

# Achieving Employment and Skills Plans supplementary planning document

## Consultation Statement (appendix A)

1. This statement sets out who the city council consulted when preparing the Supplementary Planning Document (SPD), a summary of the responses raised and how those issues have been addressed in the final SPD. Preparation of this statement is a requirement of Regulation 12(a) of the Town and Country Planning (Local Planning) (England) Regulations 2012.
2. The draft SPD was approved for consultation on 28 January 2013<sup>1</sup>. Following this, a targeted consultation took place focussed mostly on the development industry at a local and national level with a total of 254 companies and organisations contacted by letter or email. This included all of the required specific consultation bodies. The draft SPD was made available on the city council's website, at the Civic Offices main reception and in libraries.
3. A total of five representations were received. Two of the respondents (Natural England and the Highways Agency) had no comments to make. No representations were made on the Strategic Environmental Assessment & Sustainability Appraisal draft screening statement. The issues which were raised by the remaining three respondents and the consequent changes to the SPD are set out in the table below.

Respondent	Comment made	Response in the SPD
English Heritage	<p>Welcome the Council's initiative.</p> <p>Opportunities for training and practical experience in heritage disciplines could be recognised in the SPD. For example archaeology where a site is investigated prior to development or conservation craft skills where the development involves the refurbishment of a heritage asset.</p>	<p>Support noted.</p> <p>Through an employment and skills plan there will be opportunities for training and experience in many different skills and this will be detailed in each individual plan. The SPD does not refer to each skill that could be included as it is recognised that this will differ depending on the proposed development.</p>
Hampshire & Regional Property Group	<p>Welcomes the document.</p> <p>Believes that the SPD should go further and that on smaller schemes a simpler plan encouraging at least one apprentice for schemes of 10-20 dwellings and two apprentices for 20-30 dwellings.</p>	<p>Support noted.</p> <p>The council agrees that it would be beneficial to encourage simpler plans on smaller developments. It is recommended that this is something to consider in the near future once the council has more experience in employment and skills plans for larger development and a smooth process has evolved.</p>

<sup>1</sup> <http://www.portsmouth.gov.uk/yourcouncil/28469.html>

	<p>It is suggested that PCC should hold quarterly workshops where smaller developers and contractors can engage with planners and education providers in order to best place their business skills and education requirements moving forwards.</p>	<p>Workshops could be a useful medium for issues and stakeholder requirements to be discussed informally. This idea will be discussed internally to see how it could be taken forward. However this is not a matter to be addressed in the SPD.</p>
<p>Ron Tate</p>	<p>Does not consider that a section 106 agreement is the tool for employment and skills plans. It is questioned whether planning permission would be refused or enforcement action taken if a developer fails to provide a scheme. Will developers find it difficult to dispose of sites with such agreements attached to them?</p> <p>The SPD introduces more red tape. Builders / contractors may wish to use their labour force - keeping their workers in employment and the company in business.</p> <p>Developers may look to develop outside of Portsmouth rather than have another hurdle to jump to develop in Portsmouth.</p>	<p>It is considered that where a s.106 agreement is required for a development it would be beneficial to include the employment and skills plan within the s.106 in order to give it greater weight. However it is recognised that in some instances a s.106 agreement may not be the most efficient way of setting up employment and skills plan. Paragraph 3.1 has been changed slightly to provide flexibility around the use of s.106 agreements.</p> <p>It is not considered that the SPD adds more red tape as employment and skills plan can be a simple process for developers. Much help and direction is provided by the local authority and other partners such as jobcentre plus and local colleges. These plans are a win-win situation which help developers with their recruitment and training and provide much needed local employment at the same time.</p> <p>The majority of surrounding local authorities also seek employment and skills plans from new developments and this is done through s.106 agreements. From experience in other areas employment and skills plans are not seen as a burden. Employment and skills plans are seen as a win-win as the local authority can help businesses with recruitment and training and in return local employment is improved. It is therefore unlikely that developers would look elsewhere.</p>

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