

E1.16

# ES Chapter 16 - Socio-economics

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**THE CROWN  
ESTATE**

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East Hemel

## 16. Socio-economics

### 16.1 Introduction

16.1.1 This Chapter sets out the likely significant effects of the Development on socio-economics. In particular, it considers effects that may arise as a result of the Development on housing stock and employment levels, as well as associated effects on social infrastructure including education, healthcare, open space and play space. Mitigation measures have been identified where appropriate to prevent, reduce and balance any identified negative effects.

### 16.2 Assessment Methodology and Significance Criteria

#### Assessment Methodology

##### Summary of Assessment Methodology

16.2.1 As outlined within the EIA Scoping Report submitted to St Albans City & District Council (SADC) and Dacorum Borough Council (DBC) in December 2024 (**ES Volume 3, Appendix 2.1**), this socio-economic assessment considers the following likely significant effects:

- Gross, direct and temporary employment effects during the Works;
- Gross and net direct effects at Completion, including employment and Gross Value Added (GVA);
- Effects on housing provision at Completion;
- Gross and net effects at Completion in terms of additional household spend;
- Effects on primary healthcare facilities at Completion (i.e. GPs and dentists);
- Effects on primary and secondary education facilities at Completion;
- Effects on open space provision at Completion;
- Effects on play space provision at Completion;
- Effect on leisure facilities at Completion;
- Effect on community facilities at Completion; and
- Effect on existing district centres at Completion.

16.2.2 A Scoping Opinion issued by SADC on 31<sup>st</sup> January 2025 (included in **ES Volume 3, Appendix 2.3**) confirmed the scope of the assessment is acceptable. A separate Scoping Opinion was issued by DBC on 29<sup>th</sup> of January 2025 (included in **ES Volume 3, Appendix 2.2**) also confirmed that the scope is appropriate.

## Consultation and Engagement

16.2.3 After receiving Scoping Opinions from SADC and DBC, a meeting was held with relevant officers on 15<sup>th</sup> April 2025 to discuss two points raised by the respective parties:

- *"It is considered that effects on existing Local Centres at Completion should be added"* (SADC).
- *"There is no specific mention of impacts on 'food production'"* (DBC).

16.2.4 Through this meeting, as well as subsequent email correspondence, it was agreed that:

- Impacts on existing Local Centres tend to be considered as part of Retail Impact Assessments. A separate Retail Impact Assessment has therefore been produced with the results referenced within this Chapter. This has been provided in **Appendix 16.1**.
- Impacts on 'food production' are not typically considered as part of Socio-economics ES Chapters. Impacts on 'food production' also vary significantly depending on the type of agriculture being undertaken as well as associated supply chains. This impact area has therefore been excluded from this Chapter.

16.2.5 During the meeting, a representative from Hertfordshire County Council (HCC) noted that employment estimates for the Employment Areas of the Development are overestimated in relevant strategy and policy documents. Following further technical work, officers recognise that the allocated sites are highly constrained and that it will not be possible to achieve the levels of development previously envisaged. The Development responds to this context by putting forward a more modest set of commercial proposals which are more appropriate for the Site's conditions.

16.2.6 This Chapter assesses these more modest proposals, rather than those in planning policy documents, and recognises that the policy position is considered unrealistic in its assessment.

## Study Area

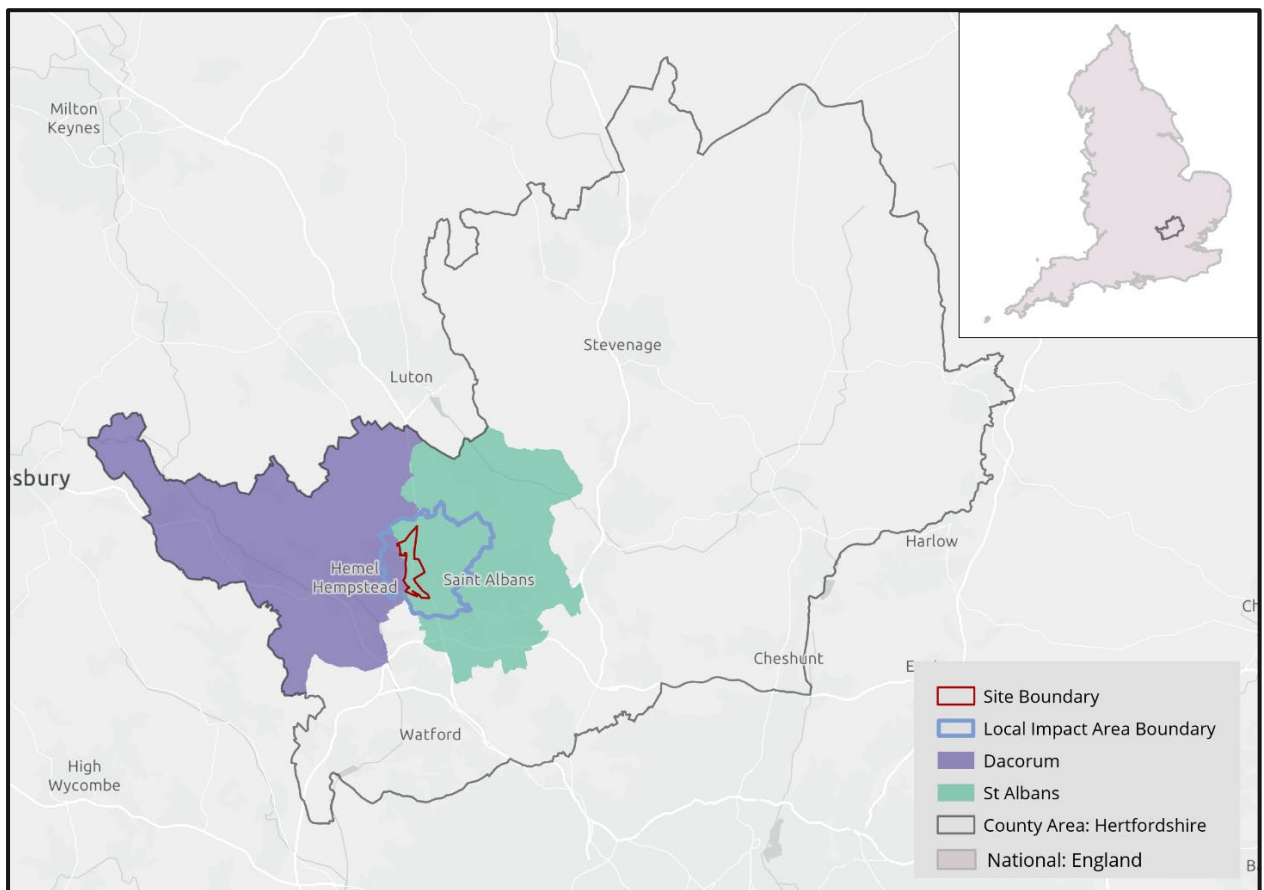
16.2.7 The baseline socio-economic assessment considers existing conditions at the following geographical scales, as shown in **Figure 16.1**. These were agreed with both DBC and SADC during EIA Scoping:

- Local Impact Area (LIA): Lower Spatial Output Areas (LSOAs): E01023722, E01023434, E01023435, E01023436, E01023437, E01023345, E01023346, E01023409, E01023410, E01023411, E01023412, E01023413. These include areas of some parts of Hemel Hempstead that fall within DBC;
- District Area (DA): SADC;
- County Area (CA): HCC; and
- National Area (NA): England.

16.2.8 Baseline analysis for some receptors is based on 'narrower' catchment areas that are considered as being part of the LIA for the purpose of this assessment. Several of these cover areas within both DBC and SADC. These include:

- Healthcare Facilities – GP facilities are considered (a) within 1.6km of the Site based on advice from the *Healthy Urban Development Unit (HUDU)*<sup>1</sup>, and (b) within the relevant Primary Care Network<sup>2</sup> (PCN). Dentists are considered (a) within 1.6km of the Site mirroring the HUDU boundary, and (b) at the local Integrated Care Board (ICB)<sup>3</sup> scale.
- Education Facilities – Primary school provision is considered within 1.6km of the Site and within the Local Authority area as recommended by the *Department for Education Transport Guidance*<sup>4</sup>. Secondary school provision is considered within 3.2 km of the Site and within the CA again in line with *Department for Education Transport Guidance*.
- Open Space / Place Space – Open space and play space are considered within an 800m radius of the Site boundary. This is in line with standard industry practice for socio-economic assessments and is equivalent to a c.10-minute walking distance.

**Figure 16.1: Study Area**



Note: The Site Boundary shown above has changed since this map was produced. For an up to date and precise site boundary please refer to **Figure 1.1** of the ES.

<sup>1</sup> Healthy Urban Development Unity (2009). HUDU Model.

<sup>2</sup> A Primary Care Network is a group of general practitioner (GP) practices that work together to offer a wider range of health and social care services to their local population.

<sup>3</sup>An Integrated Care Board is a statutory NHS organisation that plans and funds health services for the local area.

<sup>4</sup> Department for Education (2014). *New Home to School Travel and Transport Guidance*. London, Department for Education.

## Baseline Data Collection

16.2.9 Socio-economic conditions have been established using secondary statistical sources, such as the Office for National Statistics' (ONS) *Business Register and Employment Survey* (BRES), *Annual Business Survey* (ABS) and *Annual Population Survey* (APS) as well as the 2021 Census<sup>5</sup>. Datasets provided by NHS Digital and the Department for Education have also been consulted.

16.2.10 These are supplemented by relevant information from the Applicant, SADC and a review of relevant policy documents, including the *St Albans Draft Local Plan 2041 (2024)*<sup>6</sup>, *Hemel Garden Communities Delivery Statement (2024)*<sup>7</sup>, *South West Herts Local Housing Needs Assessment Update (2024)*<sup>8</sup>, *St Albans Open Space Study (2024)*<sup>9</sup>, *Dacorum Local Plan to 2041 (2025)*<sup>10</sup>, *South West Hertfordshire Economic Study (2024)*<sup>11</sup>.

16.2.11 The baseline indicators that have been assessed include the following:

- Population: size of population across the different geographical scales, including the age structure and proportion of working age population;
- Labour Market: economic activity / unemployment levels, qualifications, skills and occupational profiles across the different geographical scales;
- Industry: sectoral analysis of business and employment across the different geographical scales;
- On-site Employment: estimate of current full-time employees on-Site;
- Housing: current supply of existing housing stock, tenure profiles and provision of affordable housing across the different geographical scales, with a review of current housing need from recent policy documents;
- Open Space: current open and play space provision at relevant geographical scales;
- Leisure: current leisure and sport provision at relevant geographical scales;
- Community: current community use provision at relevant geographical scales;
- Education: current capacity of primary and secondary schools at relevant geographical scales; and,
- Healthcare: current capacity of primary healthcare facilities (i.e. GP's and dentists) at relevant geographical scales.

16.2.12 The geographical scales at which these are considered are set out in **Table 16.1** below.

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<sup>5</sup> These sources are available via [www.nomis.web.uk](http://www.nomis.web.uk).

<sup>6</sup> St Albans City and District Council (2024) Draft Local plan 2041 (Regulation 19).

<sup>7</sup> St Albans City and District Council, Dacorum Borough Council (2024) Hemel Garden Communities Delivery Statement.

<sup>8</sup> Iceni obo SW Herts Local Authorities (2024) South West Herts Local Housing Needs Assessment Update.

<sup>9</sup> St Albans City and District Council (2024) Open Space Study.

<sup>10</sup> Dacorum Borough Council (2025) Draft Local plan 2041 (Regulation 19).

<sup>11</sup> SW Herts Local Authorities (2024) South West Hertfordshire Economic Study.

**Table 16.1: Socio-economic Geographic Scales for Baseline Assessment**

Receptor	Geographical Scale	Narrower Catchment
Population	LIA, DA, CA, NA	N/A
Labour Market	LIA, DA, CA, NA	N/A
Industry	LIA, DA, CA, NA	N/A
Housing	LIA, DA, CA, NA	N/A
Healthcare	DA	1.6km; Primary Care Network
Education	LIA	Primary: 1.6km / Secondary: 3.2km
Open Space	LIA	Within 800m of the Site Boundary <sup>12</sup>
Play Space	LIA	Within 800m of the Site Boundary <sup>13</sup>
Leisure <sup>14</sup>	LIA, DA	N/A
Community	LIA	N/A
District Centres	LIA, DA	N/A

## Assessing Likely Effects

16.2.13 Socio-economic effects are assessed following the baselining process. Where possible these have been quantified, but where this is not possible a qualitative assessment has been provided based on professional judgement and experience.

16.2.14 The impact assessment is undertaken at the geographical scales set out in **Table 16.2**. The spatial scales where effects are likely to be most sensitive have been selected for the assessment based on professional judgement and experience.

**Table 16.2: Spatial Level of Socio-Economic Impact Assessment**

Assessment	Spatial Level
Construction Employment	CA
Employment	LIA, DA and CA
Housing	LIA and DA
Household Expenditure	LIA and DA
Healthcare	LIA
Education	Primary: LIA (1.6km with the Site Boundary); DA Secondary: LIA (3.2km of the Site Boundary); DA
Open Space	LIA
Play Space	LIA

<sup>12</sup> In line with standard industry practice for socio-economic assessments and is equivalent to a c10 minutes' walking distance.

<sup>13</sup> In line with standard industry practice for socio-economic assessments and is equivalent to a c10 minutes' walking distance.

<sup>14</sup> Assessment goes beyond LIA/DA to also consider important assets within DBC.

Assessment	Spatial Level
Leisure	LIA and DA
Community Facilities	LIA
District Centres	LIA
Community	LIA

## The Works

16.2.15 Temporary direct employment during the construction stage ('the Works') have been estimated using labour coefficients from the *Homes and Communities Agency' Calculating Cost Per Job (2015)*<sup>15</sup> guidance. These have been applied to the estimated forecast costs associated with construction of the Development provided by the Applicant. This has then been divided by the anticipated construction period to provide the average number of gross Full Time Equivalent (FTE) jobs supported each year.

## The Completed and Operational Development

16.2.16 The completed and operational stage assessment has been based on the following approaches:

- Employment Effects:
  - Gross permanent direct employment effects generated by the Development's commercial uses have been estimated using floorspace information from the Applicant<sup>16</sup> alongside the Employment Density Guidance from the Homes and Communities Agency (HCA)<sup>17</sup>. Some employment uses proposed are not covered by the Employment Density Guide. In such cases, alternative benchmarks aligned with normal industry standards have been applied. These are detailed later in the document in support of the employment assumptions. Total employment estimates include new Local Centres and Employment Areas.
  - Net permanent direct, induced and indirect employment effects have been estimated by adjusting gross figures for leakage, displacement and multiplier effects using the *HCA's Additionality Guide (2014)*<sup>18</sup>. Existing agricultural employment has also been netted from gross figures.
  - The Gross Value Added generated by net employment is calculated using sector-specific ONS Sub-regional Productivity tables<sup>19</sup>.

<sup>15</sup> Homes and Communities Agency (2015). *Calculating Cost Per Job – Best Practice Note*. Third Edition. London, Homes and Communities Agency.

<sup>16</sup> Due to the Development Specification providing 'up to' floorspace figures, the maximum amount of which could not be accommodated within the Local Centres, figures derived from the Retail Impact Assessment have been utilised to provide a robust and realistic indication of the manner in which the Development could be delivered within the Local Centres.

<sup>17</sup> The minimum floorspace figures assume that no mezzanines will be provided in commercial units at ground floor level. These could, however, be added which may increase on-site employment.

<sup>18</sup> Homes and Communities Agency (2014) *Additionality Guide* 4th Edition.

<sup>19</sup> ONS (2021). *Sub-regional Productivity: Labour Productivity (GVA per hour worked and GVA per filled job) indices by UK ITL2 and ITL3 sub-regions*. Online, ONS.

- Provision of New Housing and Population:
  - The total number of new housing units reported in this assessment represents the *maximum* number of homes for which planning permission is sought to ensure that potential adverse effects are not underestimated.
  - The provision of new homes is considered against SADC's housing targets as set out in its *draft Local Plan (2024)*<sup>20</sup>. As the Outline Planning Application is submitted with the residential element proposed in outline, the final amount of housing to be delivered on-site will be determined at Reserved Matters stage.
  - The population yield supported by these units has been estimated by HCC using their in-house Population Calculator.
- Additional Household Expenditure:
  - The gross household expenditure on comparison and convenience goods generated by new residents has been estimated by multiplying the maximum number of new units by regional weekly household spending data from the ONS Family Spending Survey (2023)<sup>21</sup>. Net impacts have been calculated by adjusting expenditure for leakage and displacement using HCA's Additionality Guide (2014)<sup>22</sup>.
- Health Service Effects:
  - The impact on GP provision has been assessed by comparing population yield against the existing capacity in the LIA from NHS Digital and the HUDU recommended provision of 1,800 patients per GP. The impact on dentist provision has been considered qualitatively against the increase of population as a result of the Development.
- Education Effects:
  - Primary and secondary schools effects have been assessed by comparing pupil yield data from HCC's Population Calculator against existing capacity as identified in the baseline.
- Open Space and Place Space Effects:
  - Open space and children's play space provision is assessed by examining the impact of the Development against minimum benchmarks set out in *Policy NEB12 Green Space Standards and New Green Space Provision of the St Albans Draft Local Plan 2041: Regulation 19*. This sets out the following minimum requirements for new developments:
    - Natural and Semi-Natural Green Space: 34.6 sqm per person.
    - Parks and Gardens: 7.1 sqm per person.
    - Amenity Green Space: 15.3 sqm per person.
    - Allotments: 4.5 sqm per person.

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<sup>20</sup> SADC (2024) Draft SADC Local Plan 2041 – Regulation 19.

<sup>21</sup> ONS (2023) Family spending in the UK: April 2021 to March 2022.

<sup>22</sup> Homes and Communities Agency (2014) Additionality Guide 4th Edition.

- Children's play space: 0.6 sqm per person.
- Community Facilities:
  - Community facilities have been assessed by examining current provision of community uses across the LIA based on secondary research, and considering the impact of new provision on the offer across the area from an access, diversity and capacity perspective.
- Leisure Facilities:
  - Leisure facilities have been assessed by examining current provision of leisure uses across the LIA and DA based on secondary research, and considering the impact of new provision on the offer across the area from an access, diversity and capacity perspective.
- Local Centre:
  - Local centre effects have been considered qualitatively with reference to the results of a separate Retail Impact Assessment that has been undertaken for the Development, provided in **Appendix 16.1**.

### Cumulative Effects

16.2.17 A high-level assessment of the Development coming forward alongside other relevant Cumulative Schemes is provided within this Chapter. A list of 23 Cumulative Schemes has been considered as set out in **Table 2.1 of ES Volume 2, Chapter 2: EIA Methodology**. This assessment relies on information and impact assessments already in the public domain. The assessment focuses primarily on the new dwellings, additional population and employment created by the Cumulative Schemes.

### Establishing Effect Significance

16.2.18 There is no statutory guidance for the assessment of the scale and nature of socio-economic effects. The likely significant effects of the Development on the receptors identified will therefore be based on professional judgement, considering the following factors:

- The sensitivity of each receptor affected; and
- The magnitude of change to the receptor brought about by impacts of the Development.

### Sensitivity Criteria

16.2.19 The sensitivity of each receptor is evaluated as being high, medium, low or negligible based on: (a) a review of the baseline position and its performance against benchmark areas, and (b) a consideration of the importance of the receptor in policy terms. This is outlined in **Table 16.3**.

**Table 16.3: Sensitivity of Receptor Criteria**

Sensitivity of Receptor	Description
High	Evidence of direct and significant socio-economic challenges relating to the receptor.

Sensitivity of Receptor	Description
	May be given high priority in local, regional and / or national economic and regeneration policy.
Medium	Some evidence of socio-economic challenges linked to the receptor, some of which may be indirect. Change relating to receptor has medium priority in local, regional and national economic and regeneration policy.
Low	There is little evidence of socio-economic challenges related to the receptor. Receptor is given low priority in local, regional and national economic and regeneration policy.
Negligible	There is no evidence of socio-economic challenges related to the receptor. Receptor is not part of local, regional or national economic and regeneration policy priorities.

## Magnitude of Impact

16.2.20 The magnitude of impact to a receptor is determined by considering the estimated deviation from baseline conditions. This is outlined in **Table 16.4**.

**Table 16.4: Magnitude of Impact**

Magnitude of Impact	Description
High	The Development would cause a large change – judged as beneficial or adverse – to baseline socio-economic conditions in terms of absolute and / or percentage change.
Medium	The Development would cause a moderate change – judged as beneficial or adverse – to the existing socio-economic conditions in terms of absolute and / or percentage change.
Low	The Development would cause a slight change – judged as beneficial or adverse – to existing socio-economic conditions in terms of absolute and / or percentage change.
Negligible	The Development would not result in any change to existing socio-economic conditions in terms of absolute and / or percentage change.

## Effect Duration

16.2.21 Effects generated as a result of the Works (i.e. the construction period) are classed as 'temporary'. Effects that result from the Completed and Operational Development are classed generally classified as 'long term' effects, though it should be noted that some are considered 'temporary' where a mitigating response is likely to be triggered by the effect over the short- or medium-term.

## Significance Criteria

16.2.22 In reporting the likely scale of the effects of the Development, with respect to both the Works and the Completed and Operational stage, the assessment contextualises both the sensitivity of the receptor and magnitude of impacts identified using a combination of data and a review of relevant policies relating to relevant matters (housing, employment etc.) and the appropriate spatial level assessed.

16.2.23 The matrix used to determine the scale of the socio-economic effects on a receptor is presented in **Table 16.5**. The nature of the effects will be defined as:

- Beneficial (i.e. an advantageous effect on the impact area); or
- Adverse (i.e. a detrimental effect on the impact area).

16.2.24 'Major' and 'Moderate' effects are considered '**Significant**'. Those that are defined as 'Minor' and 'Negligible' are considered '**Insignificant**'.

**Table 16.5: Scale of Effect Matrix**

		Magnitude of Impact			
		High	Medium	Low	Negligible
Receptor Sensitivity	High	Major	Major	Moderate	Minor
	Medium	Major	Moderate	Minor	Negligible
	Low	Moderate	Minor	Minor	Negligible
	Negligible	Minor	Negligible	Negligible	Negligible

## 16.3 Relevant Baseline Conditions

### Demographic Profile

16.3.1 **Table 16.6** sets out demographic data for the four study areas considered. It shows that there are 19,517 people living in the LIA compared to 148,165 in the DA and 1,198,798 in the CA. The LIA has a similar age profile to the DA, and both have a higher proportion of people aged 15 years old or under (22%) than the CA (20%) and NA (19%).

16.3.2 **Table 16.7** sets out the projected population change between 2024 and 2034. The DA is expected to see a c0.6% decline in population between 2024 and 2034 whereas both the CA and NA are expected to see population growth of around +1.4% and +3.7%, respectively.

**Table 16.6: Demographics Characteristics**

Measure	LIA	District Area	County Area	National Area
<b>Total population</b>	<b>19,517</b>	<b>148,165</b>	<b>1,198,798</b>	<b>56,490,047</b>
Age 0-15	22%	22%	20%	19%
Age 16-64	62%	61%	63%	63%
Age 65+	16%	17%	17%	18%

Source: ONS, Census (2021).

**Table 16.7: Projected Population Change to 2034**

Measure	District Area	County Area	National Area
2024 Projection	148,834	1,206,117	57,816,882
2034 Projection	147,882	1,223,241	59,988,994
2024-2034 Increase	- 0.6%	+1.4%	+3.7%

Source: ONS, Population Projections (2018).

Note: Population projections are not available at the LSOA level and therefore data for the LIA is not included.

## Economic Activity

16.3.3 **Table 16.8** shows the economic activity levels across the four study areas. The proportion of residents aged 16 or over who are economically active in the LIA (66%) is broadly in line with the DA (65%) and CA (65%), and higher than the national average (61%). Consequently, the proportion of residents who are economically inactive is lower in the LIA, DA and CA than at the national level.

**Table 16.8: Economic Activity**

Measure	LIA	District Area	County Area	National Area
Economically Active Residents	66%	65%	65%	61%
Economically Inactive Residents	34%	35%	35%	39%

Source: ONS, Census (2021).

## Labour Market

16.3.4 **Table 16.9** shows the highest qualification level achieved by residents aged 16 and older across the four study areas. This illustrates that skill levels in the LIA are broadly in line with the CA, but in comparison to the DA there are far fewer residents that hold a Level 4 qualification of above (34% compared to 53%). The proportion of residents with no formal qualification is also higher in the LIA (15%) than in DA (10%), but slightly lower than the national average (18%).

**Table 16.9: Qualification Attainment**

Measure	LIA	District Area	County Area	National Area
No qualifications	15%	10%	15%	18%
Level 1 and entry level	11%	7%	10%	10%
Level 2	15%	11%	13%	13%
Apprenticeship	5%	3%	5%	5%
Level 3	17%	13%	16%	17%
Level 4 or above	34%	53%	39%	34%
Other qualifications	3%	2%	3%	3%

Source: ONS, Census (2021).

16.3.5 **Table 16.10** shows the occupational structure of the four geographies. The LIA has a marginally lower proportion of people working in managerial, professional, and technical occupations (47% combined) than the CA (54% combined) and significantly lower proportion than the DA (67% combined). Consequently, the LIA has a higher proportion of residents in administrative roles, skilled trades, service occupations, customer service and elementary occupations than across the DA and CA area.

**Table 16.10: Occupational Structure**

Measure	LIA	District Area	County Area	National Area
Managers, directors and senior officials	15%	21%	16%	13%
Professional occupations	18%	30%	23%	20%
Associate professional and technical occupations	14%	16%	15%	13%
Administrative and secretarial occupations	11%	8%	10%	9%
Skilled trades occupations	10%	6%	9%	10%
Caring, leisure and other service occupations	9%	6%	8%	9%
Sales and customer service occupations	7%	5%	6%	7%
Process, plant and machine operatives	6%	3%	5%	7%
Elementary occupations	10%	5%	8%	10%

Source: ONS, Census (2021).

## Local Economy

16.3.6 **Table 16.11** below compares the Gross Value Added (GVA), employment figures, and job density across the four spatial areas. These suggest that in the local economy:

- The LIA generates around £2.8bn each year in Gross Value Added (GVA) compared to £5.1bn in the DA and £46.4bn in the CA.
- There are around c.25,600 jobs in the LIA compared to 60,000 in the DA and 543,000 in the CA. It is important to note that the LIA includes part of DBC and one of its most important employment areas – Hemel Hempstead Industrial Estate.
- The DA's job density, at 0.82, is lower than in the CA (0.95) and nationally (0.88). Data is not available for the LIA.

**Table 16.11: Key Economic Indicators**

Measure	LIA	District Area	County Area	National Area
2022 £m GVA	£2.8bn	£5.1bn	£46.4bn	£1.9tn

Measure	LIA	District Area	County Area	National Area
Total employment	25,600	60,000	543,000	27,953,000
Jobs Density	-	0.82	0.95	0.88

Source: ONS, Inter Departmental Business Register (2022); ONS, Business Register and Employment Survey (2021); ONS, Jobs Density (2021). GVA, (2021).

Note: The scale for job density does not go down to the LSOA level.

Note: The 'Business administration & support services' sector has been excluded from the total employment and employment by sector figures because of the exceptionally high number of sector jobs registered in the LIA – approximately 58,000. These jobs are likely to represent employment agencies, support services, cleaning businesses, security services and other similar enterprises. Often businesses of this nature have their registered offices in particular locations, which act as 'pay points', but have employees working across a much more extensive area. This means that a large portion of the 58,000 registered sector jobs in the LIA are likely to be located outside of the area and have therefore been removed to avoid skewing the analysis. It has not, however, been possible to remove the 'Business administration & support services' sector from the GVA data. The figure is calculated using sum of the GVA of the LSOAs but as data is not broken down by industry it is not possible to exclude the 'Business administration & support services' sector for the LIA estimate'.

16.3.7 **Table 16.12** shows employment proportion by broad sector groups across the four study areas<sup>23</sup>. The LIA has an employment profile reflective of uses on the Hemel Hempstead Industrial Estate– a mix of office-based and warehouse employment. The key employment sector in the LIA is 'Wholesale'. This sector has a significantly higher representation in the LIA than across the other spatial areas – with 20% of the total jobs. Other prominent sectors within the LIA are 'Transport & storage' (16%), 'Information and Communication' (16%) and 'Professional, scientific & technical' (10%).

**Table 16.12: Employment by Sector**

Measure	LIA	District Area	County Area	National Area
<b>Total employment</b>	<b>25,600</b>	<b>60,000</b>	<b>543,000</b>	<b>27,953,000</b>
Agriculture, forestry & fishing	0%	1%	1%	1%
Mining, quarrying & utilities	2%	0%	1%	1%
Manufacturing	9%	3%	6%	8%
Construction	5%	7%	9%	5%
Motor trades	2%	2%	2%	2%
Wholesale	20%	8%	7%	4%
Retail	6%	12%	9%	9%

<sup>23</sup> The 'Business administration & support services' sector has been excluded from this analysis because of the exceptionally high number of jobs registered in the LIA – approximately 58,000. These jobs are likely to represent employment agencies, support services, cleaning businesses, security services and other similar enterprises. Often businesses of this nature have their registered offices in a particular location, which act as 'pay points', but have employees working across a much more extensive area, meaning that a large portion of the 58,000 registered jobs are likely not located within the LIA and have since been removed as the analysis was skewed.

Measure	LIA	District Area	County Area	National Area
Transport & storage (inc postal)	16%	3%	5%	6%
Accommodation & food services	4%	10%	8%	9%
Information & communication	16%	6%	6%	5%
Financial & insurance	1%	2%	2%	4%
Property	2%	2%	2%	2%
Professional, scientific & technical	10%	15%	13%	10%
Public administration & defence	0%	0%	0%	5%
Education	0%	2%	2%	9%
Health	2%	12%	9%	14%
Arts, entertainment, recreation & other services	7%	10%	12%	5%

Source: ONS, Business Register and Employment Survey (2022).

16.3.8 In terms of the construction sector specifically there are around 45,000 employees in the CA. Across the East of England more widely there are c248,930 people employed, including civil engineers, technical staff, architects and surveyors according to the Construction Skills Network Report (2024)<sup>24</sup>.

## Existing Site Employment

16.3.9 Most of the Site comprises agriculture land, including both fields for arable cultivation and pasture. There are a small number of farm buildings within the Site, including Woodend Farm and Westwick Row Farm which is also an equestrian centre. For the purpose of this baseline analysis, we have assumed that the whole Site (approximately 370ha) is used for agriculture purposes but understand that it may be lower than this.

16.3.10 Based on this land size, it is estimated that the total number of people currently employed on-Site equates to around eight full-time employees (FTEs)<sup>25</sup>. Some seasonal fluctuation is expected which is dependent on farming carried out on-site. This fluctuation is not expected to materially affect the sensitivity of the employment baseline as this is seasonal.

## Housing Need

<sup>24</sup> CITB (2024) Focusing on the Skills Construction Needs. EAST OF ENGLAND 2024–2028.

<sup>25</sup> This estimate is based on Department for Environment Food and Rural Affairs (DEFRA) datasets (2021) on agricultural labour force on commercial holdings. This data shows that in Hertfordshire there are 0.02 full-time employees for every hectare used for agriculture purposes.

16.3.11 **Table 16.13** shows the number and characteristics of homes across the study areas. It shows that there are 7,810 homes in the LIA compared to 58,990 in the DA and 482,893 in the CA. The predominant housing type in the LIA is semi-detached houses, albeit these are less common when compared to the other spatial areas. Flats are more prominent in the LIA than at other geographies.

16.3.12 **Table 16.14** outlines the occupied household tenure in each study area. With 64% of homes being owner occupied, the LIA has a lower proportion of home ownership than the DA and CA but higher than the national average of 61%. There is a higher proportion of social rented homes in the LIA than across all spatial scales, while the proportion of homes privately rented is lower.

**Table 16.13: Housing Stock Summary**

Measure	LIA	District Area	County Area	National Area
Total	7,810	58,990	482,893	23,436,085
Detached	23%	26%	21%	23%
Semi-Detached	26%	30%	29%	31%
Terraced	25%	20%	26%	23%
In a purpose-built block of flats or tenement	25%	19%	21%	17%
Part of a converted or shared house, including bedsits	1%	2%	2%	4%
Part of another converted building, for example, former school, church or warehouse	0%	1%	1%	1%
In a commercial building, for example, in an office building, hotel or over a shop	0%	1%	1%	1%

Source: ONS, Census (2021).

**Table 16.14: Occupied Dwellings by Tenure**

Measure	LIA	District Area	County Area	National Area
<b>Total occupied dwellings</b>	<b>7,803</b>	<b>58,990</b>	<b>482,893</b>	<b>23,436,085</b>
Owned (including shared ownership)	64%	72%	66%	62%
Social Rented	21%	12%	18%	17%
Private rent or rent free	15%	16%	17%	20%

Source: ONS, Census (2021).

16.3.13 **Table 16.15** shows the distribution of occupied homes by number of bedrooms. As shown below, 3-bed homes are more common in the LIA than 1-, 2- and 4-bed homes. The housing mix in the LIA is broadly in line with the CA. When compared to the DA, the LIA has more 3-bed homes and proportionally fewer 4-bed homes.

**Table 16.15: Occupied Homes by Size**

Measure	LIA	District Area	County Area	National Area
1 bedroom	10%	11%	13%	12%
2 bedrooms	24%	23%	25%	27%
3 bedrooms	38%	32%	37%	40%
4 bedrooms +	27%	34%	25%	21%

Source: ONS, Census (2021).

16.3.14 St Albans' Draft Local Plan 2041 Regulation 19 version highlights the clear need to build more homes across the district to accommodate the growing population and changing demographics. Using the Government's Standard Method, the document sets out a need to deliver 885 dwellings per year, totalling 14,603 net additional new homes to be delivered during the Local Plan period to 2041.

16.3.15 The Hemel Garden Communities Programme (HGC) is set to deliver 11,000 new homes by 2050 across St Albans District and Dacorum Borough. Within St Albans District, the HGC Growth Areas is expected to deliver at least 4,300 new homes by 2041, with a further 1,200 homes by 2050, providing a total of 5,500 new homes.

16.3.16 The latest standard method assessment has been updated since SADC submitted its Regulation 19 Local Plan. The new assessment using the May 2025 methodology indicates a significantly higher housing need for St Albans. Estimates suggest that the local housing need could require 1,669 new units per year, significantly higher than the Draft Local Plan target<sup>26</sup>.

16.3.17 St Albans does not have an up-to-date local plan, having last adopted a Local Plan in 1994. The Government agreed to some policies being saved until they are replaced by a new Local Plan. However, the Plan did not set out any housing targets for the district and there is no clear monitoring of delivery over time.

## Open Space

16.3.18 **Figure 16.2** shows a range of registered open spaces within an 800m boundary of the Site. Open spaces include publicly accessible parks, open fields, play spaces and sports facilities that are openly available for rent or hire (excluding, for example, membership-based facilities).

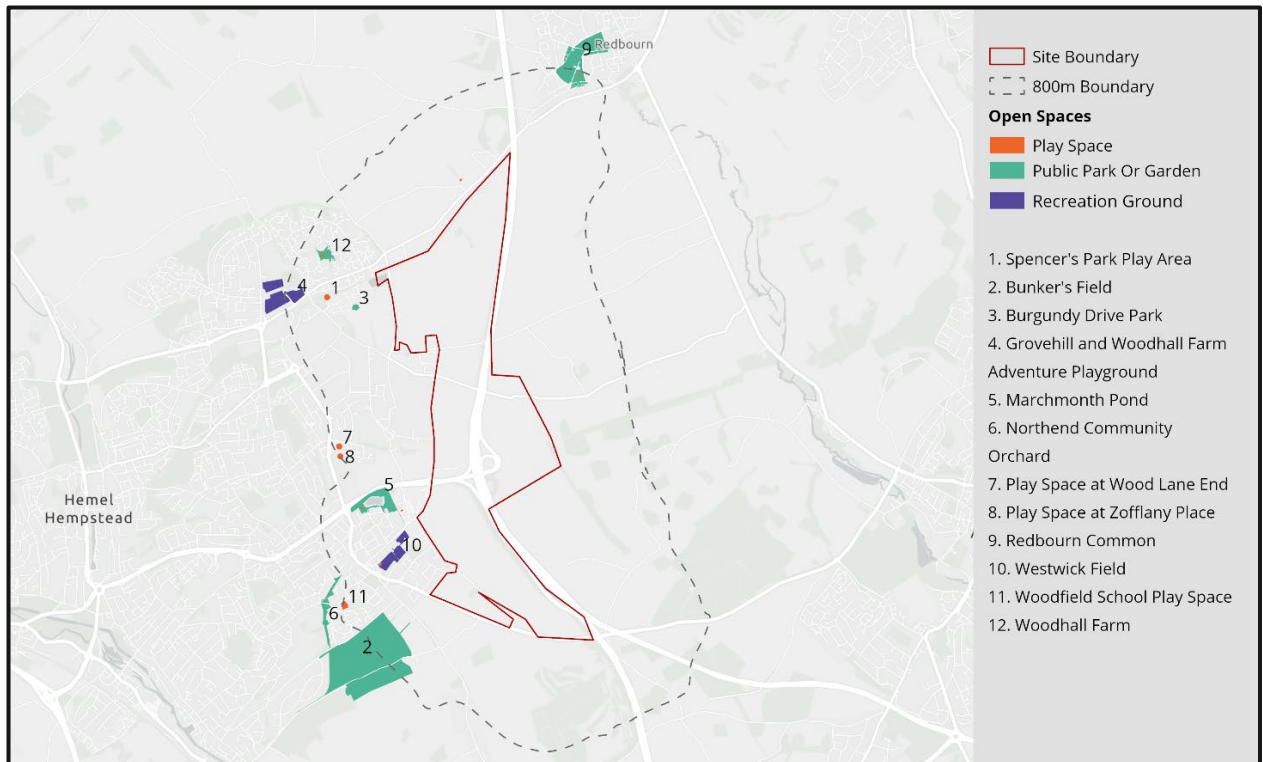
16.3.19 The following open spaces are within 800m of the Site boundary:

- Spencer's Park Play Area (Map Ref. 1) – Play area located off Argus Gardens Road.
- Bunker's Field (Map Ref. 2) – Park that extends across 123 acres providing a leisure area and nature reserve to the east of Hemel Hempstead. The Park creates a natural boundary to the Development and is part of the Green Belt surrounding the town.

<sup>26</sup> Turley (2025) The standard method of assessing housing need, May 2025.

- Burgundy Drive Park (Map Ref. 3) – Public park located between Monarch Street and Burgundy Driver. It also includes a play space.
- Grovehill and Woodhall Farm Adventure Playground (Map Ref. 4) – Open access facility located at Redbourn Road. It is available for hire for birthday parties, family gatherings and school events. The site is also home to Cupid Green Playing Fields, home to grass pitches and outdoor tennis courts.
- Marchmonth Pond (Map Ref. 5) – Wildlife pond and park.
- Northend Community Orchard (Map Ref. 6) – Community orchard located opposite Leverstock Green Tennis Club.
- Play Space at Wood Lane End (Map Ref. 7) – Play space located at Wood Lane End.
- Play Space at Zofflany Place (Map Ref. 8) – Play space located at Zofflany Place.
- Redbourn Common (Map Ref. 9) – The Common is a large area of open grassland in the centre of Redbourn located between the High Street and the old village centre at Church End. It provides a habitat that encourages a diverse range of animals and plants.
- Westwick Field (Map Ref. 10) – A 4.8 acre park, Westwick Field caters to a variety of outdoor activities.
- Woodfield School Play Space (Map Ref. 11) – Located at Woodfield School, the play space has been renovated to support a variety of activities.
- Woodhall Farm Park (Map Ref. 12) – Local community park.

**Figure 16.2: Open Spaces Within 800m of the Site Boundary**

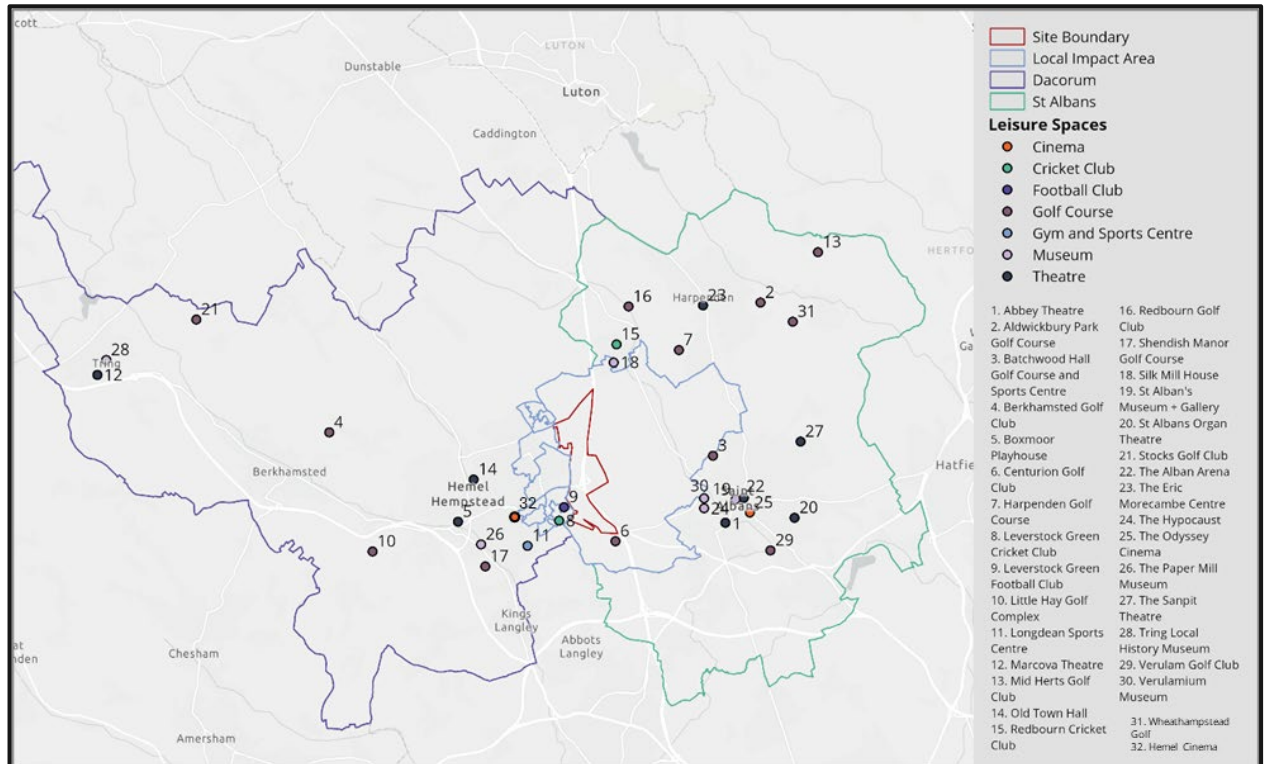


Note: The Site boundary shown above has changed since this map was produced. For an up to date and precise Site boundary please refer to **Figure 1.1** of the ES.

## Leisure Facilities

16.3.20 **Figure 16.3** shows the variety of leisure facilities within the LIA, DA and Dacorum District. Leisure facilities encompass a wide range of venues for recreation such as entertainment venues (e.g. cinema, theatres), membership-based sports facilities (e.g. golf courses), and cultural sites (e.g. museums). There is a significant provision of golf courses in the DA and Dacorum District - approximately 12 in total.

**Figure 16.3: Leisure Facilities Within the LIA and DA**



Note: The Site boundary shown above has changed since this map was produced. For an up to date and precise Site boundary please refer to **Figure 1.1** of the ES.

16.3.21 However, the number of leisure facilities within the LIA itself is limited. The following leisure facilities are located within the LIA:

- Centurion Golf Club (Map Ref. 6) – The golf club was opened in 2013 and is an 18-hole, par 72 (7,195 yards) private facility. It has hosted the Golf Sixes series and the Aramco Team Series.
- Leverstock Green Cricket Club (Map Ref. 8) – Opened in 1908, the centre has one turf cricket pitch available to members. The facilities are available for private hire.
- Leverstock Green Football Club (Map Ref. 9) – The football club has a long history of being involved in youth, professional and semi-professional football.

16.3.22 The Town Centres and wider district areas of St Albans and Hemel Hempstead offer a varied provision of leisure facilities:

- There is one cinema located in St Albans (Map Ref. 25) and another in Hemel Hempstead (Map Ref 32).

- There are two museums located in Hemel Hempstead (Map Ref. 26 and 28) and four museums in St Albans (Map Ref. 18, 19, 24 and 30).
- There are three theatres located in Hemel Hempstead (Map Ref. 5, 12 and 14) and four located in St Albans (Map Ref. 20 and 22, 23 and 27.)
- There are two cricket clubs located in Redbourn and Leverstock Green (Map Ref. 8 and 15).

## Community Facilities

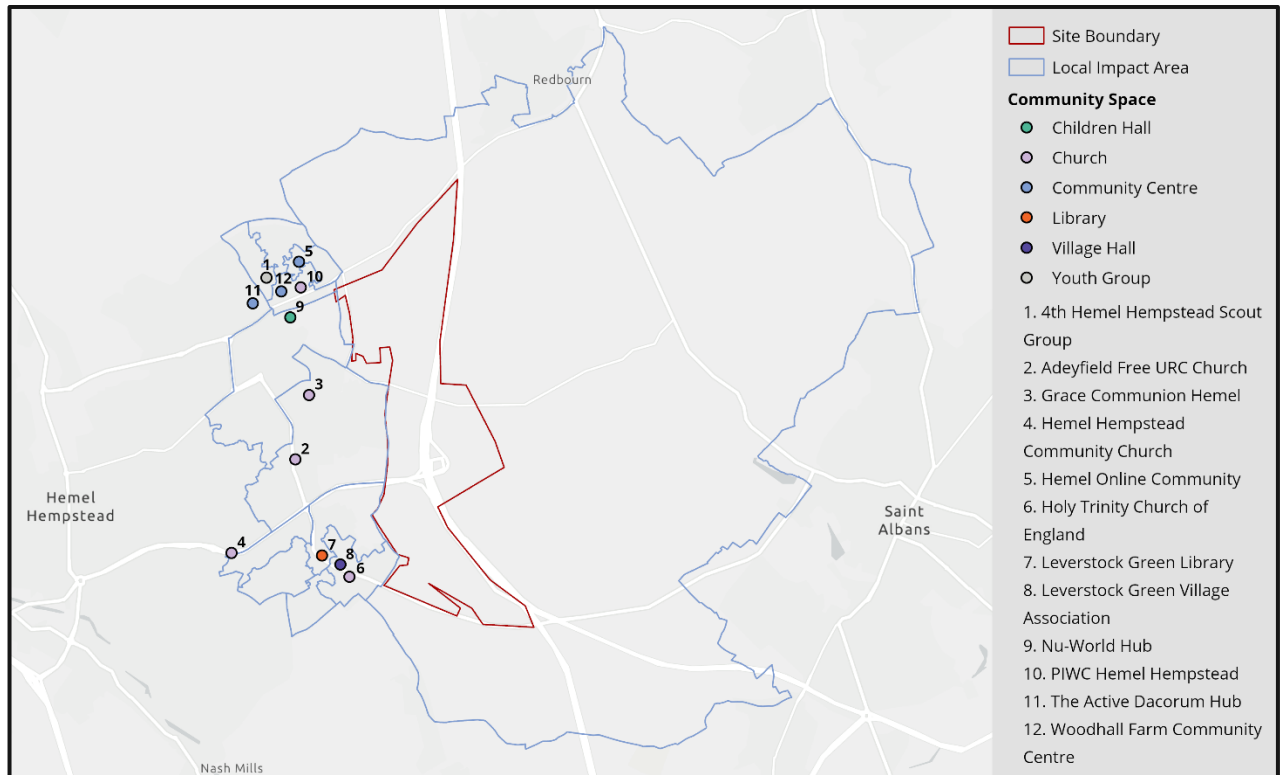
16.3.23 **Figure 16.4** outlines the different types of community assets within the LIA. Community facilities are spaces and services that are widely accessible to the local community working as community anchors to support local cohesion.

16.3.24 There are a mix of community facilities within the LIA located around a local neighbourhood centre. These include:

- 4<sup>th</sup> Hemel Hempstead Scout Group (Map Ref. 1) – Operating alongside the Woodhall Farm Community Centre, the Scout Group offers young people aged between 10-14 scouting skills and adventurous activities.
- Adeyfield Free URC Church (Map Ref. 2) - United Reform Church founded in 1972. It offers a space for worship, events, and a variety of community-focused activities.
- Grace Communion Hemel (Map Ref. 3) – Evangelical Church that also offers space for a wide range of community activities. The church provides a multi-purpose hall and small rooms which are open to the local community.
- Hemel Hempstead Community Church (Map Ref. 4) – Christian denomination place of worship located in Hemel Hempstead. It operates as a non-profit organisation and offers prayer meeting and worship evenings.
- Hemel Online Community (Map Ref. 5) – Community centre that serves as a central hub for sharing local news, social events and resources across the community.
- Holy Trinity Church of England (Map Ref. 6) – Protestant church located in Leverstock Green. The church offers an inclusive environment and space for community events and gatherings.
- Leverstock Green Library (Map Ref. 7) – The library is located in the village centre and provides a space for community events. Facilities include free digital book, audiobooks and computers.
- Leverstock Green Village Community Centre (Map Ref. 8) – A voluntary group and community centre which seeks to promote and protect the interests of residents and provide facilities in the interests of social welfare for recreation and leisure time.
- Nu-World Hub (Map Ref. 9) – Multi-purpose hub providing a centre for all types of events, such as school club, community groups, parties, sensory room, preschool learning and venue hire.
- PIWC Hemel Hempstead (Map Ref. 10) – Branch of the Church of Pentecost UK. The church organises and sells clothing through Gift Aid.

- The Active Dacorum Hub (Map Ref. 11) – The Active Dacorum Community Hub is run in partnership with Apex in the Community and is a multi-activity inclusive venue. The facility offers a mirrored studio which hosts dance classes and fitness training as well as yoga, arts groups and community meetings.
- Woodhall Farm Community Centre (Map Ref. 12) – The purpose of the community centre is to create a sense of belonging for residents and to promote social welfare through the provision of halls and rooms for social, educational and recreational facilities for the local residents and those of surrounding areas.

**Figure 16.4: Community Facilities Within the LIA**



Note: The Site boundary shown above has changed since this map was produced. For an up to date and precise Site boundary please refer to **Figure 1.1** of the ES.

## Health Services

### Primary Healthcare

16.3.25 **Table 16.16** shows healthcare capacity in three GP surgeries located within 1.6km of the Site. Across the three GP surgeries, two have a patient per GP ratio significantly over the recommended HUDU benchmark of 1,800 patients per GP whereas Everest House Surgery has a marginally lower ratio at 1,754.

16.3.26 In total the patient per GP ratio is 2,168 across the three surgeries which is significantly higher than the HUDU benchmark but is marginally lower than at the ICB-sub group level<sup>27</sup>. It is also important to note that there are no

<sup>27</sup> The Integrated Care Board (ICB) is the commissioning authority for NHS services at a regional level. Hertfordshire and West Essex ICB is the authority responsible for healthcare services within the LIA, DA and CA area. Herts Valley sub-group covers the geographical areas of Dacorum, Hertsmere, St Albans, Three Rivers and Watford.

full-time equivalent GPs in training across the three surgeries – while trainee GPs are not typically included in ratios they provide additional support to GPs.

16.3.27 Across a wider area, the surgeries are part of Alliance Primary Care Network and Dacorum Primary Care Network which together cover a total of nine GP practices. A Primary Care Network (PCN) brings together GP practices (covering populations of 30,000 to 50,000 people) to facilitate better collaboration between health and care providers to deliver better and broader range of services to their local communities. This model aims to enhance the quality and accessibility of primary care by pooling resources and expertise.

16.3.28 PCNs enable greater provision of coordinated and more integrated health and social care, allowing for increased and improved access to services. GPs can refer patients to a different GPs within the PCN and share services and resources, allowing for better availability for patients.

16.3.29 While they are designed to ease capacity pressures, the Alliance PCN and Dacorum PCN combined have a higher patient per GP ratio (2,553) than the GPs within the 1.6km of the Site, the ICB sub-group *and* the national average. This suggests that the capacity in the local area is constrained.

**Table 16.16: Healthcare Capacity Within 1.6km of the Site**

Practice	PCN	Patients	GPs (Fully Qualified)	Training GPs	Patients per GP
Woodhall Farm Medical Centre	Alliance PCN	3,245	1.07	0.0	3,033
Verulam Medical Group Coleridge	Alliance PCN	7,191	2.13	0.0	3,376
Everest House Surgery	Dacorum Beta PCN	14,859	8.47	0.0	1,754
GPs within 1.6km of the Site					2,168
Alliance PCN		27,377	9.99	0.0	2,740
Dacorum Beta PCN		58,043	23.46	5.0	2,473
Alliance and Dacorum PCNs combined					2,554
Hertfordshire and West Essex ICB: Herts Valley sub-group					2,255
England					2,312

Source: NHS Digital (2024).

## Dental Practices

16.3.30 **Table 16.17** shows the dentist provision within three geographical scales – the local ICB, East of England region and the national level. There are 465 dentists operating in the CA and Hertfordshire and West Essex ICB, equating to 1,292 people per dentist in the ICB, a lower rate than across the East of England Region and England overall.

16.3.31 There are four practices within 1.6km of the Site. These include Woodhall Farm Dental Surgery, Redbourn Dental Practice, Dr Anil A Patel and Leverstock Green Dental Practice. Woodhall Farm Dental Surgery and Redbourn Dental Practice are accepting patients when availability allows.

**Table 16.17: Dentist Provision**

	Dentists (Count)	Population	Dentist: Population Ratio
Hertfordshire and West Essex ICB	465	600,834	1,292
East of England Region	3,023	6,563,018	2,171
England	24,151	56,55,138	2,342

Source: NHS Digital (2022).

## Education

### Primary Schools

16.3.32 HCC is the Education Authority responsible for school place planning across all of the county's districts, including St Alban's and Dacorum. The education baseline is therefore presented for the CA and LIA.

16.3.33 **Table 16.18** outlines primary school capacity and pupil numbers in the CA from 2018 to 2023. In the 2022-2023 academic year, the latest year available, 90% of primary school places were filled, meaning that there was capacity of 10% - equating to over 10,936 places.

**Table 16.18: Hertfordshire Primary School Capacity (2018-2023)**

Admission Year	All Years Capacity	All Years Pupils	Capacity Filled %
2022-2023	108,392	97,456	90%
2021-2022	108,712	97,457	90%
2020-2021	108,410	97,802	90%
2018-2019	108,365	98,757	91%
2017-2018	108,255	98,628	91%

Source: Department for Education Annual School Capacity Survey (2023).

16.3.34 In the last five years to 2022-2023, there has been a consistent capacity of 9%-10%. Local councils usually expect a minimum capacity of 5% across primary schools to accommodate for in-year school movers. At 10%, there is comfortable capacity across the CA's primary schools.

16.3.35 School place planning documents from HCC highlight that, at a county level, pupil numbers have peaked in the primary phase with smaller cohorts now entering reception. Pupil projections indicate this trend may continue in coming years - the scale and impact of this decline in intake numbers will vary in different areas.

16.3.36 There are seven state-owned primary schools within 1.6km of the Site, as shown in **Table 16.19**. Of these, four have almost no capacity, two have constrained capacity and one has sufficient capacity. Overall, across the seven

primary schools, capacity stands at 5% or 81 places. Hobbs Hill Wood Primary School, located 1.6km from the Site, has spare capacity – 12%, equivalent to 60 places.

**Table 16.19: Capacity in Local Primary Schools (2023)**

School Name	Distance from Site (km)	Pupil Capacity	Pupil Numbers	% Places Filled
Brockswood Primary School	0.06	210	205	98%
Maple Grove Primary School	1.06	210	203	97%
Leverstock Green Church of England Primary School	0.69	210	208	99%
Holtsmere End Junior School	0.45	240	237	99%
Holtsmere End Infant and Nursery School	0.45	180	178	99%
Hobbs Hill Wood Primary School	1.60	480	420	88%
Saint Albert the Great Catholic Primary School	1.60	210	208	99%
<b>Total</b>		<b>1,740</b>	<b>1,659</b>	<b>95%</b>

Source: Department for Education Annual School Capacity Survey, 2023.

## Secondary Schools

16.3.37 The proportion of places filled in secondary schools across the CA between 2018 and 2023 is shown in **Table 16.20**. Capacity is filled at 89% for the 2022-2023 academic year, similar to the national average. There are 11,856 places available across the CA, equating to 11% spare capacity. Spare capacity has been decreasing since 2017-2018.

16.3.38 Current secondary school capacity across the county reflects the peak demand of primary school places as children move through the system. School place planning documents from HCC suggest that this demand will cool down as the current cohorts move upwards meaning demand will fall.

**Table 16.20: Hertfordshire Secondary School Capacity (2017-2023)**

Admission Year	All Years Capacity	All Years Pupils	Capacity filled %
2022-2023	105,430	93,574	89%
2021-2022	103,616	91,589	88%
2020-2021	102,977	89,317	87%
2018-2019	99,194	84,439	85%
2017-2018	97,338	82,496	85%

Source: Department for Education Annual School Capacity Survey, 2023.

16.3.39 There are three secondary schools within 3.2km of the Site, the capacity of which is presented in **Table 16.21**. All three schools have some spare capacity. Across all secondary schools considered spare capacity sits at 90% or 345 places.

16.3.40 The Adeyfield Academy, located 3km from the Site, has a 20% spare capacity equating to 173 places.

**Table 16.21: Capacity in Local Secondary Schools (2023)**

School Name	Distance from Site (km)	Pupil Capacity	Pupil Numbers	% Places Filled
The Astley Cooper School	2.09	979	904	92%
The Adeyfield Academy	3.06	885	712	80%
Longdean School	1.79	1,500	1,403	94%
<b>Total</b>		<b>3,364</b>	<b>3,019</b>	<b>90%</b>

Source: Department for Education Annual School Capacity Survey, 2023.

### District Centres

16.3.41 The Retail Impact Assessment (RIA) (**Appendix 16.1**) identifies Hemel Hempstead and St Albans as the main centres that could be impacted by the Development. A high-level assessment of the defined Local Centres closest to the Site has also been included. A summary is provided below with more detail provided in Appendix 2 of the RIA at **Appendix 16.1**.

#### St Albans City Centre

16.3.42 St Albans City Centre is the principal shopping destination within St Albans District. The emerging Local Plan outlines in Paragraph 6.2 that *“St Albans City Centre is the largest and most important shopping centre in the District, with a healthy economy that has a distinctive offer including a wide range of independent outlets, chain stores, retail, financial services, cafes, restaurants and public houses”*.

16.3.43 The RIA notes that the shopping offer for St Albans City Centre includes a good representation of middle / mass market retailers for a centre of its size ranging across comparison, convenience and service sectors. There are a number of National Multiples including H&M, Argos, Boots, Marks & Spencer, Iceland and Tesco. There are also some higher order brands including: Hotel Chocolat, The White Company, and Oliver Bonas.

16.3.44 The RIA notes that the retail composition of St Albans City Centre is good, with a wide mix of retail accommodation with representation from all goods categories, including convenience, comparison and service uses. As for comparison goods, the centre has a large quantum of units which reflects its role in the retail hierarchy of the District.

16.3.45 The number of vacant units currently stands at 6.9% according to the RIA which is well below the national average which is now at approximately 13.9%. On-site surveys found that levels of footfall were strong across the City

Centre, particularly around the shopping centres and market. It is considered well visited by people using the bus, on foot and by car.

16.3.46 The RIA has found St Albans City Centre to have good mix of retail and other town centre uses, a low vacancy rate and high levels of footfall and has classified it as 'vital' and 'viable'.

#### Hemel Hempstead

16.3.47 Hemel Hempstead is identified as a 'Sub Regional Centre' within the emerging Dacorum Local Plan. It is the principal commercial centre in the Borough and is second in the local regional area in terms of floorspace behind Luton.

16.3.48 The RIA states that the shopping offer in Hemel Hempstead includes a good representation of middle / mass market retailers for a centre of its size ranging across comparison, convenience and service sectors. There are a number of national multiples including: Primark, Marks & Spencer, Next, TK Maxx, Superdrug and H&M.

16.3.49 The retail composition is considered good, with a wide mix of retail accommodation with representation from all goods categories, including convenience, comparison and service uses. The convenience offer is predominately focused on the Asda, Iceland (located to the east of the Marlowes) and a small Tesco Express.

16.3.50 Services within Hemel Hempstead town centre are well represented according to the RIA. This includes restaurants and cafes, banks / building societies, travel agents and betting shops. There are several national leisure operators in Hemel Hempstead, including Burger King, Cafe Nero, Costa Coffee, KFC, Pizza Express and Starbucks.

16.3.51 The vacancy rate is now estimated to be approximately 14.9% according to the RIA which is just above the national average. It should be noted that one of the principal vacancies is the former Debenhams unit in the Riverside Shopping Centre. On site surveys found levels of footfall within the town centre to be good

16.3.52 The RIA has found the Centre to be 'vital' and 'viable' with potential for the vacancy rate to be reduced through the delivery of re-positioning planned through the draft allocations in the emerging Local Plan.

#### District Centres

16.3.53 The RIA has provided a brief overview of the three local centres closest to the Site, as follows:

- **Leverstock Green** is a Neighbourhood Centre which comprises a small terrace of seven commercial units (which include a mix of retail and service uses) and two public houses. The Centre has a very limited commercial function in terms of 'retail' and serves the immediate resident population around Leverstock Green Way.
- **Maylands** is a Local Centre. The Centre has a limited commercial function which primarily serves the growing residential and business population around Maylands Avenue. There is an Aldi foodstore which has a wider catchment area, meeting the discount food requirements in the east of the Town.
- **Woodhall Farm** is a Local Centre which has a limited commercial function beyond the primary foodstore use. The Centre includes just three commercial units occupied by Sainsburys, Ocean Fishbar and Londis. The

Sainsbury's meets the 'main food' shopping needs of the resident population of Hemel Hempstead (primarily to the north and north west).

## Receptor Sensitivity

16.3.54 **Table 16.22** below sets out existing and introduced receptors, respectively, and their sensitivity.

16.3.55 In 2023, the total workforce of the construction sector in the East of England region was 248,930, including civil engineers, technical staff, architects and surveyors according to the Construction Skills Network Report (2024)<sup>28</sup>. The sectors contribute with an annual output of £18.5bn.

**Table 16.22: Existing Receptor Sensitivity**

Receptor	Sensitivity	Explanation
Construction Employment	CA (Low) East of England (Low)	Construction employment is assessed at the county and regional levels due to the mobility of the construction workforce. At these scales sensitivity is considered to be low because the county and regional construction workforce is relatively large (45,360 and 248,930 respectively) even though it does not represent a significant proportion of overall employment at either scale.
Local Economy and Employment	LIA (Medium) DA (Medium) CA (Low)	<p>The LIA has a relatively large economy which is dominated by the Hemel Hempstead Industrial Estate - a significant employment area defined by industrial, logistics, distribution, offices and manufacturing spaces.</p> <p>Given this size it is not considered to be highly sensitive to any changes in employment. It is, however, significantly smaller than the DA and CA economies meaning it is more sensitive to change than at these levels. It is also a priority area for economic growth as identified in strategy and policy documents at different scales. It is therefore considered to have a Medium level of sensitivity.</p> <p>The DA's economy is also considered to have a Medium level of sensitivity. While it is larger than the LIA, economy it represents a relatively modest proportion of the CA's overall economy meaning it is more sensitive to change than at other scales.</p> <p>The CA's economy, in contrast, is large and diverse so is less sensitive to change than these other scales.</p>
Housing and Population	LIA (High) DA (High)	St Albans' Draft Local Plan 2041 sets out a need to deliver 885 dwellings per year, totalling 14,603 net additional new homes to be delivered during the Local Plan period to 2041. This is a significant number of new homes given there are currently only 7,810 and 58,990 homes in the LIA and DA respectively. The latest standard method assessment has been updated since the Council submitted its Regulation 19 Local Plan and indicates a significantly higher housing need for St Albans - estimates suggest that the local housing need could be 1,669 new units per year which is over

<sup>28</sup> CITB (2024) Focusing on the Skills Construction Needs. EAST OF ENGLAND 2024–2028.

Receptor	Sensitivity	Explanation
		double the amount in the Regulation 19 Local Plan. A large proportion of these homes are expected to be delivered within the Hemel Garden Communities - 4,300 new homes by 2041, with a further 1,200 homes by 2050, providing a total of 5,500 new homes. A large portion of these will be delivered within the LIA and will add significantly to the total number of homes in the area.
Primary Healthcare	GPs	LIA (High) The average patient to GP ratio across practices within 1.6km of the Site is above the recommended HUDU benchmark. The Alliance and Decorum Beta PCNs, which cover all practices within 1.6km and more, has an even higher patient to GP ratio.
	Dentists	LIA (Medium) The average person to dentist ratio across the Hertfordshire and West Essex ICB is lower than at the East of England and National Levels. There are three dentists within the LIA with two accepting patients as and when capacity allows.
Education	Primary Schools	LIA (Medium) DA (Low) There is some capacity within primary schools that are located within a 1.6km radius of the Site but this is fairly limited (c81 places). There is ample capacity at the DA level.
	Secondary Schools	LIA (Low) DA (Low) There is ample capacity within secondary schools that are located within a 3.2km radius of the Site (c345 places). This is similarly the case at the DA level.
Open Space	LIA (Low)	There is extensive provision of open space within 800m of the Site. This will not be lost as part of the Development.
Play Space	LIA (Low)	There are several play spaces within 800m of the Site. These will not be lost as part of the Development.
Leisure Facilities	LIA (Medium) DA (Low)	There is limited provision of leisure facilities within the LIA. These will not be lost as part of the Development. There is a much more extensive range of leisure facilities in the DA.
Community Facilities	LIA (Medium)	There is extensive provision of community facilities within the LIA. These will not be lost as part of the Development.
District Centres	LIA (Low) District (Low)	The RIA has found both St Albans town centre and Hemel Hempstead Town Centre to be 'vital' and 'viable' with a wide mix of retail accommodation, including national multiples. Both centres have a wide catchment area and good footfall. The local centres have been found to have a limited a very limited commercial function and in terms of 'retail', each having a strictly defined catchment area.

## 16.4 Likely Effects of the Development and their Significance

### The Works

16.4.1 The demolition and construction activity associated with the Development will generate employment within the construction industry across a range of occupations, such as carpentry, plumbing, electricians, groundworks,

plastering, decorating, engineering, bricklaying, tiling, cladding, project management and architecture among others.

- 16.4.2 The level of employment will fluctuate throughout the Works depending on the nature of activities being undertaken at a specific point in time.
- 16.4.3 The scale of construction employment relates to the size, complexity and type of project being undertaken, which in turn is reflected in overall construction costs. It is, therefore, generally accepted that temporary employment effects are a direct function of a scheme's overall construction costs.
- 16.4.4 Using estimated construction costs from the Applicant, alongside the Government's Labour Coefficients as set out in its Calculating Cost Per Job (2015) guidance<sup>29</sup>, it is estimated that the Development will support around 28,000 person years of employment from on-site activities.
- 16.4.5 This equates to an average of around 1,650 gross direct temporary FTE construction jobs per annum over the estimated 17-year construction period, which is equivalent to around 3.7% of the total construction workforce in the CA. This reduces to 0.7% when considered at the East of England scale.
- 16.4.6 Given the relatively low magnitude of these impacts compared to the CA's construction industry, which is itself a low sensitivity receptor, it is considered that the effects will be **Direct, Temporary** and **Minor Beneficial (Not Significant)** for construction employment at this level. At the East of England scale, the magnitude and sensitivity are also considered to be low and therefore effects will also be **Direct, Temporary** and **Minor Beneficial (Not Significant)** at this level as well.

## The Completed and Operational Development

### Employment

#### Local Centres

- 16.4.7 The Development will include a significant quantum of commercial Class E (Class E(a,b,c,d,e,f) and Sui Generis floorspace within its Local Centres, as well as community uses (Class F2) and other social infrastructure as set out in **Table 16.23** below. There are two Local Centres in total proposed across the Development.
- 16.4.8 Using conservative assumptions from the HCA Employment Density Guide (2015) as a basis<sup>30</sup>, as well as other relevant industry benchmarks, it is estimated that this floorspace will support between 509 and 580 gross direct permanent FTE jobs as set out in **Table 16.23** below. The benchmarks used are as follows:
- Class E(a,b,c) and Sui Generis: Retail, Food, Pub, Services: An employment density of 15-20 sqm (NIA) per job has been applied in line with HCA's Employment Density Guide.

<sup>29</sup> Homes and Communities Agency (2015). Calculating Cost Per Job – Best Practice Note. Third Edition. London.

<sup>30</sup> Homes and Community Agencies (2015). Employment Density Guide, Third Edition, London.

- Class E(d): Gym: An employment density of 65 sqm (GIA) per job has been applied in line with HCA's Employment Density Guide.
- Class E(d): Sports hall: An employment density of 100 sqm (GIA) has been used in line with HCA's Employment Density Guide.
- Class E(e): GP Surgeries: An average figure of 21 FTEs per GP practice has been applied in line with the average employment per surgery in England<sup>31</sup>. This includes assumptions for GPs, Nurses and supporting staff.
- Class E(e): Dentist Surgeries: An average figure of 3 FTEs per dentist practice has been applied in line with the average dentist per practice for England<sup>32</sup>. This does not include assumptions for supporting staff due to limited available data, however, it is considered the worst-case scenario assumption.
- Class E(f): Nursery: The national average of 18 FTEs per nursery has been applied in line with the average employment per maintained nursery school in England<sup>33</sup>.
- Class F(a): Schools: National averages of 29 FTEs per primary school and 108 FTEs per secondary school have been applied in line with the average employment by school type in England<sup>34</sup>.
- 'Other' community uses: Co-working space: An employment density of 10-15 sqm (GIA) per job has been applied in line with HCA's Employment Density Guide.
- 'Other' community uses: Estate management offices: An employment density of 12 sqm (NIA) per job has been applied in line with HCA's Employment Density Guide.
- 'Other' community uses: Employment assumptions have not been made for 'other' community uses (i.e. community hall, police hub and neighbourhood community spaces) as these uses are unlikely to generate employment and / or there are limited robust employment benchmarks available.

16.4.9 As set out in **Table 16.24** below, this employment should add between c.£17.8m and £20.1m in Gross Value Added (GVA) per annum to the local economy during operation. This metric refers to the value of goods and services that are expected to be produced considering subsidies and taxes.

16.4.10 This has been estimated by applying sector-specific GVA per FTE data from Experian<sup>35</sup> to the 509 to 580 FTEs that are expected to be supported by the Local Centres. The GVA per FTE benchmarks used for each sector are set out in the table below to illustrate how these figures were reached. The following sectors have been assigned to each use class:

- Class E(a,b,c) and Sui Generis: Retail, Food, Pub, Services: Accommodation & Food Services.
- Class E(d): Gym: Recreation.

<sup>31</sup> NHS Digital (2025) General Practice Workforce (England).

<sup>32</sup> NHS Digital (2023) Number of dentists and Kings Fund Analysis of dentistry in England. Available here: <https://www.kingsfund.org.uk/insight-and-analysis/long-reads/dentistry-england-explained>

<sup>33</sup> Department for Education (2024) Childcare and early years provider survey.

<sup>34</sup> Department for Education (2024) Childcare and early years provider survey.

<sup>35</sup> Experian Regional Forecasts (April 2025 dataset, using 2023 data). Employment and GVA estimates for St Albans by sector.

- Class E(d): Sports Hall: Administrative & Supportive Services.
- Class E(e): GP Surgeries: Health.
- Class E(e): Dentist Surgeries: Health.
- Class E(f): Nursery: Education.
- Class F(a): Schools: Education.
- 'Other' community uses: Co-working space: Professional & Other Private Services.
- 'Other' community uses: Estate management offices: Administrative & Supportive Services.
- 'Other' community uses: No economic output assumptions.

**Table 16.23: Development's Gross Employment Generation from Local Centres**

	Floorspace GEA Sqm	Floorspace GIA Sqm	Floorspace NIA Sqm <sup>36</sup>	Number of Units	Employment Benchmark Applied	Gross Direct Jobs Supported
Class E(a,b,c) and Sui Generis: Retail, Food, Pub, Services	4,491	4,042	3,436	At least x18	15-20 sqm (NIA)	172 - 229
Class E(d): Gym	774	697	592	At least x1	65 sqm (GIA)	11
Class E(d): Sports hall	3,333	3,000	2,550	At least x1	100 sqm (GIA)	30
Class E(e): Healthcare (i.e. GP Surgeries)	1,824	1,641	1,395	At least x1	21 FTEs per GP practice	21
Class E(e): Dentist Surgeries	413	372	316	At least x2	3 FTEs per dentist practice	6
Class E(f): Nursery	517	465	395	At least x2	18 FTEs per nursery	36
Class F(a): Schools	20,100	18,090	15,377	3x Primary; 1x Secondary	29 FTEs per primary school 108 FTEs per secondary school	195
'Other' Community Uses: Co-working	464	418	355	At least x2	10-15 sqm (GIA)	28 - 42
'Other' Community Uses: Estate Management Offices	154	139	118	At least x1	12 sqm (NIA) per job	10
'Other' community uses	1,287	1,158	984	At least x6	No employment assumptions	0
<b>Total</b>	<b>32,071</b>	<b>28,864</b>	<b>25,519</b>	-	-	<b>509 - 580</b>

Source: Retail Impact Assessment.

<sup>36</sup> Estimated as 85% of GIA.

Note: Figures might not sum due to rounding.

**Table 16.24: Development's Gross Value Added from Gross Employment Generation**

	Gross Employment	GVA Per FTE	Estimated GVA per Year
Class E(a,b,c) and Sui Generis: Retail, Food, Pub, Services	172 - 229	£24,444	£4.2m - £5.6m
Class E(d): Gym	11	£15,926	£200,000
Class E(d): Sports hall	30	£24,932	£700,000
Class E(e): GP Surgeries	21	£62,556	£1.3m
Class E(e): Dentist Surgeries	6	£62,556	£400,000
Class E(f): Nursery	36	£39,351	£1.4m
Class F(a): Schools	195	£39,351	£7.7m
'Other' Community Uses: Co-working	28 - 42	£62,220	£1.7m - £2.6m
'Other' Community Uses: Estate management offices	10	£24,932	£200,000
'Other' Community Uses	0	0	0
<b>Total</b>	<b>509 - 580</b>	<b>-</b>	<b>£17.8m - £20.1m</b>

Sources: Avison Young employment estimates. Experian data-derived GVA per jobs, 2025. Note: figures rounded to nearest one hundred thousand.

16.4.11 These gross figures do not, however, consider a number of economic factors such as:

- Leakage: A measure of the extent to which employment will be taken up by people living outside the local area, and that GVA will 'leak' out of the target area.
- Displacement: A measure of the extent to which investment displaces existing employment and associated GVA rather than creating new demand for labour.
- Multiplier Effects: A measure of the extent to which investment will generate further employment and GVA linked to supply chain spending and wage spending of employees.

16.4.12 These economic factors have therefore been considered, using guidance from the HCA Additionality Guide (2014)<sup>37</sup>, to calculate the employment and GVA benefits that will be net additional for the local area:

- A medium leakage factor of 25% has been applied as it is likely that 'a reasonably high proportion of the benefits will be retained within the target area'. This is because the type of employment supported by Local Centre uses tends to be local in nature and have relatively low barriers to entry.
- A displacement factor of 25% has been applied as 'there are expected to be some displacement effects' given the proximity of other similar employment uses across Hemel Hempstead and St Albans.
- A low-level multiplier of 1.05 has been applied as the type of employment being supported will generate relatively modest supply chain linkages and income effects at a neighborhood level of influence.

16.4.13 The adjusted figures are set out in **Table 16.25** below. This illustrates that the uses associated with the Local Centres should support between 301 and 342 net additional direct, indirect and induced long term FTEs jobs in the

<sup>37</sup> Homes and Communities Agency (2014), Additionality Guide 4th Edition, London.

local area, of which 14 to 15 would be in the wider economy. This translates to an increase of +1.3% FTEs at the LIA level and +0.5% at the DA level. This, in turn, should support £10.5m - £11.9m net additional Gross Value Added each year – an increase of +0.4% and +0.2% respectively at the LIA and DA levels. Please note that the floorspace figures derived from the Retail Impact Assessment have been utilised to provide a robust and realistic indication of the manner in which the Development could be delivered within the Local Centres. This is just one example of how the maximum quantum of floorspace set out in the Development Specification could be delivered. However should the mix of uses and floorspace change it is considered that the overall conclusions regarding the significance of effect of local centre employment would not change.

**Table 16.25: Development Net Employment and GVA Generation from Local Centres**

	FTE Jobs Low	FTE Jobs High	GVA Low	GVA High
Gross ADDITIONAL Direct FTE Jobs (Uplift)	509	580	£17.8m	£20.1m
Less Leakage @ 25%	382	435	£13.4m	£15.1m
Less Displacement @ 25%	287	326	£10.0m	£11.3m
Plus Multiplier Effects @ 1.05	14	16	£500,000	£563,000
<b>Total</b>	<b>301</b>	<b>342</b>	<b>£10.5m</b>	<b>£11.9m</b>

Sources: Avison Young, 2025.

## Employment Areas

16.4.14 The Development will also deliver a Central Commercial Area consisting of 19,413 sqm (GIA) of office (Class E(g)(i)), 19,413 sqm (GIA) R&D (E(g)(ii)), 28,695 sqm (GIA) mixed industrial use (Class B2 / E(g)(iii)) and 93,849 sqm (GIA) distribution (Class B8) floorspace as set out in **Table 16.26** below. The vision for this Central Commercial Area is as follows:

- Larger industrial buildings will be located to the north of the site and along M1 corridor to create a buffer and provide space for larger occupiers close to the strategic road network.
- An Innovation Hub is proposed to the southern site, creating a gateway into Hemel and supporting a range of businesses and sectors in a mix of innovation, research and grow-on spaces.
- The west of the Site, along Green Lane, is proposed for smaller format units supporting local business and industry while complying with density restrictions related to Buncefield development protection zone.

16.4.15 Using conservative assumptions from the HCA Employment Density Guide (2015) as a basis<sup>38</sup>, it is estimated that this floorspace will support a further 4,449 to 5,018 gross direct long term FTE jobs as set out in **Table 16.26** below. The relevant densities used are as follows:

<sup>38</sup> Homes and Community Agencies (2015). Employment Density Guide, Third Edition, London.

- Class E(g)(i): Office: A broad employment density assumption of 11-13 sqm (NIA) per job has been applied in line with HCA's Employment Density Guide.
- Class E(g)(ii): Research & Development: An employment density assumption of 28 sqm (GEA) per job has been applied in line with recent industry research on R&D / science parks occupancy<sup>39</sup>.
- Class B2 / Class E(g)(iii): Mixed Industrial Use: A maximum employment density assumption of 36 sqm (GIA) per job has been used to account for the potential 'general industrial' use, and a minimum employment density assumption of 47 sqm (NIA) per job has been applied to account for 'light industrial use' in line with HCA's Employment Density Guide.
- Class B8: Distribution: A broad employment density assumption of 77 sqm (GEA) per job has been applied in line with HCA's Employment Density Guide.

**Table 16.26: Development's Gross Employment Generation from Employment Areas**

	Floorspace GEA Sqm	Floorspace GIA Sqm	Floorspace NIA Sqm	Density Applied	Gross Direct Jobs Supported
(Class E(g)(i)): Office	27,250	24,525	20,846	11-13 sqm (NIA)	1,604 – 1,895
(E(g)(ii)): R&D	27,250	24,525	20,846	28 sqm (GEA)	973
Class B2 / E(g)(iii): Mixed Industrial Use	31,850	28,665	24,265	36 sqm (GIA) – 47 sqm (NIA)	518 – 796
Class B8: Distribution	104,250	93,825	79,751	77 sqm (GEA)	1,354
<b>Total</b>	<b>190,600</b>	<b>171,540</b>	<b>145,809</b>	-	<b>4,449 – 5,018</b>

Source: Development Specification. Note: Figures might not sum due to rounding.

16.4.16 As set out in **Table 16.27** below, it is estimated that this should translate to an additional c£285.0m - £346.4m in Gross Value Added (GVA) per annum to the local economy during operation. This has again been estimated by applying sector-specific GVA per FTE data from Experian<sup>40</sup> to the 3,912 and 4,421 that are expected to be supported by these Employment Areas. The GVA per FTE benchmarks used for each sector are set out in the table below to illustrate how these figures were reached - the following sectors have been assigned to each use class:

- (Class E(g)(i)): Office: Finance & Insurance, Information & communication, and Professional & Other Private Services.
- (E(g)(ii)): R&D: Manufacturing, and Professional & Other Private Services.
- Class B2 / E(g)(iii): Mixed Industrial Use: Manufacturing.

<sup>39</sup> Volterra Partners (2021) Cambridge Science Park: Economic Evidence Review.

<sup>40</sup> Experian Regional Forecasts (April 2024 dataset, using 2023 data). This category groups together data related to the Retail, Recreation, Accommodation and Food Services sectors.

- Class B8: Distribution: Transport & storage.

**Table 16.27: Development's Gross Value Added from Employment Area Gross Employment**

	Gross Employment	GVA Per FTE	Estimated GVA per Year
(Class E(g)(i)): Office	1,604 – 1,895	£61,202	£98.1m – £116.0m
(E(g)(ii)): R&D	973	£68,255	£66.4m
Class B2 / E(g)(iii): Mixed Industrial Use	518 – 796	£170,167	£88.2m – £135.5m
Class B8: Distribution	1,354	£49,034	£66.4m
<b>Total</b>	<b>4,449 – 5,018</b>	<b>-</b>	<b>£319.2m – £384.3m</b>

Sources: Avison Young, 2025.

16.4.17 These gross uplift figures do not, however, consider leakage, displacement and multiplier effects. The following adjustments have therefore been made, using guidance from the HCA Additionality Guide (2014)<sup>41</sup>, to calculate the employment benefits that will be net additional for the local area:

- A high leakage factor of 50% has been applied as it is likely that 'many of the benefits will go to people living outside the target area'. This is because the scale and nature of employment floorspace being delivered will necessitate occupiers seeking workers from across a relatively large labour pool.
- A displacement factor of 25% has been applied as 'there are expected to be some displacement effects' given the proximity of other similar employment uses in the area. Notably the Hemel Hempstead Industrial Estate.
- A medium level multiplier of 1.1 has been applied as the scale and nature of the employment generated suggests that it will create some supply chain linkages and income effects at a neighborhood level of influence. In reality the multiplier effects are likely to be much more significant, but a conservative approach has been adopted for the purposes of this assessment.

16.4.18 The updated figures are set out in **Table 16.28** below – this illustrates that the Employment Areas should deliver between 1,835 and 2,070 net additional direct, indirect and induced long term FTE jobs in the local area, of which 167 to 188 would be in the wider economy. This translates to an increase of +7.6% FTEs at the LIA level and +3.3% at the DA level. This, in turn, should support £131.7m to £158.5m net additional Gross Value Added each year – an increase of +5.2% and +2.8% at the LIA and DA levels respectively.

**Table 16.28: Development's Net Employment and GVA Generation from Employment Areas**

	FTE Jobs Low	FTE Jobs High	GVA Low	GVA High
Gross ADDITIONAL Direct FTE Jobs (Uplift)	4,449	5,018	£319.2m	£384.3m
Less Leakage @ 50%	2,225	2,509	£159.6m	£192.1m
Less Displacement @ 25%	1,668	1,882	£119.7m	£144.1m
Plus Multiplier Effects @ 1.1	167	188	£12.0m	£14.4m

<sup>41</sup> Homes and Communities Agency (2014), Additionality Guide 4th Edition, London.

	FTE Jobs Low	FTE Jobs High	GVA Low	GVA High
<b>Total</b>	<b>1,835</b>	<b>2,070</b>	<b>£131.7m</b>	<b>£158.5m</b>

Sources: Avison Young, 2025.

## Local Centres and Employment Areas

16.4.19 Based on this analysis, which indicates a high magnitude of impact, and the medium sensitivity of the local economy at the LIA and DA levels, it is considered that the net employment and GVA effects will be **Direct, Permanent and of Major Beneficial Significance** at both the LIA and DA scales.

16.4.20 It is important to note that these figures exclude the eight agricultural-related FTEs currently thought to be supported on-Site. These have not been removed from the total figures as the level of change will be insignificant given the scale of additional employment that is expected to be generated by the Local Centres and Employment Areas.

## Housing Need

16.4.21 The Development will deliver up to 4,000 new homes ranging from 1 to 4 bedrooms. An indicative mix has been used for assessment purposes as shown in **Table 16.29**, however, the exact mix will be determined at Reserved Matters stage. The indicative mix presented broadly reflects the recommended housing mix set out in *The South West Herts Local Housing Needs Assessment Update (2024)*<sup>42</sup>.

16.4.22 Using benchmarks from the ONS Census (2021)<sup>43</sup>, it is estimated that these homes will yield a population of around 9,514 based on the current occupation of houses and flats in St Albans. Drawing on the current age profile of residents in the district from the ONS Census (2021)<sup>44</sup>, it is anticipated that this population will broadly break down as follows:

- Residents aged under 0-15: 2,048.
  - Primary school aged children (4-11): 1,055.
  - Secondary school aged children (11-16): 875.
- Working age residents (16-64): 5,800.
- Residents aged 65+: 1,666.

<sup>42</sup> Icen (2024), South West Herts Local Housing Needs Assessment Update: Final Report.

<sup>43</sup> Benchmarks for houses and flats are derived from 2021 ONS Census datasets related to St Albans (Accommodation by Household Type and Ethnic Group by Accommodation Type).

<sup>44</sup> ONS Census (2021) Population estimates - Local authority based by single year of age.

**Table 16.29: Indicative Housing Mix**

		Total	Social Rent	Affordable	Market
Flats	1-Bed	106	46	31	29
	2-Bed	246	69	61	115
	3-Bed	386	81	46	259
	4-Bed	223	35	15	173
Houses	1-Bed	334	146	97	91
	2-Bed	778	219	195	365
	3-Bed	1,222	255	146	821
	4-Bed	705	109	49	547
<b>Total</b>	N/A	<b>4,000</b>	<b>960</b>	<b>640</b>	<b>2,400</b>

Sources: Applicant; Avison Young; South West Herts Local Housing Needs Assessment Update.

16.4.23 This represents the likely 'maximum' population yield from the Development as the exact number and mix of homes will be agreed at Reserved Matters stage<sup>45</sup>. These figures flow through to assessments related to social infrastructure to ensure the 'worst case' scenario has been considered.

16.4.24 If the full 4,000 homes are delivered this equates to 27% of the total housing target set out in *St Alban's Draft Local Plan 2041: Regulation 19*. If the target increases in line with the Government's updated standard method, and is extended over the 17-year plan period, this contribution drops to around 14%.

16.4.25 It should, however, be noted that the build period is expected to extend until 2044 with c.3,550 homes anticipated to be built within the *Draft Local Plan* period (2024-2041). This equates to 24% of the *Draft Local Plan* target and 13% of the proposed Government target.

16.4.26 In terms of tenure, it is anticipated that at least 40% of the Development's homes will be affordable. Of these, there will be a 60:40 split between social rent and affordable tenure options in line with The South West Herts Local Housing Needs Assessment Update (2024).

16.4.27 Taking all of this together, the magnitude of change is anticipated to be high for housing need at the DA level. Given the sensitivity of the housing receptor is high at this scale, it is considered that the net effect for housing need will be **Direct, Permanent** and of **Major Beneficial Significance** for the DA.

16.4.28 The magnitude of impact will also be high for the LIA as it will increase total housing supply by around +49% at this scale. Given the housing receptor is of high sensitivity in this context, the net effect will again be **Direct, Permanent** and of **Major Beneficial Significance** for the LIA.

<sup>45</sup> The recommended house mix set out in *The South West Herts Local Housing Needs Assessment Update* generates a higher population yield when compared with other illustrative mixes being considered by the Applicant ensuring a 'worst case' scenario.

16.4.29 It is, however, recognised that the exact number of homes agreed at Reserved Matters stage may be lower than 4,000 assessed here. If the 'minimum' number of homes applied for at Outline Stage is delivered (i.e. 3,360 homes) the contribution to housing targets will fall:

- Draft Local Plan target contribution (total): 23%.
- Government revised target (total): 12%.
- Draft Local Plan target contribution (during plan period): 23%.
- Government revised target (during plan period): 12%.

16.4.30 The contribution to affordable housing targets would also likely fall in line with this.

16.4.31 If this happens the effects at both the DA and LIA levels are **unlikely to change** as the magnitude of this change is relatively similar to that assessed previously.

### Household Expenditure

16.4.32 The new residents supported by these homes will contribute to the local economy through additional expenditure on convenience goods, comparison goods and services. Based on the 'maximum' population yield, and expenditure per household data in the East of England<sup>46</sup>, it is estimated that they could generate up to £65m in gross direct spending each year with convenience, comparison and service operators.

16.4.33 This gross figure has not, however, been adjusted for economic factors such as leakage and displacement. The figure has therefore been adjusted for these factors in line with the HCA Additionality Guide (2015) to estimate the proportion of expenditure that will benefit the local area and can be considered 'net additional':

- A medium leakage factor of 50% has been applied as a reasonable proportion of resident expenditure is likely to be outside the local area.
- A conservative displacement factor of 25% has been applied as it is possible that some of the new residents will have already been living within the local area.

16.4.34 Adjusting for these factors indicates that the Development could generate around £24m in net additional direct household expenditure each year for the local area. This represents a small proportion (0.9%) of the £2.8bn LIA economy (i.e. low magnitude) and the £5.1bn St Albans' economy (0.5%) (i.e. low magnitude).

16.4.35 It is recognised that a small number of existing homes may be lost via re-development, but as the number of properties is minor the lost expenditure is expected to be minimal.

16.4.36 Given this, and the sensitivity of the local economy at each scale (i.e. medium at LIA and DA), it is considered that the net effect will be **Direct, Permanent** and **Minor Beneficial (Not Significant)** at the LIA and DA levels.

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<sup>46</sup> ONS, Detailed Housing Expenditure by Countries and Regions (2019). Rebased to 2025.

16.4.37 If the 'minimum' number of homes applied for at Outline Stage is agreed (i.e. 3,360 homes) instead, the gross expenditure figure falls to £27m and the net figure falls to £20m. This represents a smaller proportion (0.7%) of both the LIA economy and (0.4%) DA economy. The magnitude of change has, however, not changed so the conclusions remain unchanged.

## Healthcare

### Primary Healthcare

16.4.38 The addition of the 'maximum' population yield from the indicative housing mix would increase the number of patients in GP practices within 1.6km of the Site from 25,295 to 34,809. This represents an increase of approximately +38% and shifts the patient to GP ratio from around 2,168 to 2,983 as shown in Table 16.30 below.

16.4.39 The magnitude of this change is considered to be high as this change represents a significant proportional shift and keeps the patient to GP ratio well above the HUDU benchmark of 1,800. It also raises the ratio above the ICB and national ratios (2,255 and 2,312 respectively).

16.4.40 At the PCN level, this population will increase the number of registered patients across the Alliance and Dacorum PCNs by around +11% from 85,420 to 94,934. This will shift the GP to patient ratio from 2,554 to 2,838 as displayed in the table below. This ratio remains well above the HUDU benchmark, as well as the ICB and national ratios.

**Table 16.30: Primary Healthcare Impacts (Pre Mitigation)**

	Total Registered Patients	Number of GPs	Patients per GP
Baseline Position (1.6km of Site)	25,295	11.67	2,168
Demand with Development (1.6km of Site)	34,809	11.67	2,983
Baseline Position (Alliance and Dacorum PCN)	85,420	33.45	2,554
Demand with Development (Alliance and Dacorum PCN)	94,934	33.45	2,838

Source: NHS Digital, 2024; Applicant; Avison Young.

16.4.41 That said, the Development will include *at least* one health centre (incorporating GP services) within a Local Centre as part of its 'Primary' or 'Embedded' mitigation. Based on the average number of GPs per surgery at a national level (i.e. 4.6), as set out within NHS's General Practice Workforce data<sup>47</sup>, this will change the patient to GP ratio in the LIA to 2,139 which is *lower* than the baseline position as set out in **Table 16.31** below. Across the two PCNs the patient to GP ratio should change to 2,495 which is again below the baseline position.

<sup>47</sup> NHS Digital, General Practice Workforce, May 2025.

**Table 16.31: Primary Healthcare Impacts (Post Mitigation)**

	Total Registered Patients	Number of GPs	Patients per GP
Baseline Position (1.6km of Site)	25,295	11.67	2,168
Demand with Development, including mitigation (1.6km of Site)	34,809	16.27	2,139
Baseline Position (Alliance and Dacorum PCN)	85,420	33.45	2,554
Demand with Development, including mitigation (Alliance and Dacorum PCN)	94,934	38.05	2,495

Source: NHS Digital, 2024; Applicant; Avison Young.

16.4.42 Due to this mitigation, and the modest improvements to the baseline position, the magnitude of the Development will be beneficial but low at the LIA scale. The scale of improvement is similar at the PCN level.

16.4.43 As this receptor has a high sensitivity at the LIA level, the effect of the Development is **Direct, Permanent** and **Moderate Beneficial** at this geography. While the PCN is not being assessed, the level of sensitivity would likely be lower as previously noted.

16.4.44 In reading this conclusion it is important to recognise the following points:

- The health centre may accommodate more GPs than the national average making a more significant impact on provision.
- Allowance has been made for 'medical service' floorspace (Class E(E)) within the Outline Planning Application.
- The assessment reflects the maximum number of homes that could be provided and does not consider displaced population from homes that might be re-developed. If fewer homes are delivered and people are displaced the capacity position could be enhanced.
- Similarly, the assessment does not take into consideration migration of people from the immediate local area, who would likely remain registered with their existing GP and would not constitute an increase in demand for primary healthcare.
- There might be an adverse effect over the short term if homes are built and occupied before the health centre is operational. This can be mitigated by agreeing appropriate trigger points for the delivery of the health centre with relevant partners as discussed later in this Chapter.

#### Dental Practices

16.4.45 The new residents will also increase demand for dental services in the local area.

16.4.46 Assuming all 9,514 new people use dental services, this will increase the population to dentist ratio from 1,292 to around 1,313 across the Hertfordshire and West Essex ICB. This remains well below the national ratio of 2,342.

Four dental practices within the LIA are also currently accepting new patients including NHS referred patients based on appointment availability and / or as patients leave the practices.

16.4.47 It is worth noting that there is no national registration system in dentistry like in general practice. People do not need to be registered with a dentist to receive NHS care and should be able to go to any dental practice that holds an NHS contract for treatment without any geographical or boundary restrictions. Therefore, residents may choose to go to dental practices outside of their local area having more leeway in choosing their service provider.

16.4.48 An increase in demand would also likely lead to an increase supply in the area as many dental facilities are provided by the private sector. As previously discussed, an allowance has been made for at least 316 sqm (NIA) dentist floorspace (Class E(E)) across at least 2x surgeries within the local centres. These are expected to be taken up by private practices that may or may not provide NHS options.

16.4.49 For these reasons, it is anticipated that magnitude of impact of the Development on demand for dental services will be at worst medium. Any adverse effects would likely be temporary as an increase in demand would likely lead to an increase supply due to demand supply dynamics – specific floorspace has been put aside to accommodate this in the local centres.

16.4.50 Considering this medium magnitude of impact against the medium sensitivity of the receptor, the effect of the Development on the dental care provision is likely to be **Direct, Temporary** and of **Moderate Adverse** significance at LIA level.

16.4.51 Again this assessment reflects the maximum number of homes that could be provided. It also does not consider displaced population from homes that might be re-developed. If fewer homes are delivered and a smaller number of people are displaced the impact might be less significant.

## Education

16.4.52 Based on the 'maximum' population yield from the indicative housing mix, and the current age profile of residents in St Albans<sup>48</sup>, it is estimated that the Development will generate demand for:

- 1,055 Primary School places.
- 875 Secondary School places.

16.4.53 These figures broadly align with those provided by HCC as part of the consultation undertaken for this assessment. Drawing on the Hertfordshire Pupil Yield Calculator, it is estimated that the Development will generate demand for:

- 1,371 Primary School places.

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<sup>48</sup> As previously set out benchmarks for population by accommodation type is derived from 2021 ONS Census datasets related to St Albans to determine population yield (Accommodation by Household Type and Ethnic Group by Accommodation Type). The age breakdown is estimated using Census (2021) Population Estimates (Local authority based by single year of age).

- 808 Secondary School places.

16.4.54 Bringing these figures together, the 'best estimate' for 'maximum' pupil yield is considered to be:

- 1,055-1,371 Primary School places.
- 808-875 Secondary School places.

16.4.55 Based on the capacity information presented earlier in this chapter, this means the following as set out in **Tables 16.32 and 16.33** below:

- Primary Schools: The 'best estimate' represents an +64-83% increase in pupil numbers within the LIA. It will also take up all remaining capacity leaving a deficit of between 974 and 1,290 places. At the DA level the change represents an uplift of between +1.1 and +1.4% but there would still be significant capacity within the system (9,565-9,881 places) based on the latest figures.
- Secondary Schools: The 'best estimate' represents a +27-29% increase in pupil numbers within the LIA. It will also take up all remaining capacity leaving a deficit of between 464 and 530 people. At the DA level the uplift represents a c0.9% uplift but there would still be ample capacity within the system (10,981-11,048 places) based on the latest figures.

**Table 16.32: Development's Primary School Capacity Impact (Pre-Mitigation)**

	Total Capacity	Pupil Numbers	Spare Capacity
<b>Local Impact Area</b>			
Baseline Position	1,740	1,659	81
Demand with Development LOW Yield (i.e. 1,055)	1,740	2,714	-974
Demand with Development HIGH Yield (i.e. 1,371)	1,740	3,030	-1,290
<b>District Area</b>			
Baseline Position	108,392	97,456	10,936
Demand with Development LOW Yield (i.e. 1,055)	108,392	98,511	9,881
Demand with Development HIGH Yield (i.e. 1,371)	108,392	98,827	9,565

Source: Avison Young (2025); Department for Education (2023); Hertfordshire County Council (2025); Census (2021); Applicant (2025).

**Table 16.33: Development's Secondary School Capacity Impact (Pre-Mitigation)**

	Total Capacity	Pupil Numbers	Spare Capacity
<b>Local Impact Area</b>			
Baseline Position	3,364	3,019	345
Demand with Development LOW Yield (i.e. 808)	3,364	3,827	-463
Demand with Development HIGH Yield (i.e. 875)	3,364	3,894	-530
<b>District Area</b>			
Baseline Position	105,430	93,574	11,856
Demand with Development LOW Yield (i.e. 808)	105,430	94,382	11,048
Demand with Development HIGH Yield (i.e. 875)	105,430	94,449	10,981

Source: Avison Young (2025); Department for Education (2023); Hertfordshire County Council (2025); Census (2021); Applicant (2025).

16.4.56 To address this, the Development includes the following education provision as part of its 'primary' or 'embedded' mitigation:

- Two three-form entry primary schools.
- One two-form entry primary school.
- One eight-form entry secondary school.

16.4.57 These will enhance the capacity position as follows as set out in the tables below:

- Primary Schools:
  - LIA: Total capacity would increase to 3,218 at this geography (+85%). Based on a total pupil yield of between 2,714 and 3,030, the resultant capacity would be between 188 and 504 which is greater capacity than the baseline position.
  - DA: Total capacity would increase to 109,870 at this geography (+1.4%). Based on a total pupil yield of between 98,511 and 98,827 the resultant capacity would be between 11,043 and 11,359 which is greater capacity than the baseline position.
- Secondary Schools:

- LIA: Total capacity would increase to 4,267 at this geography (+21%). Based on a total pupil yield of between 3,827 and 3,894 the resultant capacity would be between 370 and 437 which is greater capacity than the baseline position.
- DA: Total capacity would increase to 106,330 at this geography (+0.85%). Based on a total pupil yield of between 94,382 and 94,449 the resultant capacity will be between 11,881 and 11,948 which is greater capacity than the baseline position.

16.4.58 Additional capacity has been calculated by applying national average class sizes to the number of forms and year groups within each school using data from the Department for Education (2024 / 2025). This is a conservative approach as classes have, on average, 26.4 and 22.5 pupils in primary and secondary schools respectively. In reality it is likely that the new schools will be able to accommodate more students as each class has traditionally had capacity for c30 students. These figures therefore represent a ‘worst case’ from a capacity perspective.

**Table 16.34: Development’s Primary School Capacity Impact (Post-Mitigation)**

	Total Capacity	Pupil Numbers	Spare Capacity
<b>Local Impact Area</b>			
Baseline Position	1,740	1,659	81
Demand with Development, INCLUDING new schools <i>LOW Yield (i.e. 1,055)</i>	3,218	2,714	504
Demand with Development, including new schools <i>HIGH Yield (i.e. 1,371)</i>	3,218	3,030	188
<b>District Area</b>			
Baseline Position	108,392	97,456	10,936
Demand with Development, INCLUDING new schools <i>LOW Yield (i.e. 1,055)</i>	109,870	98,511	11,359
Demand with Development, INCLUDING new schools <i>HIGH Yield (i.e. 1,371)</i>	109,870	98,827	11,043

Source: Avison Young (2025); Department for Education (2023); Hertfordshire County Council (2025); Census (2021); Applicant (2025).

**Table 16.35: Development’s Secondary School Capacity Impact (Post-Mitigation)**

	Total Capacity	Pupil Numbers	Spare Capacity
<b>Local Impact Area</b>			

	Total Capacity	Pupil Numbers	Spare Capacity
Baseline Position	3,364	3,019	345
Demand with Development, INCLUDING new school <i>LOW Yield (i.e. 808)</i>	4,264	3,827	437
Demand with Development, INCLUDING new school <i>HIGH Yield (i.e. 875)</i>	4,264	3,894	370
<b>District Area</b>			
Baseline Position	105,430	93,574	11,856
Demand with Development, INCLUDING new school <i>LOW Yield (i.e. 808)</i>	106,330	94,382	11,948
Demand with Development, INCLUDING new school <i>HIGH Yield (i.e. 875)</i>	106,330	94,449	11,881

Source: Avison Young (2025); Department for Education (2023); Hertfordshire County Council (2025); Census (2021); Applicant (2025).

16.4.59 Based on the above, the following conclusions have been reached following the introduction of 'primary' or 'embedded' mitigation measures:

- Primary Schools:
  - The impact of the Development on the LIA is considered to be of medium beneficial magnitude as the new schools will increase primary school capacity fairly significantly at this scale. When this magnitude is combined with the medium sensitivity of the receptor, it is considered that the Development will have a **Direct, Permanent** and **Moderate Beneficial** on primary schools in the local area.
  - The magnitude of impact is more modest (i.e. low) at the DA scale as while capacity will increase, there is already significant capacity within the system at this scale. When this magnitude is combined with the low sensitivity of the receptor, it is considered that there will be a **Direct, Permanent** and **Minor Beneficial (Not Significant)** effect on primary schools across the district.
- Secondary Schools:
  - The impact on the LIA is considered to be of low beneficial magnitude as the new schools will marginally increase secondary school capacity at this scale. When this magnitude is combined with the low sensitivity of the receptor, it is considered that the Development will have a **Direct, Permanent** and **Minor Beneficial (Not Significant)** effect for secondary schools at the local level.

- The magnitude is comparable at the DA scale as the increase in capacity is relatively minor. As the sensitivity at this scale is again low, the effect is considered to be **Direct, Permanent** and **Minor Beneficial (Not Significant)** at the DA level.

16.4.60 As with primary healthcare, it is important to note that there might be an adverse effect over the short term if homes are built and occupied before the planned schools are operational. This can be mitigated by agreeing appropriate trigger points for the delivery of the schools with relevant partners as discussed later in this Chapter.

### Open Space

16.4.61 Provision of public open space has been assessed by considering the 'maximum' population yield against minimum benchmarks set out in *Policy NEB12 Green Space Standards and New Green Space Provision* within the *St Albans Draft Local Plan 2041: Regulation 19*. This sets out the following minimum requirements for new developments:

- Natural and Semi-Natural Green Space: 34.6 sqm per person.
- Parks and Gardens: 7.1 sqm per person.
- Amenity Green Space: 15.3 sqm per person.
- Allotments: 4.5 sqm per person.

16.4.62 Based on a 'maximum' population yield of 9,514, a total of 585,141 sqm or 58.51 Ha of public open space is therefore required from the Development broken down as follows:

- 329,184 sqm or 32.92 Ha of natural and semi-natural green space.
- 67,549 sqm or 6.75 Ha of parks and gardens.
- 145,564 sqm or 14.56 Ha of amenity green space.
- 42,813 sqm or 4.28 Ha of allotment space.

16.4.63 As set out in the Development Specification, the Development will comply with Policy NEB12 Green Space Standards and New Green Space Provision. This means it will deliver at least 585,141 sqm or 58.51 Ha of public open space broken down by the types and contributions set out above. The illustrative masterplan anticipates the delivery of more public open space than this, but this detail will be agreed at Reserved Matters stage.

16.4.64 Notable features of the Outline Planning Application include:

- Provision of strategic and local open spaces for multi-functional recreation, sustainable drainage, biodiversity, play and community growing.
- Delivery of Suitable Alternative Natural Greenspace (SANG) through a Country Park to the north and a Valley Park to the south. These SANG areas will include natural and semi-natural green space, play areas, walking routes, habitats and local food production.
- Addition of formal parks and gardens in both the northern and southern neighbourhoods.

- Provision of leisure and recreation facilities including sports pitches to the south and a sports hub within the northern neighbourhood. Sports pitch provision will comply with the requirements of the Sports England Calculator in line with Policy NEB12 Green Space Standards and New Green Space Provision of the St Albans Draft Local Plan 2041: Regulation 19.
- Local play, including informal, formal and strategic play opportunities including equipped play throughout the Site.
- Retention of existing woodlands, trees and hedgerows outside of development zones where their condition and location make a positive contribution to the public realm, neighbourhood placemaking and the biodiversity of the Site.
- Provision of green corridors to connect open spaces, safeguard existing vegetation, provide active travel routes for pedestrians and cyclists, and to provide wildlife corridors.

16.4.65 The delivery of this public open space is considered to be a high magnitude effect given the Development achieves the policy requirement and delivers additional facilities. Residents will have access to high quality open space within close proximity to their home as well as private amenity space. Given open space is a low sensitivity receptor, due to the wide range of amenities in the local area, it is anticipated that the effect will therefore be **Direct, Permanent, and Moderate Beneficial** within the LIA.

### Play Space

16.4.66 Similarly to public open space, Policy NEB12 Green Space Standards and New Green Space Provision of the St Albans Draft Local Plan 2041: Regulation 19 requires 0.6 sqm of children's play areas per person. This means that a population yield of 9,514 from the Development will generate demand for c5,709 sqm or 0.57 Ha of children's play space.

16.4.67 In line with these requirements, the Development will provide at least 5,709 sqm or 0.57 Ha of children's play space across Neighbourhood Equipped Play Areas (NEAPs), Local Equipped Play Areas (LEAPs) and Local Areas of Play (LAPs). The exact quantities and locations of each will be agreed at Reserved Matters stage.

16.4.68 This provision is considered to represent a low magnitude of impact as it meets but does not exceed play space requirements. Given play space is a low sensitivity receptor at the local level, as there is already a fairly extensive offer locally, the effect of the Development on this receptor will therefore be **Direct, Permanent and Minor Beneficial (Insignificant)** at the local level.

### Community Facilities

16.4.69 The Development will not remove or sever access to existing community facilities within the LIA. It may, however, increase demand for such facilities through the new population. Given the area has a diverse range of facilities, and there are further facilities outside the LIA, the overall impact is however anticipated to be limited. Community facilities also do not typically have capacity thresholds in the same way as education and health facilities.

16.4.70 In addition to this, the Development will introduce a wide range of new amenities that will benefit the local community. While exact provision will be agreed at Reserved Matters stage, the Development is broadly expected to deliver the following:

- Two local centres that will contain a range of uses, services and facilities that will combine to create new community 'nodes'. These are expected to include a mix of multi-purpose community centres, primary health care amenities, leisure facilities, gyms, faith spaces and nurseries / creches among others.
- A range of public open spaces and play spaces as previously discussed including parks, gardens, natural space, countryside, green amenity and allotment space. A new Country Park and Valley Park will also be provided for residents and wider community. Much of the Site is currently privately owned meaning the public cannot access it.
- Provision of leisure and recreation facilities including sports pitches to the south and a sports hub within the northern neighbourhood.
- Retention, restoration and conversion of heritage buildings at Wood End Farm and Westwick Farm for community, retail, food, beverage, visitor or office space.

16.4.71 In addition to this, a range of strategic transport and movement investments will be made to ensure the Development integrates with surrounding communities. These should ensure that new residents can access existing community amenities and that current residents can access new amenities within the Development. As set out elsewhere in this report, these investments include:

- A Sustainable Transport Corridor connecting all parts of the development, prioritising bus, pedestrian and cycle movements over private vehicles.
- Creation of new pedestrian and cycle connections to Cherry Tree Lane, Green Lane, Westwick Row and Buncefield Lane.
- Contributions to pedestrian and cycle connections linking the Development with Hemel Hempstead and St Albans.
- Ensuring local centres and schools are located adjacent to the active travel network and within 400m of a bus stop.
- Inclusion of Mobility Hubs [MMTIs] to facilitate transport interchange including bus services travelling beyond the site. To be included within local centres and employment hubs.
- Accessibility to micro-mobility measures such as cycle hire schemes and electric scooters.

16.4.72 Given the scale and accessibility of amenities being delivered, the magnitude of impact is considered to be high and beneficial for community provision the LIA. Taken with the low sensitivity of the receptor at this scale, the effect

of the Development is expected to be **Direct, Permanent** and of **Moderate Beneficial Significance** for community provision at the local level.

### Leisure Facilities

16.4.73 The Development will not remove or sever access to existing leisure facilities in the LIA. Instead, it will provide new facilities and improve accessibility as previously outlined.

16.4.74 Most new facilities are considered Public Open Spaces as previously discussed – including a new Country Park, Valley Park and formal parks, as well as 19.80 Ha of sports pitches and a sports hub<sup>49</sup>. These will allow existing and new residents to participate in a number of leisure activities including walking, running, cycling, football, cricket, rugby, hockey and tennis among others. Most of these facilities will be fully accessible to the community.

16.4.75 Other facilities will be provided in the two local centres. While the exact uses will be agreed at Reserved Matters stage, it is anticipated that leisure facilities including gyms, fitness studios and health centres will be provided. These will likely be delivered by the private sector so will not necessarily be publicly accessible in the same way as other amenities.

16.4.76 The Outline Planning Application also make an allowance for 1,477 sqm GIA of ‘community halls and meeting spaces’ as previously referenced. These will provide space for a broad range of leisure activities to take place from health and fitness focused classes to a range of clubs, talks and interest groups.

16.4.77 Given the scale of provision, the magnitude of impact is considered to be high and beneficial for leisure provision the LIA. Taken with the medium sensitivity of the receptor at this scale, the effect of the Development is expected to be **Direct, Permanent** and of **Major Beneficial Significance** for community provision at the local level. At the DA scale the sensitivity is lower so the effect is expected to be **Direct, Permanent** and of **Moderate Beneficial Significance**.

### District Centres

16.4.78 A Retail Impact Assessment has been undertaken to assess the potential impacts of the new local centres on existing town centres as set out in **Appendix 16.1**. The assessment has reached the following conclusions:

- St Albans and Hemel Hempstead are vital and viable town centres and provide important shopping and service facilities for local residents. Given their role and function and relative strength, they are considered to be resilient to any increased competition from the Development.
- The expenditure generated by the new residential community is expected to be more than sufficient to support the maximum retail floorspace proposed as part of the Development. Furthermore, there is an established ‘need’ for additional retail floorspace within Dacorum that would ensure there is no unsustainable level of trade diversion from any existing centres.

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<sup>49</sup> In line with Sports England Playing Pitch Calculator.

- The Development's new population will generate a surplus of retail expenditure (particularly for comparison goods) that would help support existing and future floorspace in Hemel Hempstead, St Albans and other defined centres. This means the Development should have a positive rather than a negative impact on defined centres.
- The Development is also estimated to produce significant additional expenditure for 'recreation' and 'restaurant' spending which will support the proposed floorspace and the vitality and viability of existing centres and facilities.

16.4.79 The assessment concludes that proposed development does not have the potential to trigger significant adverse impacts on the vitality and viability of any existing defined centre in SADC or DBC and is in accordance with the relevant adopted and emerging policies, as well as the NPPF.

16.4.80 Based on these conclusions, it is considered that the Development will have a beneficial effect on existing district centres across the LIA and DA. The magnitude is expected to be relatively low, however, given surplus expenditure will be divided across several locations. When combined with the low sensitivity of this receptor at both scales, the effect is expected to be **Direct, Permanent** and **Minor Beneficial (Insignificant)** for district centres for both the LIA and DA.

## 16.5 Additional Mitigation / Enhancement and Likely Residual Effects of the Development and their Significance

### The Works

16.5.1 The effects of the demolition and construction process are expected to be beneficial - therefore no secondary mitigation is required. The residual effects are expected to equal the pre-mitigation effects.

### The Completed and Operational Development

16.5.2 Beneficial and significant effects have been identified across a number of receptors, including Economy, Housing, Primary Healthcare, Primary Education (LA), Open Space, Community, and Leisure. Much of this is due to 'embedded' or 'primary' mitigation being delivered as part of the Development. For these receptors no 'secondary' mitigation or enhancements are proposed and therefore the Residual Effects are expected to be the same as pre-mitigation effects.

16.5.3 Beneficial but not significant effects have also been identified for Employment, Expenditure, Primary Education (DA), Secondary Education, Play Space and District Centres. Again, no mitigation or enhancements are proposed and therefore the Residential Effects are expected to remain the same as pre-mitigation effects.

16.5.4 Where adverse effects have been identified for Dental Provision, dental services are generally provided on a commercial basis. The Development provides space within the local centres which could accommodate a dental

practice if required. The Development includes a S106 obligation for the medical centre, and such a use could reasonably be accommodated within the overall floorspace provided if a new NHS dental facility was required.

16.5.5 Where these obligations are provided the adverse impacts should be addressed and therefore the Residual Effects will have a net negligible and therefore not significant effect as set out in the Residual Effects table below. If obligations are not used for Dental Provision the effect will not change.

16.5.6 The likely residual effects of the Development, incorporating any 'primary', 'secondary' and 'tertiary' mitigations, are set out in **Table 16.36** below.

16.5.7 In considering mitigation, it is also important to note that the while the effects for Primary Healthcare, Primary Education and Secondary Education are expected to be beneficial over the long term, the effects could be *adverse* over the short term if homes are built and occupied before embedded mitigation measures (i.e. schools and health centres) are built and operational. It is expected that this will be mitigated by agreeing appropriate trigger points for the delivery of the relevant facilities with relevant partners and stakeholders. This will ensure that the effects are at worst neutral over the short term until relevant facilities are brought forward.

**Table 16.36: Summary of Residual Effects**

Receptor	Significance of Effect	Secondary Mitigation	Significance of Residual Effect
<b>The Works</b>			
Construction Employment	Minor Beneficial (CA)	N/A	Minor Beneficial (CA) (Not Significant)
<b>The Completed and Operational Development</b>			
Economy	Major Beneficial (LIA)	N/A	<b>Major Beneficial</b> (LIA)
	Major Beneficial (DA)		<b>Major Beneficial</b> (DA)
Housing	Major Beneficial (LIA)	N/A	<b>Major Beneficial</b> (LIA)
	Major Beneficial (DA)		<b>Major Beneficial</b> (DA)
Expenditure	Minor Beneficial (LIA)	N/A	Minor Beneficial (LIA) (Not Significant)
	Minor Beneficial (DA)		Minor Beneficial (DA) (Not Significant)
Primary Healthcare	Moderate Beneficial (LIA)	N/A	<b>Moderate Beneficial</b> (LIA)
Dental Provision	Moderate Adverse (LIA)	Existing contribution frameworks (i.e. S106 / Community Infrastructure Levy (CIL))	Neutral, if contributions used appropriately (LIA) (Not Significant)
Primary Education	Moderate Beneficial (LIA)	N/A	<b>Moderate Beneficial</b> (LIA)

Receptor	Significance of Effect	Secondary Mitigation	Significance of Residual Effect
	Minor Beneficial (DA)		Minor Beneficial (DA) (Not Significant)
Secondary Education	Minor Beneficial (LIA)	N/A	Minor Beneficial (LIA) (Not Significant)
	Minor Beneficial (DA)		Minor Beneficial (DA) (Not Significant)
Open Space	Moderate Beneficial (LIA)	N/A	<b>Moderate Beneficial</b> (LIA)
Play Space	Minor Beneficial (LIA)	N/A	Minor Beneficial (LIA) (Not Significant)
Community	Moderate Beneficial (LIA)	N/A	<b>Moderate Beneficial</b> (LIA)
Leisure	Major Beneficial (LIA)	N/A	<b>Major Beneficial</b> (LIA)
	Moderate Beneficial (DA)		<b>Moderate Beneficial</b> (DA)
District Centres	Minor Beneficial (LIA)	N/A	Minor Beneficial (LIA) (Not Significant)
	Minor Beneficial (DA)		Minor Beneficial (DA) (Not Significant)

## 16.6 Likely Residual Cumulative Effects and their Significance

- 16.6.1 Future developments in the area may collectively impact socio-economic factors, including population growth, housing availability, employment opportunities, consumer spending, and the need for social infrastructure like schools, healthcare facilities and leisure amenities.
- 16.6.2 **Table 16.37**, provided at the end of this Chapter, sets out individual assessments of the likely effects arising from the identified Cumulative Schemes across some of these receptors.
- 16.6.3 It should be noted that these are qualitative assessments based on the effects set out in the preceding Sections, as well as a high-level understanding of the scale and nature of the cumulative schemes based on planning submissions. A map of the Cumulative Schemes considered, which was agreed with the local planning authority, is provided in **Figure 2.2**.
- 16.6.4 This information has then been used to consider cumulative effects of these prospective developments as set out in the text below.
- 16.6.5 As set out in **Table 16.37**, there are 12 'Approved Developments', some of which are currently under construction. Of the remaining 11 'Other Projects' considered, 10 Cumulative Schemes have live applications or are under appeal and one application has not yet been submitted but has been included as the site is allocated in the Draft Local

Plan for Dacorum and it is understood that an application is currently being prepared. This assessment considers the scenario in which all these Cumulative Schemes will be approved and come forward. It is recognised, however, that some schemes might not receive LPA approval and some might not be delivered. Therefore, the identified cumulative impacts represent a 'worst case' scenario.

16.6.6 It is important to note that some of the proposed developments included in the Cumulative Schemes are not within the LIA and DA but sit within Dacorum District. These Cumulative Schemes have not been assessed as this socio-economic assessment has focused on impacts at LIA and DA scales. It is recognised, however, that future residents across these developments may interact with the facilities and social infrastructure proposed. This is likely to have some impact on receptors that have a medium or high sensitivity.

### **Local Impact Area**

16.6.7 When combined with the Development, the 9 Cumulative Schemes located within LIA should deliver beneficial effects in relation to Housing Supply. While the proposals will deliver a relatively significant uplift, the overall impact should not shift the conclusions reached for the Development as the effect is already considered to be Major Beneficial at this scale.

16.6.8 In terms of Economic effects, the Cumulative Schemes do not propose a significant provision or re-provision of employment space nor is employment space being removed. The conclusions should therefore not change from the Development which is already expected to create a Major Beneficial effect.

16.6.9 In terms of Open Space, Play Space and Community Facilities, the conclusions are also expected to remain the same as provision for these facilities is likely to be considered in line with the Local Plan standards.

16.6.10 In contrast, the nine combined Cumulative Schemes are, however, likely to create adverse effects in relation to Primary Education, Secondary Education, Primary Healthcare and Dental Provision.

16.6.11 The Primary Education and Secondary Education conclusions are unlikely to change from the Development at the LIA and DA scales. This is because pupil yield for different age groups is likely to be manageable when combined with the delivery of three primary schools and one secondary school as part of the Development and a further three primary schools (equivalent to 7FEs in total) within the Cumulative Schemes. There is also existing surplus capacity across the geographies.

16.6.12 Given the significant provision of new homes across nine of the Cumulative Schemes, three of which could provide over 1,000 homes, there is however a risk that the effects on Primary Healthcare and Dental Practices will be adverse. Capacity challenges suggest this is likely to be highly sensitive.

16.6.13 The impact is therefore likely to be Major Adverse at this scale. However, the Hertfordshire and West Essex ICB and the LPA will have the responsibility to engage in conversations with developers to mitigate provision risks for the development sites that will pose the highest risk. This will be assessed for each of the Cumulative Schemes after the submission of their respective planning applications.

16.6.14 For Dental Practices, the impact is also likely to be Major Adverse. However, dentist provision is likely to follow local demand, as services are provided privately. Where NHS services will be provided, these are likely to require engagement from the local ICB. If any provision of dental service will be made in the future in the LIA (outside of the Development), the local ICB can commission NHS supported services. This can be mitigated by the local ICB should substantial pressure on services be identified.

16.6.15 In the absence of any mitigation for each of the Cumulative Schemes, the cumulative effect in terms of demand for health facilities is likely to be Major Adverse at the LIA scale. If on-site commitments or relevant payments are secured, and used appropriately, the impact of the Cumulative Schemes on the primary healthcare provision could potentially be negligible.

### District Area

16.6.16 As highlighted in **Table 16.37**, 14 Cumulative Schemes have been approved at the DA level. When combined with the Development these will again have beneficial effects in relation to Housing Supply and Household Expenditure, and adverse effects on Education and Healthcare provision. Open Space, Play Space and Community Provision are considered at the LIA scale so are not assessed here.

16.6.17 Given the scale and magnitude of these schemes it is likely that the significance levels for these receptors could increase at the DA level compared to the Development alone (i.e. become more beneficial or more adverse), despite some of the sites providing mitigation measures (e.g. primary school provision) to address some of these impacts. This is particularly the case for Primary Education, Secondary Education, Primary Healthcare and Dental Provision. This is because, while there is some capacity within the system for most of these receptors, this is likely to be taken up by residents across these schemes.

16.6.18 This highlights the importance of the LPA looking to secure planning obligations (i.e. S106) and Community Infrastructure Levy (CIL) liability to mitigate such adverse effects as discussed in relation to the Development. Where on-site obligations are not secured, these contributions can be collected and used strategically to mitigate any increased demand on healthcare and education. A strategic and joined up approach to using any funds will be required to mitigate adverse effects in full.

16.6.19 Assuming sufficient mitigation is provided, where required, the cumulative effect in terms of demand for social infrastructure is expected to be negligible at the DA level. If on-site commitments or relevant payments are not secured, or used appropriately, the impact of the Cumulative Schemes will generally be adverse.

### Regional Area

16.6.20 The most notable impact at the RA is likely to be related to the cumulative effect of the Schemes set out in **Table 16.37** on the construction labour market. While the construction sector is large, these Cumulative Schemes will place significant demand on workers in these sectors, particularly given large-scale development being undertaken across the wider region. There is the potential to provide mitigation for this impact via participation in training initiatives

within the sector, and such an intervention could potentially change the adverse effect into a positive one by helping to grow the skills base of the area.

## 16.7 Summary

- 16.7.1 The Development is expected to have a range of effects at the LIA, DA and CAs. Significant effects have been identified in relation to Economy (Major Beneficial LIA; Major Beneficial DA); Housing Delivery (Major Beneficial LIA / DA), Primary Healthcare (Moderate Beneficial LIA), Dental Practices (Moderate Adverse LIA), Primary Schools (Moderate Beneficial LIA), Open Space (Moderate Beneficial LIA), Community (Moderate Beneficial LIA) and Leisure (Major Beneficial LIA; Moderate Beneficial DA).
- 16.7.2 Where significant adverse effects have been identified in relation to Dental Provision, it is expected that most of the adverse impacts will be addressed through the Development Management process – most likely through S106 / CIL contributions or similar, and therefore the residual effects will have a net neutral and therefore not a significant effect. If payments are not used for this purpose the pre-mitigation effect will not change.
- 16.7.3 It is also worth noting that the effects to dental care provision would likely be temporary as an increase in demand would likely lead to an increase supply in the area as many dental facilities are provided by the private sector. These could be supported within the new Local Centres within the Development which would be subject to associated funding and market demand. An allowance has been made for at least 316 sqm (NIA) dentist floorspace (Class E(E)) across at least two surgeries. These are expected to be taken up by private practices that may or may not provide NHS options.
- 16.7.4 Where there is a risk of short-term adverse effects (i.e. for Primary Healthcare, Primary Schools and Secondary Schools) before new schools and health facilities are built, trigger points for the delivery of these facilities will be agreed to mitigate this. This will ensure that short term effects are at neutral until relevant facilities are brought forward and positive effects are realised.
- 16.7.5 Beyond this, it is important to note the potential effects identified in the cumulative assessment. Given the significant provision of new homes across nine of the Cumulative Schemes located in the LIA, there is a risk that the effects on Primary Healthcare and Dental Practices will become adverse. Capacity challenges suggest this is likely to be highly sensitive. In the absence of any mitigation for each of the Cumulative Schemes, the cumulative effect in terms of demand for health facilities could be Major Adverse at the LIA scale.
- 16.7.6 As for the district level, given the scale and magnitude of the Cumulative Schemes, it is likely that the significance levels for these receptors could increase at the DA level compared to the Development alone (i.e. become more beneficial or more adverse), despite some of the sites providing mitigation measures (e.g. primary school provision) to address some of these impacts. This is particularly the case for Primary Education, Secondary Education, Primary Healthcare and Dental Provision. In the absence of any mitigation for each of the proposed schemes, the impact of the Cumulative Schemes will generally be adverse at the DA scale.

**Table 16.37: Cumulative Schemes**

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
<b>Approved Developments</b>						
1	DBC: 21/03793/MOA	Land At Green Lane, Hemel Hempstead, Hertfordshire	Hybrid application for redevelopment of the site in 4 plots to provide up to 26,640 sqm of new commercial floorspace.	10m west	Under construction  Application approved: 28 <sup>th</sup> June 2023	<ul style="list-style-type: none"> <li>Economy: Scheme will provide a significant amount of employment space. Based on sensitivities the impact is likely to be Moderate Beneficial at the LIA scale. The development falls outside DA, therefore the impact at this scale has not been assessed.</li> </ul>
2a	DBC: 4/02539/16/MOA  SADC: 5/2016/2845	Land Between Three Cherry Trees Lane And Cherry Tree Lane, Hemel Hempstead	<p>Spencer's Park Phase 2 (East)</p> <p>Outline planning application to include up to 600 dwellings (c3), land for primary school (d1), land for local centre uses (a1,a3,a4,a5,d1,d2), land for up to 7,500 square metres of employment uses (b1,b2,b8), landscaping, open space and play areas, associated infrastructure, drainage and ancillary works, new roundabout access off Three Cherry Trees Lane, new priority junction off Three Cherry Trees Lane, new vehicular access to spencer's park phase 1 and an emergency access to the employment land off Cherry Tree Lane. Detailed approval is sought for access arrangement only, with all other matters reserved.</p>	Adjacent to the Site's western boundary	Under construction with first occupants present  Application approved: 29 <sup>th</sup> April 2019 (SADC) and 30 <sup>th</sup> April 2019 (DBC)	<ul style="list-style-type: none"> <li>Housing: Delivery of 600 new homes in LIA which is significant at this scale. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this scale. The development falls outside DA, therefore the impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for LIA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Scheme will provide some employment space. Based on sensitivities the impact is likely to be Minor Beneficial at the LIA scale.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<ul style="list-style-type: none"> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse at the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>
3	DBC: 22/03812/MFA	Land At Eastman Way, Atlas Copco, Hemel Hempstead Industrial Estate, Swallowdale Lane, Hemel Hempstead, Hertfordshire, HP2 7DU	Demolition of existing building and redevelopment of the site to provide a commercial building (Flexible uses within Class E (g)(iii), B2 and/or B8 of the Use Class Order (including ancillary office provision)), with associated enabling works, access, parking, landscaping, and infrastructure.	1.4km west	Construction not yet started  Application approved: 6 <sup>th</sup> June 2024	<ul style="list-style-type: none"> <li>Economy: Scheme will re-provide employment land and therefore it is likely that the net employment generation will have a Negligible impact at LIA scale. The development falls outside DA, therefore the impact at this scale has not been assessed.</li> </ul>
4	SADC: 5/2021/3194	St Stephens Green Farm, Chiswell Green Lane, St Albans, Hertfordshire	Outline application (access sought) for demolition of existing buildings, and the building of up to 330 discounted affordable homes for Key Workers,	2.5km south-east	Construction not yet started	<ul style="list-style-type: none"> <li>Housing: Delivery of 330 affordable homes for Key Workers which is fairly modest for the DA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
			including military personnel, the creation of open space and the construction of new accesses and highway		Application approved: 22 <sup>nd</sup> March 2024	<p>this level. The development falls outside LIA, therefore the impact at this scale has not been assessed.</p> <ul style="list-style-type: none"> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.
5	SADC: 5/2022/0927	Land South Of Chiswell Green Lane, St Albans, Hertfordshire	Outline application (access sought) - Demolition of existing structures and construction of up to 391 dwellings (Use Class C3), provision of land for a new 2FE primary school, open space provision and associated landscaping. Internal roads, parking, footpaths, cycleways, drainage, utilities and service infrastructure and new access arrangements.	3km south	Construction not yet started  Application approved by appeal: 22 <sup>nd</sup> March 2024	<ul style="list-style-type: none"> <li>Housing: Delivery of 391 homes which is fairly modest for the DA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this level. The development falls outside LIA, therefore the impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Provision of land for a new 2FE primary school has been made which will likely provide places for on-site housing, therefore the impact on the wider area provision will be reduced. Based on existing sensitivities the impact is likely to be negligible at the within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
6	SADC: 5/2020/3022	Land To Rear Of Burston Garden Centre North Orbital Road Chiswell Green, St Albans, Hertfordshire	Demolition of all existing buildings, structures and hardstanding and redevelopment of the site to provide a new retirement community comprising 80 assisted living apartments with community facilities and 44 bungalows together with associated access, bridleway extension, landscaping, amenity space, car parking and associated and ancillary works – approved 28/07/23  Note there is another s73 which is pending a decision ref 5/24/0142.	3.5km south-east	S73 application (ref. 5/24/0142) submitted  Application approved by appeal: 31 <sup>st</sup> January 2022	<ul style="list-style-type: none"> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> <li>Housing: Delivery of 80 assisted living apartments and 44 bungalows homes which is fairly modest for the DA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this level. The development falls outside LIA, therefore the impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a low number of primary school-</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<p>age children. Based on existing sensitivities the impact is likely to be negligible within the local area.</p> <ul style="list-style-type: none"> <li>Secondary Education: New households likely to deliver a low number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>
7	SADC: 5/2009/0708	Land in and around former aerodrome, north orbital road, Upper Colne Valley, Hertfordshire	Outline planning application (approval of means of access, siting and landscaping only) for the development of Strategic Rail Freight Interchange comprising intermodal area, distribution buildings (Class B8 use) and other related floorspace (Class B1/B2).	4.6km south-east	<p>RMA's (ref. 5/2017/1995, ref. 5/2017/1938 and ref. 5/2016/3006) approved</p> <p>Under construction</p> <p>S106 agreement finalised: January 2023</p>	<ul style="list-style-type: none"> <li>Economy: Scheme will provide some employment space. Based on sensitivities the impact is likely to be Minor Beneficial at the DA scale. The development falls outside LIA, therefore the impact at this scale has not been assessed.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
					Application approved by appeal: 13 <sup>th</sup> July 2014  Application validated: 8 <sup>th</sup> April 2009	
8	DBC: 4/03266/18/MFA	LA3, Land At West Hemel Hempstead	Hybrid planning application for mixed use proposed development at west Hemel Hempstead, pursuant to policy la3 of the adopted site allocations development plan document (2017) to provide for up to 1100 dwellings (with up to 40% affordable housing)	5.8 km west	Discharging conditions  Application approved: 3 <sup>rd</sup> December 2021	<ul style="list-style-type: none"> <li>Not assessed as site located outside LIA and DA.</li> </ul>
9	SADC: 5/2022/0267	Land Between Caravan Site And Watling Street Park Street, St Albans, Hertfordshire	Outline application (access) - Erection of up to 95 dwellings, including 40% affordable dwellings and 5% self-build and custom build dwellings, public open space, landscaping and associated infrastructure	830m north	Application approved by appeal: 7 <sup>th</sup> November 2024  Application validated: 11 <sup>th</sup> February 2021	<ul style="list-style-type: none"> <li>Housing: Delivery of 95 new homes which is significant for the LIA and DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this level.</li> <li>Household Expenditure: New households will likely deliver a low uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for LIA and DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<p>existing sensitivities the impact is likely to be Minor Adverse within the local area.</p> <ul style="list-style-type: none"> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Minor Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Minor Adverse at this level.</li> </ul>
10	SADC: 5/2021/0423	Land To Rear Of 112-156B Harpenden Road, St Albans, Hertfordshire	Outline application (access sought) - Residential development of up to 150 dwellings together with all associated works (resubmission following invalid application 5/2020/3096)	5.1km east	<p>RMA (ref. 5/2024/1915) submitted 19<sup>th</sup> December 2024 and currently under consultation</p> <p>Application approved: 24<sup>th</sup> October 2021</p>	<ul style="list-style-type: none"> <li>Housing: Delivery of 150 new homes which is significant for the DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this level. The schemes fall outside LIA therefore impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a low uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<ul style="list-style-type: none"> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>
11	SADC: 5/2023/0983	Copsewood, Lye Lane, Bricket Wood, Hertfordshire	Outline planning application (with access sought) for the residential redevelopment of the site for up to 190 dwellings and associated works	5km south-east	Construction not yet started Application approved: 29 <sup>th</sup> November 2024	<ul style="list-style-type: none"> <li>Housing: Delivery of 190 new homes which is modest for the DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this level. The schemes fall outside LIA therefore impact at this scale has not been assessed.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<ul style="list-style-type: none"> <li>Household Expenditure: New households will likely deliver a low uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
16	DBC: 25/00549/MFA	Former British Gas Site London Road Hemel Hempstead Hertfordshire	Redevelopment of the former Hemel Hempstead Gasworks site, proposing full planning permission for the construction of 11 residential buildings (three to eight storeys) (485 proposed residential units) with amenity spaces, ancillary facilities; car and cycle parking; public realm improvements, landscaping including SUDS features; access to Stratford Way, improved access from London Road; and associated works.	3.8km west	Application approved: 29th June 2025	<ul style="list-style-type: none"> <li>Not assessed as site located outside LIA and DA.</li> </ul>
<b>Other Projects (Live Applications, Appeals and Allocations)</b>						
2b	SADC: 5/2024/0927	Land Between Three Cherry Trees Lane And Cherry Tree Lane, Hemel Hempstead	Spencer's Park Phase 2 (West)  Application for approval of reserved matters (appearance, landscaping, layout, scale) of outline planning permission 5/2016/2845 dated 30/04/2019 for Up to 600 dwellings (c3), land for primary school (d1), land for local centre uses (a1,a3,a4,a5,d1,d2), land for up to 7,500 square metres of employment uses (b1,b2,b8), landscaping, open space and play areas, associated infrastructure, drainage and ancillary works, new roundabout access off Three Cherry Trees Lane, new priority junction off Three Cherry Trees Lane, new vehicular access to spencer's park phase 1 and an emergency access to the employment land off Cherry Tree Lane. Detailed approval is sought for access arrangement only, with all other matters reserved.	Adjacent to the Site's western boundary	Decision pending  Application validated: 10 <sup>th</sup> June 2024	<ul style="list-style-type: none"> <li>This planning application refers to the scheme assessed under Ref. 2a; therefore the same conclusions would apply</li> </ul>
12	SADC: 5/2021/3631	Land At Gaddesden Lane, Redbourn, Hertfordshire, AL3 7DP	Outline application (access only) - Construction of up to 300 new homes including 35% affordable new homes, new landscaping, public open space and associated infrastructure works	830m north	Decision pending. Under consultation until: 13 <sup>th</sup> December 2025	<ul style="list-style-type: none"> <li>Housing: Delivery of 300 homes which is fairly modest for the DA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this level. The</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
					Application validated: 31 <sup>st</sup> January 2022	<p>schemes fall outside LIA therefore impact at this scale has not been assessed.</p> <ul style="list-style-type: none"> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure.</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.
13	DBC: 21/04556/MFA	Plots 1 & 2, Maylands Avenue, Hemel Hempstead, HP2 4FQ	Construction of 234 apartments and 1,486 sqm of commercial floor space, provided in three main buildings ranging from 5 to 9 storeys on two podiums, with associated car parking, landscaping, amenity space and service areas	605m west	Application withdrawn: 1 <sup>st</sup> October 2025  Application validated: 7 <sup>th</sup> December 2021	<ul style="list-style-type: none"> <li>Housing: Delivery of 234 homes (flats) which is fairly modest for the LIA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this level. The schemes fall outside DA therefore impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for the LIA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: The development provides some employment spaces. The Impact is likely to be Minor beneficial for the LIA.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.
14	DBC: 19/02749/MOA	Land At Marchmont Farm Piccotts End Lane, Hemel Hempstead, Hertfordshire, HP2 6JH	Outline planning for up to 350 dwellings, land for 5 gypsy & traveller pitches. Vehicular access from A4147, public open space including extension to Margaret Lloyd Park and associated landscaping, infrastructure and drainage. Detailed approval for access arrangements	2.5km west	With Planning Officer Application validated: 28 <sup>th</sup> October 2019	<ul style="list-style-type: none"> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>
15	DBC: 21/04508/MOA	Land West Of Leighton Buzzard Road And North Of Galley Hill, Leighton Buzzard Road, Hemel Hempstead Hertfordshire, HP2	Construction of up to 390 dwellings (C3 Use), including up to 40% affordable housing and 5% self build, a residential care home for up to 70-beds (C2 use), along with associated landscaping and open space with access from Leighton Buzzard Road.	3.6km west	Appeal lodged: 31st May 2024 (24/00036/REFU) Application validated: 10 <sup>th</sup> December 2021	<ul style="list-style-type: none"> <li>Not assessed as site located outside LIA and DA.</li> </ul>
17	SADC: 5/2022/2443	Bricket Wood Sports And Country Club, Paintball Site & Bricket Lodge, Lye Lane Bricket Wood, Hertfordshire, AL2 3TF	Outline application (access sought) - Demolition of existing buildings and construction of up to 115 dwellings and creation of new access	5km south-east	Appeal dismissed: 3 <sup>rd</sup> June 2025 Appeal lodged: 9th February 2024 Application validated: 12 <sup>th</sup> October 2022	<ul style="list-style-type: none"> <li>Housing: Delivery of 115 homes is fairly low for the DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this level. The schemes fall outside LIA therefore impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<p>household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</p> <ul style="list-style-type: none"> <li>• Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>• Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>• Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>• Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Minor Adverse at this scale.</li> <li>• Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Minor Adverse at this level.</li> </ul>

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18	SADC: 5/2023/0327	Land at Cooters End Lane and Ambrose Lane, Harpenden	Outline application (access sought) - Construction of up to 550 dwellings including circa. 130 Class C2 integrated retirement homes, 40% affordable housing, early years setting, public open space, allotments and publicly accessible recreation space including junior sport pitches	5.5km north-east	Decision pending  Application validated: 1 <sup>st</sup> March 2023	<ul style="list-style-type: none"> <li>Housing: Delivery of 550 homes is fairly modest for the DA. Based on sensitivities the impact is therefore likely to be Moderate Beneficial at this level. The schemes fall outside LIA therefore impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver a modest uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Impact likely to be negligible for DA as no employment space planned.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Based on existing sensitivities the impact is likely to be Moderate Adverse within the local area.</li> <li>Secondary Education: New households likely to deliver a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
19	SADC: 5/2025/0645	North Hemel Hempstead Development Site Hemel Hempstead Road Redbourn Hertfordshire	Draft Allocation 'H1' within the new SADC Local Plan (to 2041). Outline application for residential-led mixed use development comprising up to 1,500 new dwellings, a 3 form entry primary school, a local centre, mobility hub, open space, amenity space. All matters reserved except for access junctions to B487 and Holtsmere End Lane	0m north	An outline planning application is currently being prepared and is expected to be submitted at a similar time to the Development (i.e. East Hemel)  EIA Scoping Opinion received: 23 <sup>rd</sup> May 2025	<p>therefore likely to be Moderate Adverse at this scale.</p> <ul style="list-style-type: none"> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Minor Adverse at this level.</li> <li>Open Space: The proposal include provision for junior sport pitches and wider public realm. Given the sensitivity of this receptor for the DA, the impact is likely to be Minor Beneficial.</li> </ul> <ul style="list-style-type: none"> <li>Housing: Delivery of 1,500 new homes within LIA and DA which is significant. Based on sensitivities the impact is therefore likely to be Major Beneficial at this scale.</li> <li>Household Expenditure: New households will likely deliver an uplift in household expenditure for LIA and DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Scheme will provide some employment space. Based on sensitivities the impact is likely to be Minor Beneficial at the DA scale.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Provision of land for a new 3FE primary school has been made which will likely provide places for on-site</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<p>hosing, therefore the impact on the wider area provision will be reduced. Based on existing sensitivities the impact is likely to be negligible within the local area.</p> <ul style="list-style-type: none"> <li>Secondary Education: New households likely to create de a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</li> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> </ul>
20	SADC: 5/2025/0733	Proposed Solar Farm Potters Crouch Hertfordshire	The Development would comprise a ground mounted solar PV farm with associated infrastructure and equipment, including fencing, security cameras, cabling, access tracks and landscaping. The Development would have an export capacity of up to 49.9 megawatts.	650m south-east	EIA Screening Opinion received: 8 <sup>th</sup> May 2025, confirming an ES is not required	<ul style="list-style-type: none"> <li>Economy: Scheme will create employment opportunities, although the number of jobs associated with this type of development is not likely to be significant. Based on sensitivities the impact is likely to be negligible at LIA an DA scale.</li> </ul>

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21	SADC: 5/2024/2271	Land Off Sandridgebury Lane And Between The Railway And Harpenden Road St Albans Hertfordshire	Hybrid application for relocation and replacement of playing fields and pavilion (detailed) and the construction of 1000 homes, a local centre, primary school and green infrastructure.	5.5km west	Decision pending. Under consultation until: 13 <sup>th</sup> December 2025  Application validated: 26 <sup>th</sup> February 2025	<ul style="list-style-type: none"> <li>Housing: Delivery of 1,500 new homes within DA which is significant. Based on sensitivities the impact is therefore likely to be Major Beneficial at this scale. The schemes fall outside the LIA therefore impact at this scale has not been assessed.</li> <li>Household Expenditure: New households will likely deliver an uplift in household expenditure for DA. Based on sensitivities the impact is therefore likely to be Minor Beneficial at this scale.</li> <li>Economy: Scheme will provide some employment space withing a local centre. Based on sensitivities the impact is likely to be Minor Beneficial at the DA scale.</li> <li>Primary Education: New households likely to deliver a modest number of primary school-age children. Provision of land for a new 2FE primary school has been made which will likely provide places for on-site hosing, therefore the impact on the wider area provision will be reduced. Based on existing sensitivities the impact is likely to be negligible within the local area</li> <li>Secondary Education: New households likely to create de a modest number of secondary school-age children. Based on existing sensitivities the impact is likely to be Minor Adverse within the local area.</li> <li>Primary Healthcare: New households likely to support a relatively modest number of new residents which will put some strain on</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
						<p>primary healthcare infrastructure. The sensitivity of healthcare has not been considered at the DA level, but capacity challenges at the ICB level suggest it is likely to be highly sensitive. The impact is therefore likely to be Moderate Adverse at this scale.</p> <ul style="list-style-type: none"> <li>Dental Practices: New households likely to support new residents which will put some strain on dental provision infrastructure. Based on existing sensitivities this impact is likely to be Moderate Adverse at this level.</li> <li>Leisure Provision: Existing playing fields on-site will be relocated in the immediate vicinity. A sports pavilion will be provided instead. Taken with the medium sensitivity of the receptor at this scale, the effect is expected to be Direct, Permanent and of Moderate Beneficial Significance at LIA scale.</li> <li>Open Space: The development will deliver significant open space in LIA, created over 17 acres of accessible green space. Taken with the low sensitivity of the receptor at LIA scale, the effect is expected to be Direct, Permanent and of Minor Beneficial (Insignificant) at LIA scale.</li> </ul>
22	N/A	Westwick Row, Land to the South of Green Lane	Draft Allocation 'HM16' within the new Dacorum Local Plan (to 2041). Currently in the pre-application stage with a planning application anticipated to be submitted in Autumn 2025. Expected to start on-site in late 2026	Adjacent to the Site's south-west boundary	Pre-application stage	<ul style="list-style-type: none"> <li>The planning application for this development has not yet been submitted, therefore, a full assessment of the scheme considering socio-economics impacts is not possible at this stage. Should the</li> </ul>

Cumulative Scheme No.	Planning Application Ref.	Address	Description of Development	Approximate Distance & Direction from the Site	Known Status	Description of Cumulative Effect
			and completion by 2028. Allocated for up to 80 housing units.			development be delivered in line with the Draft Allocation HM16, it can deliver up to 80 housing units which will have an impact on housing delivery, household spending and social infrastructure.