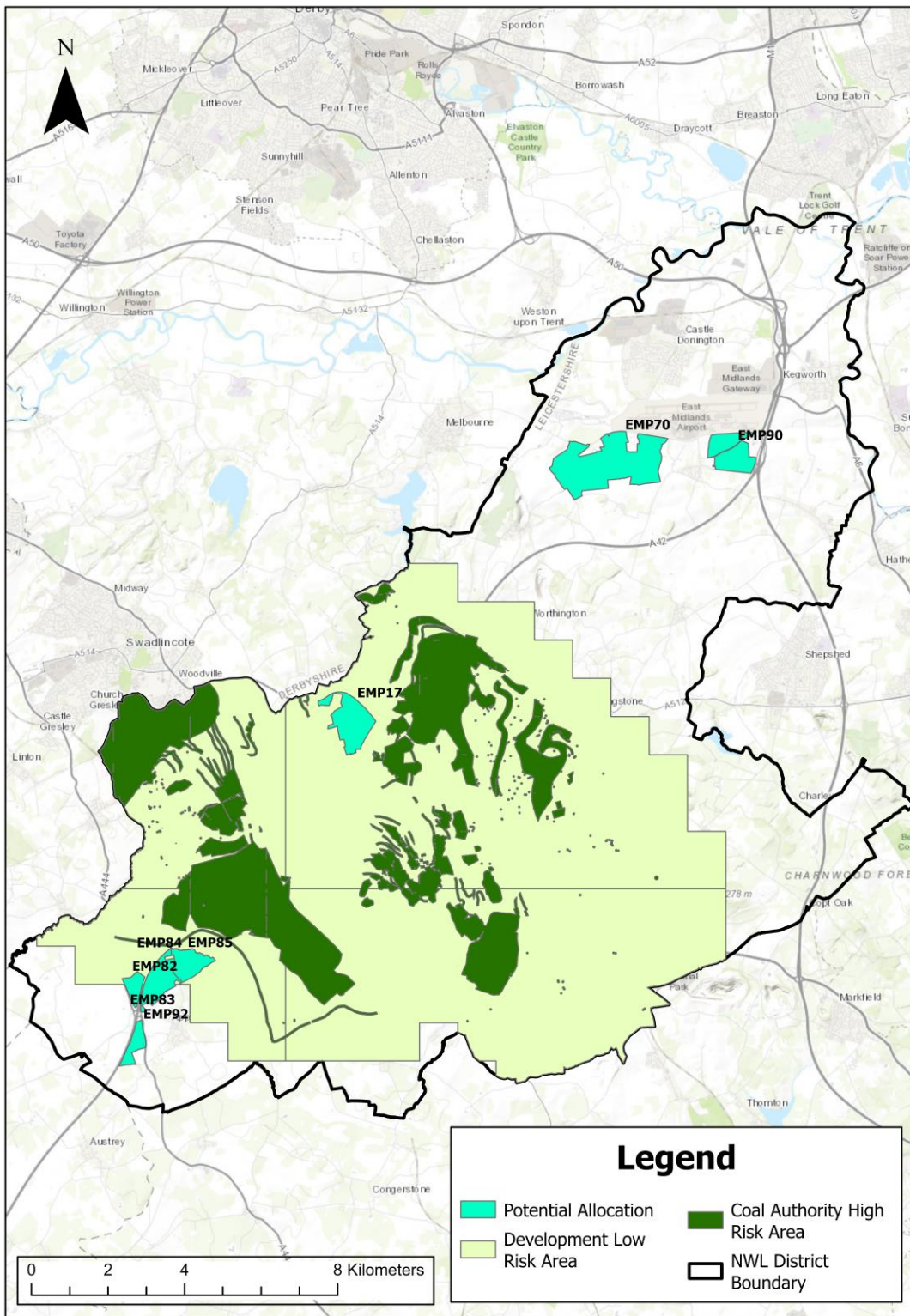


Figure 4.20 - Option 4 - SA12 Biodiversity



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Figure 4.21 - Option 4 - SA14 Land Use

4.3 Overall Performance of the Employment Strategy Options

Table 4.2 below presents the overall performance of all options.

Table 4.2: Summary Performance of the Assessments

	Health	Inequalities	Communities	Housing	Economy	Town centres	Employment	Sustainable travel	Light/air/ noise	Carbon Emissions	Climate change	Bio/geodiversity	Landscape/ Townscape	Land use	Heritage assets	Water resources	Natural resources
	SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA10	SA11	SA12	SA13	SA14	SA15	SA16	SA17
Option 1 Continuation of the adopted Local Plan	-		?		+	+	+	-	-	+	-	-	-	-	-	0	-
Option 2 Allocation of employment land in PT, KSCs and a 'new' expanding employment option	-		?		++	++	++	-	-	+	-	-	-	-	-	0	-
Option 3 Widespread allocations in LSCs and Sustainable Villages	-		-		-	+	+	-	-	?	-	-	-	-	-	0	-
Option 4 Allocation of a 'new' business park	-		-		+	-	-	-	-	?	+	-	-	-	-	0	-



As presented in Table 4.2, the findings of the SA have shown that all options show a mix of potential significant positive and negative effects but on balance Options 3 and 4 are the poorest performing options with significant negative effects recorded for seven of the SA objectives. Option 1 has the least number of significant negative effects (five) however no potential significant positive effects were identified for this option. Option 2 has three predicted significant positive effects and six significant negative effects.

However, once a preferred option has been selected, more detailed assessment of the preferred option which will include the chosen sites should improve the certainty of the assessment and could modify some uncertain effects identified at this stage. Similarly, some potential significant negative effects could be mitigated for using the mitigation hierarchy and thereby avoiding or minimising any adverse effects. This will help further inform the development of the 'preferred employment strategy option'. This will be developed following consultation and engagement on the Employment Strategy Options and through the more detailed consideration of chosen site allocations and policies against the agreed SA framework.

5 Next Steps

As part of the Local Plan Review process, the alternative strategy options for employment growth will be consulted on by NWLDC. The findings from the consultation and engagement on these options will inform the development of a 'preferred employment strategy option' which will be further developed following consultation of potential site allocations and draft policies later on in 2022.