Industrie Cartarie Tronchetti (ICT) UK Limited and Crag Hill Estates Ltd (CHEL)

Paper Mill Facility, Plot C

Airfields, Northern Gateway

Environmental Statement

Part 2 – Socio-Economic Technical Paper 6

Revision B 13th September 2021

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Tables and Figures:

1. Introduction

1.1. This Technical Paper, prepared by AMION Consulting (having been instructed by Industrie Cartarie Tronchetti (ICT) UK Limited), assesses the potential socio-economic effects of the Proposed Development, comprising a new facility for the manufacture of paper products, on the local and sub-regional socio-economic receptors.

1.2. Through the phased construction and occupation of a new facility for the manufacture and distribution of tissue paper products, the Proposed Development is expected to generate a range of socio-economic impacts, both during the Construction and Operational phases, including direct, indirect and induced impacts such as increased employment and economic output (defined in terms of Gross Value Added (GVA))[1].

1.3. The socio-economic assessment has considered the potential impacts arising from:

- New temporary and long-term employment opportunities;
- Increased economic output (GVA);
- Increased business rates revenue;
- Creation of training and apprenticeship opportunities;
- Local labour market effects;
- Commuting and migration impacts; and
- Wider socio-economic impacts.

1.4. The key objectives of the socio-economic assessment are as follows:

- To review the local economy and determine the associated socio-economic issues in the context of the Proposed Development;
- To identify the principal socio-economic impacts (both positive and negative) that may result from the Proposed Development and assess the significant of these effects;
- To recommend measures for avoiding or reducing any identified adverse effects, and/or enhancing positive effects, where possible; and
- To highlight the significance of any residual effects that would remain after mitigation.

[1] Gross Value Added is a measure of the economic value of goods and services produced in an area.

2. Documents Consulted

2.1. This section summarises the socio-economic policy context relating to the Proposed Development at the Great Britain, Wales, and Flintshire levels. Table 6.1 identifies the relevant socio-economic frameworks, strategies, plans and studies, together with how the Proposed Development will address their respective aims and objectives.

Framework / Strategy / Plan / Study	Proposed Development strategic fit
Great Britain	
Industrial Strategy 'Building a Britain that is fit for the Future' (November 2017)	The aim of the Industrial Strategy is to 'build a Britain fit for the future' by boosting productivity, supporting businesses, expanding employment and earning power, investing in skills, industries and infrastructure across the country and prioritising a major upgrade to the UK's infrastructure. All English local areas have been tasked with producing their own local strategy which describes how they will contribute towards the achievement of this aim and the Grand Challenges set out in the strategy. The strategy identifies 5 'foundations of productivity': • Ideas – to drive innovation by developing and deploying innovative ideas • People – to ensure the labour market is underpinned by a world-class education system and to ensure that business needs for talent, skills and labour are met. • Infrastructure – to prioritise long-term productivity and upgrade infrastructure across the UK. • Business Environment – to establish a global reputation as a great place to start and grow a business, and to spread the best practice of the UK's most productive businesses. • Place – to have prosperous communities, which exploit their competitive advantages and shape an economic future that fully realises an area's full potential. The Proposed Development will make an important contribution to achieving the aspirations of the Industrial Strategy by providing significant inward investment in the key manufacturing sector. It will also contribute to the overall Place objective through supporting the broader proposals for a Garden town.
Wales	
Prosperity for All: The National Strategy and Economic Action Plan	The purpose of the Economic Action Plan is to support delivery of Prosperity for All – the national strategy for Wales. The Plan drives the Strategy's twin goals of growing the economy and reducing inequality. It aims to deliver a "regionally focused model of

Framework / Strategy / Plan / Study	Proposed Development strategic fit
Welsh Government	economic development" with a vision for inclusive growth, built on strong foundations, supercharged industries of the future and productive regions. The Economic Action Plan (EAP) expands upon the policy rationale for that commitment alongside a three-region footprint (southeast Wales; mid and southwest Wales; north Wales). The policy rationale includes recognising and addressing regional disparities in wealth and well-being and empowering each region to better develop its own distinctive strengths and opportunities, as part of the Economic Action Plan's broader inclusive growth agenda. The Proposed Development will contribute to supporting the Growth Strategy's aspirations for inclusive growth within the regions, creating employment opportunities for local people including those in more deprived communities.
Wales Infrastructure Investment Plan for Growth and Jobs (2012)	The plan outlines measures aimed at boosting the Welsh Economy, both in terms of jobs and productivity. It focuses on boosting key clusters as a focus for growth. The investment priorities include investment in the designated Enterprise Zones (including Deeside), alongside improving transport and communications networks, particularly in North Wales. The plan identifies jobs growth as a key driver for investment, alongside sustainable development criteria. The mid-point review, published in 2018, recognised the need to put in place a new strategic framework for investment. This particularly recognised the need for prioritisation to ensure that benefits could be maximised in accordance with sustainable development principles.
Planning Policy Wales (PPW), Edition 11 Welsh Government (2021)	Planning Policy Wales (PPW) sets out the land use planning policies of the Welsh Government. The primary objective of PPW is to ensure that the planning system contributes towards the delivery of sustainable development and improves the social, economic, environmental, and cultural well-being of Wales, PPW promotes action at all levels of the planning process which is conducive to maximising its contribution to the well-being of Wales and its communities. PPW outlines key planning principles to achieve appropriate development. This includes promoting sustainable economic growth alongside prioritising the efficient use of land resources. For planning purposes, the Welsh Government defines economic development as the development of land and buildings for activities that generate sustainable long-term prosperity, jobs, and incomes. The planning system should ensure that the growth of output and employment in Wales as a whole is not constrained by a shortage of land for economic uses. To inform a balanced assessment of the impact of a project, PPW emphasises the importance of understanding the number and type of long terms jobs created; the

Framework / Strategy / Plan / Study	Proposed Development strategic fit
	extent to which benefits accrue disadvantaged communities and the contribution to wider policy goals. This should be aligned with an understanding of the communities impacted, and the nature of the effects on service provision and community cohesion. The assessment has had regard to the policy requirements in terms of outlining the potential economic and social benefits arising from development.
National Development Framework 2040 (February 2021)	The NDF is highlighted in Prosperity for All: the national strategy as holding an important role in driving sustainable growth and combating climate change by guiding strategic development over the next 20 years. It also complements Planning Policy Wales (2021) which provides planning policy on an all-Wales basis. The two documents share a commitment to placemaking and set out the spatial priorities for planning and development thus ensuring the planning system across Wales is fully aligned in working towards national ambitions and well-being goals. Proposed Policy 17 in the Framework states that "The Welsh Government supports Wrexham and Deeside as the primary focus for regional growth and investment. Wrexham and Deeside's role within the North region and the wider cross-border areas of Cheshire West and Chester and Liverpool City Region should be maintained and enhanced. Strategic and Local Development Plans across the region should recognise Wrexham and Deeside as the focus for strategic housing and economic growth; essential services and facilities; advanced manufacturing; transport and digital infrastructure; and consider how they can support and benefit from Wrexham and Deeside's regional role. The Welsh Government will work with cross border authorities to promote Wrexham and Deeside's strategic role and ensure key investment decisions support Wrexham and Deeside and the wider region." The Proposed Development is clearly supportive of the above intent.
Technical Advice Note 23: Economic Development lsh Government (2014)	Planning Policy Wales (PPW) defines economic development broadly so that it can include any form of development that generates wealth, jobs, and income. This TAN deals principally with the B-class uses, reflecting the need to plan for these activities in a sustainable way. The TAN emphasises the importance of recognising the benefits arising from economic development. Key planning principles include ensuring that economic development takes place in the most appropriate locations. The proposed scheme falls within the Northern Gateway and the Deeside Enterprise Zone. As such, it is judged that the location of development reflects a plan led approach to economic development. The TAN outlines three tests to enable planning authorities to weigh the benefits arising from economic development:

Framework / Strategy / Plan / Study	Proposed Development strategic fit
	1. Alternatives: if the land is not made available (the site is not allocated, or the application is refused), is it likely that the demand could be met on a site where development would cause less harm, and if so where – the proposed site forms part of an employment designation (the Northern Gateway), advanced as part of a comprehensive approach to placemaking within a designated Enterprise Zone; 2. Jobs accommodated: how many direct jobs will be based at the site – this is outlined within the assessment of socio-economic impacts below; and 3. Special merit: would the development make any special contribution to policy objectives – the scheme will secure the development of a prominent site within a designated Enterprise Zone. It will deliver a variety of jobs to meet the needs of a diverse labour market, including entry level roles with opportunities for workplace skills development.
Sub-regional	
Regional Employment Land Strategy for North Wales 2014	This study was commissioned to understand the role and function of strategic employment sites in North Wales to inform ongoing policy development. It is underpinned by a broader analysis of the North Wales economy that acknowledges the continued importance of manufacturing to the sub-region. The assessment highlights the potential for continued restructuring within this sector, focusing on productivity enhancement, but recognises that there will continue to be a need for large plots to meet major requirements. Within the portfolio of strategic sites identified within the Strategy, Northern Gateway is identified as a key asset as part of the wider Deeside Enterprise Zone Cluster. Overall, Deeside is identified as being closely aligned with key assessment criteria and is identified as a major strategic opportunity at a sub-regional level.
North East Wales and West Cheshire Sub-regional Spatial Strategy 2006-21	The West Cheshire \ North East Wales Sub Regional Spatial Strategy provides a non-statutory framework for greater cross-border co-operation and development between North East Wales and West Cheshire over a15 year period. It was introduced to support integrated spatial policy and development. The Strategy sets out a number of key strands including: • Supporting the existing strategic centres within the sub-region • Focusing on areas in need of regeneration including the rural hinterland • Enhancing links between areas of opportunity and areas of need The approach to the planning and assessment of the proposed development at Northern Gateway respects these principles, recognising the wider sub-regional context to development.

Framework / Strategy / Plan / Study	Proposed Development strategic fit
Flintshire / Deeside	
Flintshire Council Plan 2018-2023	The Plan identifies Business Growth and Regeneration as a key priority for the Council. It identifies the role of the Deeside Enterprise Zone in achieving its ambitions and the role that it can play in maximising economic and social value for the County.
Flintshire Local Development Plan 2015-2030 - Deposit Plan (September 2019)	The Plan seeks "to achieve a sustainable and lasting balance which provides for the economic, social, and environmental needs of Flintshire and its residents, through realising its unique position as a regional gateway and area for economic investment, whilst protecting its strong historic and cultural heritage". The plan's policies and proposals are organised around four themes: • Creating Sustainable Places and Communities • Supporting a Prosperous Economy • Meeting Housing Needs • Valuing the Environment The Plan highlights Deeside Industrial Park's role as a key economic driver both within the County and the wider regions of North Wales and North West England – as recognised by its designation as an Enterprise Zone and its role as a key element in the on-going Growth Deal bid. The Plan recognises that of central importance to its ambitions for growth is the availability of strategic sites on Deeside and within and adjacent to the Enterprise Zone – "the key point is that their potential for growth is real and immediate, and the role of the LDP will be to create the land use conditions to facilitate this".
Wrexham County Borough Council and Flintshire County Council Joint Employment Land Review (BE Group, 2015)	This report assesses the supply, need and demand for employment land and premises (Use Class B) in the local authority areas of Wrexham and Flintshire. It has been prepared to provide robust evidence to underpin and inform the Council's respective Local Development Plans. The study highlights the significant mobility of the local workforce within Flintshire, noting significant economic inflows and outflows with Cheshire West and Chester in particular. It also indicates that the area is an established and attractive destination for inward investors, particularly for industrial requirements. The study identified some 326ha of employment land, of which 224ha is available to meet future requirements across Flintshire. This is balanced against an estimated need of up to 28,5ha over the same period, based on forecasts for manufacturing activity. The report recommends that the existing supply of good quality land is nevertheless safeguarded.

Framework / Strategy / Plan / Study	Proposed Development strategic fit
	In terms of sites at Shotton, the report recommends that the Council support proposals for employment led regeneration.
The Deeside Plan Flintshire County Council	The Plan recognises the role of Deeside as a major contributor to the economic prosperity of Flintshire and is one of the most important employment hubs in North Wales. The Deeside Plan articulates how the growth aspirations for North Wales and for the Mersey Dee area can be realised and harnessed for the greatest benefit for local people. The Deeside Plan provides an overarching framework to guide action aimed at boosting growth through coordinating investment over the next thirty years. The proposed development by ICT would strongly support objectives set out within the Deeside Plan, particularly in terms of economic growth. The Plan supports large-scale investment opportunities and highlights the importance of attracting inward investment. In terms of skills and employment, it highlights the importance of maximising opportunities for the local workforce. The Northern Gateway is referenced as one of a number of key schemes which support the objectives of the Deeside Plan. The plan emphasises the importance of delivering high quality employment opportunities through the scheme.
Deeside Enterprise Zone Strategic Plan 2018-2021 (November 2018)	In 2012, the Welsh Government launched seven Enterprise Zones across Wales. The Enterprise Zones are designated geographical areas that support new and expanding businesses by providing first class business infrastructure and support. The Deeside Enterprise Zone focuses primarily on the advanced materials and manufacturing sector. The overall vision for the Deeside Enterprise Zone is to capitalise on its success and continue to develop as a major centre for advanced manufacturing on an international scale by ensuring that the Zone builds on its strengths in key sectors, encourages investment and re-investment and offers a package which competes with locations on a global scale. Priorities include the development and improvement of key infrastructure and property; the support of advanced manufacturing through retaining a strong manufacturing sector; the development of highly skilled workforce; and the establishment of an advanced manufacturing skills and technology facility which will support industry in Deeside, Wales and beyond. The proposed Development is fully consistent with the vision and plans for the Zone and will provide a powerful catalyst for its further expansion.
The Mersey Dee Alliance (MDA)	The MDA is a partnership that supports strategic economic growth across North East Wales, West Cheshire and Wirral, in response to the COVID-19 pandemic. The proposed stimulus package has the strategic priorities of supporting cleaner growth; connecting places, people, and businesses; and ensuring sustainable and inclusive

Framework / Strategy / Plan / Study	Proposed Development strategic fit
	growth. It is envisaged that these key strategic priorities will be delivered via a £400m stimulus package, that will crosscut with priorities from the levelling up fund and the Green industrial revolution and will work with the Liverpool City Region Combined Authority, Cheshire and Warrington LEP and North Wales Economic Ambition Board to support key interventions across the area. The wider impact area assessed as part of the Proposed Development spans the entirety of the MDA geography, thus representing the potential to be a key strategic driver of the MDA. The Proposed Development also closely aligns with the strategic priorities of the stimulus, through the delivery of manufacturing floorspace and the potential to support local employment.

Table 6.1: Socio-economic policy context

Socio-Economic Data and Guidance

2.2. The principal sources of socio-economic data and the guidance used to conduct the assessment of socio-economic impacts is summarised in Table 6.2.

Topic area	Sources of data and guidance
Economic activity and employment	Office of National Statistics (ONS) annual population survey and Business Register and Employment Survey (BRES)
Local labour market	ONS Annual Population Survey and Annual Survey of Hours and Earnings
Commuting patterns	Census 2011 origin destination data
Unemployment and worklessness	ONS Claimant Count data and Annual Population Survey; Department for Work and Pensions (DWP) benefit claimants – working age client group
Capacity of social infrastructure	Department for Education school capacity data; NHS Choices datasets
Deprivation	Department for Communities and Local Government (DCLG) English indices of deprivation 2015'
Construction phase employment and GVA impact	Homes and Communities Agency (HCA) (2015), 'Calculating Cost Per Job: Best Practice Note 2015 (3rd Edition)'; ONS Business Population Estimates; ONS Annual Business Survey
Operational phase employment and GVA impact	Information has been provided by ICT to inform the estimate of operational employment, reviewed against HCA (2015), 'Employment Density Guide, 3rd Edition';

Topic area	Sources of data and guidance
Net additional impact	HCA (2014), 'Additionality Guide, Fourth Edition 2014'; Department for Business Innovation & Skills (BIS) (2009), 'Guidance for using additionality benchmarks in appraisal'; ONS UK input-output analytical tables
Business rate revenue	Valuation Office Agency (VOA) ratetable value data
Training and apprenticeship opportunities	Targeted Recruitment and Training benchmarks Department for Education learner volumes
Local labour market impacts	ONS BRES and Annual Population Survey; Census 2011 highest level of qualification by economic activity
Commuting impacts	Census 2011 origin destination data

Table 6.2: Sources of socio-economic data and guidance

3. Consultations

3.1. Initial contact has been made with the Business Advisor for Flintshire County Council, details of the consultation are outlined in Table 6.3 below.

Theme / Issue	Date	Consultee	Method	Summary of Discussion	Outcome / Output
Long term employment and training opportunities	03-08-2021	Flintshire County Council (Ms Patricia Carlin)	Telephone consultation	The discussion focused on the following key issues: - Reinforcing the support of the Council employment generating activities at Northern Gateway in accordance with strategic policy - Consideration of potential displacement effects (in the manufacturing sector), that could potentially arise as a result of the Proposed Development; - Specific measures to support local people in gaining employment at the Proposed Development; and - Programmes in place with education providers.	It was discussed that following the consultation and the nature of employment opportunities to be delivered on the site. Patricia Carlin would look to arrange a meeting with ICT, to discuss their needs going forward – in relation to engaging with local training providers, in addition to schools, further and higher education providers.

Table 6.3: Summary of Consultations and Discussions

4. Methodology and Approach

4.1. The assessment of socio-economic impacts has been undertaken using the following methodological approach:

- A review of strategic policy context to provide an outline of the relevant national and sub-national / local social and economic objectives of the area.
- Identification of the impact area, in relation to each potential socio-economic impact, for the assessment of the Proposed Development.
- A desktop review of all publicly available information on current socio-economic and labour market conditions in Flintshire and the wider sub-region to establish the baseline using accepted Government sources, such as the Census and data published by the Office of National Statistics.
- Assessment of likely significant socio-economic effects of the Proposed Development during the construction and operational phases, based on sensitivity value of receptor and magnitude of effect.
- Recommendation of mitigation measures where necessary.
- Assessment of significance of residual effects assuming that the mitigation measures are implemented.
- Identification of likely significant additive / cumulative effects with regard to the other consented schemes in the local area.

4.2. Qualitative and quantitative assessments have been undertaken using assessment methodologies from published guidance, including the HCA's Additionality Guide, and professional judgement.

4.3. Key to understanding the socio-economic effects of the Proposed Development is determining its net additional impact or 'additionality'. This is the extent to which activity takes places at all, on a larger scale, either earlier or within a specific designated area or target group as a result of the intervention. The approach to assessing the net additional impact of a programme is shown diagrammatically in Figure 6.1 overleaf.

4.4. In order to assess the additionality of the Proposed Development, the following factors were considered:

- Leakage – the proportion of outputs that benefit those outside of the area of impact.
- Displacement – the proportion of outputs accounted for by reduced outputs elsewhere in the area of impact. Displacement may occur in both the factor and product markets.
- Multiplier effects – further economic activity associated with additional local income and local supplier purchases.
- Deadweight – outputs which would have occurred without the Proposed Development. This is referred to as the reference case.

4.5. The above approach to assessing additionality of a project is consistent with central Government guidance for place-based analysis, as set out in the 2020 update of the HM Treasury Green Book.

Receptors

4.6. Table 6.4 sets out definitions of the receptor criteria that have been used to inform the significance of effects.

Designation	Receptors
International	• The receptor is of international importance • It has Socio-economic value outside of the UK
National	• The receptor is of national importance • It is identified as key priority within national policy
Regional	• The receptor is of regional importance (North Wales) • It is identified as a key priority within regional policy
Sub-region	• The receptor is of importance at the Sub-regional level, including the travel to work area extending across Flintshire, Wrexham, Cheshire West and Chester and Wirral. • It is identified as a key priority within policy for the sub-region
Borough / District	• The receptor is of importance to Flintshire • It is identified as a key priority for Flintshire
Local/Neighbourhood	• The receptor is of importance locally within the communities of Queensferry, Shotton and Connah's Quay[2] • It is identified as a key priority locally

Table 6.4: Receptors

4.7. The assessment of baseline information (see Section 5 of this Technical Paper) has informed the identification of receptors relating to each of the potential socio-economic impacts. These receptors are shown in Table 6.5.

Potential impacts	Receptors
Employment effects	Workers and unemployed within travel to work area (sub-region), workers within supply chain businesses (sub-region)

[2] (Middle Super Output Areas (MSOA) Flintshire 009 within which the site is located alongside 007, 008, 011 and 015)

Potential impacts	Receptors
Economic output effects	Construction businesses and suppliers, providers of specialist plant and machinery for manufacturing, supply chain businesses providing input materials, service businesses in the sub-regional economy
Business rates revenue	Flintshire Council; District residents benefiting from Council services
Training / apprenticeship opportunities	Local residents (district) including workers and currently unemployed
Effect on local labour market	Workers and unemployed in Flintshire (district) and wider travel to work area (sub-region)
Commuting and migration impacts	Workers within travel to work area (sub-region)
Effect on local facilities and services	Schools, healthcare facilities, shops and local food and accommodation services (local/district)
Wider socio-economic effects	Local residents, workers, businesses and visitors to Flintshire (district)

Table 6.53: Receptors

4.8. No specific assessment has been carried out in relation to the impact on health and education services given the scale and scope of the Proposals, which will not directly result in a substantive increase in demand assuming that workforce demands will be met from within the sub-regional labour market.

4.9. Based on the identified receptors, the main area of impact is expected to principally extend to the four local authority areas of Flintshire, Cheshire West and Chester, Wrexham and Wirral and constituent wards, as outlined within Figure 6.1. The impact is primarily reported at this area of impact level.

4.10. The Proposed Development will also have an impact at the Wales (national) level, particularly in terms of employment and economic output effects. The results of the impact analysis are also set out for Flintshire and Wales to support appraisal at a range of levels.

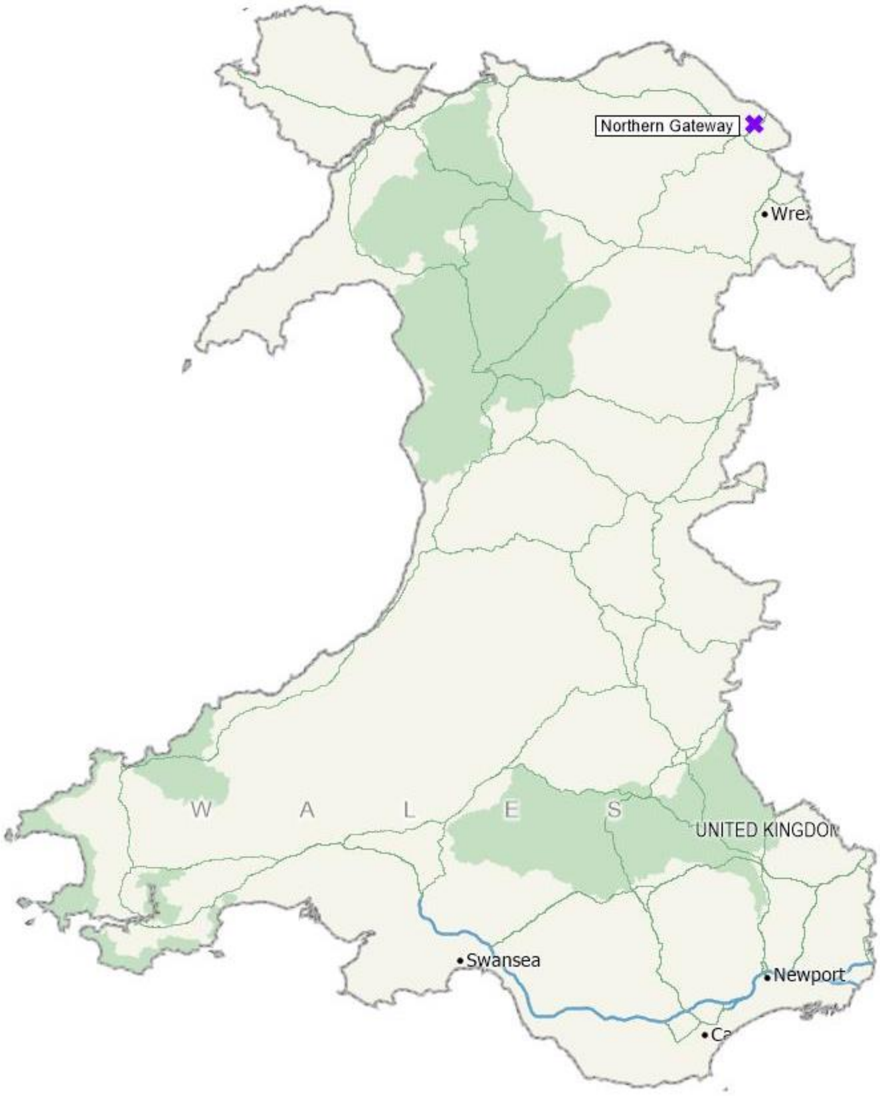

Figure 6.1: Receptor Plans (National Level)

Figure 6.1: Receptor Plans (Regional Level)

Environmental Impacts

4.11. In relation to socio-economics, there are no published standards against which the predicted impacts of a development can be assessed in terms of defining the magnitude of effect. The approach adopted therefore takes account of the socio-economic profile of the area and market knowledge of similar facilities within the assessment area and nationally. As set out in Table 6.6, for a number of the socio-economic impacts, thresholds have been identified to categorise the magnitude of effect. For other impacts, such as wider Socio-economic effects, it has been necessary to make subjective judgement.

Magnitude	Environmental Impact							
	Employment effects	**Economic output effects**	**Business rates revenue**	**Training & apprenticeship**	**Effect on local labour market**	**Commuting & migration impacts**	**Effect on local facilities and services**	**Wider socio-economic effects**
Major	A significant level of change in net number of jobs at the county / sub-regional level of between 500 and 1,000 jobs	A significant level of change in net economic output at the county / sub-regional level of between £25m and £50m per annum	A significant level of change in business rates revenue within Flintshire of between £2.5m and £5m per annum	A significant level of change in training and apprenticeship opportunities at the county level of between 2% and 5% of current provision	A significant level of change in local labour market conditions, with an impact equivalent to between 0.75% and 1% of the resident workforce (economically active) in Flintshire	A significant level of change in net out commuting from Flintshire	Significant degree of restriction or increase in local facilities or services for a period of at least three years	Significant occurrence of wider socio-economic effects within the Borough for a period of at least three years

Magnitude	Environmental Impact							
	Employment effects	**Economic output effects**	**Business rates revenue**	**Training & apprenticeship**	**Effect on local labour market**	**Commuting & migration impacts**	**Effect on local facilities and services**	**Wider socio-economic effects**
Moderate	A measurable change in net number of jobs at the county / sub-regional level of between 100 and 500 jobs	A measurable change in net economic output at the county / sub-regional level of between £5m and £25m per annum	A measurable change in business rates revenue within Flintshire of between £1m and £2.5m per annum	A measurable change in training and apprenticeship opportunities at the county level of between 1% and 2% of current provision	A measurable change in local labour market conditions, with an impact equivalent to between 0.5% and 0.75% of the resident workforce (economically active) in Flintshire	A measurable change in net out commuting from within Flintshire	A measurable restriction or increase in local facilities or services for a period of at least two years	Measurable benefit in wider socio-economic effects within the Borough for a period of at least two years

Magnitude	Environmental Impact							
	Employment effects	**Economic output effects**	**Business rates revenue**	**Training & apprenticeship**	**Effect on local labour market**	**Commuting & migration impacts**	**Effect on local facilities and services**	**Wider socio-economic effects**
Minor	A small, but measurable, change in net number of jobs at the county / sub-regional level of less than 100 jobs	A small, but measurable, change in net economic output at the county / sub-regional level of less than £5m per annum	A small, but measurable, change in business rates revenue within Flintshire of less than £1m per annum	A small, but measurable, change in training and apprenticeship opportunities at the county / sub-regional level of less than 1% of current provision	A small, but measurable change in local labour market conditions, with an impact equivalent to less than 0.5% of the resident workforce (economically active) in Flintshire	A small, but measurable, change in net out commuting from within Flintshire	A small, but noticeable, restriction or increase in local facilities or services for a period of at least one year	Small, but noticeable, wider socio-economic effects within the Borough for a period of at least one year
Negligible	No noticeable change in net number of jobs at the county / sub-regional level	No noticeable change in economic output at the county / sub-regional level	No noticeable change in business rates revenue within Flintshire	No noticeable change in training and apprenticeship opportunities at the county / sub-regional level	No noticeable change in local labour market conditions	No noticeable change in net out commuting from within Flintshire	Not a noticeable difference in the provision of local facilities or services	No noticeable wider socio-economic effects within the borough

Magnitude	Environmental Impact							
	Employment effects	**Economic output effects**	**Business rates revenue**	**Training & apprenticeship**	**Effect on local labour market**	**Commuting & migration impacts**	**Effect on local facilities and services**	**Wider socio-economic effects**
Neutral	No change in net number of jobs at the county / sub-regional level	No net change in economic output at the county / sub-regional level	No change in business rates revenue within Flintshire	No change in training and apprenticeship opportunities within Flintshire	No change in the local labour market	No change in net out commuting from within Flintshire	A neutral effect on the provision of local facilities and services	Neutral wider socio-economic effects within the borough area

Table 6.6: Environmental Impacts

Significance of Effects

4.12. The significance of effect is determined using the significance matrix in Section 6 of the Environmental Statement Part I Report. This identifies the receptor level across the top of the matrix and the magnitude of environmental impact down the side and where they meet within the matrix identifies the significance of the effect.

Impact Prediction Confidence

4.13. It is also of value to attribute a level of confidence by which the predicted impact has been assessed. The criteria for these definitions are set out below:

Confidence Level	Description
High	The predicted impact is either certain i.e. a direct impact, or believed to be very likely to occur, based on reliable information or previous experience.
Low	The predicted impact and its levels are best estimates, generally derived from first principles of relevant theory and experience of the assessor. More information may be needed to improve confidence levels.

Table 6.7: Confidence Levels

5. Baseline Information

5.1. Prior to considering the socio-economic effects, it is necessary to establish a clear understanding of baseline socio-economic conditions within the geographical areas relevant to the Proposed Development. The application site is currently a vacant development plot. On this basis, it has not been subject to a detailed baseline analysis.

5.2. The baseline analysis in this section focuses on the local authority area of Flintshire, reflecting the location of the site in Deeside in the north of the area, within two miles of the boundary with England and the local authority area of Cheshire West and Chester. Given the proximity to the local authority boundary, alongside existing in-commuting patterns for the Deeside area, the analysis has also been carried out across a wider spatial impact area extending across Flintshire and into the neighbouring authorities of Wrexham, Cheshire West and Chester and Wirral (described as the 'spatial impact area'). In addition, key deprivation indicators have been reviewed at the neighbourhood level, focusing upon communities within the Parish of Sealand and Garden City.

5.3. Trends in the change over time of key socio-economic indicators have been analysed and benchmarked against performance for Wales and England and Wales as a whole.

5.4. The following key indicator groups have been assessed:

- Population and demographics.
- Employment (economic activity rate and sectoral employment analysis).
- Gross Value Added and productivity.
- Business demography.
- Local labour market (resident employment by occupation, resident earnings and qualifications).
- Commuting patterns.
- Unemployment and worklessness.
- Capacity of social infrastructure (education and health).
- Deprivation.

Population and demographics

5.5. In 2020, the total population of Flintshire stood at 156,850 people, an increase of 2.7% since 2011 (ONS Mid-year Population Estimates, Nomis). The growth in population of Flintshire has exceeded the comparative growth rate of 2.6% for the spatial impact area but lagged behind that of its comparator areas of Wales and England and Wales, which saw their population grow at 3.5% and 6.3% respectively, during the same period. The total population of the wider spatial impact area was approximately 961,000 in 2020.

5.6. Of the total Flintshire population, 60.4% are of working age (between 16 and 64). This is consistent with the wider area of impact and somewhat below levels for Wales (61.2%) and England and Wales (62.2%). Within Flintshire, the number of working age residents had declined by 2.3% since 2011, outpacing decline across Wales (0.2%) and in contrast to growth of 2.4% across England and Wales.

5.7. Figure 6.2 shows the change in working age population at each level, highlighting the absolute and relative decline within Flintshire and the wider area of impact.

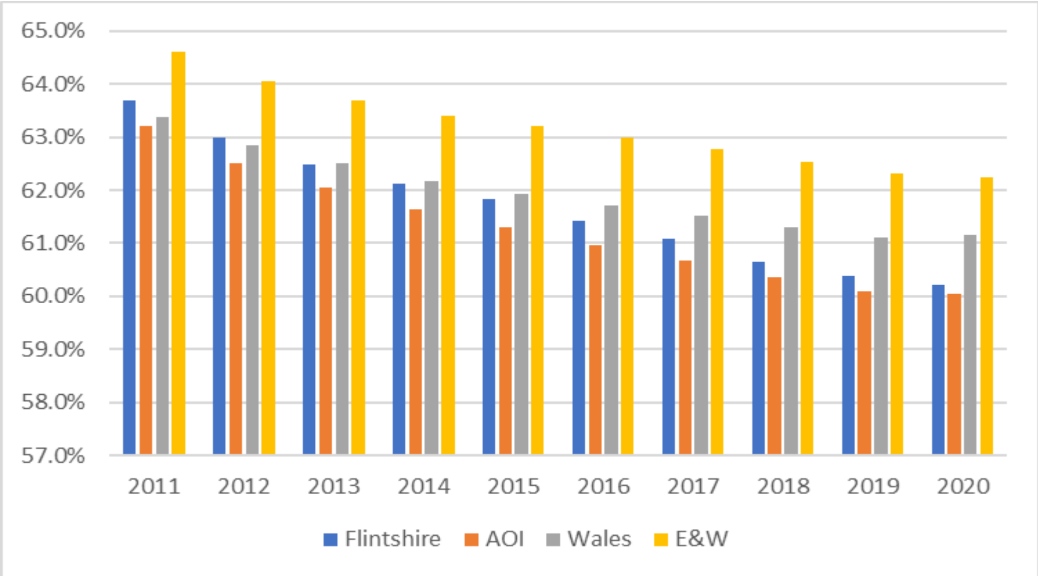

Figure 6.2: Working age population (ONS Mid-year Population Estimates, Nomis)

5.8. Based on Experian forecasts (April 2021), the total population of Flintshire is projected to grow marginally over a 15-year period, while the working age population is expected to decline substantially. This level of decline is more substantial than that forecast for the wider area of impact and Wales as a whole (Table 6.8).

Change in population (2021-36)	Total	Working age (16-64)
Flintshire	1.1%	-4.3%
Spatial Impact Area	4.4%	-2.2%
Wales	2.3%	-2.8%

Table 6.8: Forecast population change (Source: Experian)

Economic activity and employment

5.9. Economic activity rates for Flintshire and comparator areas between January 2016 and December 2020 are provided in Table 6.9. The number of economically active people aged between 16 and 65 in Flintshire stood at 76,700 as of January to December 2020. This represents 80.7% of the total working age population.

Economic Activity (% of resident pop. aged 16-64)	Jan 2016-Dec 2016	Jan 2017-Dec 2017	Jan 2018-Dec 2018	Jan 2019-Dec 2019	Jan 2020-Dec 2020
Flintshire	74.5%	77.9%	80.2%	81.6%	80.7%
Spatial Impact Area	74.6%	78.0%	78.9%	80.0%	78.7%
Wales	74.8%	76.1%	76.7%	76.4%	75.7%
England and Wales	77.9%	78.5%	78.6%	79.0%	79.3%

Table 6.9: Economic activity rates (ONS Annual Population Survey, Nomis)

5.10. Overall, the proportion of economically active residents aged between 16 and 64 years old in Flintshire has increased by 5.3% from 2016 to 2020, which is considerably higher than the comparative figure for the spatial impact area, Wales and Wales and England which grew by 4.2%, 0.9% and 1.4% respectively. However, all comparator areas in Table 6.9 have seen growth in their economic activity in the period 2016 to 2020.

Employment (workplace jobs)

5.11. In 2019, total employment in Flintshire stood at 75.650, with the area experiencing a small growth of 0.4% in employment since 2015. This growth reflects trends across the spatial area of impact and Wales, however all comparators are significantly lower than the levels of employment growth demonstrated across England and Wales between 2015 and 2019.

Change in total employment	2015-2019
Flintshire	+0.4% (+300 jobs)
Spatial Impact Area	+0.4% (+1,7575 jobs)
Wales	+0.7% (+9,000 jobs)
England and Wales	+4.5% (1,229,000 jobs)

Table 6.10: Change in employment (ONS Business Register and Employment Survey, Nomis)

Sectoral composition of employment

5.12. A breakdown of sectoral employment is provided within Table 6.11, which shows employment levels by broad industrial group for Flintshire in 2019, together with the proportion of employment in each industrial group for comparator areas in 2019. In 2019, the sectors with the highest proportions of employment in Flintshire were manufacturing (27.8%), health, business administration and support and health (7.9% each).

Breakdown of sectoral employment (2019)	Flintshire Total Emp.	Flintshire (%)	Area of impact (%)	Wales (%)	England and Wales (%)
Agriculture, forestry & fishing	900	1.2%	1.4%	3.2%	1.4%
Mining, quarrying & utilities	1,000	1.3%	1.4%	1.7%	1.1%
Manufacturing	21,000	27.8%	13.5%	10.7%	7.9%
Construction	3,500	4.6%	4.3%	4.9%	5.0%
Motor trades	2,000	2.6%	2.5%	2.4%	1.9%
Wholesale	4,000	5.3%	3.6%	3.3%	3.9%
Retail	6,000	7.9%	10.6%	9.5%	9.2%
Transport & storage (inc postal)	3,000	4.0%	3.9%	3.3%	4.9%
Accommodation & food services	5,000	6.6%	7.1%	9.2%	7.6%
Information & communication	1,000	1.3%	1.8%	2.1%	4.3%
Financial & insurance	900	1.2%	3.0%	2.4%	3.4%
Property	600	0.8%	1.3%	1.4%	2.0%
Professional, scientific & technical	5,000	6.6%	7.7%	5.0%	9.0%
Business administration & support services	6,000	7.9%	7.1%	6.3%	8.8%
Public administration & defence	3,500	4.6%	4.3%	7.2%	4.1%
Education	4,500	5.9%	7.7%	8.6%	8.4%
Health	6,000	7.9%	14.2%	15.1%	12.5%
Arts, entertainment & other services	1,750	2.3%	4.5%	3.6%	4.6%
TOTAL	75,650	100.0%	100.0%	100.0%	100.0%

Table 6.11: Sectoral employment (source: ONS Business Register and Employment Survey, Nomis)

5.13. The analysis highlights the importance of the manufacturing sector, which includes a number of key employers (such as Airbus) alongside a significant number of smaller businesses, with significant clusters in the Deeside and Broughton areas.

Job Density

5.14. In 2019, the job density (as measured by the ratio of total jobs to resident population aged 16-64) of Flintshire was 0.90, which is slightly higher than the England and Wales average

(0.88), but significantly higher than that of the wider spatial impact area and Wales as a whole (0.83 and 0.77 respectively). Over the period from 2015, job density within Flintshire has been broadly comparable with the average for England and Wales. This demonstrates that Flintshire, as a gateway location between Wales and England, remains an important focus for economic activity and investment. The area has been successful in attracting and retaining businesses, creating significant opportunities for local residents.

Productivity

5.15. Based on sub-regional productivity data published by ONS, GVA per filled job in Flintshire is broadly consistent with the UK average, having experienced minor growth over the period 2011-19. Other local authority areas within the Spatial Impact Area performed less strongly on this measure, particularly Wirral with an index of 80 (i.e. 80% of the UK average). The productivity index score for Wrexham and Cheshire West and Chester was 89 and 99 respectively in 2019, though both areas show a significant decline in performance since 2011.

Local Labour Market

Occupations

5.16. The proportion of resident employment by occupation (2020) is set out in Table 6.11 for Flintshire and comparator areas. Table 6.12 shows that Flintshire had a lower proportion of persons in employment who were managers, directors, and senior officials across all comparator areas, whilst professional occupations accounted for a smaller proportion when compared to the spatial impact area and England and Wales as a whole.

5.17. In contrast, there were larger proportions of skilled trades (11.2%), sales and customer service (9.0%) and elementary occupations (10.7%), relative to the comparative proportions for the other areas in Table 6.12.

Occupational profile (2020)	Flintshire	Spatial Impact Area	Wales	England and Wales
Managers, directors and senior officials	9.0%	10.0%	10.0%	11.7%
Professional occupations	17.7%	20.3%	16.4%	22.7%
Associate prof & tech occupations	14.6%	14.7%	12.4%	15.9%
Administrative and secretarial occupations	11.1%	11.6%	11.2%	10.1%
Skilled trades occupations	11.2%	9.3%	9.4%	9.1%
Caring, leisure, other service occupations	7.9%	8.2%	11.4%	8.8%
Sales and customer service occupations	9.0%	8.8%	7.2%	6.7%
Process, plant and machine operatives	7.6%	7.5%	10.9%	5.5%
Elementary occupations	10.7%	9.0%	10.6%	9.2%

Table 6.12: Occupational profile (Annual Population Survey, 2019, Nomis)

Earnings

5.18. Table 6.13 shows the total median resident earnings between 2016 and 2020 for Flintshire and comparator areas.

5.19. In 2020, median resident earnings in Flintshire (£564.60) were higher than the comparator area of Wales (£541.70), but significantly lower than the England and Wales average (£586.70). Flintshire has seen resident-based earnings increase some 3.1% in the period 2016-2020. However, this is significantly lower than the comparator areas of Wales and England and Wales as a whole, where earnings increased by 8.5% and 8.1% respectively.

Median resident earnings for all workers (£ per week)	2016	2017	2018	2019	2020	Change (%) 2016-2020
Flintshire	£547.60	£513.10	£503.20	£524.60	£564.60	3.1%
Spatial Impact Area	-	-			-	-
Wales	£499.20	£505.70	£518.50	£540.00	£541.70	8.5%
England and Wales	£541.70	£552.80	£571.20	£588.90	£586.70	8.3%

Table 6.13: Resident earnings (ASHE).4: Resident earnings (ONS Annual Survey of Hours and Earnings (ASHE), Nomis)

5.20. Median weekly workplace earnings for Flintshire were £574.90 in 2020, again considerably higher than the Wales average (£537.80), but lower than the England and Wales average of £586.70. For comparison, the median gross weekly workplace earnings for all workers between 2016-2020 in Flintshire and the other comparators areas are shown in Table 6.14.

5.21. The increase in median gross workplace-based earnings from 2016-2020 for Flintshire is indicative of a wider trend against the national comparators. As per the resident based earnings data, Flintshire (4.1%) lagged behind both Wales (8.9%) and England and Wales on the whole (8.4%).

Median workplace earnings for all workers (£ per week)	2016	2017	2018	2019	2020	Change 2016-2018 (%)
Flintshire	£552.00	£535.50	£553.40	£573.50	£574.90	4.1%
Spatial Impact Area	-		-		-	-
Wales	£493.70	£498.30	£509.00	£534.80	£537.80	8.9%
England and Wales	£541.10	£552.60	£571.70	£588.60	£587.70	8.4%

Table 6.14: Workplace-based earnings (ONS ASHE, Nomis)

5.22. The composition of workers may explain the difference in median workplace earnings. 71.6% of Flintshire employees are employed on a full-time basis, which is above the Spatial Impact Area and Welsh national average of 66.6% and 65.2%. Therefore, the gap in earnings between Flintshire and the Spatial Impact Area and Wales may be due in part to the prevalence of part-time employment in these areas (which typically has lower earning) in the area.

Qualifications

5.23. The proportion of residents with National Vocational Qualifications (NVQ) equivalent levels of qualifications in 2020 is shown below in Table 6.15 for Flintshire and comparator areas.

5.24. Flintshire demonstrates a disadvantage, in terms of the educational attainment of its residential labour-force, over the Spatial Impact Area, Welsh average and nationally. There was a relatively low proportion (31.6%) of the resident population aged 16-64 in Flintshire holding higher level (NVQ4+) qualifications in 2020. The Welsh average for the proportion of the resident population aged 16-64 with NVQ4+ level qualifications was 38.8%. Moreover, out of the comparator areas, Flintshire contains the highest proportion of residents who have no qualifications (8.3%) of all comparator areas.

Qualification level (% of resident pop. aged 16-64)	NVQ4+	NVQ3	NVQ2	NVQ1	Other qualifications	No qualifications
Flintshire	31.60%	20.1%	21.7%	13.8%	4.4%	8.3%
Spatial Impact Area	38.60%	20.8%	19.6%	10.6%	3.1%	7.4%
Wales	38.80%	19.7%	18.0%	10.2%	5.7%	7.6%
England and Wales	42.60%	18.5%	17.0%	10.0%	5.7%	6.2%

Table 6.15: Highest level of qualification (ONS Annual Population Survey, Nomis)

Business environment and demographics

5.25. There were 5,425 businesses in Flintshire as of 2020. The largest proportion of these were micro businesses employing 0-9 people, which accounted for 88.4% of all businesses in Flintshire. Small businesses, employing 10-49 people, accounted for 9.7% of the total businesses of Flintshire, whilst medium-sized businesses, employing 50 to 249 employees, made up 1.6% of total businesses in Flintshire. Large businesses employing 250 or more employees were the least prevalent size of business in Flintshire in 2020, with just 0.5% if businesses classified as large.

5.26. The total number of businesses over the five-year period to 2020 increased from 5,020 to 5,425 in 2020 (+405). From 2019, there has been an increase in the number of business in

Flintshire by 1.7 %, which is above the growth in the number of businesses in the Spatial Impact Zone and England and Wales average over the same period.

Breakdown of sectoral businesses (2020)	**Flintshire Business Count**	**Flinthsire (%)**	**Wales (%)**	**England and Wales (%)**
Agriculture, forestry and fishing	335	6.2%	13.0%	4.5%
Mining, quarrying & utilities	35	0.6%	0.6%	0.5%
Manufacturing	400	7.4%	5.6%	5.0%
Electricity, Gas, Steam and Air Conditioning Supply	725	13.4%	12.7%	12.8%
Water Supply; Waste Management and Remediation	250	4.6%	3.5%	2.8%
Construction	205	3.8%	3.0%	3.7%
Wholesale and Retail Trade	440	8.1%	8.0%	7.6%
Transport & storage (inc postal)	280	5.2%	4.6%	4.6%
Accommodation & food services	300	5.5%	8.4%	5.7%
Information & communication	265	4.9%	4.4%	8.5%
Financial & insurance	100	1.8%	1.8%	2.3%
Property	120	2.2%	2.7%	3.8%
Professional, scientific & technical	845	15.6%	11.4%	17.2%
Business administration & support services	490	9.0%	7.8%	8.8%
Public administration & defence	30	0.6%	0.5%	0.3%
Education	70	1.3%	1.3%	1.7%
Health	200	3.7%	4.1%	3.8%
Arts, entertainment, recreation & other services	340	6.3%	6.5%	6.3%
TOTAL	**5,425**	100.0%	100.0%	100.0%

Table 6.16: Sectoral business counts, (ONS Business Population Survey, 2020, Nomis)

5.27. Table 6.16 shows that in 2020, professional, scientific & technical (15.6%), electricity, gas, steam, and air conditioning supply (13.6%) and business administration and support services (9.0%) sectors represented the highest proportions of businesses sectors in Flintshire. The proportion of Flintshire's businesses in the manufacturing, water supply: sewage, waste management and remediation, construction, transport and storage and public administration and defence sectors were also higher than the comparator areas of Wales and England and Wales. For example, the proportion of businesses in the manufacturing sector was 7.4%, compared to 5.6% in Wales and 5.0% England and Wales.

Commuting Patterns

5.28. Origin destination data from the 2011 Census has been used to provide an indication of the likely commuting patterns of people who will work at the Site once the Proposed Development is complete. For Flintshire as a whole, total outflows exceeded total inflows, resulting in a net outflow of around 2,000. This reflects the proximity of the area to key economic centres, particularly Chester but also Wrexham. The principle inflows at a local authority level were from the local authority areas of Cheshire West and Chester, Wrexham, Denbighshire and Wirral (Figure 6.3).

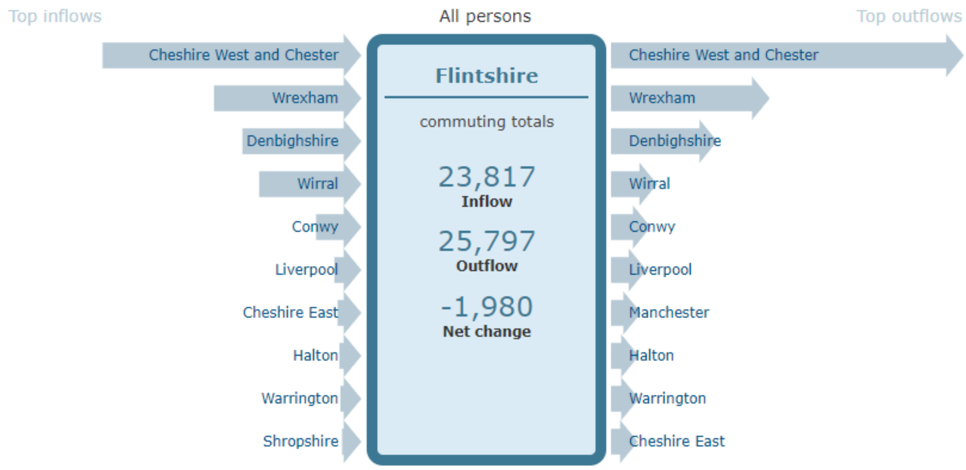

Figure 6.3: Overall in and out-commuting for Flintshire (Census 2011)

5.29. The Site is located within a broad employment area extending along both banks of the River Dee and encompassing the Middle Super Output Areas (MSOA) 066 within which the site is located alongside 064, 065, 068 and 072. This area contains extensive commercial development including zones with concentrations of manufacturing activity. As such, the consideration of commuting patterns for the proposed development reflects data for these MSOAs.

5.30. As of the 2011 Census, around 53% of those working within this zone resided within Flintshire. A further 18.5% resided in Cheshire West and Chester, with 7.2% and 7.0% residing in Wrexham and Wirral respectively.

5.31. The overall commuting patterns for the MSOA areas combined are shown in Table 6.17. While this does provide an indication of the commuting in-flows that might be associated with the Proposed Development, it is important to note that it does not reflect any interventions to increase the proportion of local employees working at the Site.

Local Authority area	Number	Percentage of total workforce
Flintshire	16,323	53%
Cheshire West and Chester	5,739	19%
Wrexham	2,238	7%
Wirral	2,176	7%
Denbighshire	1,022	3%
Conwy	403	1%
Liverpool	348	1%
Cheshire East	249	1%
Halton	245	1%
Warrington	183	1%

Table 6.17: Key commuter inflows into Flintshire MSOA 064, 065, 066, 068 and 072 (Source: Census 2011)

Unemployment and Worklessness

5.32. As at May 2021, the claimant count in Flintshire was 4,545, as measured by combining the number of people claiming Jobseeker's Allowance (JSA) and National Insurance credits with the number of people receiving Universal Credit principally for the reason of being unemployed. This represented 4.7% of the resident population aged 16-64, which is in line with the national average.

5.33. The claimant rate in Flintshire has increased over recent years, rising by 3.2% since May 2017. The claimant count for Flintshire is relatively close to the comparative rate for Wales and England and Wales, where there has also been an increase in the proportion of the resident population aged 16-64 claiming unemployment-related benefits across the period May 2017-2021.

Claimant rate (% of resident population aged 16-64)	**May 2017**	**May 2018**	**May 2019**	**May 2020**	**May 2021**
Flintshire	1.6%	2.2%	2.6%	5.6%	4.8%
Wales	2.1%	2.2%	2.8%	6.1%	5.4%
England and Wales	1.9%	2.1%	2.6%	6.4%	6.1%

Table 6.18: Claimant rate (ONS Claimant Count, Nomis)

5.34. The number of workless households (households where no-one aged 16 or over is in employment) in Flintshire was 9,900 as of 2019, which amounts to 10.5% of the households in the area. Overall, there were 178,200 workless households in Wales during the same period. This represented 18.4% of all households within Wales, above the comparative figure for Flintshire. The number of workless households in the Spatial Impact Area in 2019 was 14.3%, which is also above Flintshire level. The number of workless households in all comparative areas are greater than the England and Wales average of 13.5%.

Capacity of Social Infrastructure

Education (Primary and Secondary schools)

5.35. The existing capacity of state-funded Primary and Secondary schools has been tested at the Flintshire Local Authority level and for the boroughs of Wrexham, Cheshire West and Cheshire and Wirral, together with an assessment of those schools located within a 5-mile radius of the Application Site (assumed Post code: CH5 2NL).

5.36. Table 6.19 shows Primary school pupil levels in Flintshire and the wider study area during the current academic year. Although collectively there are unfilled Primary school places in each of the areas, there are a number (84 in the combined area) of Primary schools that are full or have one or more pupils in excess of capacity.

Local Authority / area	No of schools	No of school places	No of pupils on role	No of unfilled places	Number of Schools that are full or have one or more pupils in excess of capacity	Number of pupils in excess of school capacity
Flintshire	64	14,427	13,798	629	27	690
Wrexham	57	12,908	12,735	173	5	135
Cheshire West and Chester	130	30,919	27,476	3,623	31	180
Wirral	90	28,035	25,524	2,713	21	202
Combined area	341	86,289	79,533	8,145	84	1,207

Table 6.19: State-funded Primary schools (Source: Welsh School Census January 2021, English School capacity: academic year 2019)

5.37. Table 6.20 shows Secondary school pupil levels in Flintshire, Wrexham, Cheshire West and Chester and Wirral during the academic year 2019 to 2021. Again, although collectively there are unfilled Secondary school places in each of the areas, there are a small number (10 in the combined area) of Secondary schools that are full or have one or more pupils in excess of capacity.

Local Authority / area	No of schools	No of school places	No of pupils on role	No of unfilled places	Number of Schools that are full or have one or more pupils in excess of capacity	Number of pupils in excess of school capacity
Flintshire	11	10,137	9,396	741	2	137
Wrexham	9	7,368	6,403	965	2	195
Cheshire West and Chester	20	23,964	20,135	3,951	5	122
Wirral	20	25,419	21,282	4,146	1	9
Combined area	60	66,888	57.216	9,803	10	463

Table 6.20: State-funded Secondary schools (Source: Welsh School Census January 2021, English School capacity: academic year 2019)

5.38. An assessment of local state-funded Primary and Secondary schools capacity has also been conducted using the January 2019 School Census for schools located within 5 miles of the Application Site.

5.39. There are 18 state-funded Primary schools located within a 5-mile radius of the development site, 2 of which are within 3-miles of the development site. Collectively, these Primary schools have 396 unfilled places. However, 4 (22%) of the 18 Primary schools for which Census information was available are currently over-subscribed. The oversubscription in Primary school pupil spaces ranges from 6 to 44.

5.40. There are 3 state-funded Secondary schools located within a 5-mile radius of the development site. Collectively, these Secondary schools are undersubscribed and have 13 unfilled places.

5.41. Table 6.21 summarises the results of the local (5-mile radius) schools' capacity assessment. It should be noted that this assessment is based on current pupil numbers only and does not consider projected school populations that account for changes in birth rate, movement in and out of schools and average take up rates.

State-funded schools located 5 miles from development site (only those schools included within January 2019 School Census)	Pupil limit	Number of pupils (as at January 2019)	Capacity / (oversubscribed)
Primary (18 schools)	5,622	5,226	396
Secondary (3 schools)	3,213	3,200	13

Table 6.21: Local Authority Primary and Secondary Schools pupil numbers (Source: School Census, January 2019)

Health (GP surgeries)

5.42. Based on an analysis of the NHS Direct Wales database, there are a total of 11 GP surgeries located within a 5-mile radius of the Application Site, all of which appear to be accepting new patients.

5.43. There is a generally accepted benchmark that an average of 1,800 patients per GP is considered acceptable. However, the NHS Direct for Wales database does not provide clear information on the current and future capacity for GPs in Wales and there could be some GP surgeries in the locality operating at a level higher than 1,800 patients per GP.

Deprivation

5.44. The overall levels of deprivation within Flintshire and the neighbouring local authority area of Wrexham have been assessed through the Welsh Indices of Deprivation (2019). As illustrated in Figure 6.4, Flintshire suffers from pockets of deprivation within lower super output areas (LSOA) ranked in the 20% most deprived along the River Dee corridor in close proximity to the Application Site.

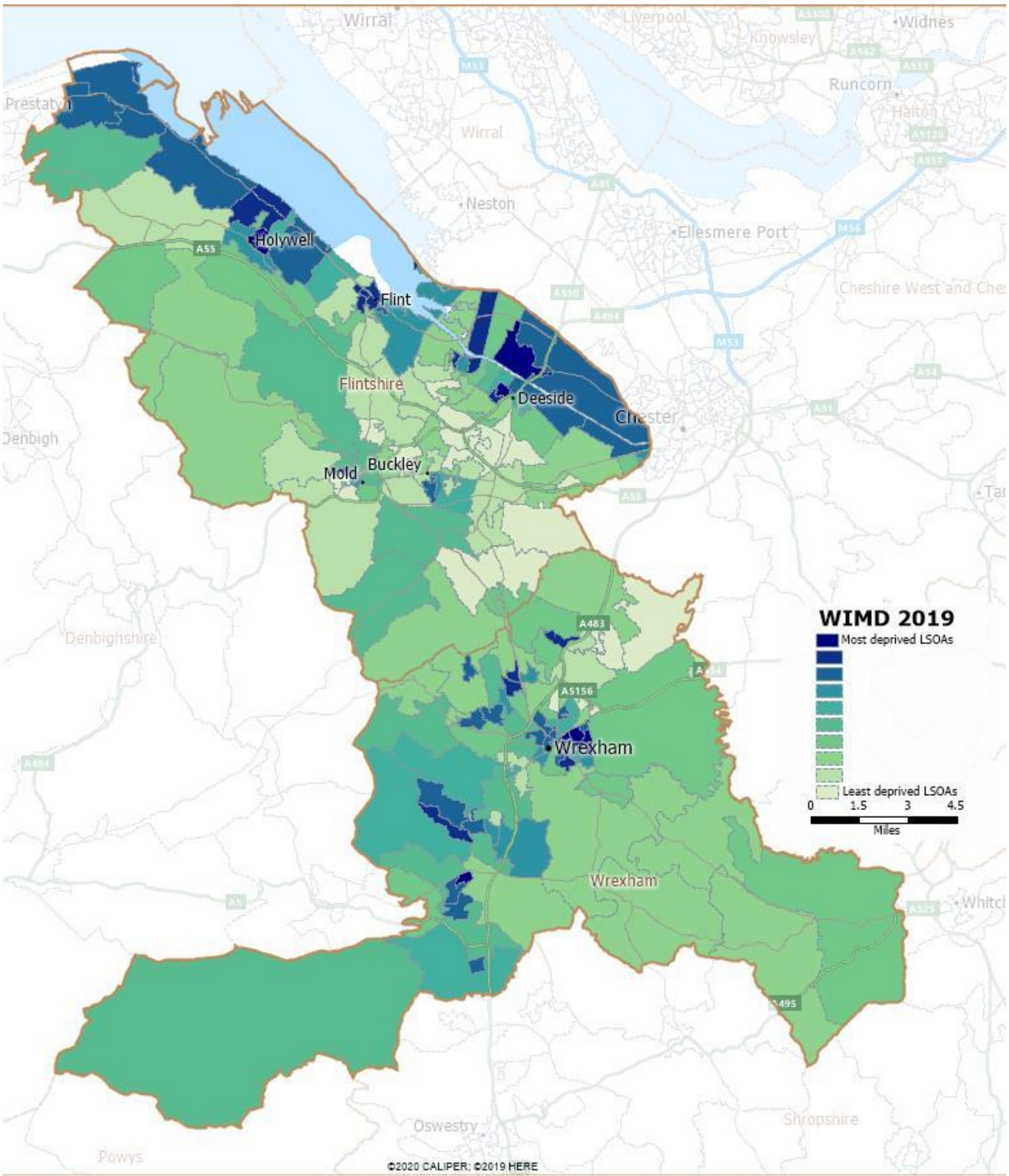

Figure 6.4: Welsh Index of Multiple Deprivation; WAG (2019)

5.45. Across the remainder of the wider spatial area of impact, deprivation within Cheshire West and Chester and Wirral is assessed through the English Index of Multiple Deprivation (2019). This indicates that the Application Site is located within approximately five miles of neighbourhood' s experiences very severe deprivation within Chester and Ellesmere Port (Figure 6.5).

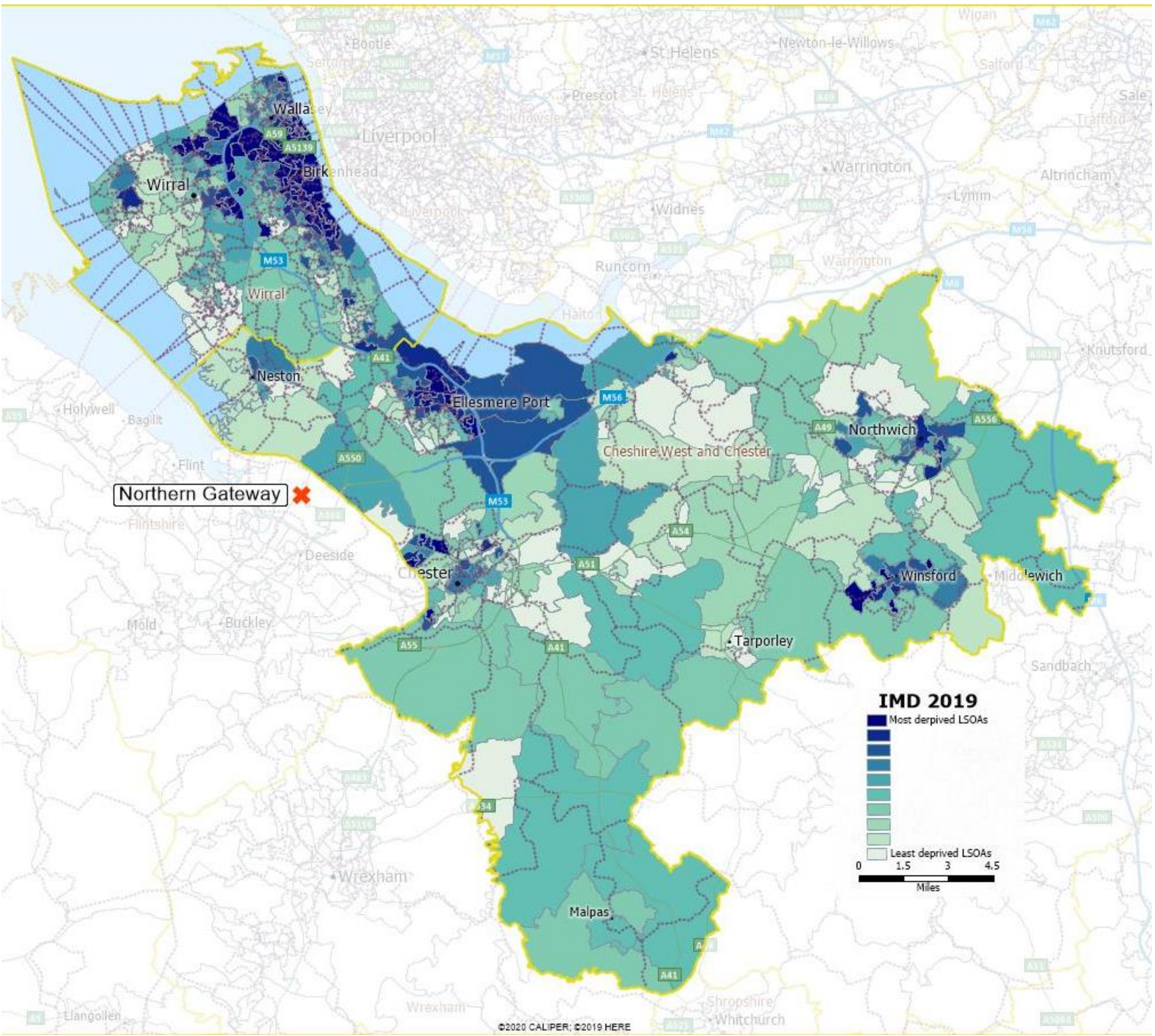

Figure 6.5: English Index of Multiple Deprivation; MHCLG (2019)

6. Alternatives Considered

6.1. While a series of alternatives have been considered as part of the evolution of the proposals, these have not been specifically influenced by the need to address socio-economic impacts and therefore not discussed within this Technical Chapter.

7. Potential Environmental Effects

7.1. It is anticipated that the Proposed Development will result in a range of potentially significant socio-economic effects during both the Construction and Operational Phases. These impacts may occur as a direct result of the Proposed Development or indirectly, for example through those employed on the Application Site spending their wages in the local economy.

7.2. As outlined above, the Proposed Development will be delivered in three phases. The likely socio-economic impacts during the Construction and Operation of the Proposed Development are set out below, identifying the expected effects in each phase. In terms of the employment and Gross Added Value (GVA) impacts, consideration has been given to the scale of additional impact within Flintshire, the combined area of Flintshire, Cheshire West and Chester, Wrexham and Wirral (referred to hereafter as the wider impact area) and within Wales. The significance of effect has been assessed at either the Flintshire level or wider impact area level, depending on the nature of the impact under consideration.

Construction Phase

7.3. The socio-economic assessment has considered the following potential impacts during the Construction Phase:

- Temporary employment generated as a result of the construction works – this includes direct employment associated with site remediation and redevelopment, as well as indirect and induced employment (multiplier effects) from supply chain expenditure and the expenditure in the local economy of workers employed during the Construction Phase.
- Short-term increase in economic output (GVA) – in line with the temporary employment impact, again this takes account of the direct, indirect, and induced economic output impact during the Construction Phase.
- Creation of training and apprenticeship opportunities during the Construction Phase.
- Wider socio-economic impacts – this includes those impacts, which although difficult to quantify, are important in understanding the overall socio-economic effect of the Proposed Development.

7.4. As set out below, commuting and migrations impacts are considered in relation to the Operational Phase. However, this impact has not been considered in detail as part of the Construction Phase, given the temporary and transient nature of construction related employment. It is noted that the assessment of net additional employment effects in the construction phase does make adjustments for leakage, based on an estimate of the proportion of jobs taken by workers residing outside of the area of impact.

Temporary increase in employment

7.5. It has been estimated by the scheme promoter that the Proposed Development will involve up to £280 million of expenditure relating to the delivery of site servicing infrastructure, the construction of new commercial accommodation and the procurement and installation of plant and machinery. This expenditure will support a range of temporary employment opportunities in the local economy. Based on the estimated level of construction expenditure, total person years of temporary employment generated by the delivery of the Proposed Development is set out in Table 6.22. The estimates of employment arising from the construction activity have been calculated having regard to labour coefficients sourced from guidance published by the former Homes and Communities Agency (HCA)[3], while data from the ONS Annual Business Survey has been used to estimate employment arising from the installation of plant and equipment (fit-out).

Gross construction employment (person years)	Phase 1	Phase 2	Phase 3	Total
Construction works	274	78	141	494
Civil engineering works	54	0	22	76
Fit-out (Plant/equipment)	461	231	277	969
Total gross impact	**790**	**309**	**440**	**1,539**

Table 6.22: Gross construction employment (average annual jobs over construction period)

7.6. As highlighted, total employment in the first phase could amount to some 790 person years. Phase 2, which will be delivered immediately following the first phase, could result in a further 309 gross person years, increasing to 1,539 person years (in total) by the completion of the final phase.

7.7. The results are outlined in terms of the person years of employment supported. This is a measure of the number of temporary jobs that could be supported over a single year. Based

[3] HCA, Cost per job best practice note, 2015

on the convention that ten person years of temporary employment equates to one permanent full-time job, the identified level of gross employment supported in the construction phase is equivalent to 154 FTE jobs.

7.8. Alongside directly supporting employment through the design and delivery of construction works and installation of plant and equipment, the Construction Phase will also result in supply side (indirect) benefits, including through, for example, the purchase of construction equipment and supplies. In addition, the redevelopment proposals will lead to induced effects through construction employee spend on goods and services within Flintshire, the wider impact area and Wales as a whole.

7.9. In order to take into account both the indirect and induced multiplier effects associated with the Construction Phase, reference has been made to benchmarks outlined within additionality guidance. A composite multiplier of 1.2 has been applied at the Flintshire level, while a multiplier of 1.4 has been used for the wider impact area (Flintshire, Cheshire West and Chester, Wrexham, and Wirral). A multiplier of 1.35 has been assumed for Wales, reflecting the location of the site on the boundary with England.

7.10. The overall number of gross jobs created through the Construction Phase, after allowing for the direct, indirect, and induced impacts of the Proposed Development, are summarised in Table 6.23. There is capacity within the local and wider area to service a proportion of this labour demand. Opportunities will exist to establish relationships with suppliers to ensure that the local benefits arising from the capital investment are maximised.

Gross construction employment (person years)	**Flintshire**	**Wider impact area**	**Wales**
Phase 1			
Direct	790	790	790
Indirect and induced	158	316	277
Total gross impact	**948**	**1,106**	**1,067**
Phase 2			

Direct	309	309	309
Indirect and induced	62	124	108
Total gross impact	**371**	**433**	**417**
Phase 3			
Direct	440	440	440
Indirect and induced	88	176	154
Total gross impact	**528**	**615**	**593**
Total			
Direct	1,539	1,539	1,539
Indirect and induced	308	615	539
Total gross impact	**1,846**	**2,154**	**2,077**

Table 6.23: Gross construction employment (average annual jobs over construction period)

7.11. While the above estimates of employment impact make an allowance for multiplier effects, they do not take account of the other key additionality factors, namely leakage, displacement and deadweight. These have been considered as follows:

- **Leakage** – in assessing the level of leakage at each spatial level, reference has been made to Census 2011 origin destination data. The assumed level of leakage has also reflected the intention to work with local partners to maximise local recruitment. In relation to the procurement and installation of machinery and equipment, ICT will source from European firms with offices and services based in the UK. While specialist dust extraction mechanisms will be sourced from overseas, more standard equipment (such as electrical systems and fire safety) will be sourced locally.
- **Displacement** – there is the potential that the Proposed Development will lead to some displacement of construction activity, including at the wider impact area level. However, it is not expected that displacement will be significant in the local area, given that the scheme represents one of the major key development opportunities in Flintshire.
- **Deadweight** – given the site's history and associated constraints, in the absence of the Proposed Development, it is not considered likely that alternative development activity would come forward on the Application Site, at least within the short to medium term. Therefore, a deadweight of 10% has been applied.

7.12. Table 6.24 sets out the adjustments for each additionality factor at the three different spatial levels and identifies the overall net additional impact in terms of construction employment. Based on the assessment of net additional impact, the level of construction employment expected to be generated by the Proposed Development is considered to be of a **Minor Positive** magnitude within the wider impact area.

Net additional construction employment (person years)	**Flintshire**	**Wider impact area**	**Wales**
Total			
Leakage	85%	66%	50%
Displacement	10%	25%	15%
Deadweight	10%	10%	10%
Net additional impact			
Phase 1	115	254	408
Phase 2	45	99	160
Phase 3	64	141	227
Total	**224**	**494**	**794**

Table 6.24: Net additional construction employment (average annual jobs over construction period)

Short-term increase in economic output (GVA)

7.13. Based upon the profile of net additional employment set out above, an estimate of the GVA impact per annum generated through the Construction Phase has been undertaken. This assessment has been informed by the use of ratios for turnover to GVA for relevant sectors, derived from the ONS Annual Business Survey. An average GVA to turnover ratio of 0.38 has been applied for expenditure associated with construction works, 0.31 for civil engineering works and 0.32 associated with purchase and installation of plant and equipment.

7.14. Overall, as set out in Table 6.25, it is estimated that the Proposed Development would generate a net additional GVA of around £31 million over the duration of the construction period within the wider impact area. Over the period of the build, this equates to an average of £3.8 million per annum. On this basis, the level of GVA supported through the Construction Phase is considered to be of a **Minor Positive** magnitude.

Net additional GVA	Flintshire	Wider impact area	Wales
Phase 1	£7.0m	£15.4m	£24.7m
Phase 2	£2.9m	£6.5m	£10.4m
Phase 3	£4.0m	£8.7m	£14.1m
Total	**£13.9m**	**£30.6m**	**£49.2m**

Table 6.25: Net additional GVA per annum over the construction period

Training and apprenticeship opportunities

7.15. It is expected that during the Construction Phase, ICT UK Ltd will engage with organisations such as Flintshire Council, Flintshire Chamber of Commerce and Flintshire Connects to provide local training and apprenticeship opportunities. However, as this engagement process will continue to develop, reference has been made to standard benchmarks in terms of calculating the number of training and apprenticeship opportunities that will be created through the Construction of each phase of the Proposed Development.

7.16. A common benchmark used in construction frameworks is to assume 52 person-weeks of paid employment for 'new entrant trainees' per £1 million in contract value for the construction and civil engineering works.[4] If 52 weeks is assumed to equate to one full-time equivalent (FTE) training or apprenticeship opportunity, then the Proposed Development will support 40 new trainees over the expected three-year construction period in Phase 1. It is estimated that a further 40 new trainees could be supported over Phase 2 and Phase 3. Overall, this would result in 70 new trainees securing opportunities.

7.17. Coleg Cambria has established an active construction and building services training offer, delivered across campuses in Deeside and Wrexham. The faculty has strong links with industry and a track record of working with partners to provide students with practical on-site experience to supplement taught elements. The College offers a broad range of courses including apprenticeships, higher education and a more vocational offer aimed at those looked to refine and update existing skills.

[4] http://www.publications.parliament.uk/pa/cm201213/cmselect/cmbis/83/8308.htm

7.18. Between 2017/18 and 2019/20, data from the Welsh Assembly Government (Lifelong Learning Wales Record) suggests that there was, on average, around 2,045 apprenticeship starts per annum in Flintshire, including 210 construction related programmes. In this context, the impact of the Proposed Development over the full duration of the Construction Phase with regard to training and apprenticeship opportunities is considered to be of a potentially **Moderate Positive** magnitude.

Effects on local services and facilities

7.19. The assessment of construction impacts has suggested that, there will be 1,539 person years of construction employment supported over a phased build out period. A significant proportion of the jobs are expected to be taken up by existing local residents. For those workers living outside of the local authority area, it is anticipated that the majority will commute into Flintshire, rather than relocating with their families, particularly given the likely contract length. It is therefore unlikely that the Construction Phase will result in noticeable additional demand for community services and facilities, including Primary and Secondary schools and GP surgeries. Overall, the magnitude of impact is considered to be **Negligible**.

Wider socio-economic impacts

7.20. There is the potential, as a result of the scale of the construction works, for adverse effects on the image and perceptions of the local area during the Construction Phase. This could relate to noise and air pollution being caused by the construction activities, disruption to traffic and problems of anti-social behavior on the site, potentially resulting in a loss of trade for local businesses and disturbance to local residents. However, the Construction Environmental Management Plan (CEMP) sets out measures to limit such effects in accordance with best practice.

7.21. Offset against the possible wider adverse socio-economic impacts of the Construction Phase, it is anticipated that the local area would benefit from the supply chain opportunities for local businesses and the spending of construction workers in local shops, cafes and restaurants. These indirect and induced impacts have been considered above. However, the increase in economic activity, including the potential for local unemployed people to access new employment opportunities, will enhance the image of the area, helping to improve business and investor confidence and enhance external perceptions of Flintshire.

7.22. Taking into account the temporary nature of the construction works and the range of potential wider socio-economic impacts during the Construction Phase, it is considered that, on balance, the magnitude of impact will be **Negligible**.

Summary of potential environmental effects – Construction Phase

7.23. Having determined the nature of the impact, its level of receptor (International to Local) and level of environmental impact (Substantial to Neutral and positive or negative), the significance matrix (see Table 6.1 of the ES Part 1 Report) has been utilised to determine the significance of effect, with a level of confidence assigned.

Nature of Impact	Receptor	Environmental Impact	Significance of Effect	Confidence Level
Temporary increase in employment	County / wider impact area	Minor Positive	Minor Benefit	High
Short-term increase in economic output (GVA)	County / wider impact area	Minor Positive	Minor Benefit	High
Training and apprenticeship opportunities	County / wider impact area	Moderate Positive	Moderate Benefit	High
Effects on local services and facilities	Local	Negligible	Negligible	High
Wider Socio-economic impacts	Wider Impact Area	Negligible	Negligible	High

Table 6.26: Significance of Effect – Construction Phase

Operational Phase

7.24. The socio-economic assessment has considered the following potential impacts during the Operational Phase:

- Creation of direct, indirect and induced long-term employment opportunities arising from the proposed manufacturing (B2) uses on the Application Site.
- Long-term increase in economic output (GVA) resulting from the direct, indirect and induced impacts of the Proposed Development during the Operational Phase.
- Increase in business rate revenue generated due to the provision of new floorspace on the Application Site.

- Creation of training and apprenticeship opportunities during the Operational Phase.
- Effect on local labour market, specifically in terms of the employment opportunities generated by the Proposed Development for local residents within Flintshire and across the wider Area of Impact.
- Commuting and migration impacts resulting from the creation of long-term employment opportunities.
- Effect on local facilities and services, such as schools and healthcare facilities, due to the increase in workforce in the local economy.
- Wider socio-economic impacts – including image and perceptions of the local area, crime/security and catalytic regeneration effects.

7.25. The assessment of the Operational Phase socio-economic impacts has been presented for each of the three phases, aggregated to highlight the total overall impact. It is anticipated that the second phase will immediately follow on from the completion of Phase 1. Subject to demand, Phase 3 is expected to come forward within eight years of the completion of Phase 2. While these timescales may be subject to some variation, given the current gap in domestic production, alongside anticipated future demand growth, it is expected that the full development could come forward over a relatively short timescale. This phased approach was successfully implemented in delivery of facilities in Poland, which was constructed over five phases. As such, while it is appropriate to assess the overall impacts of the Proposed Development in totality, the effects associated with each phase are also illustrated.

Creation of long-term employment opportunities

7.26. In order to estimate the number of operational jobs that might be accommodated on-site as a result of the Proposed Development, analysis has been carried out in relation to the operational requirements of the facility having regard to existing activity across ICT's other sites in Italy, Spain, France and Poland. The estimate of employment requirements allows for a 24-hour production based on a three-shift pattern, alongside supporting management, sales and administrative functions. Based on the estimates provided by ICT, Phase 1 will directly support some 228 FTE jobs[5], increasing to 463 FTE jobs overall following the delivery of phases 2 and 3.

7.27. As shown in Table 6.27, the majority if jobs across all phases will be for production staff, involved directly in the manufacture and packing of new stock. The majority of the

[5] This would equate to an employment density of c.270m2 per FTE jobs. This is significantly less dense than benchmarks of 36m2 per FTE job published by for the former HCA (employment density guide, 3rd edition). This is consistent with the proposed investment in mechanisation

management positions will be established in Phase 1, alongside office roles and technicians involved in the maintenance and development of key systems.

Gross operational employment (FTE jobs)	Phase 1	Phase 2	Phase 3	Total
Top Management	6	0	0	6
Mid Management	14	3	5	22
Technicians	23	4	11	38
Staff / office employees	29	5	1	35
Production staff	156	64	142	362
Total gross impact	**228**	**76**	**159**	**463**

Table 6.27: Gross operational employment (FTE jobs)

7.28. The initial phase of the scheme will create a wide range of employment opportunities (Figure 6.5). In addition to the more process-based occupations traditionally associated with production line manufacturing, managerial, professional, and skilled engineering roles will be established to ensure the sufficient management of production. This will provide a robust foundation for expansion through Phases 2 and 3. It is anticipated that these significant extensions will significantly enhance efficiency, with limited need for further managerial capacity. The focus of job creation in subsequent phases is therefore expected to be focused in production roles.

7.29.

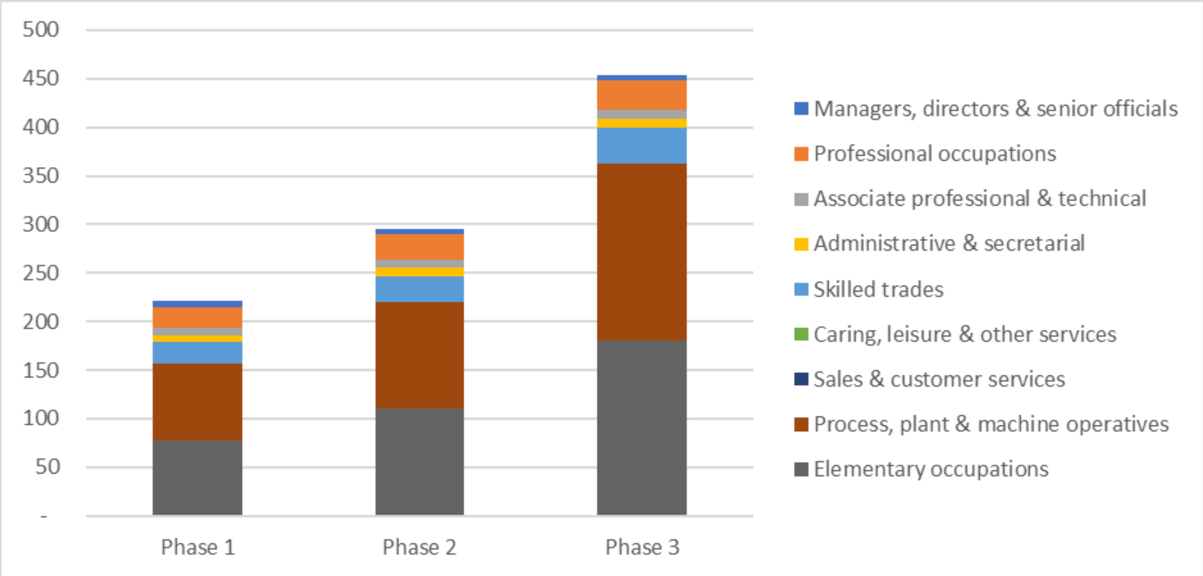

Figure 6.5: Gross direct FTE jobs by SOC2010 classification major category

7.30. As with the Construction Phase, as well as the creation of new jobs on-site, the Operational Phase of the Proposed Development will generate additional economic activity in the wider economy. For example, the attraction and retention of new businesses has associated consequences in terms of generating additional employment through the supply chain (indirect effects). The direct and indirect effects of new investment also generate additional employee spend on local goods and services, supporting further job creation (induced effects).

7.31. To estimate the scale of the potential indirect and induced multiplier effects associated with the Proposed Development, reference has again been made to additionality benchmarks. The additionality guidance produced for what is now the Department for Business, Energy & Industrial Strategy (BIES) (formerly the Department for Business, Innovation & Skills (BIS)) suggests that a suitable composite multiplier at the wider impact area level could be around 1.40[6] based on benchmarks for physical regeneration projects, having particular regard to capital projects. A multiplier of 1.2 has been assumed at the Flintshire level, with a multiplier of 1.35 used for Wales as a whole, reflecting the location of the site within two miles of the border with England.

[6] BIS (2009), Occasional Paper 1: Research to improve the assessment of additionality

7.32. ICT already forms part of the UK supply chain, providing Aldi UK with products. The firm also supplies parent rolls to 'Away from Home' customers supplying the hospitality sector. Establishing a base will enable ICT to significantly scale up production for the UK market, filling a significant shortfall in levels of current manufacture, estimates at 340,000 tons per annum. ICT has indicated that it will seek to source supplies as efficiently as possible within the marketplace and is committed to maximising local sourcing, based on potential cost savings associated within the transportation of bulky resources.

7.33. The overall number of gross jobs created through the Operational Phase, after allowing for the direct, indirect, and induced impacts of the Proposed Development, are shown in Table 6.28. These figures could potentially underestimate the scale of the overall employment impact, given the strong supply chain linkages of the logistics sector across the City Region and the sector's wider role in enabling the growth of other sectors.

Gross operational employment (FTE jobs)	**Flintshire**	**Wider impact area**	**Wales**
Phase 1			
Direct	228	228	228
Indirect and induced	46	91	80
Total gross impact	**274**	**319**	**308**
Phase 2			
Direct	76	76	76
Indirect and induced	15	30	27
Total gross impact	**91**	**106**	**103**
Phase 3			
Direct	159	159	159
Indirect and induced	32	64	56
Total gross impact	**191**	**223**	**215**
Total – All Phases			
Direct	463	463	463
Indirect and induced	93	185	162
Total gross impact	**556**	**648**	**625**

Table 6.28: Gross operational employment (FTE jobs)

7.34. To estimate the net additional employment impact at each spatial level, adjustments need to be made for leakage, displacement and deadweight, along with the above allowance for multiplier effects. These factors have been assessed for the Operational Phase as follows:

- **Leakage** – as with the Construction Phase, reference has been made to Census 2011 origin destination data to inform the appropriate level of leakage. The analysis suggests that broadly 53% of the jobs created could be sourced from within the local authority area of Flintshire. Levels of leakage are estimated at 15% reflecting travel to work patterns in 2011, while a rate of 35% has been applied across Wales as a whole. It is noted that the above rates do now allow for the implementation of measures aimed at maximising local employment, working in partnership with the Chamber, local authority and LEP. On this basis, actual levels of leakage could be somewhat lower than the prudent assessment set out above.
- **Displacement** – the Proposed Development has the potential to displace some activity from other competing developments in Flintshire and the wider impact area. However, it is anticipated that the level of displacement will be low. At the UK level, there is a shortfall between supply and demand for tissue paper products amounting to approximately 340,000 tons per annum. The proposed plant will be amongst the largest of its type in the UK and will play a significant role in ensuring that domestic capacity meets current and future requirements. In addition, the Proposed Development would help to stimulate economic growth in the local and sub-regional economy and complement development elsewhere, helping to attract additional investment and businesses. Given the above, displacement is expected to minimal.
- **Deadweight** – the Application Site has been vacant for a protracted period since the closure of Corus Steel. Pochin Goodman secured outline planning consent in 2013. However, the proximity of this portion of the site to the listed John Summers site, and consequential implications for scheme design, is likely to suppress demand. Given the location and recent site history, it is envisaged that very limited development would take place on this part of the site over the short to medium term. On this basis, a prudent allowance of 10% has been made for deadweight.

7.35. Table 6.29 summarises28 summarizses the adjustments for each additionality factor at the three different spatial levels and identifies the overall net additional impact in terms of the Operational Phase. On the basis of the number of net additional jobs expected to be created by the Proposed Development, it is considered that the operational employment will be of a **Moderate Positive** magnitude within the wider impact area.

Net additional operational employment (FTE jobs)	Flintshire	Wider impact area	Wales
Additionality adjustments			
Leakage	47%	15%	35%
Displacement	20%	40%	15%
Deadweight	10%	10%	10%
Net additional impact			
Phase 1	104	147	153
Phase 2	35	49	51
Phase 3	72	103	107
Total	**211**	**299**	**311**

Table 6.29: Net additional operational employment (FTE jobs)

Long-term increases in economic output (GVA)

7.36. The estimates of net additional employment have been used to calculate GVA impact per annum generated through the Operational Phase once the site is fully occupied. However, as with on-site construction activity, the net additional job estimates have been adjusted to no longer account for leakage, as GVA is a workplace-based measure. GVA per FTE job ratios for the wood and paper manufacturing sector and wider supply chain have been calculated, based on Experian local market forecasts, with an average GVA per FTE job of £87.500 at the Flintshire level and £76,417 at the wider area of impact level.

7.37. In total, it is estimated that the Operational Phase of the Proposed Development would generate net additional GVA of around £26.7 million per annum within the wider impact area of Flintshire, Cheshire West and Chester, Wrexham and Wirral. This level of impact is considered to be of a **Moderate to High Positive** magnitude.

7.38. The assessment is considered to be relatively conservative. The GVA per employee benchmark is derived from the evidence based on existing activity within each locality. Based on the envisaged level of output (in terms of tons of product) relative to the staffing requirement, the GVA per FTE associated with the new facility could be substantially greater.

Net additional GVA per annum	Flintshire	Wider impact area	Wales
GVA per FTE job	£87,500	£76,417	£76,417
Phase 1 net GVA	£17.2m	£13.2m	£18.0m
Phase 2 net GVA	£5.7m	£4.4m	£6.0m
Phase 3 net GVA	£12.0m	£9.2m	£12.5m
Total net GVA	**£35.0m**	**£26.7m**	**£36.5m**

Table 6.30: Net additional GVA per annum – Operational Phase

Increase in business rate revenue

7.39. In addition to the economic impacts outlined above, it is anticipated that the delivery of the manufacturing facility will result in important fiscal impacts through supporting an increase in business rates within Flintshire. The calculation of business rates is based in a review of rateable values for comparable premises in and around Deeside and assumes a Uniform Business Rate Multiplier (UBR) of 0.512 consistent with the multiplier for 2020/21. Overall, once fully developed, it is estimated that the Proposed Development will generate approximately £2.9 million of business rates revenue per annum. It is estimated that Phase 1 could directly account for £1.5 million per annum. As the site is located within an Enterprise Zone, this revenue will be retained in full at the local level and used to support investment promoting a range of social and economic objectives. This is considered to represent a **Moderate Positive** magnitude of impact.

Training and apprenticeship opportunities

7.40. The principle of maximising benefits for local people is a key aim of ICT in the Operational Phase, as well as the Construction Phase, recognising the benefit of securing a stable and locally sourced work. Initial engagement has been undertaken with Flintshire County Council in relation to raising the awareness of future opportunities and the potential for local programmes to equip local people with the necessary skills to access the new jobs that will be created. As part of this discussion, measures to enhance opportunities for local residents could include:

- Joint working with local partners, including training and recruitment agencies and schools and colleges, to raise awareness of the opportunities arising.
- Training programmes designed to help people address identified skills gaps, including people who are currently outside of the labour market, to gain the skills necessary to compete for the jobs.
- Working alongside partners to undertake the recruitment process to match local people to the right job opportunities.
- Developing bespoke training schemes to provide young people with apprenticeships, work experience and opportunities for graduates.
- Ensuring local companies are aware of the supply chain business opportunities and supporting them to develop and expand.

7.41. The provision of training and apprenticeship opportunities linked to the Operational Phase of the Proposed Development will be explored in partnership with Cambria Coleg and other local skills providers.

7.42. Within the Enterprise Zone, an Advanced Manufacturing Research Institute (AMRI) is currently under construction, benefiting from investment by Welsh Assembly Government alongside support from other industry partners (including Deeside Enterprise Zone Advisory Board, Swansea University, and Coleg Cambria). This facility will deliver a totally new level of support to key manufacturing companies as well as multi-sector supply chain companies and the broader SMEs economy, and will be focused on increasing productivity, commercialisation, innovation and skills development. ICT will actively engage with the AMRI to identify potential opportunities to enhance productivity through enhancing the skills base of the workforce and within the supply chain.

7.43. The quantity of training and apprenticeship opportunities that will be created during the Operational Phase, as a result of the Proposed Development, is not something that can be accurately estimated at this stage. However, based on the projected level of job creation, it is expected that the impact of the Proposed Development in this regard would be at least of a **Minor Positive** magnitude.

Effect on local labour market

7.44. As shown as part of the baseline analysis, the Application Site is in close proximity to areas suffering from high levels of deprivation, including some parts of Flintshire that are amongst the most deprived areas in the country. There are also pockets of significant deprivation within adjacent centres, clustered within the urban areas of Wrexham, Chester and North Wirral.

7.45. It is estimated that the Proposed Development will create 299 net additional FTE jobs within wider area of impact. This would represent an important boost to the local economy. In addition, it is anticipated that a variety of roles will be created, resulting in a range of opportunities, including highly skilled workers, new entrants to the labour market and those who are currently unemployed. Based on the skills-mix typically associated with the occupation profile identified, it is anticipated that close to 70% of jobs will be at NVQ level 2 or lower (see Table 6.31). Consequently, the employment opportunities provided would match well with the skills profile of the unemployed residents residing within the wider area of impact and, in particular, help to address those people with relatively low-level skills that suffer from long-term unemployment.

Skills profile	NVQ4+	NVQ3	NVQ2	NVQ1	NVQ0	Other
Area of impact - unemployed	14%	13%	24%	24%	19%	6%
Proposed development						
Phase 1	28	19	29	30	26	17
Phase 2	7	6	10	11	10	6
Phase 3	12	12	21	23	22	13
Total (FTE)	46	37	59	64	58	35
Total (%)	15%	12%	20%	21%	19%	12%

Table 6.31: Projected skills required, source: AMION, Census 2011

7.46. It is anticipated that while a significant proportion of employment will be process based, important opportunities will arise for employees to secure workplace based training and associated qualifications. ICT will work with recognised providers to deliver targeted and role specific training to ensure that the incoming workforce has appropriate skills. In addition, opportunities to establish pathways to skilled activities and management will be explored through programmes incorporating structured training incorporating traditional delivery alongside on-the-job learning. Research by the Confederation of European Paper Industries (CEPI) identifies the importance of skills and training to maximising productivity within the paper manufacturing sector, alongside providing opportunities for progression for new entrants to the workforce.

7.47. Taking into account local socio-economic issues, the accessibility of the Application Site to communities across the impact area, the nature and scale of the employment impacts that will be created, as well as the commitment of ICT to workforce development, it is considered that the Proposed Development's impact on the local labour market will be of a **Moderate Positive** magnitude.

Commuting and migration impact

7.48. According to Census 2011 origin destination data, approximately 59% of Flintshire residents in employment also work in the County. Further analysis of the Census data shows that there are more workers commuting out of Flintshire than into the area, resulting in a small net outflow of approximately 2,000 workers.

7.49. This is likely to be attributable to the high degree of connectivity with adjacent local authority areas, alongside the scale of adjacent economic centres (particularly Chester and to a lesser extent Wrexham). As highlighted in the baseline above, job density within Flintshire is broadly consistent with the UK average, reflecting the significant concentration of employment generating uses within the Deeside locale.

7.50. The Proposed Development will provide an important source of local employment, with it estimated that 221 of the net jobs created could be taken by Flintshire residents, as outlined above. It is envisaged that measures implemented by ICT will enhance the targeting of local groups. This would potentially contribute to addressing the current commuting imbalance though overall, the magnitude of impact is considered to be **Negligible.**

Effect on local services and facilities

7.51. Although the Proposed Developed includes no residential component, it is possible that a proportion of the additional employees who will end up working on-site will relocate from outside of the Borough to live closer to the Application Site. This will have the effect of increasing the number of people using existing social infrastructure such as local Primary / Secondary schools and GP surgeries.

7.52. With regard to the capacity of state-funded Primary schools in the local area, there is a net surplus of unfilled places when considering all state-funded Primary schools within a 5-mile radius of the Application Site, albeit 42% of the schools are currently over-subscribed. In terms of the capacity of state-funded Secondary schools in the local area, there is a surplus of unfilled places across the two state-funded Secondary schools within a 5-mile radius of the development site.

7.53. As outlined above, based on an analysis of the NHS Direct Wales database, there are a total of 3 GP surgeries located within a 5-mile radius of the Application Site, all of which appear to be accepting new patients.

7.54. As discussed above, it is expected that a large proportion of the jobs created during the Operational Phase of the Proposed Development will be taken-up by existing residents of Flintshire or the wider impact area. Overall, it is estimated that around 85% of people working at the Application Site will be from either Flintshire, Wrexham, Cheshire West and Chester or Wirral. It is unlikely therefore that many workers will relocate to live within Flintshire and the magnitude of impact, in terms of the effect on local services and facilities, such as schools and GP surgeries, is considered to be **Negligible**.

Wider socio-economic impacts

7.55. As outlined previously, the Proposed Development will help to address a number of the socio-economic issues concentrated within local communities in relatively close proximity to the site and across the wider area of impact. The creation of employment opportunities within adjacent areas can overcome some of the barriers to labour market participation (for example, awareness of employment opportunities, access and transport). While there is no certainty that residents of these areas will seize these opportunities, further labour market support, working in partnership with organisations including Flintshire Council and JobCentre Plus, will help to ensure that economically inactive residents are linked with potential opportunities where possible.

7.56. The Proposed Development will also serve to further reinforce perceptions of growth within Flintshire and particularly the Deeside Enterprise Zone as a flagship initiative. The phased redevelopment of the Application Site, in combination with other nationally significant investments within Enterprise Zone, has the potential to be transformational, building upon existing advanced manufacturing assets to firmly establish Deeside and Flintshire as a focus for high quality, knowledge intensive manufacturing activity. It is envisaged that this will help to stimulate further investment, including within related sectors, creating further opportunities for local residents.

7.57. More generally, the proposed scheme will play an important role in responding to a significant shortfall in the domestic production of tissue paper product. Domestic manufacturing is currently distributed across 16 mills, meeting around 72% of UK demand. It is understood that much of this infrastructure is now relatively dated and in need of significant investment to sustain a competitive position. As such, while almost 30% of demand is being met by mainly European based suppliers, the need for imports could increase over future years. This is timely consideration within the context of Brexit and the associated uncertainty in relation to the impact of leaving the European Union on the import of goods from our traditional supply base.

7.58. Further local socio-economic benefits will be created by bringing the Application Site back in to active use. Ecological mitigation measures will contribute to improving the quality of green and blue infrastructure to sustain and enhance the habitat of plants and animals within the vicinity of the Site. In addition to this, the retention of mature trees, plus additional screening and planting measures, will potentially crease opportunities to foster wildlife and enhance engagement around these issues.

7.59. The scheme has evolved having regard to the local context to ensure the proposed development integrates with its surrounding environment which comprises a mix of existing and proposed industrial, commercial, community and residential uses. These measures, which are embedded in the scheme design, are referenced in Section 4 of the ES Part 1

7.60. Overall, in addition to the economic impacts that will be created during the Operational Phase, the Proposed Development will generate a range of important wider socio-economic benefits that are suspected to be sustained for a number of years. It is considered that these impacts will be of a **Moderate Positive** magnitude at the local authority level.

Summary of potential environmental effects – Operational Phase

7.61. able 6.32 summarises the potential environmental effects, in relation to socio-economic considerations, and identifies the significance of effect, utilising the significance matrix (see Table 6.1 of the ES Part 1 Report).

Nature of Impact	Receptor	Environmental Impact	Significance of Effect	Confidence Level
Creation of long-term employment opportunities	County / sub-region	Moderate Positive	Moderate Benefit	High
Long-term increases in economic output (GVA)	County / sub-region	Moderate Positive	High Benefit	High
Increase in business rate revenue	Borough	Moderate Positive	Minor Benefit	High
Training and apprenticeship opportunities	County / sub-region	Minor Positive	Minor Benefit	High
Effect on local labour market	Borough	Moderate Positive	Minor Benefit	High
Commuting and migration impact	Borough	Minor Positive	Minor Benefit	High
Effect on local services and facilities	Local	Negligible	Negligible	High
Wider socio-economic impacts	Borough	Moderate Positive	Minor Benefit	High

Table 6.32:Significance of Effect – Operational Phase

8. Proposed Mitigation

8.1. This section considers whether mitigation measures are needed to address any adverse socio-economic effects as a result of the Proposed Development.

Construction Phase

8.2. No significant adverse socio-economic effects are expected and therefore no specific mitigation is required.

Operational Phase

8.3. As with the Construction Phase, no significant adverse socio-economic effects are expected during the Operational Phase and therefore no specific mitigation is required.

9. Potential Residual Effects

Potential Residual Effects – Construction Phase

9.1. As there is no requirement for mitigation for the Proposed Development in terms of socio-economic effects, the residual effects during the Construction Phase would remain the same as discussed in Section 7 of this Technical Paper (see Table 6.25).

Potential Residual Effects – Operational Phase

9.2. As there is no requirement for mitigation for the Proposed Development in terms of socio-economic effects, the residual effects during the Operational Phase would remain the same as discussed in Section 7 of this Technical Paper (see Table 6.31).

10. Additive Impacts (Cumulative Impacts and their Effects)

10.1. For the purposes of this ES we define the additive cumulative effects as:

> ***'Those that result from additive impacts (cumulative) caused by other existing and/or approved projects together with the project itself."***

10.2. The developments that are likely to have a cumulative impact when considered

10.3. with the proposed development have been scoped with the Local Authority and Key Consultees during the preparation of this ES (a full list is included within Section 9 of the ES Part I Report). The following table includes the agreed list of cumulative developments that have been assessed in respect of Socio-economics. These are also shown geographically on the plan included at **Appendix 13** of the ES Part I Report.

No.	Cumulative Development	Details	Status	Justification for Inclusion in Cumulative Assessment
1	Airfields (former RAF Sealand) Site (Northern Gateway) LPA ref: 049320 and last varied S73 application LPA ref: 061125. Applicant: Crag Hill Estates Ltd.	Outline application for the redevelopment of a strategic brownfield site for an employment led mixed use development with new accesses and associated infrastructure including flood defenses and landscaping. The Net Cumulative Development associated with the Airfields site after deducting the floor space (124,344m²) taken up by the Proposed ICT Paper Mill Facility (B2, B8, ancillary B1a) and operational Amazon development (ref: 060222) is as follows: Development comprises: Residential (C3): 689 units Retail (A1): 4,646m² Office (B1a): 6,533m² B2 /B8 Employment: 60,044m² Car Dealership (Sui generis): 7,779m² Total floorspace: 689 units / 79,002m²	LPA ref: 049320 Planning permission granted by Flintshire County Council in January 2013. The last varied S73 application was granted on the 26 April 2021 (ref: 061125) to remove conditions 26, 28, 30, 34 and 44 and vary condition 13. Development expected to come forward over the next 0-5 years.	Expected to generate socio-economic effects including further job creation

2	Former Corus Garden City Site (Northern Gateway) Applicant: PGNGL Outline (LPA ref: 054758) / S73 application (LPA ref: 059635)	Employment-led mixed-use development, incorporating Logistics and Technology Park (B1, B2, B8) with residential (C3), local retail centre (A1), hotel (C1), training and skills centre (C2, D1), new parkland; conversion of buildings, demolition of barns; and associated infrastructure comprising construction of accesses, roads, footpaths / cycle paths, earthworks and flood mitigation / drainage works at Northern Gateway, Land off Welsh Road, Deeside. Development comprises: Residential (C3): 770 units Retail (A1): 2500m² Office (B1a): 3300m² Light industrial uses (B1b, B1c): 7400m² Hotel Uses (C1): 3000m² Training and skills centre (C2, D1): 4000m² Logistics Park (B2, B8, ancillary B1a): 120000m² Total floorspace: 770 units / 140,200m²	Outline planning permission granted by Flintshire County Council in May 2014. The last permission to be granted under a S73 application was approved in June 2020 (ref: 059635) was for removal of conditions 6, 8, 11 and 32 and variation of conditions 7, 31, 36 and 44. Development expected to come forward over the next 0-10 years.	Expected to generate socio-economic effects

Table 6.33: Cumulative Development

10.4. The cumulative socio-economic impacts of these schemes have been considered, as far as possible, during both their Construction and Operational Phases. In addition, consideration has also been given to the likely timing and persistence of these effects over the short, medium and long-term.

Construction Phase

10.5. Each of the cumulative schemes would be expected to generate temporary short-term construction employment and an associated increase in economic output during their construction phases. A quantitative assessment of each scheme has not been made, due to the limited information available in some cases. However, by applying broad benchmarks to the quantity of commercial floorspace and new housing that is expected to come forward, it is estimated that the cumulative schemes combined could support the creation of approximately 5,601 person years of construction employment (equating to 560 FTE jobs). The total GVA impact of this could amount to around £184.7 million over the course of the construction period.

10.6. The cumulative impact of the schemes considered as part of this assessment would represent a significant boost to the local economy. The construction activity would also provide additional training and apprenticeship opportunities, as discussed for the Proposed Development, further enhancing the socio-economic benefits to the local area. This would develop local labour market capacity, enabling a greater proportion of benefits arising from future development activity to be retained at the local level.

10.7. There is potential for the phased construction to impact on residential amenity associated with pipeline and future housing development across the wider Northern Gateway area. Appropriate measures have been adopted, reflecting the location of the Proposed Scheme relative to the initial phases of residential development. Adverse impacts are expected to minor and temporary in nature.

Operational Phase

Commercial floorspace

10.8. The cumulative schemes would, if implemented, bring forward a large amount of new commercial floorspace. Although the data available about these schemes is limited, it is possible to make an estimate of the number of jobs that will arise from these schemes by using standard employment density benchmarks[7], or by drawing upon existing socio-economic impact assessments for specific schemes, where available. However, this is only presented at a gross level (i.e. without additionality adjustments for each cumulative scheme).

10.9. Through a range of employment uses, the identified schemes could cumulatively support in the order of 3,539 gross jobs.

10.10. When considered in combination with the Proposed Development, the cumulative effects on employment creation would equate to over 4,002 gross jobs. This could generate approximately £194.6 million of gross GVA per annum, once the developments have all come forward and have been fully occupied. The scale of cumulative impact is considered to be significant at the Flintshire and wider impact area levels and is considered alongside proposals for housing development, which will reinforce labour market capacity.

[7] HCA (2015), Employment Density Guide, 3rd Edition.

Housing

10.11. The identified schemes will potentially deliver up to 1,459 new homes. Based on an average household size of 2.3 residents (2011 Census), this could accommodate a population of 3,355. It should be noted that a number of the new homes provided could be taken-up by existing residents. In some cases, this may not result in the vacation of an existing property (for example, a young person moving out of the family home) and simply reflect changes in household density, as opposed to a growing population. On this basis, it would not be expected to result in an equivalent increase in the local population.

10.12. The new residential developments would both generate additional local household expenditure and Council Tax receipts for Flintshire Council, supporting critical local services. The Family Spending Survey published by ONS for the period 2019-20, shows that the average annual household expenditure in Wales was £23,490 (excluding spending on housing (mortgage interest payments, Council Tax etc.); licenses, fines and transfers; holiday spending; and money transfers and credit). Of this, it is estimated that an average of around £16,786 could potentially be spent within the local area. Based on this level of average spend and the creation of 1,495 new households, the cumulative impact could amount to approximately £24.4 million of additional household expenditure.

10.13. This expenditure could potentially support the creation of additional employment opportunities and an increase in economic output within the local area. The impact of this expenditure would be generated as the new residential accommodation is constructed and then occupied.

10.14. While the development of new housing would provide additional Council Tax receipts, as well as wider household expenditure, it would also result in increasing demand for community facilities, such as Primary / Secondary schools and GP surgeries. Assuming that 100 new homes could generate 3 children per year group - equating to 21 Primary pupils (0.21 per dwelling) and 15 Secondary pupils (0.15 per dwelling) – 1,495 new houses could yield 525 additional school age children. Of these additional school-aged children, 306 will be of Primary school age and 219 will be of Secondary school age.

10.15. The cumulative schemes combined would create a noticeable increase in the demand for Primary and Secondary school pupil spaces, as well as for other local services and facilities. However, it is considered that the proposed housing allocations will come forward over time in response to future demand. Furthermore, the Council Tax arising from future housing development will play an important role in supporting enhanced services and facilities within the local area.

11. Conclusion

11.1. The Proposed Development is expected to generate a range if socio-economic impacts through the construction and occupation of a new production facility for the manufacture of tissue paper. This Technical Paper has considered the nature and significance of these impacts, informed by a review of the local socio-economic and policy context. In particular the Technical Paper has sought to consider the potential impacts arising from:

- New temporary and long-term employment opportunities
- Increased economic output (GVA)
- Increased business rate revenue
- Creation of training and apprenticeship opportunities
- Local labour market effects
- Commuting and migration impacts
- Effect on local services and facilities

11.2. Based on the assessment of the socio-economic impacts of the Proposed Development, during both Construction and Operational Phases, the key findings of this reports can be summarised as follows:

Construction Phase:

- It is estimated that the Proposed Development will involve up to £280 million of expenditure associated with the construction and fit-out of the facility, generating 1,539 gross direct person years of employment. This would equate to 154 gross full time equivalent jobs based on the convention that ten person years of temporary employment equates to a full-time job. At the wider impact area level, it is anticipated the scheme will generate 494 net additional person years of employment once adjustments have been made for leakage, displacement, deadweight and multiplier effects. This is considered to represent a **Minor Benefit**.
- The creation of new construction employment would support £30.6 million of net additional GVA in the wider impact area over the full period of construction. Based on an average of £3.8 million per annum over the build period, this is again considered to represent a **Minor Benefit**.
- The Proposed Development would support an estimated 70 new trainees over the three-year construction period, representing **a Moderate Benefit**.

Operational Phase

- Once the Proposed Development has been fully occupied, the scheme could create some 463 gross direct FTE jobs. After allowing for leakage, displacement, deadweight and multiplier effects, it is anticipated that the net additional impact at the wider impact area level will be 299 FTE jobs, representing a **Moderate Benefit**.
- Based on the estimates of net additional employment, it has been calculated that the Proposed Development could generate £26.7 million of net additional GVA per annum within the wider impact area. This considered to represent a **Moderate to High Benefit** in terms of the significance of effect.
- The delivery of new logistics floorspace will result in an increase in business rates within Flintshire, estimated to be approximately £2.9 million per annum once the site is fully occupied, representing a Moderate Positive magnitude of impact and **Minor Benefit** in terms of significance of effect.
- As with the Construction Phase, a key principle of the Operational Phase will be to maximise benefits to local residents. This will involve work with local partners to raise the awareness of future opportunities and equip local people with the necessary skills to access the new jobs that will be created. The significance of effect is expected to be, at least, of a **Minor Benefit**.
- The Proposed Development will support people into decent, secure and well-paid jobs, as helping to tackle the barriers to both gaining employment and progression to higher wage occupations. The impact on the local labour market is considered to be a **Minor Benefit**.
- The Proposed Development will provide an important source of local employment, with a focus on targeting recruitment from the local resident workforce. It will therefore help to address the current commuting imbalance within Flintshire and represent a **Minor Benefit** in terms of significance of effect.
- It is unlikely that the Proposed Development will have any significant impact on the ability of local services to cope with the increased workforce, therefore, it is considered that the effect on local services and facilities is **Negligible**.
- In addition to the direct economic impacts that will be created during the Operational Phase, the Proposed Development will generate a range of important wider socio-economic benefits. Overall, it is considered that the wider socio-economic impacts will be of a **Minor Benefit.**