



UTTLESFORD DISTRICT COUNCIL



EMPLOYMENT LAND REVIEW : APPENDICES April 2011



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Appendix 1 Checklist of Identified Tasks for each of the Requisite Stages

Stage A: The Current Position ('Taking Stock')

1. Identify and review strategic national and regional policies to which DPD employment land policy and employment site allocations should conform
2. Identify and review existing local planning policies which the authority needs to reconsider in its emerging DPDs
3. Review other local policy, beyond land-use planning, to identify high-level objectives to which employment land policy may contribute and other initiatives to which it may link
4. Prepare a profile of the local economy to help inform the economic goals and objectives of the authority's employment land policy
5. Prepare a profile of commercial land and property markets in the study area to
 - (a) assess future land requirements, acting as a reality check on formal forecasts undertaken later in the study and
 - (b) provide guidance on the kinds of businesses likely to take up space and the kinds of sites they will need
6. Prepare an inventory and qualitative audit of employment sites to inform ELR recommendations on which new sites/locations, if any, should be identified for employment use and whether any existing or committed employment sites should be transferred to other uses

Stage B: Future Demand and Supply ('Future Stock')

Assess future demand for employment land for each employment land use (type of space):

1. Forecast employment change to the end of the RSS period by sector, using RSS indicative jobs targets, referring back to the sources from which the targets were derived
2. Reality-test this forecast employment against (a) past employment change, (b) any other forecasts that may be available, and (c) against local strategies and aspirations, to create possible alternative scenarios
3. If any of these alternative scenarios aim for employment growth significantly above or below regional guidelines, assess them in terms of (a) market realism, (b) impact on competing areas, and (c) labour market impact
4. Translate future employment change into net demand for employment floorspace and land
5. Consider the likely losses of employment space to other uses. Add the replacement of these losses to net demand to produce a forecast of gross demand
6. Add to gross demand an allowance for land in the pipeline (perhaps two years supply) to produce the forecast gross requirement for employment land

Assess supply and market balance:

7. Calculate total gross supply, taking account of (a) the balance of the market at the base date (the start date of the RSS), and (b) the change in employment space between the base date and the date of the ELR
8. Create alternative supply scenarios (if necessary) reflecting different levels of windfall and/or likelihood of committed sites coming forward
9. Compare demand and supply under different scenarios, drawing conclusions about total quantities of land for offices, industry and warehousing
10. Draw conclusions on the demand-supply balance, in terms of the quantity of land (whether the identified supply is providing too little or too much) and the quality of land (whether the identified supply is providing the right kinds and mix of sites)
11. Consult with stakeholders to check emerging conclusions (optional)

Stage C: Conclusions and Recommendations ('a New Portfolio')

1. Combine the demand-supply analysis with the qualitative site appraisal described earlier to identify two or three broad policy options for employment land in the area

Draw specific policy implications on:

2. The quantity of land, setting out the total land provision that the area should aim for, by land use, district and time period
3. Employment sites, advising on policies for (a) existing employment areas, (b) committed development sites, and (c) new sites to be allocated for employment, including any strategic sites required by Policy E3 of the East of England Plan
4. Other planning policies
5. Other policies, especially as regards intervention and implementation
6. Monitoring and review

Appendix 2 East of England Plan : Relevant Economic Development policies

POLICY E1: Job Growth

The following indicative targets for net growth in jobs for the period 2001-2021 are adopted as reference values for monitoring purposes and guidance for regional and local authorities, EEDA and other delivery agencies in their policy and decision making on employment. Local Development Documents should provide an enabling context to achieve these targets.

- Rest of Essex (Braintree / Brentwood / Chelmsford / Epping Forest / Harlow / Maldon / Uttlesford) - 56,000

POLICY E2: Provision of Land for Employment

Local Development Documents should ensure that an adequate range of sites/premises (including sites within mixed-use areas and town/district centres) is allocated to accommodate the full range of sectoral requirements to achieve the indicative job growth targets of Policy E1 and the needs of the local economy revealed by up-to-date employment land reviews. Where development proposals and issues cross local authority boundaries this approach should be applied across the whole urban or development area.

Sites of sufficient range, quantity and quality to cater for relevant employment sectors should be provided at appropriate scales in urban areas, market towns and key rural centres at locations which:

- minimise commuting and promote more sustainable communities by achieving a closer relationship between jobs and homes;
- maximise use of public transport; and
- minimise loss of, or damage to, environmental and social capital and, where necessary, substitute for any losses and secure positive enhancements. This will often mean giving preference to the re-use of previously developed land and the intensification of development within existing sites over the release of greenfield land.

POLICY E4: Clusters

Local Development Documents should support the sustainable and dynamic growth of inter-regional and intraregional sectors and business clusters including:

- the life-science regional super-cluster with concentrations in the Cambridge sub-region;
- the environmental technologies cluster stretching from Essex to Cambridgeshire; and
- the ICT cluster in the Cambridge area.

POLICY E7: The Region's Airports

The roles of Stansted and Luton Airports are outlined in the 2003 Air Transport White Paper. Future development at these airports, including timely provision of infrastructure, surface access strategies and rigorous environmental safeguards, is the responsibility of the relevant airport operator/owner in conjunction with partners. Proposals should be informed by the White Paper and the policies of this RSS

Land within the boundaries of Stansted Airport should be safeguarded for operational and directly associated airport employment purposes. Employment development not directly related to the Airport's operation should be located at Harlow and other nearby towns, identified through Development Plan Documents in accordance with the RSS spatial strategy. Housing development related to employment growth at the Airport should be located at Harlow and nearby towns.

Appendix 3 Relevant Structure Plan Policies

Policy BIW9 – Airport Development

Proposals for new development relating to any existing operational airport or airfield will be considered having regard to the need for an appropriate hierarchy of aerodrome and aviation sites and determined in relation to the following criteria:-

1. General planning policies for the area;
2. Air travel needs of residents, business and air sports users;
3. Economic benefits to local and regional businesses;
4. Impact upon public health and safety, noise pollution levels, environmental conditions, visual amenity, and residential and urban areas affected by the proposal;
5. Requirement for new housing, commercial development, and associated community facilities arising from the proposal;
6. Demand for the establishment of airport-related facilities outside the airport site itself, to serve both it and its users;
7. Adequacy of the arrangements for surface access to the site by all means of transport.

Policy MIN4 – Sterilisation & Safeguarding of Minerals Sites

Wherever possible, potentially workable mineral deposits will be safeguarded from surface development that would sterilise the minerals or prejudice their working. If, in the opinion of the Mineral Planning Authority, surface development should be permitted, consideration will be given to the prior extraction of the minerals to the extent that such extraction would not be likely to render the site unsuitable for the development proposed, and that the deposit is, or may become, economically significant.

Appendix 4 Uttlesford Local Plan Policies : Economic Activity

Policy E1 – Distribution of Employment Land

Provision is made for a net increase of about 17.35 hectares of land for business, general industry, storage or distribution development within the plan area, excluding land within the Stansted Airport boundary.

The following sites, defined on the Proposals Map, are proposed for employment development as indicated in the following table:

Site	Site area (net in hectares)
Great Dunmow Business Park	9.6
Land adjoining Saffron Business Centre Elizabeth Close, Saffron Walden	1.00
Thaxted Road, Saffron Walden	3.76
London Road, Great Chesterford	0.89
Stansted Distribution Centre Extension	2.1

Policy E2 – Safeguarding Employment Land

The following key employment areas identified on the Proposals Map will be safeguarded from redevelopment or change of use to other land-uses:

- a) Existing employment areas of 1.0 hectares and over located within the main urban areas of Great Dunmow, Saffron Walden and Stansted Mountfitchet;
- b) Existing employment areas of 0.5 hectares and over in the key rural settlements of Elsenham, Great Chesterford, Takeley and Thaxted;
- c) The sites identified in Policy E1;
- d) The site at Chesterford Park identified in Policy S5.
- e) Stansted Distribution Centre at Start Hill, Great Hallingbury;
- f) Elsenham Industrial Estate.

The development of employment land for other uses outside the key employment areas will be permitted if the employment use has been abandoned or the present use harms the character or amenities of the surrounding area.

Policy E3 Access to workplaces

Developments that would result in the provision of jobs will be required to include the highest standards of accessibility and inclusion for all people regardless of disability, age or gender.

Policy E4 - Farm Diversification: Alternative use of Farmland

Alternative uses for agricultural land will be permitted if all the following criteria are met:

- a) The development includes proposals for landscape and nature conservation enhancement;
- b) The development would not result in a significant increase in noise levels or other adverse impacts beyond the holding;
- c) The continued viability and function of the agricultural holding would not be harmed;
- d) The development would not place unacceptable pressures on the surrounding rural road network (in terms of traffic levels, road safety countryside character and amenity).

Policy E5 – Re-Use of Rural Buildings

The re-use and adaptation of rural buildings for business uses, small scale retail outlets, leisure uses or for tourist accommodation will be permitted in the countryside, including the Metropolitan Green Belt, the Countryside Protection Zone and beyond, if all the following criteria are met:

- a) The buildings are of a permanent and substantial construction;
- b) They are capable of conversion without major reconstruction or significant extension;
- c) The development would protect or enhance the character of the countryside, its amenity value and its biodiversity and not result in a significant increase in noise levels or other adverse impacts;
- d) The development would not place unacceptable pressures on the surrounding rural road network (in terms of traffic levels, road safety countryside character and amenity).

Chesterford Park Local Policy 1

A Development Zone of 15.59 hectares is identified on the inset map. Facilities for research and development will be permitted within the zone if all the following criteria apply:

- a) They are compatible with its rural parkland setting;
- b) The proposals include a comprehensive landscaping scheme to help assimilate development into the park setting;
- c) The Mansion, The Garden House and Emanuel Cottage and their settings are conserved;
- d) A comprehensive traffic impact assessment of the full development potential demonstrates that the movement likely to be generated can be properly accommodated on the surrounding transport network and that measures are proposed to ensure that as high a proportion of journeys as is reasonably feasible in the context of the site will be by modes other than the private car;
- e) The transport needs of the development can be accommodated whilst maintaining or improving road safety and the surrounding environmental conditions for the local community with a minimum of impact on the countryside.

Developers will be required to prepare a comprehensive master plan for the site to indicate how specific proposals, which may be implemented on a phased basis, relate to an overall design concept for the site. It will also indicate the full development potential of the site as constrained by the development zone boundary. The master plan will be subject to public consultation. Development will need to be implemented in accordance with such a master plan approved by the Council.

Elsenham Local Policy 1

Gold Enterprise Zone and Old Mead Road are sites identified on the Proposals Map Inset as key employment areas.

Great Chesterford Local Policy 1 - Safeguarding Of Existing Employment Area

An existing employment area in the vicinity of the station is identified on the proposals map as a key employment area.

Great Chesterford Local Policy 2 - London Road Employment Site

A 0.89 hectare site identified on the proposals map inset is proposed as an employment site for uses falling within class B1. Development will be permitted if it is compatible with adjoining existing residential development.

Policy GD6 – Great Dunmow Business Park

A 9.61 hectare site to west of Chelmsford Road is proposed for a business park of employment uses, which will be primarily within class B1.

Development will provide specifically for substantial peripheral landscaping and open space adjoining housing on Ongar Road and Clapton Hall Lane. Developers will be required to prepare a master plan to indicate how specific proposals, which may be implemented on a phased basis, relate to an overall design concept for the site. The master plan will be subject to public consultation. Development will need to be implemented in accordance with such a master plan approved by the Council. Implementation of the Master Plan proposals will be regulated by legal agreement in association with the grant of planning permissions.

Policy GD7 – Safeguarding of Existing Employment Areas

The following existing employment areas are identified on the proposals map as key employment sites:

Existing Employment Area	Area (ha.)
Chelmsford Road Industrial Estate	4.23
Flitch Industrial Estate	2.10
Hoblongs Industrial Estate	2.60
Oak Industrial Estate	2.10
Ongar Road Industrial Estate	1.52

Policy GD8 – Civic Amenity Site and Depot

A 1.83 hectare site to the south of the Hoblongs industrial estate is proposed for a civic amenity site and depot. Proposals should include landscaping adjacent to the neighbouring properties and the A120 bypass. Any proposal must be subject to a Traffic Impact Assessment.

Policy SW4 – Land adjoining the Saffron Business Centre

A 1.0 hectare site identified on the proposals map inset is proposed as an employment site for uses falling within Class B1. Development will be permitted if it includes appropriate measures for landscaping and amenity protection.

Policy SW5 – Thaxted Road Employment Site

A 3.76 hectare site at Thaxted Road is proposed for employment uses. Development will be permitted if it includes appropriate measures for landscape and amenity protection including existing public rights of way.

Policy SW6 – Safeguarding of Existing Employment Areas

The following existing employment areas are identified on the proposals map as key employment areas.

Existing employment area	Area (ha)
Ashdon Road Commercial Centre	12.83
Printpack factory, Radwinter Road	2.00
Shire Hill Industrial Estate	11.25
SIA factory, Radwinter Road	3.00
Thaxted Road	2.10

Policy AIR1 – Development in the Terminal Support Area

Land adjoining the terminal, as shown on the Inset Map, is principally reserved for landside road and rail infrastructure and a telecommunications building, airside roads, the apron, passenger vehicle station rapid transport system and other airside operational uses; terminal support offices; an hotel and associated parking; a bus and coach station and short term and staff car parks.

Policy AIR2 – Cargo Handling/Aircraft Maintenance Area

The area shown on the Inset Map as the cargo handling/aircraft maintenance area is principally reserved for the repair, overhaul, maintenance and refurbishment of aircraft, and facilities associated with the transfer of freight between road vehicles and aircraft or between aircraft.

Policy AIR3 – Development in the Southern Ancillary Area

The area of land identified on the Inset Map as the southern ancillary area will be principally reserved for activities directly related to, or associated with the Airport, such as car hire, parking, maintenance and valeting operations; flight catering units; offices for various support functions, freight forwarders and agents; support functions for aircraft maintenance which can be carried out remote from an aircraft being serviced; airline training centres; airline computer centres and equipment storage facilities for airlines. Development will take place in phases based on a broad design brief agreed with the Council.

The area of land identified on the Inset Map as the northern ancillary area will be principally reserved for activities directly related to, or associated with, the Airport, such as business aviation facilities, hangarage, aviation fuel storage depots and all those activities listed in Policy AIR3.

Policy AIR4 - Development in the Northern Ancillary Area

The area of land identified on the Inset Map as the northern ancillary area will be principally reserved for activities directly related to, or associated with, the Airport, such as business aviation facilities, hangarage, aviation fuel storage depots and all those activities listed in Policy AIR3.

Policy AIR7 - Public Safety Zones

Within the 1:10,000 risk contour no residential or employment uses will be permitted. Within the 1:100,000 risk contour permission will only be granted for extensions or changes of use or low density development.

Policy SM5 - Parsonage Farm

Within the Policy Area redevelopment of existing buildings for Class B1 purposes, primarily in small individual units, will be permitted, if all the following criteria are met.

- a) Schemes for replacement buildings form part of an agreed overall plan for the phased improvement of the whole site, which may include arrangements for the regulation of existing haulage and car breaking uses.
- b) The design of new buildings suits the rural character and appearance of the locality, and associated activities and car parking are concealed from principal public viewpoints.

Permission may also be granted for a lesser proportion of Class B2 uses. No increased floorspace will be permitted in any phase until all existing buildings in that phase have been replaced. Permission will not be granted for new haulage or car breaking uses.

Start Hill Local Policy 1

A 2.1 hectare site identified on the proposals map inset is proposed as an employment site for uses falling within classes B1 and B8. Access to the development should be through the existing distribution centre. A Transport Assessment will be required. There should be a landscaped buffer zone between the new development and the rear gardens of adjoining residential properties.

Takeley Local Policy 5 – Safeguarding of Existing Employment Area in Parsonage Road

The 1.0 hectare existing employment area in Parsonage Road is identified on the proposals map as a key employment area.

Thaxted Local Policy 2 - Land Adjacent to Sampford Road

A 1.42 hectare site adjoining Sampford Road is proposed for homeworking units

Thaxted Local Policy 3 – Safeguarding of Employment Areas

The following employment areas are identified on the proposals map as key employment areas.

Employment area	Area (ha)
Chemical works (existing)	0.85
Sampford Road proposals site	1.42

Appendix 5 Selected Findings of the Economic Needs Survey⁽¹⁾⁽²⁾ of Businesses⁽³⁾

Location

- 56% are satisfied with Uttlesford as a location for investment.
- Two thirds of businesses agree that links to major road and rail routes are a positive aspect of being located in Uttlesford.
- 46% recognise the benefits of a close proximity to London and 39% said it was positive to be near Stansted Airport.
- 36% think the road links to Cambridge and the north are a positive aspect of being located in Uttlesford.
- 32% mentioned the benefits of being near to customers.

Access

- Just under a quarter say their business is affected by traffic congestion.
- Less than half say heavy goods access is important.

On-site Facilities

- Two thirds say on-site car parking for staff is important.
- Three fifths say on-site parking for customers is important.
- Four out of ten say yard/open storage space and freehold ownerships is important for their business.

Skills

- Skills shortages seem quite minimal for the businesses, with just 5% mentioning IT.
- 11% had difficulty recruiting skilled trades occupations, 7% had difficulty recruiting professional occupations. 6% had difficulty recruiting associate professional and technical occupations and sales and customer service occupations.
- Of those companies that have recruited in the past 12 months, three quarters were able to fill the vacancy locally.

The Future

- 12% intend to move some of its operations outside of Uttlesford, mainly due to expansion plans.
- Two thirds of businesses expect their staffing levels to stay the same over the next 12 months. Around a quarter expect staffing levels to rise and just 1% expect them to fall.
- Over two thirds of businesses are not considering bringing other parts of its operations to Uttlesford but 2.5% do intend to bring other operations to Uttlesford.
- When considering the nature of their market over the next 5 years four out of ten businesses expect to stay about the same. 41% expect the nature of their market to rise over the next 5 years and 5% expect the market to fall.

(1) Undertaken by CN Research in 2009 on behalf of the Uttlesford Strategic Partnership.

(2) Survey was carried by means of 320 completed telephone interviews giving a 95% confidence level.

(3) Of those businesses interviewed, 37% were offices, 14% were retail/shops and 11% described themselves as being a small business at home. Exactly two thirds are based in a rural location.

Appendix 6 Developed Sites – Assessment Template

1. Marketability

Accessibility

Accessibility by road	Ready access to trunk road network	Ready access to local roads	Traffic likely to cause/exacerbate congestion
Accessibility by public transport	Readily accessible	Not readily accessible	Remote from bus stop/train station

External Environment

Adjacent uses compatible (in terms of potential use restrictions)	Yes	Potential problem which could be overcome	No
Visual quality of surroundings does not detract from intended use	No	Potential problem which could be overcome	Yes
Local facilities for workforce	Good	Adequate	None

Internal Environment

Noise and other obvious pollutants	None apparent	Some apparent but any potential problem could be overcome	Unacceptable high levels of noise and/or pollution/contamination
Condition of the External Areas and Public Realm	Well maintained, attractive area	In need of some improvement but generally acceptable	Poor quality environment
Parking, internal circulation and servicing	Sufficient parking and servicing, well laid out	Would benefit from some improvement but generally fit for purpose	Insufficient parking and servicing leading to congestion and inefficient use of site

Likelihood of Reuse

Very likely to be reoccupied/redeveloped for employment uses in the short term	May well be reused for employment purposes within a reasonable period	Unlikely to be reoccupied/redeveloped for employment uses in the short-medium term
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2. Character of Estate

Age of Buildings	Modern, good quality buildings	Not all buildings new but generally fit for purpose	Buildings old and no longer fit for purpose
Condition of Buildings	Good	Adequate – generally fit for purpose	Poor and no longer fit for purpose
Vacancy rate	Nil/low	Normal	High

3. Policy Considerations

Sequential test	Within Settlement – within development limits	Settlement Edge – adjoins but outside existing settlement boundary	Within countryside – separate from existing settlement
Local policy objectives	Contributes to achievement	No adverse affect	Inhibits achievement

Appendix 7 Assessment of each of the Existing Employment Areas

	1 Marketability							Reuse	
	Access ibility		External Env'm't			Internal Env'm't			
	By road	By public transport	Uses compatible	Visual quality	Workforce facilities	Noise/other pollutants	External areas	Parking & circulation	Likelihood
Barnston									
Martel Works	Green	Yellow	Yellow	Green	Red	Yellow	Green	Green	Green
Clavering									
Britannica Works	Yellow	Red	Green	Green	Red	Green	Yellow	Yellow	Green
Jubilee Works	Yellow	Red	Green	Green	Red	Green	Yellow	Yellow	Red
Adj. Hill Green Farm	Yellow	Red	Green	Green	Red	Green	Yellow	Yellow	Green
Elsenham									
Gold's Business Park	Green	Green	Green	Green	Green	Green	Green	Green	Green
Old Mead Road	Green	Green	Green	Green	Yellow	Green	Green	Green	Green
Industrial estate, Gaunt's End	Green	Green	Green	Green	Red	Green	Green	Green	Green
Great Chesterford									
Station Approach	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow	Green
London Road/Ickleton Road	Green	Green	Green	Green	Yellow	Green	Green	Green	Green
London Road (south)	Green	Green	Orange	Red	Yellow	Green	Yellow	Yellow	Yellow
Chesterford Research Park	Green	Orange	Green	Green	Green	Green	Green	Green	Green
Great Dunmow									
Chelmsford Road Ind. Estate	Green	Green	Green	Green	Green	Green	Green	Yellow	Green
Fritch Industrial Estate	Green	Green	Green	Green	Yellow	Green	Green	Green	Green
Hasler's Yard	Green	Green	Yellow	Yellow	Yellow	Green	Green	Green	Yellow
Hoblongs Industrial Estate	Green	Green	Yellow	Red	Yellow	Yellow	Green	Green	Green
Oak Industrial Estate	Green	Green	Green	Green	Green	Green	Green	Yellow	Green
Ongar Road Industrial Estate	Green	Green	Yellow	Green	Red	Green	Red	Green	Yellow
Station Road Industrial Estate	Green	Green	Yellow	Green	Yellow	Green	Yellow	Green	Green

Assessment

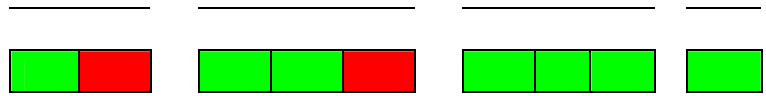
2 Character of estate

3 Policy

Age of buildings	Condition of buildings	Vacancy rate	Sequential test	Local policy objectives	Comments	Retain	Retain if brought forward
					Small industrial estate concealed from view. Functions well.		
					Small area of commercial uses which are functioning well. Many buildings vacant and/or in poor condition. Site inefficient. Site comprises two users and is functioning well.		
					Thriving industrial estate comprising relatively new units. Fully occupied premises which are functioning well. New units in rural location. Functioning well.		
					Mix of premises and uses which functions well. Mainly comprises new, purpose-built premises. Single-occupancy site which appears to be operating well. Development progressing in accordance with masterplan.		
					Established estate with range of properties. Functions well. High quality, modern estate which functions well. Small commercial area functioning well. Established estate functioning well. Access constrained. Established estate with range of properties. Functions well. Mix of premises. Poor access. Adjacent housing incompatible. Small estate in good condition and functioning well.		

Little Walden

Hall Farm



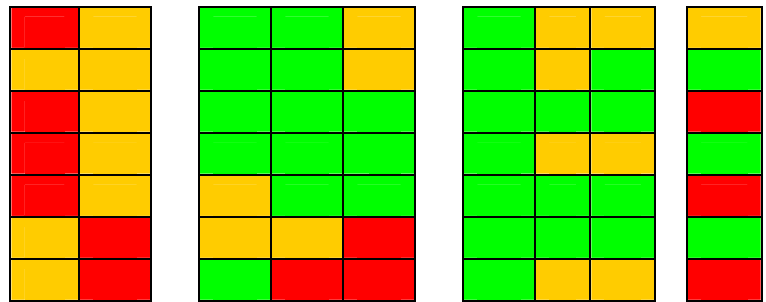
Newport

The Maltings, Station Road



Saffron Walden

Ashdon Rd. Commercial Centre
 Saffron Business Centre
 Printpack Ltd., Radwinter Road
 Shire Hill Industrial Estate
 Willis & Gambier, Radwinter Rd
 Live-work units, Thaxted Rd.
 Granite site, Thaxted Road



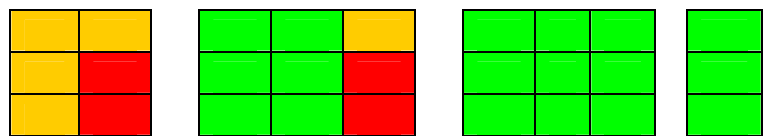
Stansted Airport

Northern Ancillary Area
Southern Ancillary Area



Stansted Mountfitchet

Riverside Business Park
M11 Business Link (north)
M11 Business Link (south)



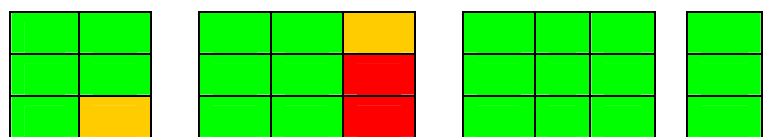
Start Hill

Stansted Distribution Centre
Thremhall Park



Takeley

Takeley Business Centre
Business Centre, Parsonage Rd.
Stansted Courtyard



Thaxted

Molecular Products
Live-work units, Sampford Road



Wendens Ambo

Audley End Business Centre
Bearwalden Industrial Estate



		Seemingly thriving estate of business uses.					
		Functions well. One building in poor condition.					
		Established estate. Current high vacancies in warehousing units. Modern estate of small units which functions well. Single-occupancy site which functions well. Established estate of mixed age and size. Functions well. Vacant former warehouse/factory suitable for reuse. New development of live-work units on part of larger site. Vacant factory premises. Reuse/redevelopment appropriate.					
	<table border="1"><tr><td>n/a</td><td></td></tr><tr><td>n/a</td><td></td></tr></table>	n/a		n/a		Many buildings in poor state of repair and/or disused. Part recently developed. Some warehouse units vacant.	
n/a							
n/a							
		Thriving business park though access somewhat constrained. New business park – 1 unit remaining vacant. New office development. 4 units taken, 8 still available.					
		Functions well. Recently extended. Many uses airport-related. New serviced office units in converted/extended premises.					
		Thriving centre with high level of retail-type uses. Two high quality office blocks. Close proximity to Airport. Conversion functions well. Heavy airport parking on access road.					
		Mix of old/new buildings. Company to relocate elsewhere. Live-work units very nearly completed and occupied .					
		Small, attractive business centre though somewhat isolated. Established estate functioning well. Some current vacancies.					

Appendix 8 Photographs of Existing Employment Sites

Martell Works, Barnston



Jubilee Works, Clavering



Britannica Works, Clavering



Adjacent to Hill Green Farm, Clavering



Golds Business Park, Elsenham



Old Mead Road, Elsenham



Gaunt's End, Elsenham



London Road (south), Great Chesterford



Station Approach, Great Chesterford



London Road/Ickleton Road, Great Chesterford



Chesterford Research Park, Little Chesterford



The Mansion House



Emmanuel Building



Pembroke Building



The Nucleus



Darwin Building

Chelmsford Road Industrial Estate, Great Dunmow



Fritch Industrial Estate, Great Dunmow



Hoblong's Industrial Estate, Great Dunmow



Hasler's Yard, Great Dunmow



Oak Industrial Estate, Great Dunmow



Station Road Industrial Estate, Great Dunmow



Ongar Road Industrial Estate, Great Dunmow



Hall Farm, Little Walden



The Maltings, Newport



Ashdon Road Commercial Centre, Saffron Walden



Saffron Business Centre, Saffron Walden



Printpack Ltd., Radwinter Road, Saffron Walden



Shire Hill Industrial Estate, Saffron Walden



Willis & Gambier premises, Radwinter Road, Saffron Walden



Live-work units, Thaxted Road, Saffron Walden



Granite site, Thaxted Road, Saffron Walden



Northern Ancillary Area, Stansted Airport



Southern Ancillary Area, Stansted Airport





Riverside Business Park, Stansted Mountfitchet



M11 business Link (north), Stansted Mountfitchet



M11 Business Link (south), Stansted Mountfitchet



Stansted Distribution Centre, Start Hill



Thremhall Park, Start Hill



Takeley Business Centre, Takeley



Business Centre, Parsonage Road, Takeley



Stansted Courtyard, Takeley



Molecular Products, Thaxted





Live-work units, Sampford Road, Thaxted



Bearwalden Business Park, Wendens Ambo



Appendix 9 Potential Development Sites – Assessment Template

1. Market Appeal/Marketability

Accessibility

Accessibility by road	Ready access to trunk road network	Ready access to local roads	Traffic likely to cause/exacerbate congestion
Accessibility by public transport	Readily accessible	Not readily accessible	Remote from bus stop/train station

External Environment

Adjacent uses compatible (in terms of potential use restrictions)	Yes	Potential problem which could be overcome	No
Visual quality of surroundings does not detract from intended use	No	Potential problem which could be overcome	Yes
Local facilities for workforce	Good	Adequate	None

Market Evidence

Likely market demand and viability of development	Strong demand likely	Market demand uncertain	No market demand anticipated
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2. Policy Considerations

Brownfield v Greenfield sites	All site developed	Site previously developed in part	Greenfield site
Sequential test	Within Settlement – within development limits	Settlement Edge – adjoins but outside existing settlement boundary	Within countryside – separate from existing settlement
Site necessary to deliver Economic Priority	Development of site essential	Development of site not essential	Development of site would impede achievement of Economic Priority
Metropolitan Green Belt	Site outside MGB	Site outside but visible from MGB	Site within MGB

Quality of any agricultural land	Non-agricultural land	Grade 3	Grade 2
Sterilisation of mineral resources	Site not within Minerals Safeguarded areas	Site within Minerals Safeguarded Area but mineral extracted/land in process or restoration, pre-extraction possible or extraction in process	Site within Minerals Safeguarded Area – pre-extraction not possible.

3. Availability and Constraints

Ownership Constraints

Ownership	Single Owner	Multiple Ownership	Owner(s) not known
Lengths of any leases	No constraint	Potential constraint but could be readily resolved.	Known constraint unlikely to be readily resolved
Ransom strips or other constraints on development	No constraint	Potential constraint but could be readily resolved.	Known constraint unlikely to be readily resolved

Site Development Constraints

Topography	No constraints	Site steeply sloping but not unduly prominent in the landscape	Site steeply sloping and visually prominent in the rural landscape
Site size and shape	Large site not constrained by shape in any way	Limited size and constrained shape of site limit available options	Small, constricted site severely limiting available options
Flood Risk	Zone 1 – little or no risk	Zone 2 – low to medium risk	Zone 3 – High Risk
Utilities	Sufficient in place to serve development	Some constraints but capable of resolution at reasonable cost	Significant investment required to serve development
Site access	Good access from adopted road	Some improvements required or limitation on type of use (e.g. restricted access for HGV)	Necessary access renders development non-viable
On site environmental (nature conservation,	No significant adverse impact.	Significant adverse impact that can be	Significant adverse impact that cannot

trees, cultural heritage, landscape)		mitigated	be mitigated
Contamination	None	Potential problem that could affect timing and/or cost of development	Major problem that will affect timing and/or cost of development
Land stability	Land stable	Land unstable but problem capable of being overcome	Land unstable and costs of mitigation likely to render development non-viable
On-site structures	None	Existing buildings and/or foundations	Clearance costs likely to render development non-viable

User Constraints on Development

Amenity of adjacent occupiers (see also External Environment)	No adverse affect	Amenity could be affected but effects capable of being mitigated	Amenity likely to be affected – mitigation unlikely to be successful
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Appendix 10 Assessment of each of the Allocated Employment Sites⁽¹⁾

	Market Appeal/ Marketability					Policy Considerations						
	Accessibility		External Environment			Delivery	Brownfield/greenfield	Sequential test	Economic priority	Green Belt	Agricultural quality	Sterilisation of minerals
	By road	By public transport	Uses compatible	Visual quality	Workforce facilities							
Great Chesterford London Road (south)	Green	Green	Yellow	Green	Yellow	Yellow	Green	Yellow	Green	Yellow	Green	
Great Dunmow Business Park	Green	Green	Green	Green	Yellow	Red	Red	Green	Yellow	Green	Green	
Saffron Walden Adj. Saffron Business Centre	Yellow	Yellow	Green	Green	Yellow	Yellow	Red	Green	Yellow	Green	Green	
Thaxted Road (north)	Yellow	Red	Green	Yellow	Red	Yellow	Orange	Yellow	Yellow	Green	Yellow	Green
Thaxted Road (south)	Yellow	Red	Green	Yellow	Red	Yellow	Green	Yellow	Yellow	Green	Green	Green

(1) Ownership constraints have not been included because it has not been possible to identify them

Availability and Constraints

Assessment

Development Constraints										User Constraints	Comments	Assessment
Topography	Site size and shape	Flood risk	Utilities	Site access	Environmental	Contamination	Land Stability	On-site structures				
Green	Green	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow	Yellow	Site occupied by disused glasshouses and adjacent to other existing commercial uses.	Green
Red	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Site was granted outline planning permission in 1998 but not progressed, despite growth at Airport and A120 improvements.	Red
Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Permission agreed in principle, subject to Section 106 Agreement	Yellow
Green	Yellow	Green	Yellow	Green	Green	Yellow	Green	Green	Green	Green	Site adjacent to former recycling depot) and former Granite premises. (See below).	Green
Green	Yellow	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow	Green	Site developed in part but adjacent to other sites to NW Which together with site above, offer scope for much larger site.	Green