

Eastleigh Borough Local Plan (2016-2036)

Adopted April 2022



Employment

Relevant issues and objectives

Issues (Chapter 2): P5-P13, G2, G15

Objectives (Chapter 3): i, iv, ix, xi, xii, xiii

Related local and national strategies/policies (see Appendix B)

Source	Reference/Title
Eastleigh Borough Council	Retail and Leisure Needs Assessment (Carter Jonas 2017)
	Prosperity Delivery Plan
	Climate Change Strategy
PFSH	Economic Development Strategy 2010
	South Hampshire Spatial Position Statement 2016
Solent Local Enterprise Partnership	Solent LEP Vision, July 2011
	A Strategy for Growth, December 2012
NPPF	Paragraphs 17, 47-52, 159

Strategic policy S4, Employment provision

1. To contribute towards sustainable economic growth, provision will be made for additional floorspace for uses in the B2, B8 and E(g) use classes and other employment-generating uses through:
 - a. mixed-use regeneration and greenfield development at and adjoining Eastleigh River Side and at Southampton Airport, supported by the delivery of the Chickenhall Lane link road (see policies E6, E7 and E9 and paragraphs 6.4.31 to 6.4.43 and 6.4.53 to 6.4.58, Chapter 6, section 6.4);
 - b. further employment development adjoining Chalcroft Business Park, subject to the provision of a new road link between the distribution park and Bubb Lane (see policies WE1 and WE2, and paragraphs 6.5.48 to 6.5.50, Chapter 6, section 6.5);
 - c. small-scale employment allocations at Chandler's Ford (Policy CF4), Eastleigh (Policy E1), Horton Heath (Policy HH1), Hedge End (Policies HE4 and HE5) and West End (Policy WE3);
 - d. new employment development within the urban edge and by the re-use and/or redevelopment of buildings in the countryside (policies DM18 and DM19, Chapter 5);
 - e. retaining existing (and allocated) employment sites which have the potential to contribute towards future employment needs, and intensifying their use (see policy DM15, Chapter 5);
 - f. regeneration of Eastleigh town centre in accordance with the Council's 'Eastleigh Town Centre Vision' (see policies E3 and E4, Chapter 6, section 6.4) and of district and local centres, to

include retail, office, leisure, cultural and residential development (policy DM21). This will include the restriction of out-of-centre retail and office development.

2. Unless no suitable sites are available and, in accordance with the 'sequential approach', office development will be focused firstly in Eastleigh town centre, the wider Eastleigh urban renaissance quarter, at Eastleigh River Side, (Southampton Airport) and in district and local centres. Retail development will be focused firstly in Eastleigh town centre, and in district, local and neighbourhood centres according to the role of each centre within the local retail hierarchy. Out of centre office and retail development must be in accordance with national policy.
3. In implementing this policy the Council will have regard to the non-statutory PfSH South Hampshire Spatial Position Statement vision that south Hampshire will become a major centre in creativity, innovation and technology, and will encourage:
 - a. a greater presence of high-value growth industries, building on the Borough's existing economic strengths in the marine, aviation, rail, creative industries, financial and business sectors, whilst also being open to support new growth industries including low carbon and high technology businesses, and businesses that support the development of a low carbon economy¹³;
 - b. the creation of jobs in forms of employment other than industry and commerce, for example in retail, leisure and cultural activities, education and health services, provided they do not compromise the contribution that existing businesses and sites make to the economy;
 - c. the provision of starter and 'move-on' units for small firms;
 - d. the provision of facilities for skills training that support the local economy, and secure training opportunities and new jobs in conjunction with new development (see policy DM16, Chapter 5); and
 - e. the provision of high-speed telecommunication facilities to serve Eastleigh and the rest of the Borough's settlements (see policy DM9, Chapter 5).

¹³ High technology businesses could be defined as those that apply or develop modern technologies in order to remain competitive. They are often associated with sectors such as advanced engineering and manufacturing. Companies that develop IT software would also count as high technology.

- 4.16 It is anticipated that the employment development floorspace targets set out in Strategic Policy S2 criterion 1b be met as follows:

Table 3

	Total (sq.m)	E(g)(i)/(ii) (sq.m)
Residual Target 2016-2036	103,511	56,817
Supply:		
Net completions 2016 to 2019	3,962	1,239
Losses to other uses 2016 to 2019 #	7,553	1,122
Net commitment (permitted) at 2019	41,385	10,989
Local Plan Policy Allocations	31,200	0
Total Supply 2016-2036	68,994	11,106
Shortfall	34,517	45,711
Anticipated future policy losses 2019 to 2036 #	35,772	3,242
Net Shortfall at 2019	70,289	48,953
Net Commitment (allocated) at SAEG (Policies E6iii, E6iv, E7 & E9)	131,900	48,953 @
Total	61,611	0

Losses are added back on to the requirement figure

@ Nominal allowance for office development at Southampton Airport/SAEG

- 4.17 Eastleigh River Side is one of the largest employment areas in the Borough. Many of the buildings on the northern part of the site are of some age and combined with the large area of railway sidings adjoining this area, create a poor environment on the east side of the town centre and the important southern approach to the town. There is potential to regenerate the area known as Barton Park/Deacon's Industrial Estate for a variety of uses including employment, in order to improve this part of the Borough and enhance the quality of employment provision. A number of other greenfield and brownfield sites have been identified within the Eastleigh River Side area, all of which have potential to contribute to meeting the Borough's requirements for additional or replacement employment floorspace.
- 4.18 A number of other employment sites have scope to be used more intensively. In particular, although it is presently constrained by poor road connections, land at Chalcroft Business Park is under-used and could be developed for industrial, storage, distribution and ancillary office use, as part of a wider development that would include measures to improve accessibility to the strategic road network.
- 4.19 In order to meet the total employment floorspace requirement it will also be necessary to allocate some additional sites. A number of small-scale allocations are therefore proposed at Chandler's Ford, Eastleigh, Hedge End, Horton Heath and West End (see Chapter 6).
- 4.20 In accordance with the PfSH Economic Development Strategy, the Council will seek to focus office development in town and district centres that are readily accessible by alternative modes of transport, and where such developments

can contribute to maintaining the vitality and viability of the centre. Proposals for substantial new office development outside of town and district centres will be considered in accordance with the sequential test of the NPPF paragraph 24 and will include consideration of the availability of suitable sites within the centre and the potential impact on other centres outside the Borough including the city of Southampton. In addition to the more traditional forms of employment, the Council recognises the contribution that is made to the local economy by other non-industrial/commercial sectors, for example retail, leisure and cultural activities, tourism, education and health services.

- 4.21 The Council's strategy for employment provision and the consequences for retail development are underpinned by a range of health checks and other background information on the town, district and local centres within the Borough. Eastleigh town centre provides the main focus for shopping, leisure and cultural facilities in the Borough. Parts of it are of some age, having evolved from the original railway town, and some retail premises are not of a size or quality commensurate with modern requirements. There is considered to be capacity within the town centre to accommodate additional retail floor space, particularly in northern areas. Redevelopment and/or enhancement of these areas would help to improve the quality of shopping provision in the town, and increase its attractiveness to its catchment population.
- 4.22 The Borough is well-provided with other smaller shopping centres. Chandler's Ford and Hedge End both have centres of sufficient size to provide a range of services and facilities. However, at Chandler's Ford the shopping centres are fragmented, and parts of them (such as the Fryern Centre and Central Precinct) are in need of improvement. Hedge End town centre provides an important focus for Hedge End but is similarly in need of improvement. Other local centres also provide useful shopping and other community facilities, although many of them could benefit from environmental improvements. Once again, there are opportunities for expanding the current quantity of retail floorspace in many of these centres.
- 4.23 The Council's strategy also takes account of the results and conclusions from the Eastleigh Retail and Leisure Needs Assessment (Carter Jonas 2017). The Borough has substantial out-of-town retail floorspace at Hedge End, and other out-of-town retail facilities including the Channon Retail Park at Eastleigh, the Chestnut Avenue retail park at Chandler's Ford and large supermarkets at Chandler's Ford and Bursledon. The Council will therefore seek to limit these forms of development outside the identified centres in line with national policy.

Employment and housing

- 4.24 The Council is aware of the need to balance the supply of new jobs and the growth in the economically active population likely to arise from the new residential development proposed in the Local Plan. Overall the Council believes that the provisions made for employment development in the form of new site allocations and policies enabling the development of new enterprises within the urban edge (including non-industrial employment) will provide sufficient employment opportunities to meet the needs of the new economically active population'.