

7 Socio-Economics

7.1 Introduction

- 7.1.1 This chapter was prepared by Quod and presents an assessment of the likely significant socio-economic effects of the Development during both the construction and completed development stages of the project.
- 7.1.2 Mitigation measures are identified, where appropriate, to avoid, reduce or offset any significant adverse effects identified and/or enhance likely beneficial effects. The nature and significance of the likely residual effects are then reported. An assessment of the cumulative effects of the project with other cumulative developments (as identified in Chapter 3 and Appendix 3.4) is also presented.
- 7.1.3 The chapter is supported by the following appendices:
- Appendix 7.1: Legislation, Policy and Guidance; and
 - Appendix 7.2: Extract from St Albans District Council, September 2024. Infrastructure Delivery Plan – Stage Three Infrastructure Delivery Plan.

Competence

- 7.1.4 The Socio-Economic ES chapter has been prepared by Vicky Lohead. Vicky is an Associate at Quod; she has a Master's in International Planning and is a chartered planner with over 15 years of experience working on socio-economic impact assessments.
- 7.1.5 This work has been overseen by Senior Director, Sasha Gordon, who has over 15 years of experience leading on socio-economic impact assessments.

7.2 Legislation, Planning Policy and Guidance

Legislation Context

- 7.2.1 There is no legislation of relevance to the likely significant socio-economic effects of the Development.

Planning Policy Context

National

- 7.2.2 The following national planning policy is relevant to the Development:
- National Planning Policy Framework (NPPF)¹.

Local

- 7.2.3 The following local planning policy is relevant to the Development:
- Draft SADC Local Plan – Draft Local Plan (2041) ('Emerging Local Plan')².

Guidance

7.2.4 The following guidance is of relevance to Development and this socio-economic assessment:

- Homes and Communities Agency (HCA) Employment Density Guide – 3rd Edition ('HCA Guidance')³ – see Methodology section below.

7.3 Assessment Methodology

Consultation

EIA Scoping Opinion

7.3.1 A request for a Scoping Opinion was submitted by the Applicant to SADC on 27 March 2025. The Scoping Report accompanied the request (Appendix 3.2). The Scoping Opinion (Appendix 3.3) was issued by SADC on 23 May 2025 which included comments from statutory consultees. Table 7.1 summarises key comments raised by consultees of relevance to this assessment during the EIA Scoping study and how the assessment has responded to them.

Table 7.1: EIA Scoping Response Summary

Consultee and Comment	Response
<i>St Albans City and District Council (May 2025)</i>	
Stated that the proposed scope of the Socio-Economic ES chapter is acceptable but requested that effects on existing local centres should be added to the 'scoped in' effects.	Existing local centres are identified in the baseline analysis and a qualitative assessment provided of the impact of the Development on them.

Pre-Application Consultation

7.3.2 No further consultation was undertaken over and above the EIA Scoping process to inform the preparation of this Socio-Economic ES chapter.

7.3.3 Hertfordshire County Council (HCC) (on 13 November 2025) has provided outputs from their Hertfordshire Demographic Model – particularly in relation to numbers of children expected to live on-site (based on an indicative housing mix). These projections, based on indicative information where necessary, have informed this Chapter as well as other methods of projecting Child Yield as outlined in the Assessment Method Section of this Chapter.

Summary of Assessment Scope

7.3.4 The scope of the assessment within this chapter is limited to the following potential impacts and assessment of effects:

Construction

7.3.5 For the construction phase of the Development, the following potential effects have been assessed:

- Generation of temporary employment during the construction period.

Completed Development

7.3.6 For the completed Development, the following potential effects have been assessed:

- Delivery of new homes contributing to local housing targets;
- The effect of the population accommodated by these new homes on social infrastructure – specifically education (primary and secondary), primary healthcare (GPs), open space and play space provision, and local centres, leisure and community facilities;
- Net additional employment opportunities in new non-residential floorspace (this will allow for consideration of any loss in employment from existing agricultural uses on-site); and
- Spending associated with the new residents and employees brought to the Site by the Development.

Cumulative Assessment:

7.3.7 The cumulative assessment considers the same potential likely significant effects (where possible and where the necessary information is available) as identified for the Development (outlined above).

Non-Significant Effects

7.3.8 All other socio-economic effects were scoped out of further assessment within this ES. This includes:

- Indirect construction effects – supply chain effects and spending by construction workers are likely to be beneficial but not significant within the assessment areas. As the number of construction workers on-site would fluctuate over the course of the development programme and will depend on the construction methodology and phasing, it is challenging to robustly quantify the level of spending captured locally based on the information likely to be available at the planning stage; and
- Multiplier effects – positive multiplier effects are expected to be generated by construction supply chain and procurement spending. These effects will vary depending on construction method and individual contractors. The spatial context of supply chain effects will range from local to national and even international depending on the supply and sourcing of construction materials and other suppliers. These details will not be available at the outline planning stage; therefore, the magnitude of impact would be challenging to meaningfully quantify. The effects are likely to be beneficial but not significant in the context of the surrounding area.

Study Area

7.3.9 The baseline assessment considers the latest known socio-economic conditions at different spatial levels (study areas) as summarised in Table 7.2.

Table 7.2: Study area for socio-economic conditions

Condition		Study Area
Existing Uses		Site
Construction Industry		Regional – East England
Housing		District – St Albans district
Education	Primary	Local school place planning areas of Hemel Hempstead East, Hemel Hempstead North-East, Hemel Hempstead North-West, and Redbourn.
	Secondary	School place planning areas of Hemel Hempstead and St Albans
Healthcare		5km radius (although with a particular focus on those within the local primary care network to the Site).
Open Space and Play Space		5km radius (although with a particular focus on those closest to the Site especially within the existing urban settlement of Hemel Hempstead which the Site is expected to be closely linked to.
Community, leisure and local centres		Baseline analysis focuses on those facilities closest to the Site particularly within the existing urban settlement of Hemel Hempstead.
Economy (employment and additional spending)		Local, District, Regional

Baseline Characterisation Approach

Existing Baseline

- 7.3.10 The approach to defining the baseline conditions within the study area for the assessment was based on desk-based research, as set out below.
- 7.3.11 The baseline conditions for the study area were informed by a review of the following information sources:
- Census (2021)⁴;
 - Business Register and Employment Survey (2023)⁵;
 - Claimant Count (2025)⁶;
 - Annual Schools Census data (2025)⁷ and information from relevant SADC and DBC school admission documents;
 - Data on healthcare services from NHS Digital (2025)⁸;
 - Open space and play space information from Ordnance Survey data⁹, alongside a desktop study which draws on the Dacorum Borough Open Spaces Survey (2019)¹⁰ and is cross referenced with the Hemel Garden Communities Green Infrastructure Strategy (2024)¹¹;
 - Community and leisure facilities have been identified using Google Maps and SADC and DBC webpages; and
 - Local centres have been identified using SADC and DBC policy maps and other evidence base documents, including the Hemel Garden Communities Review (2023/24)¹².

Future Baseline

- 7.3.12 The future baseline conditions have been determined by using the Office for National Statistics population projections which are available for local authorities up to the year 2043¹³. For the purposes of this assessment, the estimated completion year of 2041 has been selected for the future baseline.
- 7.3.13 Where possible, the future baseline identifies forecasts in social infrastructure demand and any additional facilities or capacity expected to be delivered over the coming years.

Assessment Method

Construction

Temporary Employment

- 7.3.14 Construction-related employment expected to be generated by the Development has been assessed using the Construction Industry Training Board (CITB) Labour Forecasting Tool¹⁴. This tool estimates the number of person months associated with a development. This in turn can be turned into an average full-time equivalent figure over the duration of the construction period. The tool is based on the total construction cost, duration i.e. estimated start/finish dates, location, and type of construction project involved.
- 7.3.15 Based on the indicative construction programme, construction is anticipated to commence in 2028 and to reach completion in 2041.

Completed Development

Housing delivery

- 7.3.16 The Development's contribution towards housing delivery is assessed against the emerging SADC Draft Local Plan¹⁵ (Strategic Policy SP3: Land and Green Belt) which identifies a housing target (based on the Government's Standard Methodology) of a total of 14,603 homes over the plan period (2024 to 2041).

Demand for social infrastructure

- 7.3.17 The new residents on-site will generate demand for a range of social infrastructure facilities. These effects have been assessed in the following ways:
- Primary and secondary school places – additional demand for school places has been assessed using child yields identified by the Department for Education¹⁶ for new housing. These outputs have then been considered in the context of capacity within existing schools, the proposed primary school to be delivered on-site, and proposed future development across the wider Hemel Garden Communities programme;
 - Primary healthcare facilities (GPs) – the total number of people expected to live on-site has been calculated by applying an average household size of 2.4 people per household (in line with SADC's Local Plan evidence base¹⁷) plus an assumption of one person per bedspace for the nursing home element of the proposals. These have then been assessed in the context of capacity across existing surgeries in the local area and benchmarked against the average patient list size of surgeries for England as a whole. Account has also been taken of future planned provision across the wider Hemel Garden Communities programme;

- Open space and play space – the required amount of open space and play space arising from the Development’s new residents has been assessed using the standards set out in SADC’s emerging Local Plan policy (Policy NEB12: Green Space Standards and New Green Space Provision) and compared against the indicative area of proposed open space on-site; and
- Local centres, leisure and community facilities – the impact of the Development on existing local centres, leisure and community facilities has been considered in qualitative terms in the context of the policy guidance relating to the Site.

End-use Employment

- 7.3.18 The Development will support employment through the provision of non-residential floorspace, education and local centre floorspace.
- 7.3.19 Employment accommodated by the primary school on-site has been calculated using Department of Education (DfE) workforce data¹⁸.
- 7.3.20 The jobs associated with specialist accommodation (e.g. nursing home) have been calculated using an estimate of 1.5 staff per resident. There are no legal requirements around staff ratios in care homes in terms of numbers. However, each care home must make sure it has enough staff to ensure each resident’s needs are met and other regulatory requirements are fulfilled. The 1.5 staff per resident ratio has been calculated by dividing the total number of occupied care home bedspaces in England by the total directly employed staff in care homes in England (as of week ending 14 October 2025)¹⁹.
- 7.3.21 Employment generated by the creation of a new local centre has been calculated by applying standard job density ratios derived from the HCA Employment Density Guide²⁰ to an indicative use breakdown as follows:
- Retail (convenience store/other retail) – 15 sqm to 20 sqm per job (NIA); and
 - Community use and Nursery – 65 sqm to 165 sqm per job (GIA).

- 7.3.22 Employment for the nursery use has been calculated based on previous project experience involving this use.

Additional spending

- 7.3.23 An assessment of the level of spending (from both new residents and employees) likely to occur once the Development is complete and operational has been undertaken. This is based on the following methodology:
- Household expenditure generated by the new households living in the new homes on-site. This spending figure is based on an average household expenditure of £22,021 per week for East of England; and
 - Local expenditure by net additional employees. An average spend per day of £14.72 per employee has been applied, based on survey information carried out by research agency Loudhouse for Visa Europe²² and adjusted to account for inflation²³.

Cumulative Effects

- 7.3.24 The cumulative schemes that have been agreed with SADC for assessment have been reviewed to determine their potential to interact cumulatively with the Development during the construction and completed development phases.
- 7.3.25 All of the cumulative schemes contain either a residential or employment element to them and have, therefore, been scoped into this assessment.

Assessment Criteria

Sensitivity of Receptor

- 7.3.26 The sensitivity of receptors has been evaluated as being high, medium or low, based on a review of the baseline position of each receptor and its performance against benchmark areas. The receptors and the definition of sensitivity is based on a scale set out in Table 7.3.

Table 7.3: Receptor Sensitivity Descriptors

Value (Sensitivity)	Descriptor
High	Above average levels of socio-economic deprivation (for example, unemployment), sever historic under-delivery of housing and social infrastructure with no surplus capacity or a receptor with low adaptability to change.
Medium	Average levels of socio-economic deprivation (for example, unemployment), slight historic under-delivery of housing, and social infrastructure operating close to capacity or with limited surplus capacity or a receptor with medium adaptability to change.
Low	Below average levels of socio-economic deprivation (for example, unemployment), good housing delivery rates (e.g. housing targets have consistently been met) and social infrastructure with surplus capacity or a receptor with high adaptability to change.
Negligible	No receptor sensitivity.

Magnitude of Impact

- 7.3.27 Table 7.4 sets out the magnitude of impact descriptors typically used in the socio-economic assessment.

Table 7.4: Magnitude of Impact Descriptors

Impact Magnitude	Descriptor
High	Substantial change to one or more of the socio-economic receptors.
Medium	Noticeable change to one or more of the socio-economic receptors.
Low	Hardly perceptible change to one or more of the socio-economic receptors.
Negligible	No perceptible change to one or more of the socio-economic receptors.

Assessing Significance

- 7.3.28 Table 7.5 sets out the approach to determining the scale of effect. Determining the scale of socio-economic effects requires professional judgement, therefore, the matrix includes a degree of flexibility when considering the magnitude of an impact in the context of the sensitivity of the receptor.
- 7.3.29 Effects classified as moderate or major in scale are considered ‘Significant.’ Effects classified as minor or negligible in scale are considered ‘Not Significant.’

Table 7.5: Significance of Effect Matrix

Sensitivity / Value of Receptor	Magnitude of Impact			
	<i>High</i>	<i>Medium</i>	<i>Low</i>	<i>Negligible</i>
<i>High</i>	Major	Major / Moderate	Moderate / Minor	Negligible
<i>Medium</i>	Major / Moderate	Moderate / Minor	Minor / Negligible	Negligible
<i>Low</i>	Moderate / Minor	Minor / Negligible	Negligible	Negligible
<i>Negligible</i>	Negligible	Negligible	Negligible	Negligible

Assumptions and Limitations

- 7.3.30 The Development and cumulative effects are assessed against a current baseline – although where information is known about the future baseline (particularly in relation to other Hemel Garden Community sites), that is referenced. This approach differs to that adopted in some other chapters of the ES where a future baseline may be used.
- 7.3.31 In a socio-economic context, there are many unknowns associated with trying to assess population and employment impacts against a future baseline. The current baseline (as far as this can be established using the most up to date datasets), therefore, represents a reasonable indicator against which to assess the impacts of a development. Baseline data could change over time. The most recent published data sources have been used in this assessment. In some instances, this data may be older than the true baseline (i.e. 2025). This is an unavoidable limitation and is not considered to adversely impact the validity of the assessment.
- 7.3.32 Due to the outline nature of the application, it has only been possible to assess an illustrative masterplan and/or a policy compliant version of the proposals. Details of the scheme are likely to change as reserved matters applications (RMAs) are prepared. However, the assessment will be undertaken based on the worst-case assumption for each sub-topic of the socio-economic assessment. For example, the assessment of employment applies minimum and maximum job densities to reflect the potential range of end-users that could occupy the space, but for the assessment of population and child yield the maximum number of residential homes will be assessed as this will create the largest demand on the surrounding healthcare and education infrastructure.

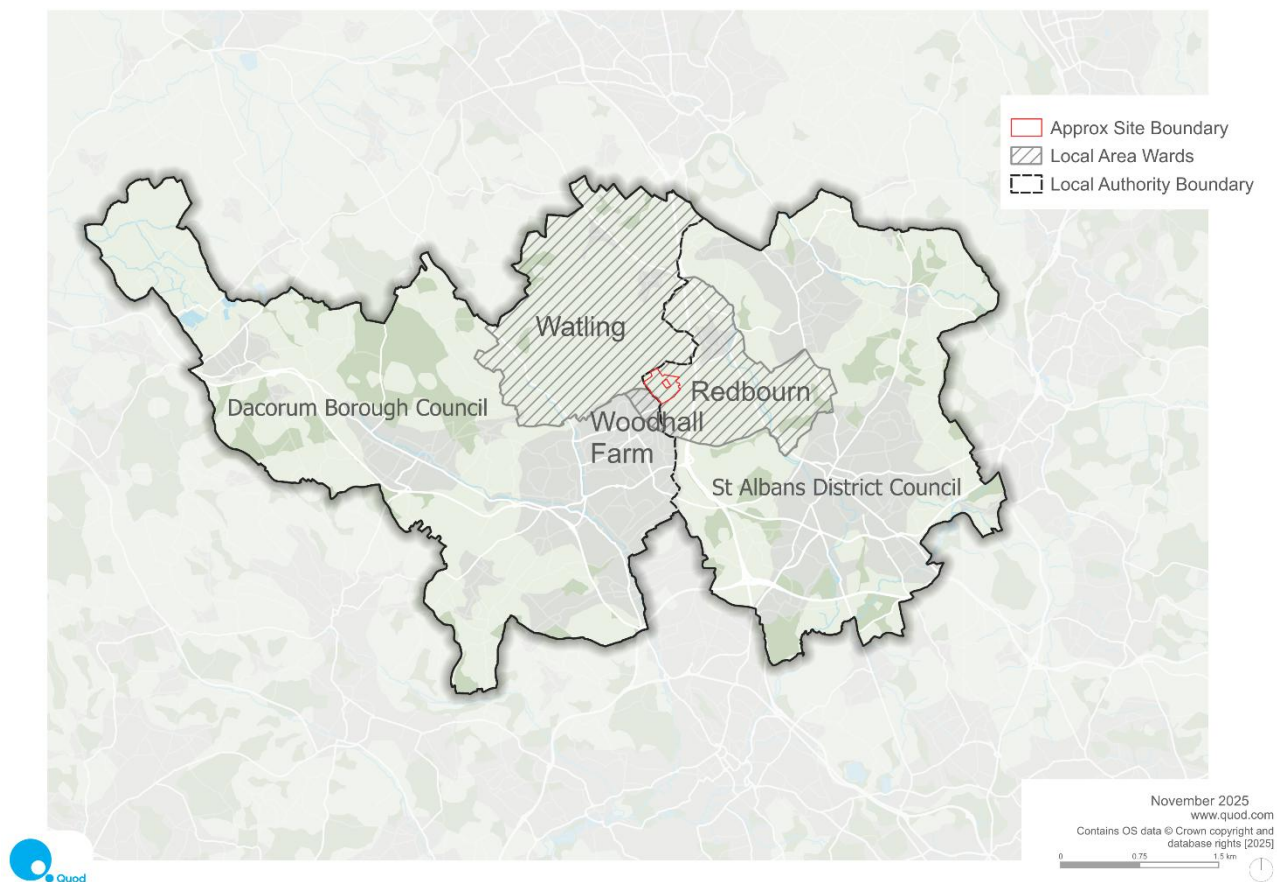
7.4 Baseline Conditions

Existing Baseline

Study area

- 7.4.1 Demographic, housing, and economic baseline data for the Local Area (defined as Redbourn (SADC); Watling (DBC); and Woodhall Farm (DBC)) has been reviewed and put into context against the wider district (SADC and DBC) and regional (East England) profiles.
- 7.4.2 A map showing these spatial areas is provided in Figure 7.1.

Figure 7.1: Site Context Map



Existing Site

- 7.4.3 The Site is in the Redbourn ward of SADC to the north east of the town of Hemel Hempstead. The Site is predominantly used for agriculture, and employment associated with this use is low. There is one residential property which is positioned at the centre of the Site but is excluded from the red line boundary. The Site does not currently provide any recreation, or leisure uses other than the use of PROWs.

Demographic Baseline

- 7.4.4 At the time of the 2021 Census²⁴, the total resident population of the Local Area was c.19,000, compared to c.148,000 in SADC, c.155,000 in DBC and c.6,300,000 in the East of England.

- 7.4.5 Between 2011 and 2021, there was a 5% increase in population in SADC, compared to a 7% increase in DBC and 8% increase in the East of England.
- 7.4.6 The age profile of the Local Area is broadly in line with the profile of the other spatial areas considered. Nearly a quarter (22%) are aged 0 to 15 years old, 70% are of working age, and 8% aged 75+.

Table 7.6: Demographic baseline summary

Measure	Local Area	SADC	DBC	East of England
<i>Population</i>				
Total Population in 2011 (no.)*	-	141,000	145,000	5,800,000
Total Population in 2021 (no.)	19,000	148,000	155,000	6,300,000
% Change	-	+5%	+7%	+8%
<i>Age Profile (Census 2021)</i>				
0 to 15	22%	22%	20%	19%
16 to 74	70%	70%	72%	72%
75+	8%	8%	8%	9%

Sources: Census 2011 and Census 2021. Note: Figures may not add due to rounding

* - total population figures are not available for the Local Area due to Redbourn ward boundary changes between 2011 and 2021.

Housing Baseline

- 7.4.7 The 2021 Census showed that there were approximately 7,400 households living in the Local Area.
- 7.4.8 At the time of the 2021 Census, the housing stock of the Local Area comprised of 79% houses and 20% flats. The proportion of houses was slightly higher than SADC (77%) and DBC (76%) and lower than the East of England (82%).
- 7.4.9 The tenure that accommodates the highest proportion of all households is privately owned, at 67% of all households. This is lower than SADC (71%) and broadly in line with DBC (65%) and the East of England (66%). The tenure with the next highest proportion in the Local Area is social rented, comprising 18% of all households, which is higher than SADC (12%) and the East of England (15%) but lower than DBC (21%).
- 7.4.10 Overcrowding can be defined as households that have too few bedrooms for the number of people living in that household. 2021 Census data showed that 3% of households in the Local Area live in overcrowded conditions, which is in line with SADC and DBC and the East of England.

Table 7.7: Housing baseline summary

Measure	Local Area	SADC	DBC	East of England
<i>Accommodation type</i>				
Houses	79%	77%	76%	82%
Flats	20%	21%	22%	16%
<i>Accommodation tenure</i>				
Owned	67%	71%	65%	66%

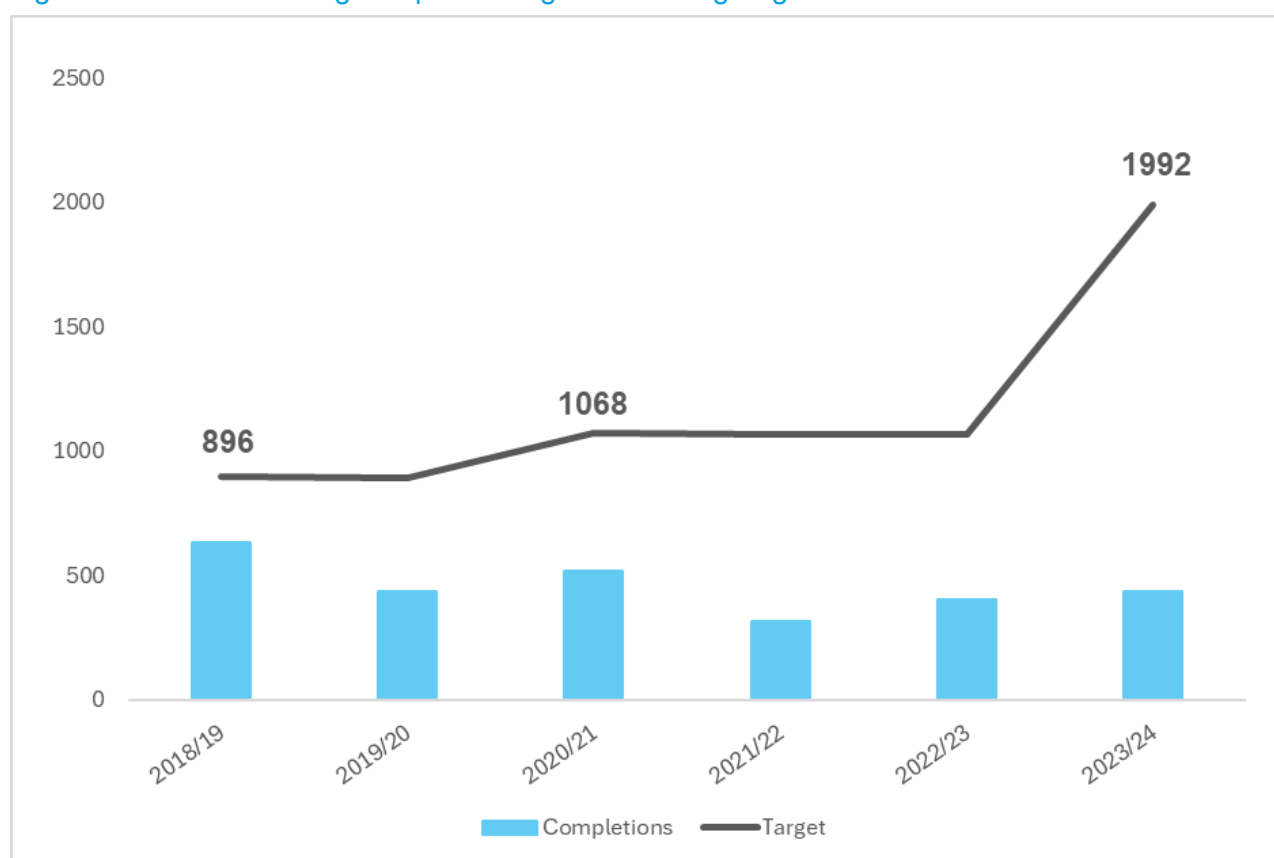
Measure	Local Area	SADC	DBC	East of England
Social-rented	18%	12%	21%	15%
Private-rented	15%	16%	14%	18%
Overcrowding				
% of all households	3%	3%	3%	3%

Sources: Census 2021. Note: Figures may not add due to rounding

Housing Delivery

- 7.4.11 The United Kingdom is currently facing a national housing shortage and national planning policy reflects the need to increase the rate of housebuilding to address this.
- 7.4.12 Government assessments of Local Housing Need within the NPPF set SADC a housing target of 1,992 homes per year (1,660 dwellings per annum + 20% buffer). Figure 7.2 shows SADC data (taken from Annual Monitoring Reports) on residential completions benchmarked against the targets from 2018/19 – 2023/24.
- 7.4.13 Figure 7.2 shows that SADC has fallen short of their housing targets consistently in recent years.

Figure 7.2: SADC housing completions against housing targets



Local Economy and Labour Market

- 7.4.14 The Site is predominantly used for agriculture, and employment associated with this use is very low – current estimated employment on-site is less than half of a full-time equivalent

job. On that basis, for the purposes of the assessment, there is considered to be no existing employment to take into account.

- 7.4.15 Of the residents aged 16+ living in the Local Area, 64% are economically active (excluding full-time students). This is in line with the proportion for SADC (64%) and DBC (63%), but higher than the East of England (60%).
- 7.4.16 At the time of the 2021 Census, 2% of economically active residents of the Local Area were unemployed. The same percentages were recorded for SADC (2%), DBC (3%), and the region (3%).
- 7.4.17 The main reason for economic inactivity across the different spatial areas is 'retired'.
- 7.4.18 Claimant count provides data on the number of people claiming unemployment-related benefits in an area. It is calculated for residents aged 16-64. It does not capture all unemployment in an area such as those unwilling or unable to claim Universal Credit or Jobseekers Allowance. Data from July 2025 shows that the rate for the Local Area is broadly in line with SADC and is lower than DBC and the East of England.
- 7.4.19 Census data provides information on the occupations of working-age residents. Generally, the profile of the Local Area is in line with DBC. However, in terms of higher skill occupations, the Local Area has a lower proportion than SADC. Conversely, there are a higher proportion of Local Area residents holding lower-skill occupations than SADC.
- 7.4.20 The proportion of working age residents in the Local Area with no qualifications (13%) is higher than SADC (10%), lower than DBC (15%) and the East of England (18%). The proportion of residents with higher level qualification attainment (40%) is lower than SADC (53%), broadly in line with DBC (38%) and higher than the region (32%).
- 7.4.21 The Business Register and Employment Survey (BRES) provide up-to-date data on employment sectors at different geographical levels. Information was not available for the Redbourn (2022) ward boundaries, as the latest BRES data uses 2019 ward boundaries. For the purposes of this analysis, the Local Area is represented through figures for the Redbourn (2019) boundaries, alongside Watling and Woodhall Farm (boundaries remained unchanged between 2019 and 2022). This shows there were a total of 6,000 jobs across these wards.
- 7.4.22 BRES also showed that the largest employment sector across the Local Area was Professional, scientific & technical (12%), which is lower than SADC (15%) and higher than DBC (6%) and East of England (9%).
- 7.4.23 It is also worth noting that Construction is an important sector for the Local Area, with 11% of residents working in this sector. This is higher than SADC (6%), DBC (3%) and region (6%). This is likely to be an underestimate as self-employed workers are not counted in these figures. BRES figures also provide a narrow range of roles within the sector.
- 7.4.24 The Construction Industry Training Board (CITB)²⁵ produces estimates for the number of jobs in the construction industry across the different regions of the UK. As mentioned above, these estimates include self-employed workers and a wider range of roles than BRES data. They are included here to provide a more complete picture of the construction industry at

the regional level. The latest CITB figures estimate that the construction industry supports approximately 233,000 jobs across the East of England.

Table 7.8: Local Economy and Labour Market Summary

Measure	Local Area	SADC	DBC	East of England
<i>Economic Activity</i>				
Economically Active (excluding students)	64%	64%	63%	60%
Unemployed	2%	2%	3%	3%
<i>Claimant Count</i>				
Claimants as a proportion of residents ages 16-64	2.7%	2.4%	3.4%	3.4%
<i>Occupation</i>				
Higher skill (inc. manager / professional / technician)	54%	67%	53%	47%
Mid-skill (inc. admin / trades / services)	28%	20%	27%	30%
Lower skill (inc. sales / process / elementary)	18%	13%	20%	24%
<i>Qualifications</i>				
No qualifications	13%	10%	15%	18%
GCSEs and A-levels	40%	31%	40%	42%
Higher Education	40%	53%	38%	32%
Apprenticeship	5%	3%	5%	6%
Other	3%	2%	2%	3%
<i>Key employment sectors</i>				
Total jobs	6,000*	66,000	130,000	2,900,000
Professional, scientific & technical	750 (12%)*	10,000 (15%)	8,000 (6%)	260,000 (9%)
Construction	635 (11%)*	4,000 (6%)	3,800 (3%)	184,000 (6%)
Business administration & support services	610 (10%)*	5,000 (8%)	62,500 (48%)	330,000 (11%)

Sources: Census 2021; Office for National Statistics Claimant Count (July 2025); Office for National Statistics Business Register and Employment Survey 2023.

* Data includes Redbourn (2019) ward boundary due to lack of available data for Redbourn (2022) ward, alongside Woodhall Farm and Watling wards, which remain unchanged between 2019 and 2022.

Figures may not add due to rounding

Social Infrastructure Baseline

Primary Schools

- 7.4.25 The latest Annual Schools Census²⁶ provides detailed data on all schools in England and the number of pupils on roll in September 2024 – the academic year 2024/25.
- 7.4.26 All Local Authorities have a statutory duty to ensure that there are sufficient state-funded school places to cater for demand from local residents – in this case the Local Authority with responsibility for education is Hertfordshire County Council (HCC).

- 7.4.27 The baseline analysis takes into account the schools that are in primary school planning areas closest to the Site. These include: Hemel Hempstead East, Hemel Hempstead North-East, Hemel Hempstead North-West, and Redbourn.
- 7.4.28 There are a total of sixteen primary schools within the primary school place planning areas mentioned above. The closest of these are Brockswood Primary School which is 30m to the south east of the Site and Holtsmere End Infant and Nursery School and Holtsmere End Junior School (both schools are on the same site), which are 660m to the south east (see Figure 7.5).
- 7.4.29 According to the latest Annual Schools Census data and Published Admission Numbers (PANs), the current combined surplus capacity of these sixteen schools is 303 places, which is equivalent to 6% of all places. Details of existing primary school capacity are set out in Table 7.9.
- 7.4.30 According to the HCC admission arrangements for 2026-27²⁷, primary school numbers across Hertfordshire peaked in 2018 and have since fallen, with much smaller cohorts now entering reception. In the latest primary school forecast²⁸, the Council anticipates increased capacity in primary schools across Hemel Hempstead East, Hemel Hempstead North-East, Hemel Hempstead North-West, and Redbourn primary school planning areas. Admissions to Redbourn Primary School are expected to drop to below 30 by 2028/29. Accordingly, no new primary school provision is expected to be required to meet existing needs. However, new primary schools are planned to meet future housing growth in the local area – see Future Baseline section.

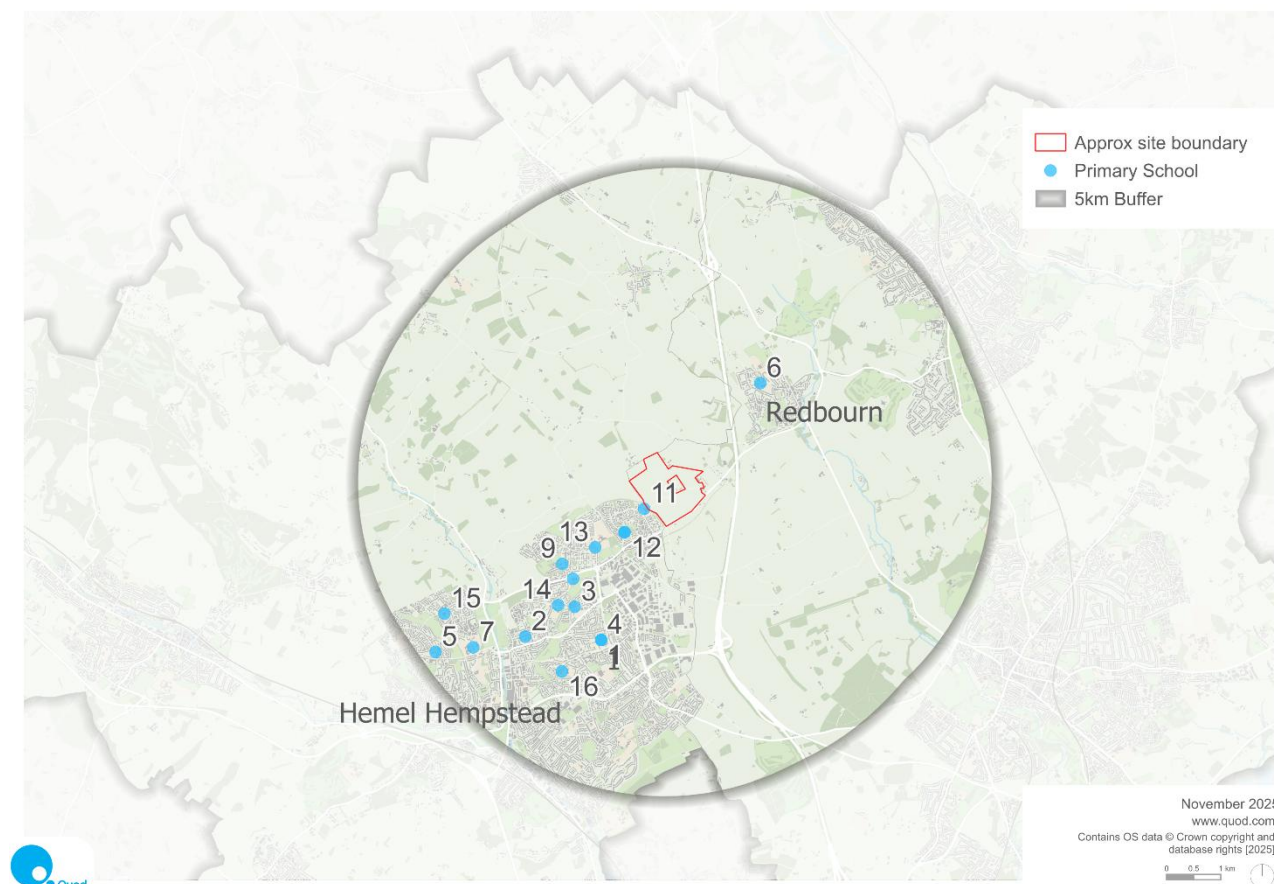
Table 7.9: Primary School Capacity

Map ref	School name	PAN (2024/25)	Current capacity	Future capacity	NOR	Surplus
1	Hobletts Manor Junior School	0*	240	240	240	0 (0%)
2	George Street Primary School	30	210	210	209	1 (0%)
3	Jupiter Primary School	60	420	420	410	10 (2%)
4	Hobletts Manor Infants' School	60	180	180	180	0 (0%)
5	Micklem Primary School	30	210	210	202	8 (4%)
6	Redbourn Primary School	60	420	420	367	53 (13%)
7	Gade Valley Primary School	30	210	210	209	1 (0%)
8	Hammond Academy	60	420	420	331	89 (21%)
9	Aycliffe Drive Primary School	45	315	315	307	8 (3%)
10	Holtsmere End Junior School	0*	240	240	229	11 (5%)
11	Brockswood Primary School	30	210	210	208	2 (1%)

Map ref	School name	PAN (2024/25)	Current capacity	Future capacity	NOR	Surplus
12	Holtsmere End Infant and Nursery School	60	180	180	175	5 (3%)
13	Maple Grove Primary School	30	210	210	199	11 (5%)
14	Yewtree Primary School	60	420	420	338	82 (20%)
15	Galley Hill Primary School and Nursery	60	420	420	404	16 (4%)
16	Broadfield Academy	60	420	420	414	6 (1%)
Total			4,725	4,725	4,422	303 (6%)

* Hobeletts Manor and Holtsmere End operate as separate Infant (Reception to Year 2) and Junior (Year 3 to Year 6) schools located on the same site. Therefore, Hobeletts Manor Junior School and Holtsmere End Junior School have a PAN of 0 as they do not admit Reception age children. They are included in the table above as they provide capacity for Year 3 to Year 6.

Figure 7.5: Primary schools within Hemel Hempstead East, Hemel Hempstead North-East, Hemel Hempstead North-West, and Redbourn Primary School Planning Areas



Secondary Schools

7.4.31 Analysis of secondary school provision (for academic years 7-11) comprises schools in the Hemel Hempstead and St Albans secondary school planning area. This study area allows

for pupil preference and school specialisms to be taken into account and reflects the fact that secondary-age pupils tend to travel further than primary age pupils to attend school.

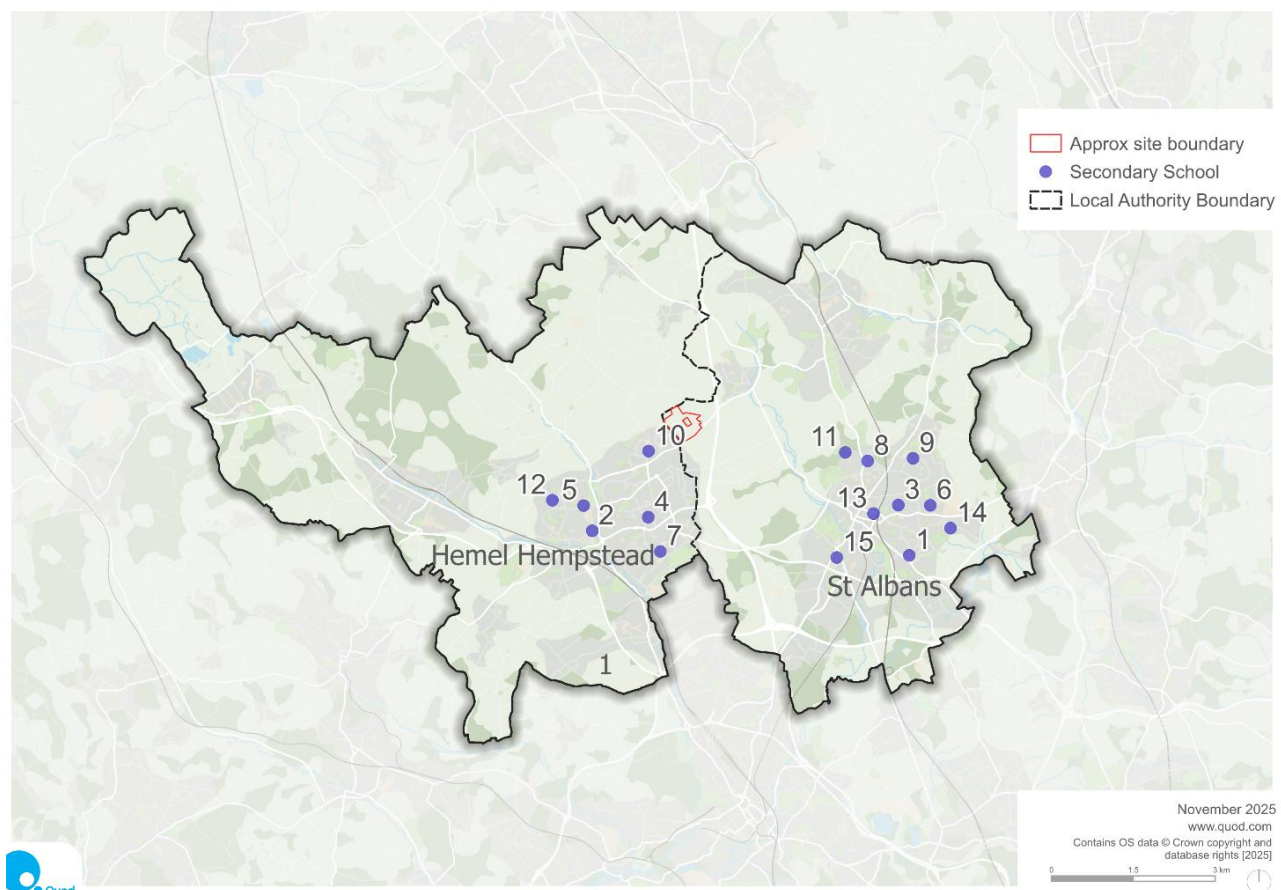
- 7.4.32 There are six maintained secondary schools within Hemel Hempstead and nine in St Albans (these are shown in Figure 7.6). The schools closest to the Site are both located in Hemel Hempstead: Astley Cooper (approximately 1km to the south east) and The Adeyfield Academy (approximately 3km to the south).
- 7.4.33 According to the Annual Schools Census data and the latest Published Admissions Numbers (PANs), the combined surplus capacity of these fifteen schools is 710 (equivalent to 5% of all places). This is shown in Table 7.10.
- 7.4.34 Several of the schools included in the analysis have amended their PANs in recent years which will affect their future capacity as follows:
- Samuel Ryder Academy – PAN decreased from 180 to 120 in September 2021. This school will reach its new capacity in September 2025;
 - Verulam School – PAN decreased from 186 to 150 in September 2024. This school will reach its new capacity in September 2028;
 - The Adeyfield Academy – PAN increased from 150 to 180 in September 2022. This school will reach its new capacity in September 2026;
 - Loreto College – PAN decreased from 160 to 150 in September 2023. This school will reach its new capacity in September 2027; and
 - The Marlborough Science Academy – PAN increased from 212 to 240 in September 2025. This school will reach full capacity in September 2029.
- 7.4.35 There is some level of cross-boundary secondary flow, with approximately 10% of Hertfordshire school places typically allocated to children from other boroughs. In contrast, approximately 4% Hertfordshire children secure a place at an out of county school.
- 7.4.36 According to the published Application Allocation Statistics from HCC²⁹, current provision is expected to meet the projected need through to the end of the decade, with a surplus for in-year arrivals and cross-borough movement, and there are no further plans to invest council funds in additional secondary school places at present. However, new provision will be made to support housing growth where required – see Future Baseline section.

Table 7.10: Secondary School Capacity

Map ref	School name	PAN (2024/25)	Current capacity	Future capacity	NOR	Surplus
1	Samuel Ryder Academy	120	660	600	1014	0 (0%)
2	The Hemel Hempstead School	217	1085	1085	1074	11 (1%)
3	Verulam School	150	894	750	774	120 (13%)
4	The Adeyfield Academy	180	840	900	770	70 (8%)
5	Laureate Academy	210	1050	1050	693	357 (34%)
6	Beaumont School	210	1050	1050	1142	0 (0%)

Map ref	School name	PAN (2024/25)	Current capacity	Future capacity	NOR	Surplus
7	Longdean School	240	1200	1200	1205	0 (0%)
8	St Albans Girls' School	240	1200	1200	1189	11 (1%)
9	Sandringham School	240	1200	1200	1206	0 (0%)
10	The Astley Cooper School	180	900	900	843	57 (6%)
11	Townsend Church of England School	150	750	750	670	80 (11%)
12	John F Kennedy Catholic School	180	900	900	900	0 (0%)
13	Loreto College	150	780	750	776	4 (1%)
14	Nicholas Breakspear Catholic School	180	900	900	908	0 (0%)
15	The Marlborough Science Academy	212	1060	1200	1111	0 (0%)
Total			14,469	14,435	14,275	710 (5%)

Figure 7.6: Secondary Schools



GP Surgeries

- 7.4.37 There are a total of six GP surgeries within 5km of the Site, these are shown in Figure 7.7.
- 7.4.38 Woodhall Farm Medical Centre and Grove Hill Medical Centre are both within the Alliance Primary Care Network (PCN). Fernville Surgery and Everest House Surgery are in Dacorum Beta PCN. Bennetts End Surgery is in Delta PCN and Village Surgery is in Harpenden PCN.
- 7.4.39 According to General NHS Practice Workforce data³⁰, the six GP surgeries within 5km of the Site have an average of 1,451 registered patients per FTE GP. This is lower than the averages across the PCNs within 5km (ranging from 1,516 patients per GP in Harpenden PCN to 2,337 patients per GP in Delta PCN), the Hertfordshire and West Essex Integrated Care Board (ICB) (1,869 patients per GP) and England as a whole (1,755 patients per GP).
- 7.4.40 Woodhall Farm Medical Centre is closest to the Site and has a list size which is above the average of the six closest surgeries with 3,462 patients served by one GP FTE. This surgery is shown on the NHS website as ‘currently accepting new patients’³¹.
- 7.4.41 A review of the ICB’s latest Joint Forward Plan³² suggests that the focus for the coming years is on increasing the efficiency of the NHS estate rather than adding to it. However, additional primary healthcare provision is anticipated to support future housing growth in the area including as part of the Hemel Garden Communities programme – see Future Baseline and cumulative assessment sections.

Table 7.11: GP Capacity

Map ref	Practice name	Patient list size	FTE GPs*	Patients per FTE GP*
1	Fernville Surgery	18,468	10	1,930
2	Bennetts End Surgery	15,273	16	947
3	Village Surgery	15,611	10	1,540
4	Grove Hill Medical Centre	5,298	3	1,967
5	Everest House Surgery	14,462	10	1,420
6	Woodhall Farm Medical Centre	3,462	1	3,462
<i>Total (5km Surgeries)</i>		72,574	50	1,451
<i>Dacorum Beta PCN</i>		49,976	23	2,172
<i>Delta PCN</i>		60,756	26	2,337
<i>Harpenden Health PCN</i>		45,480	30	1,516
<i>Alliance PCN</i>		27,771	12	2,314
<i>Hertfordshire and West Essex ICB</i>		6,612,156	3,537	1,869
<i>England</i>		63,770,000	36,327	1,755

* - including GPs in specialist training who are able to see patients.

Figure 7.7 GPs within 5km of the Site



Open Space

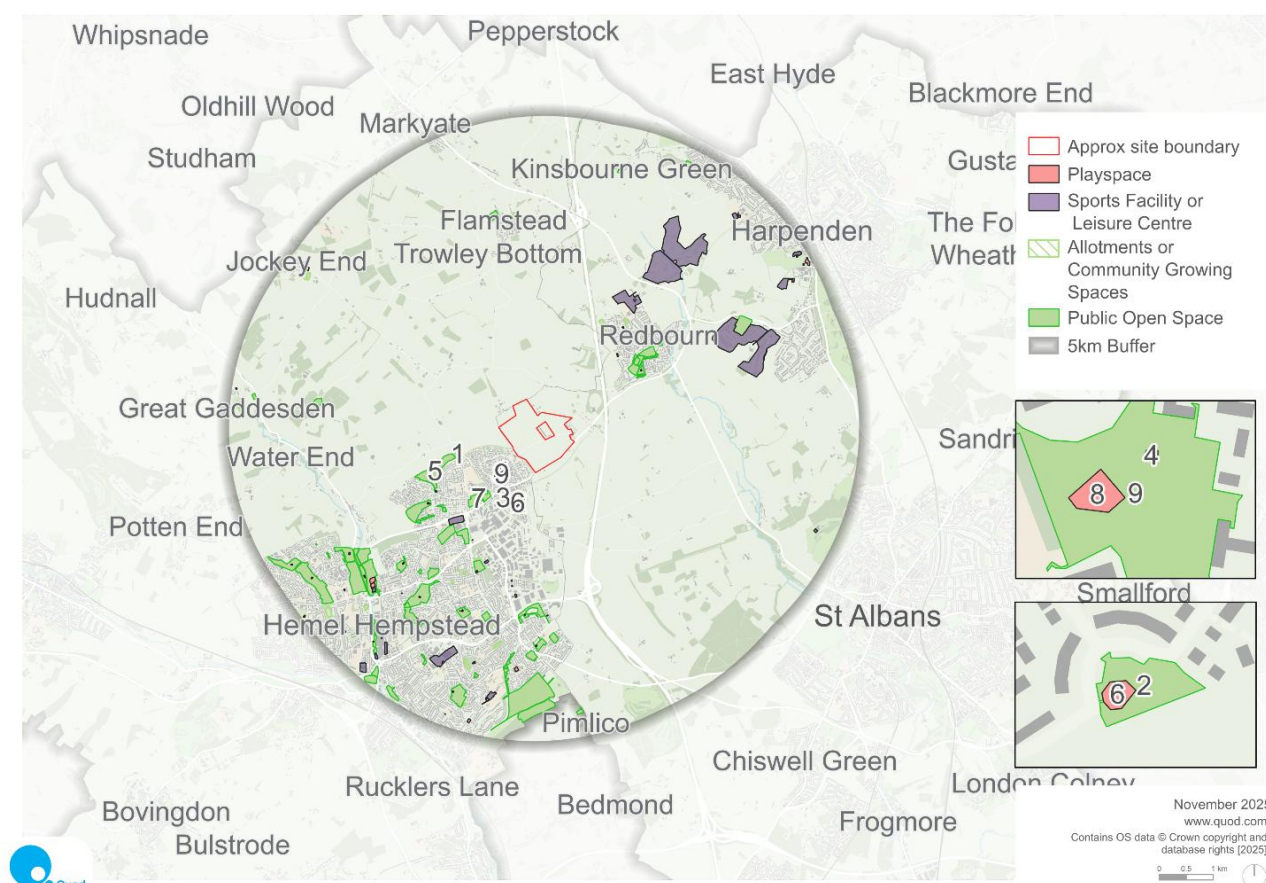
- 7.4.42 Existing open and play space within 5km of the Site is shown in Figure 7.8. This information has been collated from OS Street Map, Dacorum Borough Council's Open Space Study³³ and cross referenced with Hemel Garden Communities Green Infrastructure Strategy³⁴.
- 7.4.43 There are approximately 40 play spaces, 30 sports facilities and 50 open spaces within this 5km radius. For the purposes of this chapter, the baseline has focused on the facilities closest to the Site, as outlined in Table 7.12.
- 7.4.44 The inset maps on Figure 7.8 show the closest open spaces to the Site. These are: Datchet Close and Monarch Street. Both provide playing fields and a play space, and Datchet Close also provides a basketball court.
- 7.4.45 The Site is also approximately 1.5km from the Active Dacorum Hub, which offers a mirrored studio suitable for dance and yoga classes, tennis and netball courts, football pitches, an adventure playground and a 3G football facility.
- 7.4.46 There is one allotment / community growing space located approximately 900m to the south east of the Site (Grovehill allotments). In the Dacorum Borough Open Spaces Survey, DBC classified this space as high quality and high value³⁵.
- 7.4.47 There are several play spaces within 1km of the Site. The closest is within Datchet Close and offers swings, a slide, and a seesaw. In the Dacorum Borough Open Spaces Survey,

DBC classifies this as high value and high quality. Monarch Street play space offers a slide, seesaw and small climbing frame.

Table 7.12: Open spaces closest to the Site

Map Ref	Open Space	Type
1	Grovehill Allotments	Allotments or Community Growing Spaces
2	Monarch Street Park	Public Park or Garden
3	Spencers Park Play Area	Play Space
4	Basketball Court	Other Sports Facility
5	Grovehill Playing Fields	Playing Field
6	Monarch Street Play Area	Play Space
7	Cupid Green Playing Fields	Playing Field
8	Datchet Close Play Space	Play Space
9	Datchet Close	Public Park or Garden

Figure 7.8 Open space and play space within 5km of the Site



Local centres, community and leisure facilities

7.4.48 Given the relationship between the Site and the existing settlement of Hemel Hempstead, the information for the local centres baseline has been derived mainly from DBC's Adopted Core Strategy³⁶ which identifies 19 Local Centres across the Borough, as well as the Principal Town Centre of Hemel Hempstead. The HGC Review³⁷ identified the six Local

Centres closest to the wider HGC Growth Areas. These have been specifically identified in Figure 7.9.

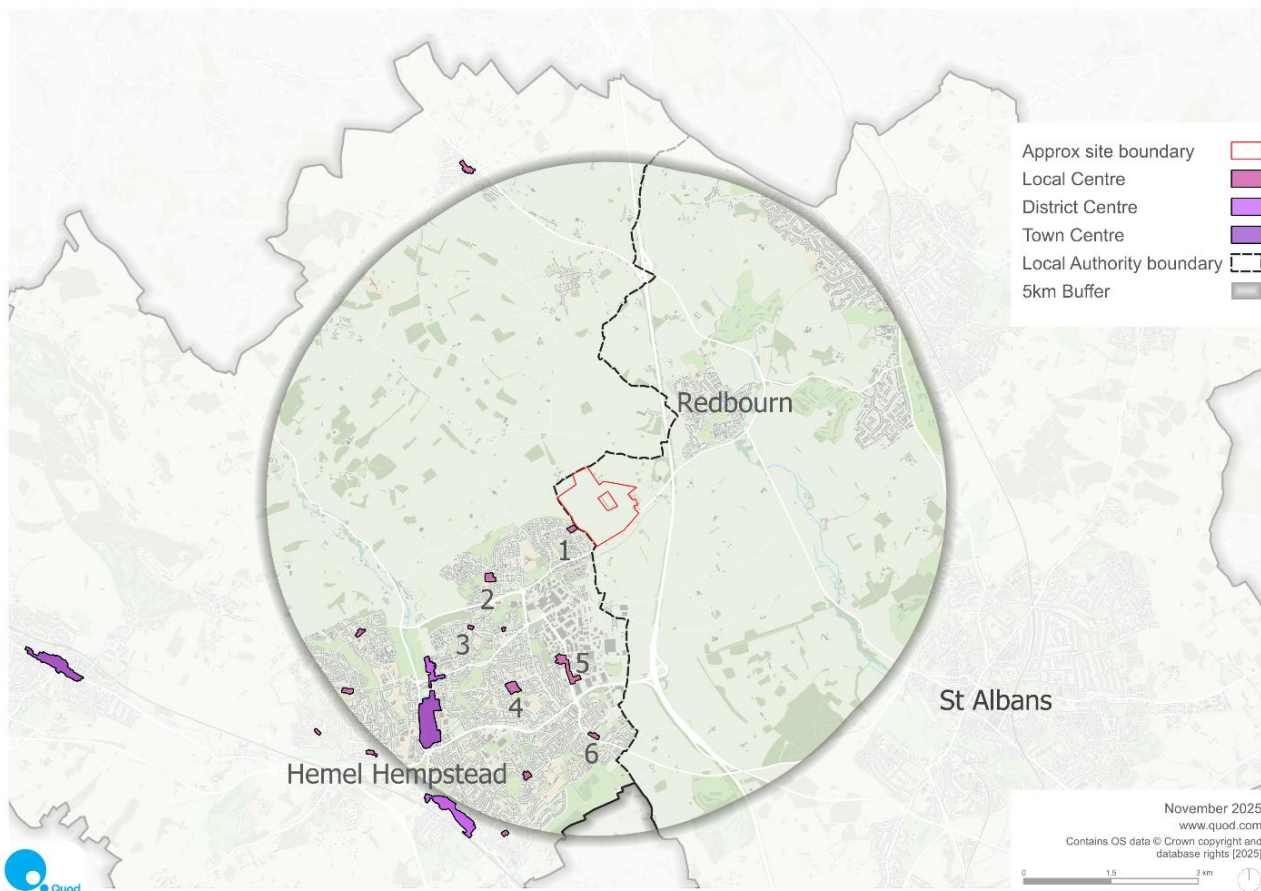
7.4.49 DBC's Adopted Core Strategy defines a Local Centre as providing 'a range of mainly small shops, services and facilities of a local nature, serving a small catchment' and a Principal Town Centre as providing 'a range shops including many national multiple retailers [and] a range of services and facilities and is home to a number of businesses'.

7.4.50 Woodhall Farm, the Local Centre closest to the Site, also has a medium-sized supermarket.

Table 7.13: Local centres closest to the Site

Map Ref	Local Centre (straight line distance from centre of Site)
1	Woodhall Farm (850m)
2	Grovehill (2.4km)
3	Highfield (2.8km)
4	Adeyfield (3.6km)
5	Heart of Maylands (3km)
6	Leverstock Green (3.9km)

Figure 7.9 Local centres closest to the Site

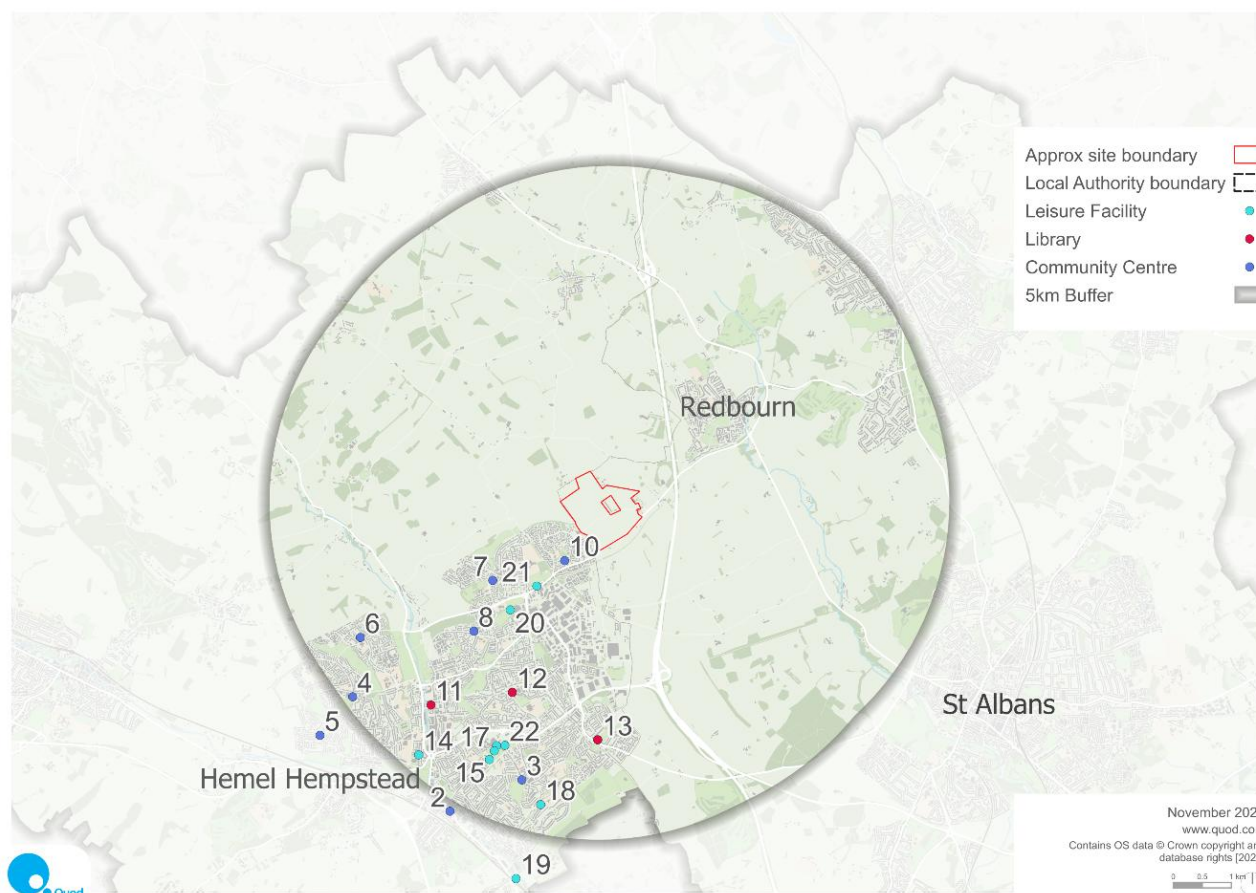


- 7.4.51 Dacorum Borough's Council website³⁸ identifies ten community centres found in the borough. Each has rooms available for hire and offers a wide range of fitness classes and leisure activities. These are shown in Figure 7.10. The closest community centre is Woodhall Farm, which is 0.5km from the Site.
- 7.4.52 Hertfordshire County Council's website³⁹ lists the libraries within Hertfordshire. There are three libraries within 5km of the Site, which are shown in Figure 7.10. The closest library to the Site is Adeyfield Library, which is 2.9km from the Site.
- 7.4.53 A search on Google Maps shows there are a range of leisure facilities across Hemel Hempstead. Dacorum's Corporate Strategy (2024-2028)⁴⁰ highlights the XC Centre (Climbing and Skate Park) and Jarmans Park are important leisure facilities for the area. There are also restaurants, a cinema, soft-play and trampoline park located within Jarman Square⁴¹. These are 3.8km from the Site (the XC and Jarman Square sit within Jarmans Park).

Table 7.14: Community and Leisure Facilities closest to the Site

Map Ref	Facility
1	Adeyfield Community Centre
2	Apsley Community Centre
3	Bennetts End Community Centre
4	Boxmoor and Warners End Community Centre
5	Chaulden Community Centre
6	Gadebridge Community Centre
7	Grovehill Community Centre
8	Highfield Community Centre
9	Leverstock Green Community Centre
10	Woodhall Farm Community Centre
11	Hemel Hempstead Library
12	Adeyfield Library
13	Leverstock Green Community Library
14	Hemel Hempstead Leisure Centre
15	The Snow Centre
16	The XC
17	Jarman Park Athletics Track
18	Longdean Sports Centre
19	Nash Mills Recreation Centre
20	Pennine Way Stadium
21	Active Dacorum Hub
22	Jarmans Park

Figure 7.10 Community and leisure facilities closest to the Site



Future Baseline

- 7.4.54 Population projections from ONS provide information on anticipated population changes over the coming years. The data is not available at the Local Area level but is provided for local authority (district) level and above. This shows that DBC and East of England are expected to grow between 2021 and 2041 – 5% and 8%, respectively. SADC's population is expected to see population growth of 0.4% over the same time period.
- 7.4.55 The future baseline scenario for provision of social infrastructure is expected to see significant change in response to housing growth planned in the area immediately surrounding the Site. The Hemel Garden Communities programme anticipates delivery of up to approximately five neighbourhood centres (providing non-residential floorspace such as retail, commercial, community and leisure use), nine primary schools and four secondary schools across the growth areas of North and East Hemel Hempstead (this includes land in SADC and DBC)⁴².
- 7.4.56 SADC has prepared an Infrastructure Delivery Plan ('IDP')⁴³ as an evidence base document for the draft Local Plan. The draft Local Plan states that the IDP is a 'living document' that will continue to be updated and refined before and after adoption of the new Local Plan. In addition to the Local Plan IDP, the Hemel Garden Communities (HGC) Programme Area and strategy for development, will be supported by a separate HGC IDP⁴⁴. The status of these two IDP's is expected to evolve over the Local Plan Examination process, and this will be discussed further with SADC following the submission of the Application. An extract from the SADC IDP of the most relevant infrastructure items to this assessment is included at Appendix 7.2 of this Chapter.

Summary of Receptors and Sensitivity

7.4.57 Table 7.15 provides a summary of the sensitive receptors that have been considered in this assessment, along with their sensitivity and a corresponding rationale.

Table 7.15: Summary of Receptor Sensitivity

Receptor	Sensitivity (Value)	Rationale
<i>Existing</i>		
The construction industry and its employees	Low (Regional)	According to CITB, it is estimated there are 233,000 construction jobs based in the East of England in 2024. The size of the workforce, the nature of construction employment (made up of multiple, changing, individual projects) and its inherent mobility mean that this sector has low sensitivity to impacts from individual developments.
Housing need within the district	High (District)	Data shows that SADC has consistently not met its housing targets in recent years.
Local economy and labour market (including existing businesses and jobs)	Medium (Local Area) Low (District)	The baseline analysis shows that the Local Area similar or better than district or regional level statistics in relation to economic activity and claimant count. However, the occupational and qualification profile of the Local Area shows that residents are disproportionately more likely to be employed in mid/lower-skill occupations and have no formal qualifications.
<i>Local social infrastructure:</i>		
Primary schools	Low (Local school place planning areas of Hemel Hempstead East, Hemel Hempstead North-East, Hemel Hempstead North-West, and Redbourn)	There is 6% (303 places) surplus within local primary schools and additional surplus capacity is expected to become available over the coming years as demand for places reduces. New primary schools are expected to be built as part of the Hemel Garden Communities programme (of which the Site forms part).
Secondary schools	Low (School place planning areas of Hemel Hempstead and St Albans)	There is 5% (710 places) capacity across existing schools. Current provision is expected to be sufficient to meet demand in the short-term. However, new secondary schools are proposed as part of the Hemel Garden Communities programme (of which the Site forms part).

Receptor	Sensitivity (Value)	Rationale
Primary healthcare (GPs)	Low (Local Area)	Limited capacity at the nearest surgery although it is still accepting new patients. Overall, average patient list sizes across the closest surgeries are below the England average as a whole suggesting there is capacity to accommodate additional patients. There are also plans for new healthcare facilities to be delivered as part of the Hemel Garden Communities programme (of which the Site forms part).
Open space	Low (Local Area)	There are several existing spaces within close proximity to the Site. There are also plans for a network of green infrastructure to be delivered as part of the Hemel Garden Communities programme (of which the Site forms part).
Play space	Low (Local Area)	
Local centres, community and leisure facilities	n/a – qualitative assessment only	There are a number of existing Local Centres and facilities serving existing communities close to the Site. There are also plans for up to five new neighbourhood centres to be delivered as part of the Hemel Garden Communities programme (of which the Site forms part). These could accommodate new community and leisure facilities and services.
<i>Future</i>		
Future residents and employees living and working-on-site.	High (Site)	New residents will require good access to social infrastructure, amenities and employment and therefore are highly sensitive to local provision.

7.5 Embedded Mitigation (Scheme Design and Management)

7.5.1 Table 7.16 summarises the embedded mitigation measures that have been accounted for within this assessment. As set out in Chapter 3: EIA Methodology, and in line with IEMA guidance, this includes both primary and tertiary mitigation measures.

Table 7.16: Summary of Embedded Mitigation

Embedded Mitigation Measure	Description	How Secured
<i>Construction</i>		
CEMP	Good practice measures secured through the Outline CEMP would be in place to avoid significant adverse socio-economic effects on the existing local population	Refer to Appendix 6.1: Outline CEMP.

Embedded Mitigation Measure	Description	How Secured
	and businesses during construction. The Outline CEMP is to be secured via an appropriately worded planning condition.	
<i>Completed Development</i>		
Social infrastructure	The proposals include provision of a 3FE primary school and a local centre which allows for the delivery of a range of non-residential uses (up to certain limits).	Development Specification, Condition and S106.
Green Infrastructure Strategy	Outlines how the provision of different types of open space (including play space) will be delivered throughout the Site.	Land Use and Green Infrastructure Parameter Plan, Development Specification, Conditions.

7.6 Assessment of Effects - Construction

Construction employment

- 7.6.1 The construction phase of the Development is expected to support an average of approximately 150 full-time equivalent (FTE) workers over the construction period (2028 to 2041).
- 7.6.2 Construction employment is highly mobile and, therefore, assessment of the construction phase is best considered at the regional level. In the regional context (low sensitivity), taking account of the 233,000 construction jobs estimated to be based in the East of England in 2024, the impact of approximately 150 FTE workers generated by the Development is assessed to be of low magnitude. Whilst it is acknowledged that additional employment generated within the construction sector is beneficial, the scale and significance of the effect would be **negligible** (not significant) at the Regional level.

Additional Mitigation, Monitoring and Residual Effects

- 7.6.3 No significant adverse effects were identified and therefore no additional mitigation is required. The residual effects remain as presented above.

7.7 Assessment of Effects - Completed Development

Housing Delivery

- 7.7.1 As noted in the baseline analysis, SADC has consistently failed to meet its housing targets in recent years and, as such, housing is a high sensitivity receptor.
- 7.7.2 The Regulation 19 version of the SADC Local Plan identifies a housing target for the plan period of 14,603 net additional new homes (2024 to 2041). The 1,500 homes proposed as part of the Development, therefore, accounts for 10% (high magnitude) of this overall target.

On that basis, the effect of the Development on housing delivery (high sensitivity) is assessed to be a **major beneficial** effect (significant) at the district level.

Demand for social infrastructure

- 7.7.3 The overall population number has been calculated by applying an average household size of 2.4 people per household to the residential accommodation proposed. This equates to a population of 3,600 for the 1,500 homes.
- 7.7.4 In addition to the 1,500 homes proposed on-site, there is also expected to be care home provision. This could equate to approximately 70 bedspaces or 70 residents. These occupants are not considered in the calculation of demand arising from the Development for school places.

Education – primary

- 7.7.5 Using Department of Education's child yields⁴⁵, it is estimated the Development could accommodate approximately 604 primary school age children. This equates to 2.9 forms of entry (FE) (medium magnitude).
- 7.7.6 HCC's population projections indicatively show a temporary peak of 650 pupils at primary level, equating to 3.1FE. The length of the peak would depend on build out rate and cannot be assessed at this early stage.
- 7.7.7 The Development includes provision of a 3FE (equivalent to 630 pupils) primary school, and the baseline section of this Chapter has established that there is surplus capacity (which is expected to increase over the coming years) in existing schools to meet demand for primary school places in the years prior to the school being built.
- 7.7.8 As such, the Development mitigates its own demand for primary school places. On that basis, the effect of the Development on the demand for primary school places in the local primary school planning areas is **negligible**.

Education – secondary

- 7.7.9 The Department for Education child yields⁴⁶ show that the Development could accommodate approximately 359 secondary school age children. This equates to 2.4 FE (medium magnitude).
- 7.7.10 HCC's population projections indicatively show a temporary peak of 418 pupils at secondary level, equating to c.2-2.5FE depending on sixth form take-up rates. The length of the peak would depend on build out rate and cannot be assessed at this early stage.
- 7.7.11 The baseline analysis indicates that there are currently an estimated 710 surplus places in secondary schools across Hemel Hempstead and St Albans and forecasts do not identify any need for additional provision over the coming years (low sensitivity).
- 7.7.12 Appendix 7.2 explains that new secondary school provision will be made as part of the wider proposals for the Hemel Garden Community – this includes provision of a 8FE (equivalent to 1,200 pupils) secondary at East Hemel Hempstead (North) and a reserve site for a 10FE (equivalent to 1,500 pupils) secondary school within the administrative boundary of Dacorum Borough Council.

- 7.7.13 Therefore, the effects of the Development on demand for secondary school places across the relevant secondary school place planning areas is assessed as being **negligible**.

Primary healthcare

- 7.7.14 As noted above, the potential resident population of the Development could be approximately 3,600 people, plus a further c.70 residents of the proposed care home – approximately 3,670 residents in total. Assessed against the England average patient list size per GP (of 1,755 patients per GP), this equates to potential demand for 2.1 GPs (medium magnitude).
- 7.7.15 The baseline analysis shows that average patient list sizes in the GP surgeries closest to the Site are below the England average (low sensitivity). This suggests there is capacity at a local level to accommodate the additional demand within existing surgeries.
- 7.7.16 As set out in the Appendix 7.2, Herts and West Essex Integrated Care Board identifies the need for additional healthcare provision to be made to support population growth as part of the HGC programme. It is anticipated that a new medical facility will be delivered at East Hemel Hempstead (North).
- 7.7.17 In the context of existing capacity and the potential for a new facility as part of the wider Hemel Garden Community (specifically, on the East Hemel Hempstead site (Site Allocation H2) but with no certainty on the timing of its delivery, the effects of the Development on demand for GPs is assessed as being **negligible to minor adverse** at the local level.

Open space and play space

- 7.7.18 The Development will deliver a total of 223,600 sqm of multi-functional green space which includes amenity green space, natural and semi-natural green space, parks and gardens, children's play areas and allotments. In addition, the proposals make provision for a further 38,650 sqm of formal sports provision. Given the Site currently is not publicly accessible (with the exception of PRow) this is an important change from the baseline position (medium magnitude) and will enhance the existing network of open spaces in the local area (low sensitivity)
- 7.7.19 Emerging Local Plan (Regulation 19) policy (Site Allocation H1) highlights the need for the Site to provide (among other things):
- Strategic and local open space, including sports facilities, managed woodland and ecological network links that preserve and enhance links to a neighbouring site (site allocation H2), Spencer's Park, Woodhall Farm and Holtsmere End;
 - A range of community food growing opportunities including edible trails, orchards and community gardens; and
 - A substantial new Significant Publicly Accessible Green Area providing facilities for new and existing communities and a permanent green buffer to Redbourn.
- 7.7.20 The Development Specification sets out the scale and type of open space and sport proposed:
- Sports Provision: 38,650 sqm;
 - SANG: 288,000 sqm; and

- Multi-functional Green Space (amenity green space, natural and semi-natural green space, parks and gardens, children's play area, allotments): 223,600 sqm.

7.7.21 The precise sports pitch provision will be determined at RMA stage. Within the identified area, it is anticipated that the following could be accommodated: 1 adult football pitch, 2 youth football pitches, 3 mini-soccer pitches and changing facilities. Any shortfall in sports pitch provision will be addressed through contributions to be discussed with SADC and Sport England. On the basis of meeting all net increase in demand on-site, and in the context of existing provision in the local area, it is assessed that the Development will result in a **minor beneficial** effect (not significant) at the Site level and **negligible** at the local level.

Impact on local centres, leisure and community facilities

7.7.22 The Development will deliver a local centre and other non-residential floorspace which will have the potential to accommodate a range of different uses and services including retail, leisure and community facilities. It may also be possible for the proposed primary school to be used by local groups and clubs to provide activities and classes etc.

7.7.23 The Emerging Local Plan (Regulation 19) policy (Site Allocation H1) requires provision to be made for recreation and other community facilities but also notes that contributions could be made to 'health and sports provision within the wider HGC Growth Areas'. The new local centre is expected to provide a home for education facilities and commercial development opportunities but in such a way that supports rather than competes with existing facilities/operations in the surrounding area.

7.7.24 Overall, the proposals have been prepared to be in line with emerging policy requirements which have considered the needs of the Hemel Garden Community as a whole and the impact on surrounding areas. As such, the provision of the local centre including the potential for leisure and community facilities is assessed as being **minor beneficial** at the Site level and **negligible** at the local level.

End-use employment

7.7.25 As set out in the baseline section of this chapter, the existing Site supports no employment. Therefore, any employment associated with the Development represents a net increase in the jobs available on-site.

7.7.26 In total, the proposals could deliver approximately 8,850 sqm of non-residential floorspace. This includes a three form of entry primary school, care home (c.70 bedspaces), and a local centre which could potentially comprise Use Class E, Use Class F1 and Use Class F2. For the purposes of this assessment, an indicative breakdown of uses has been applied to the local centre floorspace in order to provide a more realistic employment figure. The jobs figure represents a worst case based on the minimum number of jobs produced where a job density range has been applied.

7.7.27 A breakdown of the jobs that could be accommodated by the Development are shown in Table 7.17.

Table 7.17: Potential employment numbers by use

Use	Floorspace (GIA)	Likely No. of jobs (min)
Primary school (3FE) plus nursery	3,500 sqm	78
Care home (c. 70 bedspaces)	3,850 sqm	106
Local centre – with an indicative mix of:		
Convenience store	500 sqm	23
Other retail	400 sqm	18
Community	300 sqm	2
Nursery	300 sqm	21
TOTAL	8,850 sqm	246

7.7.28 Table 7.17 shows that the Development has the potential to accommodate approximately 250 FTE new jobs. This represents 4% (low magnitude) of existing employment in the local area and 0.4% (negligible magnitude) of existing employment across the district.

7.7.29 Therefore, the effect of the Development on the local economy (medium sensitivity) is **minor beneficial** at the local level and the effect at the district level (low sensitivity) is **negligible**.

Spending

7.7.30 The Development is expected to generate economic benefits for the local economy (medium sensitivity) and wider economy (low sensitivity at district level) through spending arising from both new residents and employees on-site.

7.7.31 The households occupying the 1,500 new homes are expected to generate in the region of £17m per year once the Development is complete and operational.

7.7.32 The c.250 employees expected to be accommodated by the non-residential floorspace on-site could generate spending of approximately £800,000 per annum.

7.7.33 Collectively, this equates to nearly £18m per year in additional spending (moderate to high magnitude).

7.7.34 Overall, the effect of the Development on spending is assessed to be **moderate** (significant) at the Local level and **minor** (not significant) at the District level.

Additional Mitigation, Monitoring and Residual Effects

7.7.35 No significant adverse effects were identified and therefore no additional mitigation is required, and the residual effects remain as presented above.

7.8 Cumulative Effects

7.8.1 The area in and around Hemel Hempstead is expected to see significant growth and change particularly in the medium to longer term. A particular driver of this growth is the Hemel Garden Communities programme which has identified sites to the north and east of Hemel

Hempstead (including the subject Site) to deliver large-scale housing-led development. These developments could have cumulative socio-economic effects with respect to housing provision, population, employment (construction and end-use).

7.8.2 Due to the level of detail available within publicly available planning application materials, the assessment of the construction phase of the cumulative schemes have been considered collectively. However, for the purposes of this assessment, the schemes have been considered in the following way:

- Sites identified as comprising the North and East Hemel Hempstead Growth Areas boundary (as shown in the HGC Delivery Statement document⁴⁷) including: Hm01 (North Hemel Hempstead Growth Area – DBC site allocation); Site 9 (Land at Marchmont Farm – DBC); Site 1 (Land between Cherry Trees Lane); Site 3 (Land to East of Hemel Hempstead) and Site 5 (Land off Green Lane);
- All other sites (apart from Luton Airport DCO) including: Site 2 (Land at Gaddesden Lane); Site 4 (Land between Redbourn Bypass); Site 6 (Land at Eastman Way); Site 7 (Land at West Hemel Hempstead); Site 10 (Land West of Leighton Buzzard Road); Site 11 (Land North of Polehanger Lane); B6 (West Redbourn – SADC site allocation – in part only – see explanation below); M6 (South of Harpenden Lane – SADC site allocation); Hm03 (Hemel Hempstead Hospital – DBC site allocation); Hm04 (Paradise – DBC site allocation); and Hm06 (Riverside – DBC site allocation); and
- Luton Airport DCO.

7.8.3 Site allocation Hm13 (DBC) has not been included in the assessment. This site is now subject to a planning application – Land North of Polehanger Lane (Site 11) – which is considered as part of the assessment. Site Allocation B3 (SADC) is partly covered by a planning application – Land at Gaddesden Lane (Site 2). Therefore, only the balance of the identified capacity of this site allocation (namely 245 homes) is included in the assessment. This approach avoids double-counting of potential effects’.

7.8.4 Due to the variation in the status of the sites comprising the cumulative assessment, it has only been possible to provide a high-level analysis of the socio-economic effects.

Construction

Assessment

7.8.5 The Development, together with the cumulative schemes, would be expected to generate employment opportunities during their respective demolition and construction phases.

7.8.6 In the absence of detailed, commercially sensitive information e.g. construction costs and timings, it has not been possible to make a quantitative assessment of the potential employment generated from the demolition and construction phases of the cumulative schemes.

7.8.7 However, due to the mobility of the construction workforce, the context of the size of the construction workforce at the regional level (approximately 233,000 jobs) and taking account of the fact that the cumulative schemes will not be built out at the same time, it is expected that the overall effect on the construction industry at the regional level would be **negligible to minor beneficial** (not significant).

Mitigation, Monitoring and Residual Effects

- 7.8.8 No significant adverse effects were identified and therefore no additional mitigation is required. The residual effects remain as presented above.

Completed Development

Assessment

North and East Hemel Hempstead Growth Area

- 7.8.9 In total (including the Development), the sites comprising the North and East Hemel Hempstead Growth Area could deliver approximately 9,950 homes. These homes could accommodate c. 23,880 residents (based on an average household size of 2.4 people per home).
- 7.8.10 It is anticipated that these homes would be provided alongside a range of social infrastructure including schools, healthcare, and community floorspace which would ensure that demand arising from the new population could be met across the Growth Area. Based on the information available (including application documents and site allocation details), there are plans for the following (including at the Development itself):
- Nine primary schools (6 x 3FE and 3 x 2FE);
 - Two secondary schools (both 8FE);
 - Two healthcare facilities/medical centres; and
 - A range of community and sports facilities and areas of open space.
- 7.8.11 There will also be areas of non-residential floorspace which will be delivered in a variety of settings including dedicated employment zones, and local centres. Based on the information that is known about the relevant applications, it is estimated these developments could accommodate approximately 1,300 to 1,900 jobs.

All other sites (excluding Luton DCO)

- 7.8.12 The sites that do not fall within the North and East Hemel Hempstead Growth Area have the potential to deliver approximately 5,200 homes and accommodate a resident population of c.12,400 people. Several of the schemes (where the detail is known) will provide social infrastructure to meet the needs of the new households. These include:
- Site 2 (West Redbourn) – 1 x 2FE primary school;
 - Site 4 (Land between Redbourn Bypass, Dunstable Road and Harpenden Lane) – 1 x primary school and community buildings;
 - Site 7 (Land at West Hemel) – 1 x primary school, community building, medical hub and children's nursery; and
 - Site 11 (Land North of Polehanger Lane) – 1 x primary school and community floorspace.
- 7.8.13 The majority of the sites include non-residential floorspace as well as new homes. This floorspace will support employment opportunities. The total number of jobs estimated from schemes where the detail is available is between approximately 300 to 500 jobs (it should be noted that this figure is likely to under-estimate the overall number of jobs from these

sites, but sufficient information isn't available for all schemes to enable an employment figure to be calculated).

Luton Airport DCO

- 7.8.14 The Luton Airport DCO project falls outside both St Alban's District Council and Dacorum Borough Council area – however, it is anticipated that the expansion of the airport could generate 11,000 new jobs by 2040⁴⁸. These jobs could benefit working age people from a wide area including in and around Hemel Hempstead.
- 7.8.15 Overall, the schemes considered as part of this cumulative assessment (including the Development itself) could generate the following socio-economic effects:
- Housing delivery – **major beneficial** effect at the District level (for both SADC and DBC – noting that the cumulative schemes fall within both);
 - Employment – in the absence of detailed scheme information, it has not been possible to identify the employment effects of each cumulative scheme. However, where job numbers are known (excluding the Luton DCO), it is estimated the schemes could deliver between approximately 1,900 to 2,700 jobs (equivalent to up to 4% and 2% of total jobs for SADC and DBC, respectively). This is assessed to be a **minor beneficial** effect at the District level (for both SADC and DBC – noting that the cumulative schemes fall within both districts); and
 - Social infrastructure – given the anticipated levels and range of social infrastructure provision from these schemes, the effect of the new resident population on social infrastructure are assessed to be **negligible** (not significant) i.e. provision is sufficient to meet demand arising from the sites to **moderate beneficial** (significant) i.e. meets demand plus provides additional capacity to the benefit of the wider area. Where physical provision is not made on a given site, the scheme in question will be subject to a S106 agreement.

Mitigation, Monitoring and Residual Effects

- 7.8.16 No significant adverse effects were identified and therefore no additional mitigation is required. The residual effects remain as presented above.

7.9 Summary

- 7.9.1 A summary of the residual effects is provided in Table 7.18.

Table 7.18: Summary of Residual Effects

Effect	Receptor (Sensitivity)	Magnitude of Impact	Scale of Effect	Additional Mitigation and Monitoring	Residual Effect
<i>Development Scenarios</i>					
<i>Construction</i>					
Construction employment	Low	Low	Negligible	None required.	Temporary, negligible effect at the regional level.
<i>Completed Development</i>					
Housing delivery	High	High	Major beneficial at the district level	None required.	Permanent, major beneficial effect at the district level.
<i>Demand for social infrastructure</i>					
Primary school places	Low	Medium	Negligible at the Site and across the relevant local primary school planning areas taking into account embedded mitigation of provision of 3FE primary school and surplus capacity at existing schools.	None required.	Permanent, negligible effect at the Site and relevant local primary school planning areas.
Secondary school places	Low	Medium	Negligible at the district level taking into account the current and future context of secondary school provision.	None required.	Permanent, negligible effect at the relevant secondary school place planning areas.
Primary healthcare	Low	Medium	Negligible to minor adverse at the local level on the basis there is limited surplus capacity across existing GP surgeries	None required.	Permanent, minor adverse at the local level.

Effect	Receptor (Sensitivity)	Magnitude of Impact	Scale of Effect	Additional Mitigation and Monitoring	Residual Effect
			although new provision is expected within the Garden Community in the future.		
Open space and play space	Low	Medium	Minor beneficial at the Site and negligible at the local level.	None required.	Permanent, minor beneficial effect at the Site and negligible at the local level.
Impact on local centres, community and leisure floorspace	n/a	n/a	Minor beneficial at the Site level and negligible at the local level.	None required.	Permanent, minor beneficial at the Site level and negligible at the local level.
End-use employment	Medium – local level Low – district level	Low – local level Negligible – district level	Minor beneficial at the local level and negligible at the district level.	None required.	Permanent, minor beneficial at the local level and negligible at the district level.
Spending (by new residents and employees)	Medium – local level Low – district level	High – local level Medium – district level	Moderate beneficial at the local level and minor beneficial at the district level.	None required.	Permanent, moderate beneficial at the local level and minor beneficial at the district level.

Cumulative Scenarios

Construction

Construction employment	Low	Low to Medium	Negligible to minor beneficial at the regional level.	None required.	Temporary, negligible at the regional level.
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Completed Development

Effect	Receptor (Sensitivity)	Magnitude of Impact	Scale of Effect	Additional Mitigation and Monitoring	Residual Effect
Housing delivery	High	High	Major beneficial at the district level (for both SADC and DBC)	None required.	Permanent, major beneficial at the district level (for both SADC and DBC).
Demand for social infrastructure	Low to Medium	High	Negligible to moderate beneficial effect at the Site, local and district level (depending on the type of infrastructure).	None required beyond planned on-site provision and proposed S106 contributions.	Permanent, negligible to moderate beneficial effect at the Site, local and district levels (depending on the type of infrastructure).
End-use employment (not including Luton DCO)	Medium	Low	Minor beneficial effect at the district level (both SADC and DBC).	None required.	Permanent, minor beneficial effect at the district level (both SADC and DBC).

7.10 Non-Technical Summary

- 7.10.1 The Socio-Economics ES chapter provides an assessment of the likely effects of the Development on the baseline social and economic conditions within the local and wider area.

What is the Baseline?

- 7.10.2 The Site is to the north east of the town of Hemel Hempstead and is currently agricultural fields. There are 16 existing primary schools within 5km of the Site, which currently have 6% surplus capacity (303 surplus places). Additional surplus is expected to become available over the coming years as demand for places reduces. There are six existing secondary schools in Hemel Hempstead and nine in St Albans, which combined have 5% surplus capacity (710 surplus places). The average patient list size of the GP surgeries within 5km of the Site is below the England average indicating surplus capacity is available. The nearest existing open space and play space is Datchet Close.
- 7.10.3 The Site forms part of the Hemel Garden Communities programme which proposes a range of new community facilities to support housing growth in the area, including new primary schools, secondary schools and healthcare facilities.

What are the potential effects during construction?

- 7.10.4 It is estimated that construction of the Development will support 150 construction jobs on average. This effect is considered at the Regional scale due to the mobility of construction workers. While generating additional construction employment opportunities is beneficial, at the Regional level it is negligible (not significant).

What are the potential effects of the Completed Development?

- 7.10.5 The Development will provide 1,500 homes, which would contribute 10% towards St. Albans District Council's housing delivery target (14,603 new homes between 2024 and 2041) – this would have a major beneficial effect (significant). It will also provide a care home, with approximately 70 bedspaces.
- 7.10.6 The proposed new homes and nursing home are estimated to accommodate approximately 3,670 residents, including 604 primary school age children and 359 secondary school age children.
- 7.10.7 The Development includes provision of a 3 form of entry (FE) (equivalent to 630 pupil places) primary school which will meet demand from the Development. Therefore, the effects on primary education would be negligible (not significant).
- 7.10.8 There is space within existing secondary schools to accommodate demand from the Development. Furthermore, several secondary schools are proposed as part of the wider Hemel Garden Communities programme. Therefore, the effect on secondary education would be negligible (not significant).
- 7.10.9 The new residents would result in the need for 2.1 GPs. There is capacity to accommodate the demand within existing surgeries. There is also expected to be new primary healthcare

facilities provided within the wider Hemel Garden Communities programme. The effect on primary healthcare would be negligible to minor adverse (not significant).

- 7.10.10 The Development will provide 223,600 sqm of new open space, including amenity green space, natural green space, allotments and children's play areas. A further 38,650 sqm of formal sports provision is proposed. The Development's open space provision is considered to have a minor beneficial effect at the Site and negligible at the Local level.
- 7.10.11 The Development will deliver a new local centre and will have potential to accommodate a range of services including retail, leisure and community facilities. This is considered to be a minor beneficial effect at Site level and negligible at the Local level (not significant).
- 7.10.12 The proposals include approximately 8,850 sqm of non-residential floorspace, which is expected to support a minimum of 250 jobs. This is considered a minor beneficial effect at the Local level and negligible at the District level (not significant).
- 7.10.13 The new households and employees on-Site would have a beneficial effect on the local economy through increased spending which is estimated to be in the region of £18 million per year. This is assessed to be moderate beneficial (significant) at the Local level and minor beneficial (not significant) at the District level.

Summary of Effects

- 7.10.14 Socio-economic effects associated with the Development are considered to be **negligible to major beneficial**.

What would be the cumulative effects with other developments?

- 7.10.15 The assessment of the Development and Cumulative Schemes has not identified any significant adverse socio-economic effects. Effects are expected to be **negligible to major beneficial**.

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