



ENVIRONMENTAL STATEMENT: 6.1 CHAPTER 15: SOCIO-ECONOMICS

DECARBONISATION

Cory Decarbonisation Project

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15. SOCIO-ECONOMICS

15.1. INTRODUCTION

15.1.1. This chapter reports the assessment of the likely significant effects of the Proposed Scheme on socio-economics during construction and operation and describes:

- relevant policy, legislation and guidance;
- consultation and engagement undertaken to date;
- the methodology for assessment;
- potential effects of the construction phase; and
- potential effects of the operation phase.

15.2. POLICY AND GUIDANCE

15.2.1. The policy, and guidance relevant to the assessment of socio-economics for the Proposed Scheme is detailed in **Table 15-1**.

15.2.2. Socio-economics is not governed by legislation in the way that other technical topics are; consequently, legislation is not included in **Table 15-1**.

Table 15-1: Socio-economics Summary of Key Policy and Guidance

Policy or Guidance	Description
Policy	
Overarching National Policy Statement (NPS) for Energy EN-1 2024¹	This Overarching National Policy Statement for Energy (EN-1) is part of a suite of NPS designated by the Secretary of State of DESNZ in January 2024. Paragraph 5.13.2 states that <i>“Where the project is likely to have socio-economic impacts at local or regional levels, the applicant should undertake and include in their application an assessment of these impacts as part of the ES”</i> .
National Planning Policy Framework (NPPF) 2023²	The NPPF sets out the Government’s planning policies for England and how these should be applied, with the following paragraphs relating to socio-economics: Paragraph 85: <i>“Planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development.”</i> Paragraph 86a: <i>“Planning policies should set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth, having regard to</i>

Policy or Guidance	Description
	<p><i>Local Industrial Strategies and other local policies for economic development and regeneration.”</i></p> <p>Paragraph 87: <i>“Planning policies and decisions should recognise and address the specific locational requirements of different sectors. This includes making provision for clusters or networks of knowledge and data-driven, creative or high technology industries; and for storage and distribution operations at a variety of scales and in suitably accessible locations.”</i></p>
<p>The London Plan 2021³</p>	<p>The Spatial Development Strategy for Greater London sets out a framework for how London will develop over the next 20-25 years and the Mayor’s vision for Good Growth.</p> <p>Policy GG5: Growing a Good Economy emphasises London’s global economic position and the need to promote the strength and potential of the wider region. It seeks to ensure economic diversity, and plan for the delivery of sufficient employment space, as well as recognising the wider impacts housing, transport, and culture can have on economic success.</p> <p>Policy SD1: Opportunity Area states that the Mayor will <i>“monitor progress in delivering homes, jobs and infrastructure, taking action where necessary to overcome any barriers to delivery”</i>. Boroughs should <i>“support development which creates employment opportunities and housing choice for Londoners”</i> and <i>“support and sustain Strategic Industrial Locations (SIL) and other industrial capacity by considering opportunities to intensify and make more efficient use of land in SIL”</i>.</p> <p>Policy E5: Strategic Industrial Locations (SIL) states that SIL should <i>“be managed proactively through a plan-led process to sustain them as London’s largest concentrations of industrial, logistics and related capacity for uses that support the functioning of London’s economy”</i> and <i>“Development proposals in SILs should be supported where the uses proposed fall within the industrial-type activities set out in Part A of Policy E4 Land for industry, logistics and services to support London’s economic function”</i> which includes utilities infrastructure.</p> <p>Policy SI2: Minimising Greenhouse Gas Emissions states that <i>“Major development should be net zero-carbon. This means reducing greenhouse gas emissions in operation and</i></p>

Policy or Guidance	Description
	<p><i>minimising both annual and peak energy demand in accordance with the following energy hierarchy:</i></p> <ol style="list-style-type: none"> <i>1) be lean: use less energy and manage demand during operation</i> <i>2) be clean: exploit local energy resources (such as secondary heat) and supply energy efficiently and cleanly</i> <i>3) be green: maximise opportunities for renewable energy by producing, storing and using renewable energy on-site</i> <i>4) be seen: monitor, verify and report on energy performance.”</i>
<p>The Bexley Local Plan 2023⁴</p>	<p>The Local Plan, adopted on 26 April 2023, sets out planning policies and proposals for new development. It is essential to the delivery of the Council’s other key plans and strategies, including the Bexley Plan, the Growth Strategy and the Connected Communities Strategy. The Local Plan also helps to ensure the timely delivery of essential infrastructure and services to support proposed growth in housing and employment. It positively plans for sustainable development across the Borough.</p> <p>Policy SP3: Employment Growth, Innovation and Enterprise states that <i>“Bexley will continue to play a key role in contributing to London’s economic growth and prosperity. The Council will support the economic growth of at least 10,800 (net) new jobs over the plan period, of which approximately 1,900 to 2,700 of these will be located within Bexley’s designated industrial locations”</i>.</p> <p>The Council will promote sustained development and employment growth, providing residents of all abilities with opportunities to access local jobs and enable local businesses to draw upon a wide range of skilled workers and employment premises. The policy protects SIL for industrial type activities and related functions.</p>
<p>Bexley Growth Strategy 2017⁵</p>	<p>The Bexley Growth Strategy sets out the coordinated effort across organisations to maximise the benefits of growth for the Borough’s current and future residents and businesses. It details how the Council, working with a range of partners, proposes to positively manage housing, economic growth and supporting infrastructure in the Borough into the future. The Strategy covers a 30-year period to 2050.</p>

Policy or Guidance	Description
Bexley Community Safety Partnership (BCSP) Joint Strategic Assessment (JSA) 2023⁶	<p>The Bexley Community Safety Partnership coordinates actions from the Delivery Plan to help reduce crime and disorder offences in the borough. The Joint Strategic Assessment provides a profile of crime and disorder in Bexley, alongside data from the annual Bexley Community Safety Survey to inform the priority-setting process for the coming year. Priorities for tackling crime and disorder are presented in the annual BCSP Delivery Plan.</p>
London Environment Strategy 2018⁷	<p>The London Environment Strategy seeks to ensure that London will become a “zero carbon city by 2050” by setting out policies and proposals in seven policy areas to address environmental challenges, including the transition to a low carbon circular economy. The Mayor wants to ensure “London’s businesses and workers are supported to be able to compete effectively in, and benefit from, this growing global market”.</p>
South East Inshore Marine Plan 2021⁸	<p>The South East Inshore Marine Plan area stretches from Felixstowe in Suffolk to west of Dover in Kent and incorporates the River Thames. The South East Inshore Marine Plan will help to enhance and protect the marine environment and achieve sustainable economic growth while respecting local communities both within and adjacent to the marine plan area.</p> <p>Policy SE-INF-1 states that “...supporting infrastructure development, diversification and regeneration will provide socio-economic benefits and support marine business, including those that are land-based...”. In addition, Policy SE-CO-1 advises that proposals must demonstrate that they will avoid, minimise or mitigate any significant adverse impacts on existing activities.</p>
Guidance	
National Planning Practice Guidance (2021)⁹	<p>Explains the processes and tools that can be used through the planning system in England. This includes guidance on healthy and safe communities. It promotes good design that incorporates security as an intrinsic part of a development to achieve places that are safe and attractive, which function well, and which do not need subsequent work to achieve or improve resilience.</p>
Employment Density Guide 3rd Edition 2015¹⁰	<p>Provides an employment density matrix for the different use classes, as a guide for the employment assessment.</p>

Policy or Guidance	Description
Additionality Guide 4th Edition 2014¹¹	Guidance for composite multipliers (the combined effect of indirect and induced multiplier effects) displacement and leakage rates that should be applied within the employment assessment.

15.3. CONSULTATION AND ENGAGEMENT

- 15.3.1. **Table 15-2** provides a summary of the consultation and engagement undertaken in support of the preparation of this assessment.
- 15.3.2. **Table 15-3** provides a summary of comments provided as part of the statutory consultation process and the Applicant’s response.
- 15.3.3. **Appendix 4-2: Scoping Opinion Responses (Volume 3)** provides a summary of the Planning Inspectorate and consultee comments on the EIA Scoping Opinion¹⁴ and the Applicant’s responses.

Table 15-2: Socio-economics Consultation and Engagement Summary

Date and Method of Consultation	Consultee	Summary of Key Topics Discussed and Key Outcomes
26 th May 2023, EIA Scoping Opinion	London Borough of Bexley (LBB)	Within the EIA Scoping Opinion, LBB confirmed that “ <i>The Council is generally satisfied at the details submitted in this [socio-economics] chapter and that the applicant has adequately addressed this issue at this stage</i> ” (Page 6 and 7 of LBB’s scoping consultation letter in Appendix 2 of the EIA Scoping Opinion ¹²). As LBB was satisfied with the assessment methodology set out in Chapter 14: Socio-economics of the EIA Scoping Report ¹² , the Council has not been contacted further.
20 th February 2024, Email	Port of London Authority (PLA)	PLA confirmed that ‘ <i>normally matters of security would be up to the jetty operator/owner to organise their own arrangements in line with the ISPS [International Ship and Port Facility Security] Code</i> ’.
Emails, letters and meetings from 28 th March 2023 to 15 th February 2024	Landsul Limited and Munster Joinery UK Limited	Details of the consultation undertaken with Munster Joinery UK Limited are detailed in the Consultation Report (Document Reference 5.1) and Schedule of Negotiations and Powers Sought (Document Reference 4.4) .

Table 15-3: Summary of the Statutory Consultation Comments in Relation to Socio-economics

Comment	Response
Landsul Limited and Munster Joinery UK Limited	
<p><i>“Chapter 15 of Vol 1 of the PEIR provides initial information in respect of socio-economic matters. Paragraph 15.8.16 suggests that the application would “provide a total of 5,261m² Gross Internal Area (GIA) employment floorspace for industrial and manufacturing activities” and applies an employment density to that figure. It is unclear where this figure is derived from. The proposals do not include industrial and manufacturing floorspace but a bespoke carbon capture facility.</i></p> <p><i>By contrast, Munster Joinery’s operations include significant on-site and off-site employment supported by and operated through the land which is proposed for acquisition. Chapter 15 contains no analysis of the wider supply chain and distribution network which would be affected by the taking of the land.”</i></p>	<p>The Applicant has provided an estimate on the number of Full Time Equivalent (FTE) jobs that would be generated by the operation and maintenance of the Proposed Scheme. This estimate is based on experience of the operation and maintenance of Riverside 1 and has taken into consideration roles associated with the functioning of the Proposed Scheme (e.g. administrative and other supporting functions) that may be based within Riverside 1 and/or Riverside 2 (once operational).</p> <p>As set out in Section 15.4 and Section 15.8 of this chapter, the indirect and induced employment generation associated with Munster Joinery UK Limited, located within the Site Boundary, has been calculated.</p>
<p><i>“Chapter 15 contains no analysis of the alternatives studied (including the alternative development areas) and their relative impacts on the employment.”</i></p>	<p>The alternative site locations for the Proposed Scheme are described in Chapter 3: Consideration of Alternatives (Volume 1) and the Terrestrial Site Alternatives Report (Document Reference 7.5).</p>

15.4. ASSESSMENT METHODOLOGY AND SIGNIFICANCE CRITERIA

15.4.1. The assessment presented in this chapter focuses on the socio-economic effects of the Proposed Scheme, in line with the policy and guidance described in **Section 15.2**.

POTENTIALLY SIGNIFICANT EFFECTS

15.4.2. As identified in the EIA Scoping Report¹² and PEIR¹³, the following effects are considered to be significant and have been considered further in this assessment:

- Construction Phase:
 - employment generation (direct, indirect and induced); and
 - Gross Value Added (GVA).
- Operation Phase:
 - employment generation (direct, indirect and induced); and
 - GVA.

MATTERS SCOPED OUT

15.4.3. The following effects are considered unlikely to be significant and therefore have not been considered further in this assessment:

- increased demand for accommodation and community facilities due to an influx of construction staff; and
- crime and safety during the construction and operation of the Proposed Scheme.

15.4.4. As set out in Section 3.11 of the EIA Scoping Opinion¹⁴ (ID 3.11.1 and 3.11.2) the Planning Inspectorate agrees that these effects are not likely to be significant and, therefore, do not need to be considered further.

BASELINE DATA COLLECTION

15.4.5. A desk based data collection exercise has been undertaken, including review of available information, to determine the baseline conditions in the relevant geographical areas of effect.

15.4.6. The key sources of information used to determine the socio-economics baseline conditions are:

- Ordnance Survey Mapping¹⁵;
- NOMIS Labour Market Profiles¹⁶;
- Munster Joinery UK Limited website¹⁷;
- Landsul Limited Planning Application;
- Bexley Local Plan 2023⁴;
- The London Plan 2021³;
- London Plan 2023 Allocation Map⁵; and
- Bexley Growth Strategy⁵.

15.4.7. As set out in **Table 15-2**, the Applicant made attempts to engage with Landsul Limited in order to gain an understanding of the existing number of jobs supported by the Munster Joinery UK Limited operations currently undertaken within the Site. However, it has not been possible to confirm this number. Therefore, proxy evidence has been gathered from the following sources to produce a reasonable estimate of the likely number of workers employed by Munster Joinery UK Limited at this location:

- planning application (reference 13/00918/FULM)¹⁸ submitted by Landsul Limited in 2014 for the development of three industrial units for mixed uses falling within use classes B1/B2/B8. It is understood that the planning application is for the Munster Joinery UK Limited site is located within the Site;
- a Site Usage Appraisal based on aerial and street view images of the Munster Joinery UK Limited site that are publicly available on Google; and
- observations of vehicle movements entering and leaving the Munster Joinery UK Limited site, between 5th January and 26th February 2024.

15.4.8. **Appendix 15-1: Munster Joinery (Volume 3)** sets out this evidence in further detail.

ASSESSMENT METHODOLOGY

- 15.4.9. A review of local, regional and national socio-economics relevant planning policies and strategies has been undertaken and considered as part of this chapter. A desk based review of publicly available socio-demographic information has also been undertaken to understand the baseline conditions in relation to the population as well as economy and employment at the local and regional level.
- 15.4.10. The assessment methodology for the generation of employment has been based on Homes and Communities Agency (now known as Homes England) Employment Density Guide 3rd Edition¹⁰ and on the Additionality Guide 4th Edition¹¹. Whilst both the Employment Density Guide¹⁰ and Additionality Guide¹¹ documents were withdrawn in 2022, no statement on replacement guides to be published by the UK Government has been made and both are still available for reference. It is considered that in the absence of any further guidance on employment density and additionality, these documents remain relevant and appropriate guidance documents.
- 15.4.11. Socio-economics effects have been assessed for both the construction and operation phases of the Proposed Scheme.
- 15.4.12. As set out in **Chapter 2: Site and Proposed Scheme Description (Volume 1)**, two options for the construction programme of the Proposed Scheme are being considered: Option 1 and Option 2. The estimated construction period is approximately 60 months (five years) for Option 1 and approximately 42 months (three and a half years) for Option 2. To provide a proportionate assessment, only Option 1 has been considered as this presents the worst case scenario for socio-economics. This is because fewer employment opportunities per annum would be generated for this option.

- 15.4.13. As set out in **Chapter 2: Site and Proposed Scheme Description (Volume 1)**, two options for the design of the Carbon Capture Facility are being considered. One option is for individual lines to be connected to the exhaust stacks for Riverside 1 and Riverside 2, with two individual Stack(s) for the Carbon Capture Facility. A second option is for the two lines from Riverside 1 and Riverside 2 to be combined into a single Stack at the Carbon Capture Facility. The two individual lines and two individual Stack(s) in the assessment is representative of the worst case scenario for this topic for single plant design or two plant design for socio-economics, as the choice between one or two Stacks does not change the socio-economics impacts of the Proposed Scheme.
- 15.4.14. As set out in **Chapter 2: Site and Proposed Scheme Description (Volume 1)**, the choice between demolition or retention (with modifications) of the Belvedere Power Station Jetty (disused) is being considered. The choice between demolishing or retaining (with modifications) will not change the outcomes of the assessment of impacts and effects reported within this chapter. The anticipated change in employment and GVA between the two scenarios would not be large enough to change the outcomes or significance of the assessment in the context of either the LBB or London labour pool and economy.

Construction Phase Assessment Methodology

Construction Employment

- 15.4.15. The gross employment generated by the temporary construction phase has been estimated by applying an average gross output per construction industry employee, from 2022^a to the estimated total construction cost. The average gross output per construction industry employee has been calculated using the Construction Output in Great Britain data¹⁸ and Business Register and Employment Survey (BRES) Construction Industry Data¹⁹. Leakage, displacement, and multiplier effects were then applied to identify total net employment.

Leakage

- 15.4.16. Leakage effects are the “*proportion of outputs that benefit those outside of the intervention’s target area or group*”¹¹. The Additionality Guide¹¹ provides indicative guidance on the level of the leakage factor that can be applied. Data from the Office for National Statistics indicated that 17.8% of people working in Greater London lived outside the area in 2018²⁰. Therefore, a medium level of leakage (25%) has been deemed appropriate for the assessment, as a worst case scenario, in line with the Additionality Guide levels. This implies a reasonably high proportion of employment opportunities would go to people living within the target (effect) area (i.e. local and regional Study Areas).

^a The gross output per construction employee has been updated since the PEIR based on more up-to-date available datasets. The gross output per construction employee has increased since 2019 and this is considered to be due to an increased cost in construction materials and changes to the industry climate post Covid-19.

Displacement

- 15.4.17. Displacement measures the extent to which the benefits of a project are offset by reduction of output or employment elsewhere¹¹. Additional demand for labour as a result of the construction stage of the Proposed Scheme cannot simply be treated as a net benefit as it has the potential to remove workers from other positions, and the net benefit is therefore reduced by the extent that this occurs.
- 15.4.18. Construction workers typically move between construction projects in Greater London when delays occur or to help the workforce meet construction deadlines. Overall, it is assumed that due to the flexibility of the labour market and the fact that construction workers at the Proposed Scheme represent a small proportion of the overall Greater London construction labour force, displacement of the direct construction employment would be low.
- 15.4.19. The Additionality Guide provides guidance on the levels of displacement. Within the context of a Greater London construction project, a low level of displacement of 25% will be applied, where *“there are expected to be some displacement effects, although only to a limited extent”*¹¹.

Multiplier Effects

- 15.4.20. In addition to the direct employment generated by the Proposed Scheme itself, there would be an increase in local employment arising from *“further economic activity (jobs, expenditure or income) associated with additional local income and local supplier purchases”*¹¹ the indirect and induced effects of the construction activity. Employment growth would arise locally through manufacturing services and suppliers to the construction process (indirect or supply linkage multipliers). Additionally, part of the income of the construction workers and suppliers would be spent in Greater London, generating further employment (induced or income multipliers).
- 15.4.21. The effects of the multiplier depend on the size of the geographical area that is being considered, the local supply linkages and income leakage from the area. The Homes and Communities Agency’s Additionality Guide¹¹ provides a guide to the composite multipliers (the combined effect of indirect and induced multiplier effects) which should be applied. In line with this guidance, as the Greater London region is likely to have strong local supply linkages a ‘high’ multiplier of 1.7 has been applied.

Construction GVA

- 15.4.22. GVA is the measure of the value of goods and services produced in an area, industry or sector of an economy. It equates to the value of output minus the value of intermediate consumption. GVA has been estimated by applying an average GVA benchmark per construction employee to the estimated net construction jobs generated by the Proposed Scheme, for both within and outside of Greater London. The GVA benchmark has been estimated using the employment figures within the BRES²¹ and the GVA value within the Regional Gross Value Added dataset²²; both of which are available from the Office for National Statistics. The methodology for estimating GVA is based on a standard industry accepted approach for UK projects.

Operation Phase Assessment Methodology

Operation Employment

- 15.4.23. The Applicant has provided an estimate on the number of jobs that would be generated by the operation and maintenance of the Proposed Scheme. This estimate is based on experience of the operation and maintenance of Riverside 1 and has taken into consideration roles associated with the functioning of the Proposed Scheme (e.g. administrative and other supporting functions) that may be based in Riverside 1 and/or Riverside 2. To determine the net operational employment, a leakage rate of 25%, a low level of displacement of 25%, and a 1.7 multiplier has been applied to the estimated number of operational jobs generated by the Proposed Scheme.
- 15.4.24. As set out in **Chapter 2: Site and Proposed Scheme Description (Volume 1)**, the Applicant is seeking to reach an agreement with Munster Joinery UK Limited on a relocation of its distribution premises to a location in close proximity to the Proposed Scheme or elsewhere by agreement between the parties. An agreement between the Applicant, Landsul Limited and Munster Joinery UK Limited has not been reached at the time of writing. Consequently, the potential job losses associated with the demolition of the Munster Joinery UK Limited premises have been considered within this assessment as a reasonable worst case scenario. The number of people working at Munster Joinery UK Limited has been calculated for this ES. The Homes and Communities Agency (now known as Homes England) Employment Density Guide¹⁰ has been applied to the employment generating floorspace to provide an estimate of the total gross jobs onsite. To determine the net operational employment, a leakage rate of 25%, a low level of displacement of 25%, and a 1.7 multiplier has been applied. In addition to the calculations, proxy evidence has been gathered in order to evidence the likely number of workers employed by Munster Joinery UK Limited within the Site, as set out in **Appendix 15-1: Munster Joinery (Volume 3)**.

Operation GVA

- 15.4.25. GVA has been estimated by applying an average GVA benchmark per operational employee to the estimated net operational jobs generated and jobs lost by the Proposed Scheme, for both within and outside of Greater London. The GVA benchmark has been estimated using the employment figures within the BRES²¹ and the GVA value within the Regional Gross Value Added dataset²²; both of which are available from the Office for National Statistics. The methodology for estimating GVA is based on a standard industry accepted approach for UK projects.

Significance Criteria

- 15.4.26. The socio-economics assessment seeks to establish the potential socio-economics impacts of the Proposed Scheme and assess these against the current and future baseline conditions. The impacts of the Proposed Scheme are considered at varying spatial levels according to the nature of the impact. This approach is consistent with the Homes and Communities Agency's Additionality Guide¹¹.

15.4.27. The sensitivity of receptors has been identified on a case-by-case basis with reference to relevant guidance where applicable and/or by employing professional judgement; determination of sensitivity varies depending on the type of receptor.

Classifying Effects

15.4.28. The assessment of potential effects uses the scale described within **Chapter 4: EIA Methodology (Volume 1)**. In this chapter, expert judgment has been used to assess the scale of the effects of the Proposed Scheme against the baseline conditions.

15.4.29. For socio-economics, there is no accepted definition of what constitutes a significant (or not significant) effect. It is, however, recognised that 'significance' reflects the relationship between the scale of impact (magnitude) and the sensitivity (or value) of the affected resource or receptor.

15.4.30. As such effects have been assessed on the basis of:

- Consideration of sensitivity to effects – specific values in terms of sensitivity are not attributed to socio-economic resources/receptors due to their diversity in nature and scale. The assessment instead takes account of the qualitative (rather than quantitative) sensitivity of each receptor, particularly their ability to respond to change.
- Magnitude of impact – considers the size of the impact on people or business in the context of the area in which the effect would be experienced.
- Scope for adjustment– focussing on economies that adjust themselves continually to changes in supply and demand. The scope for the changes brought about by the proposed scheme to be accommodated by market adjustment would therefore be a criterion in assessing effect significance.

15.4.31. The assessment process aims to be objective and quantify effects as far as possible. However, many socio-economics effects can only be evaluated on a qualitative basis. Effects have been defined as follows:

- **Beneficial:** classifications of significance indicate an advantageous or beneficial effect on an effect area, which may be minor, moderate, or major in effect;
- **Adverse:** classifications of significance indicate a disadvantageous or adverse effect on an effect area, which may be minor, moderate or major in effect; and
- **Negligible:** classifications of significance indicate imperceptible effects on an effect area.

15.4.32. Based on consideration of the above, where an effect is assessed as being beneficial or adverse, the significance has been assigned using the scale below based on professional judgement:

- **Negligible:** No receptors (or very few) are affected. No discernible improvement or deterioration to the existing environment because of the Proposed Scheme will occur;
- **Minor:** The Proposed Scheme would cause a small improvement or deterioration to the existing environment;

- **Moderate:** The Proposed Scheme would cause a noticeable improvement or deterioration to the existing environment; and
- **Major:** The Proposed Scheme would cause a large improvement or deterioration to the existing environment.

- 15.4.33. The duration of effect is also considered, with more weight given to permanent changes than to temporary ones. Temporary effects are those associated with construction works. In accordance with **Chapter 4: EIA Methodology (Volume 1)**, the temporary construction effects would be short term in nature because they are up to five years in length (for construction programme Option 1, this having been used as the basis for the assessment of effects on a worst case scenario basis). Permanent effects are generally those associated with the completed development and are expected to be non-reversible.
- 15.4.34. Only Moderate and Major effects are significant in EIA terms.
- 15.4.35. The assessment presented within this chapter considers potential impacts from the construction and operation of the Proposed Scheme alongside Riverside 1 and Riverside 2.

15.5. STUDY AREA

- 15.5.1. In the absence of statutory guidance on socio-economics assessment, reference has been made to best practice guidance and professional judgement. Employment generation within Greater London and Outside Greater London has been estimated following guidance set out within the Employment Density Guide¹⁰ and the Homes and Communities Agency's Additionality Guide¹¹.
- 15.5.2. The Study Area for socio-economics covers the area of economic impact of the Proposed Scheme. The Proposed Scheme is accessible from LBB, as well as areas of Greater London and is likely to be served by a labour force from across these geographies. Consequently, the local Study Area for socio-economics is LBB and the regional Study Area comprises Greater London. The Study Areas are shown in **Figure 15-1: Socio-economics Study Areas (Volume 2)**. The anticipated employment generation of the Proposed Scheme is presented for Greater London (including LBB) and outside Greater London.
- 15.5.3. The Study Area for commercial businesses (terrestrial and marine) impacts are those located within the Site or with direct access within the Site because these are the businesses that would most likely be beneficially or adversely affected by the Proposed Scheme.

SENSITIVE RECEPTORS

15.5.4. The following sensitive receptors have been identified:

- economic receptors, including working age individuals within the local and regional level Study Areas, local businesses within the Study Area including those that may provide services or accommodation, either through supply chain linkages or accommodation to construction employees.

15.6. BASELINE CONDITIONS AND FUTURE BASELINE

BASELINE

Economy and Employment

15.6.1. As set out in the Bexley Local Plan⁴, the Borough expects to play an important role in London’s future economy and in making London a resilient city and build back better. According to NOMIS^b data¹⁶ the proportion of individuals aged 16-64 estimated to be economically active in 2023 was 82.9% (136,300 people) in LBB, which is higher when compared with the London (78.8%) and Great Britain (78.6%) averages.

15.6.2. The economic activity rate is a useful measure of the labour market opportunities available in the area. The economic activity rate measures the percentage of the population, both in employment and unemployed, that represent the labour supply regardless of their labour status. The figure represents the degree of success of the area in engaging people in productive activity.

15.6.3. As set out in **Table 15-4**, rates of economic activity in LBB are greater than rates within London and Great Britain as a whole.

Table 15-4: Economic Activity (July 2022 – June 2023)¹⁶

Economic Activity	LBB (%)	London (%)	Great Britain (%)
Economically Active	82.9	78.8	78.6
Economically Inactive	17.1	21.2	21.4

15.6.4. **Table 15-5** below presents an overview of economic activity within LBB and London, as compared with Great Britain as a whole. The data indicates that there is a higher proportion of people in employment in LBB compared to London and Great Britain, with lower levels of unemployment in LBB compared to London and Great Britain. Proportions of self-employed people in LBB and London are higher than Great Britain.

^b NOMIS is the Office for National Statistics web-based database of census and labour market statistics.

Table 15-5: Economic Activity by Type (July 2022 – June 2023)¹⁶

Type	LBB (%)	London (%)	Great Britain (%)
Economically Active			
In Employment	81.9	75.1	75.6
Employees	70.7	63.2	66.7
Self Employed	14	14.8	12.0
Unemployed	3.0	4.6	3.8
Economically Inactive			
Student	27.8	34.0	26.7
Look after family/home	14.1	23.2	19.5
Temporary Sick	!	3.2	2.3
Long term sick	22.2	18.8	26.6
Discouraged	!	!	0.3
Retired	12.7	7.5	13.1
Other	23.2	13.3	11.6
Note: ! Estimate is not available since sample size is disclosive on the NOMIS website.			

- 15.6.5. In LBB, there were 75,000 jobs in 2022, 64.0% of which were full-time and 36.0% part-time¹⁶. The NOMIS Job Densities Report¹⁶ is available on a local authority and sub-regional level and indicates the availability of employment and labour demand. In 2021, the job density levels (i.e. the ratio of total jobs to the population aged 16-64) was 0.56 in LBB, which was much lower than the London (1.02) and Great Britain (0.85) averages. This indicates that there are fewer job opportunities available in LBB when compared to London and Great Britain as a whole.
- 15.6.6. **Table 15-6** presents a breakdown of the occupational profile of employment within LBB, London and Great Britain. As shown in the table, the average proportion of employees across different industries in LBB is broadly in line with London and Great Britain. However, LBB has a noticeably higher proportion of people employed in Administrative Professional Occupations (12.1%) and Sales and Customer Service Occupations (9.0%).

Table 15-6: Occupational Profile (July 2022 – June 2023)¹⁶

Occupation	LBB (%)	London (%)	Great Britain (%)
Managers, Directors and Senior Officials	14.0	12.8	10.7
Professional Occupations	24.8	34.5	26.8
Associate Professional Occupations	8.6	16.4	14.5
Administrative & Secretarial Occupations	12.1	8.9	9.6
Skilled Trades Occupations	6.7	6.2	8.9
Caring, Leisure and Other Service Occupations	9.7	6.2	15.1
Sales and Customer Service Occupations	9.0	5.0	6.1
Process Plant & Machine Operative	4.5	3.1	5.5
Elementary Occupations	9.7	6.5	9.5

15.6.7. **Table 15-7** details the employee jobs per industry sector in 2022. The highest proportion of employee jobs in LBB was in ‘Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles’ (Sector G) at 17.3%. The proportion of employee jobs in LBB in ‘Construction’ (Sector F) was higher (8.0%) than the London (3.4%) and Great Britain (4.9%) averages. Whilst the proportion of employee jobs in ‘Financial and Insurance Activities’ (Sector K) was substantially lower (0.7%) than the London (6.7%) and Great Britain (3.3%) averages. Overall, this indicates that there are more manual jobs within LBB when compared to London and Great Britain.

Table 15-7: Overview of Employee Jobs by Industry Sector in 2022¹⁶

Industry Sector*	LBB (%)	London (%)	Great Britain (%)
B: Mining and Quarrying	0.0	0.0	0.2
C: Manufacturing	6.0	2.1	7.6
D: Electricity, Gas, Steam and Air Conditioning Supply	0.1	0.2	0.4
E: Water Supply; Sewerage, Waste Management and Remediation Activities	1.7	0.4	0.7
F: Construction	8.0	3.4	4.9

Industry Sector*	LBB (%)	London (%)	Great Britain (%)
G: Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	17.3	11.1	14.0
H: Transportation and Storage	9.3	4.4	5.0
I: Accommodation and Food Service Activities	8.0	8.6	8.0
J: Information and Communication	2.0	8.8	4.6
K: Financial and Insurance Activities	0.7	6.7	3.3
L: Real Estate Activities	2.7	2.6	1.9
M: Professional, Scientific and Technical Activities	5.3	14.4	9.1
N: Administrative and Support Service Activities	9.3	10.6	9.0
O: Public Administration and Defence; Compulsory Social Security	4.0	4.5	4.7
P: Education	10.7	7.0	8.6
Q: Human Health and Social Work Activities	10.7	10.4	13.5
R: Arts, Entertainment and Recreation	1.7	2.3	2.4
S: Other Service Activities	2.0	2.4	2.0
Note: * Data excludes farm based agriculture (i.e. Sector A).			

15.6.8. As detailed in the Bexley Growth Strategy⁵, Belvedere is dominated by expansive low-level industrial and commercial sites, low-density housing and large-scale transport infrastructure. As set out in the Bexley Local Plan⁴, the Borough's employment land is mainly connected to traditional industrial activities, particularly in respect of some larger employment sites that help to facilitate LBB's regional role in sectors like logistics, recycling and waste management, and also support niche strengths such as food processing.

15.6.9. **Table 15-8** details the qualifications of the resident population aged 16-64 in LBB, compared to London and Great Britain for January to December 2021. The proportion of people aged between 16-64 in the Borough with no qualifications is higher than the London (5.5%) and Great Britain (6.6%) averages at 7.4%¹⁶. The achievement of degree level qualifications (NVQ4 and above) in LBB (42.4%) is somewhat lower than London (59.0%), but similar to Great Britain (43.6%)¹⁶. Overall, this suggests a slightly lower skilled workforce within LBB compared with London.

Table 15-8: Qualifications of Resident Population Aged 16-64 (Jan-Dec 2021)¹⁶

Qualifications	LBB (%)	London (%)	Great Britain (%)
NVQ4 and above	42.4	59.0	43.6
NVQ3 and above	60.4	71.4	61.5
NVQ2 and above	77.4	81.5	78.1
NVQ1 and above	87.6	87.1	87.5
Other qualifications	5.0	7.4	5.9
No qualifications	7.4	5.5	6.6

Commercial Businesses

- 15.6.10. **Chapter 2: Site and Proposed Scheme Description (Volume 1)** and **Chapter 14: Population, Health and Land Use (Volume 1)** provides an overview of the commercial businesses (terrestrial and marine) located within, and in the area surrounding, the Site.
- 15.6.11. Of specific relevance to this chapter is Munster Joinery UK Limited, which uses a part of the Site as shown in **Figure 1-2: Satellite Imagery of the Site Boundary (Volume 2)**. Munster Joinery UK Limited is a window and door manufacturing company; its premises on Norman Road are part of its distribution operations dealing with products manufactured at its facility in Warwickshire¹⁷. Munster Joinery UK Limited is a part occupier of the land parcel, with the freeholder of the land being Landsul Limited. It has not been possible to confirm the number of people employed at these premises. As set out in **Table 15-2**, during a meeting on 11 September 2023 (see **Consultation Report (Document Reference 5.1)**, point 19 of meeting notes), the company's representative stated that between 100 to 150 employees are based at the Norman Road site and that a site visit would not be possible because the company's position is that it does not want to relocate. However, this is a number substantially higher than that indicated from the calculations undertaken as part of this assessment, as set out in **Table 15-9**, and other sources, as set out below.

- 15.6.12. In August 2014, Landsul Limited obtained planning consent (reference 13/00918/FULM¹⁸) for the 'Erection of building comprising 3 industrial units for mixed-use within Class B1 (business), Class B2 (general industrial) and B8 (storage/distribution), within associated ancillary works'. Section 7.4 'Employment' of the Design and Access Statement²³, which formed part of the planning application, states that 'the client intends to occupy Unit 1, and intends to employ approximately 15 staff. The staff numbers for Units 2 and 3 are unknown at this stage.' Units 2 and 3 have not been constructed to date. Munster Joinery UK Limited can be only occupying Unit 1, for which there was an intended staff number of less than 20.
- 15.6.13. Aerial and street view images of the Munster Joinery land parcel are publicly available on Google; those taken over the past 7 years are provided in **Appendix 15-1: Munster Joinery (Volume 3)**, which includes a Site Usage Appraisal. A summary of this usage is provided below:
- The 2015 Google aerial image of the Munster Joinery land parcel shows that Munster Joinery UK Limited had not been constructed at this point in time (see Figure 1 of **Appendix 15-1: Munster Joinery (Volume 3)**).
 - A Google Street View image of 2016 (see Figure 2 of **Appendix 15-1: Munster Joinery (Volume 3)**) shows the existing Munster Joinery UK Limited building erected on site, looking to be newly constructed, there appears to be 14 cars parked on the hardstanding surrounding the building.
 - The 2017 aerial image (see Figure 3 of **Appendix 15-1: Munster Joinery (Volume 3)**) is not very clear, but the Munster Joinery UK Limited building is evident and approximately eight to 10 cars are parked at the site.
 - In the Google Street View image of 2018 (see Figure 4 of **Appendix 15-1: Munster Joinery (Volume 3)**), there appears to be 18 cars and one truck parked on the hard standing.
 - There appears to be an increase in the number of vehicles parked in the 2019 Google Street View image (see Figure 5 of **Appendix 15-1: Munster Joinery (Volume 3)**), 23 cars.
 - A further increase appears in the 2021 Google Street View image (see Figure 6 of **Appendix 15-1: Munster Joinery (Volume 3)**), of 26 cars^c.
 - In 2022 (see Figure 7 of **Appendix 15-1: Munster Joinery (Volume 3)**), there appears to be just nine cars parked on the Munster Joinery land parcel, accompanied by a lorry trailer.
- 15.6.14. Assuming there are on average two workers travelling in every car, this would lead to a maximum number of 54 workers over the period considered using Google Street View, with the peak being in 2021.

^c It should be noted that Covid-19 restrictions were in place between March 2020 and December 2021.

- 15.6.15. **Appendix 15-1: Munster Joinery (Volume 3)** details the vehicle movements that were observed entering and leaving the Munster Joinery UK Limited site between 5th January and 26th February 2024. Observations were made over nine days; with an observation being made during the morning (am) and afternoon (pm) for each day. The highest number of vehicles observed was 19 (18 cars and one lorry) recorded on the morning of 12th January 2024. If it is assumed that two people shared a car and one person drove the lorry, the vehicles movements on this day would support 37 workers at the Munster Joinery UK Limited site.
- 15.6.16. Together, this evidence suggests that estimated worker numbers associated with the Munster Joinery UK Limited operations conducted on Norman Road, as set out in **Table 15-10**, is reasonable and would likely still be an overestimation of staff numbers at the Munster Joinery land parcel.
- 15.6.17. The Bexley Riverside Opportunity Area has been allocated within the London Plan³ since 2004 with the potential for provision of 6,000 new homes and 19,000 new jobs by 2041. The detailed boundary of the Opportunity Area has not been defined at the time of writing. However, it is likely to fall within the local Study Area as detailed in the London Plan 2021 (paragraph 2.1.55)³, where the Bexley Riverside Opportunity Area would stretch along the south side of the Thames and include the area of Belvedere. The Bexley Growth Strategy⁵ shows that part of the Opportunity Area in Belvedere is located within the Site.
- 15.6.18. Immediately south of the Site is the Thamesmead and Abbey Wood Opportunity Area. This area has the potential for 8,000 new homes and 4,000 new jobs by 2041.
- 15.6.19. The Proposed Scheme is located within the Belvedere Industrial Area, designated Strategic Industrial Location (SIL) in the London Plan³ and the Bexley Local Plan⁴. Hailey Road Industrial Estate, also a designated SIL, is located approximately 60m south of the Site Boundary. The London Plan (policy E5) states these sites are important locations that should be *“managed proactively [...] to sustain them as London’s largest concentrations of industrial, logistics and related capacity for uses that support the functioning of London’s economy”*.
- 15.6.20. The effects on accessibility and viability of commercial businesses as a result of the Proposed Scheme has been reported in **Chapter 14: Population, Health and Land Use (Volume 1)** and, therefore, has not been considered further within this chapter.

Future Baseline

- 15.6.21. Existing commercial business within the Site would be able to remain at their current locations should the Proposed Scheme not proceed. These are Riverside 1 (including Middleton Jetty) and Munster Joinery UK Limited occupying part of the Munster Joinery land parcel. Riverside 2 (under construction at the time of writing) would be operational in the future baseline. Any jobs created by the Proposed Scheme would be additional to those generated by Riverside 2; although it is envisaged that some staff would work across Riverside 2 and the Proposed Scheme.

15.6.22. It is anticipated that there would be changes to the distribution and structure of the population over time. In particular, the Bexley Riverside Opportunity Area is likely to bring additional housing and employment opportunities in Bexley. However, overall, the changes in the population and economy in Bexley and London are unlikely to change the outcomes of this assessment.

15.7. EMBEDDED DESIGN, MITIGATION AND ENHANCEMENT MEASURES

15.7.1. This section sets out the embedded design, mitigation and enhancement measures relevant to the socio-economics assessment. The **Design Principles and Design Code (Document Reference 5.7)** are commitments which will govern the design of the Proposed Scheme during the detailed design stage. The **Design Principles and Design Code (Document Reference 5.7)** are considered to be embedded mitigation for the purposes of the assessment presented in this ES.

Construction Phase

15.7.2. The embedded design, mitigation and enhancement measures for the construction phase are outlined below:

- The Applicant will seek to recruit locally wherever practicable.

15.7.3. Although crime and safety has been scoped out of the EIA, the following mitigation measures will be implemented to ensure that significant impacts can be avoided:

- site security arrangements will be in line with the Construction (Design and Management) Regulations 2015²⁴ with appropriate levels of security (staff/CCTV) appointed and fencing erected during the construction phase. Security arrangements are referenced in the **Outline CoCP (Document Reference 7.4)**, which has been prepared as part of the application for development consent, and will be secured through a requirement of the **Draft DCO (Document Reference 3.1)**; and
- measures that relate to the construction activities in the River Thames prior to the commencement of construction as are described in **Chapter 19: Marine Navigation (Volume 1)**.

Operation Phase

15.7.4. The embedded design, mitigation and enhancement measures for the operation phase are:

- the Applicant will recruit locally, wherever practicable, and enable access to training and career development. A Skills and Employment Plan will be prepared prior to the Proposed Scheme commencing operation and is secured by a requirement of the DCO; and
- this Plan will set out how the processes used to recruit and manage staff to work at the Proposed Scheme would be demonstrably fair and offer equal opportunities to all.

- 15.7.5. The Applicant will continue to provide funding and support to activities relevant to the local community in Bexley, such as the Community Eco Challenge (part of the Bexley Eco-Fest) which offers prizes for the most engaging, innovative and inspiring eco-friendly upgrades people have made to their homes.
- 15.7.6. Although crime and safety has been scoped out of the EIA, the following mitigation measures would be implemented to ensure that significant impacts can be avoided:
- appropriate levels of security (staff/CCTV) will be implemented, likely to include controlled entry automated gate car park access barrier, lighting, and fencing and repairment. Security arrangements will be set out in an Operational EMP, which will be prepared prior to the Proposed Scheme commencing operation and secured by a requirement of the **Draft DCO (Document Reference 3.1)**.

15.8. ASSESSMENT OF LIKELY IMPACTS AND EFFECTS

- 15.8.1. This section details the assessment of impacts and effects for the Proposed Scheme during both the construction and operation phases, considering the embedded design, mitigation and enhancement measures detailed in **Section 15.7**.
- 15.8.2. The choice between demolition or retention (with modifications) of the Belvedere Power Station Jetty (disused) will not change the outcomes of the assessment of impacts and effects reported within this chapter. The anticipated change in employment and GVA as a result of either scenario would not be large enough to change the outcomes or significance of the assessment in the context of either the LBB or Greater London labour pool and economy.

Construction Phase

- 15.8.3. The likely effects for socio-economics associated with the construction phase are set out below.

Construction Employment Generation

- 15.8.4. Construction employment represents a positive economic effect that can be estimated as a function of the scale and type of construction (infrastructure and buildings). The following section estimates gross employment arising from the Proposed Scheme during the construction phase and then considers leakage, displacement and multiplier effects to assess the net effects on construction employment for the Greater London economy.
- 15.8.5. As set out in **Paragraph 15.4.12**, only Option 1 for the construction of the Proposed Scheme has been considered within the assessment. The construction period for Option 1 is approximately 60 months (five years). The construction work is not permanent and therefore the effect will be temporary and short term in nature. The capital and revenue expenditure involved in the construction period will lead to increased output in LBB, Greater London and the wider economy.

Gross Direct Construction Employment

15.8.6. Applying an average gross output per construction industry employee to the estimated total construction cost, as outlined in **Section 15.4**, it is estimated that there are likely to be a total of 914.9 FTE gross construction employees per annum during the construction phase. Of the 914.9 construction jobs, 686.1 jobs would be created within Greater London and 228.7 outside Greater London.

Net Additional Construction Employment

15.8.7. Table 15-9 presents the temporary employment generated by the Proposed Scheme for Option 1, taking leakage, displacement and multiplier effects into account. The total net additional employment created within Greater London as a result of the Proposed Scheme is estimated to be 874.8 employees per annum, whilst 291.6 jobs will be created outside of Greater London, resulting in a total net employment generation of 1,166.4 jobs on average per annum during the construction period^d.

Table 15-9: Option 1 Construction Employment Generation Per Annum

FTE Employment Generation	Greater London	Outside Greater London	Total
Gross Direct Employment	686.1	228.7	914.9
Displacement	-171.5	-57.2	-228.7
Net Direct Employment	514.6	171.5	686.1
Net Indirect and Induced Employment (including multiplier effects)	360.2	120.1	480.3
Total Net Additional Employment*	874.8	291.6	1,166.4
Note:			
* In order to determine the total net employment, leakage, displacement, and multiplier effects are taken into account of gross employment generated. Totals may not add up due to rounding.			

^d The construction employment figures presented in the Preliminary Environment Information Report (PEIR) are lower than the employment generation figures presented in Table 15-9 of this chapter. This is due to an erratum in relation to the construction cost figure used in the socio-economics calculations for the PEIR¹³. The construction cost was based on the information available at that point in time. The most up-to-date and accurate construction cost has been used to inform the socio-economic assessment presented in this chapter.

- 15.8.8. The anticipated construction employment generation within Greater London includes the jobs that would be generated within LBB. The sensitivity of economic receptors at the local (LBB) and regional level (Greater London) is considered to be low due to the high rates of economic activity and high levels of employment in the area. The magnitude of impact is considered to be low at the local and regional level, given the anticipated number of construction jobs generated by the Proposed Scheme, in the context of LBB and Greater London labour pools. The location of the Proposed Scheme means that the majority of construction employees will likely be from the Greater London labour pool.
- 15.8.9. Therefore, the direct, indirect and induced employment, expenditure and upskilling created by the construction phase of the Proposed Scheme is likely to have a direct, temporary, short term **Minor Beneficial (Not Significant)** effect on LBB and Greater London economy.

Construction GVA

- 15.8.10. There are opportunities for local (LBB) and regional (Greater London) economic benefits arising from the construction phase. By applying an average benchmark of £108,841 GVA per construction employee in Greater London, it is anticipated that the estimated 874.8 net construction jobs generated by the Proposed Scheme represent an additional £95,214,107 in GVA to the Greater London economy.
- 15.8.11. By applying the average benchmark of £82,309 GVA per construction employee outside of Greater London to the estimated 291.6 net construction job generation from the Proposed Scheme, it is estimated that there would be an additional £24,001,304 GVA to the wider economy.
- 15.8.12. The anticipated construction employment generation within Greater London includes the jobs that would be generated within LBB. The sensitivity of economic receptors at the local (LBB and Greater London) levels is considered to be low due to the high rates of economic activity and high levels of employment in the area. The magnitude of impact is considered to be low at the local and regional level, given the anticipated GVA generated by the Proposed Scheme, in the context of the GVA generated in LBB and Greater London economy. In the context of the Greater London economy, the generation of GVA during the construction phase of the Proposed Scheme is likely to have a direct, temporary, short term **Minor Beneficial (Not Significant)** effect on LBB and Greater London economy.

Operation Phase

- 15.8.13. The likely effects for socio-economics associated with the operation phase are set out below.

Operation Employment Generation

15.8.14. The Proposed Scheme will generate long term jobs once it is complete and operational. In estimating operational job generation, it is important to consider not just the gross effects of the Proposed Scheme, but also the potential job losses associated with Munster Joinery UK Limited and net effects, taking into account leakage, displacement and multiplier effects.

Gross Direct Operation Employment

15.8.15. As set out in **Paragraph 15.4.23**, the Applicant has estimated the number of jobs that would be generated during the operation phase of the Proposed Scheme. As set out in **Chapter 2: Site and Proposed Scheme Description (Volume 1)**, the Applicant has estimated that the Proposed Scheme could support approximately 27 FTE jobs for operation and maintenance activities. The Applicant's estimate is based on experience of the operation and maintenance of Riverside 1 and has taken into consideration roles associated with the functioning of the Proposed Scheme (e.g. administrative and other supporting functions) that may be based in Riverside 1 and/or Riverside 2.

15.8.16. As detailed above in **Section 15.4**, Munster Joinery UK Limited will be demolished as part of the Proposed Scheme. As a relocation site has not been identified or secured at the time of writing, the potential job losses associated with the demolition of the building on the site it part occupies have been considered. The direct gross employment at Munster Joinery UK Limited on Norman Road has been calculated based on the building floorspace, as a reasonable worst case scenario. The most appropriate employment density corresponding to this use is outlined in the Employment Density Guide¹⁰ and has been applied to calculate the number of existing workers at this premises.

Table 15-10: Anticipated Job Losses

Use Class	Floorspace (m ²)	Employment Density (per m ²)	Gross Direct Employment
Warehouse	3,510	70	50

Net Additional Operation Employment

15.8.17. **Table 15-11** sets out the net additional operation employment generation as a result of the Proposed Scheme based on the Applicant's estimated job generation. Assuming a leakage of 25% outside Greater London, a low level of displacement, and a 1.7 multiplier, it is estimated that the Proposed Scheme would result in the creation of 34.4 net additional jobs, of which 25.8 are estimated to be taken up by residents of Greater London, and 8.6 by residents outside Greater London.

Table 15-11: Net Additional Operation Employment Generation of the Proposed Scheme

FTE Employment Generation	Greater London	Outside Greater London	Total
Gross Impact	20.3	6.8	27.0
Displacement	-5.1	-1.7	-6.8
Net Direct Employment	15.2	5.1	20.3
Net Indirect and Induced Employment	10.6	3.5	14.2
Total Net Additional Employment	25.8	8.6	34.4

15.8.18. Assuming a leakage of 25% outside Greater London, a low level of displacement, and a 1.7 multiplier **Table 15-12** sets out the anticipated net operation employment associated with Munster Joinery UK Limited that is located within the Site boundary. It is estimated that Munster Joinery UK Limited supports 63.9 net jobs, of which 47.9 are estimated to be taken up by residents of Greater London, and 16.0 by residents outside Greater London.

Table 15-12: Anticipated Net Operation Employment of Munster Joinery UK Limited Located Within the Site Boundary

FTE Employment Generation	Greater London	Outside Greater London	Total
Gross Impact	37.6	12.5	50.1
Displacement	-9.4	-3.1	-12.5
Net Direct Employment	28.2	9.4	37.6
Net Indirect and Induced Employment	19.7	6.6	26.3
Total Net Additional Employment	47.9	16.0	63.9

15.8.19. As detailed in **Paragraph 15.6.15** the desk based research and observation of vehicle movements at the Munster Joinery UK Limited, located within the Site, demonstrate that the estimated employment calculation is a reasonable worst case figure.

15.8.20. As a worst case scenario, when considering the calculated 63.9 FTE jobs at Munster Joinery UK Limited that could be lost and the 34.4 FTE jobs that could be generated, there is the potential for a net loss of 29.5 FTE jobs overall. Therefore, the potential net loss of 29.5 FTE jobs presents a worst case scenario in terms of employment generation as a result of the Proposed Scheme.

- 15.8.21. However, if Munster Joinery UK Limited was to be relocated within an area that would support existing business operations, the Proposed Scheme would lead to the generation of operational employment opportunities of 34.4 FTE jobs.
- 15.8.22. The sensitivity of economic receptors at the local level (LBB) and regional level (Greater London) is considered to be low due to the high rates of economic activity and high levels of employment in the area. When considering the potential employment generation from the operational scheme in combination with the potential job losses from Munster Joinery UK Limited, the magnitude of impact is considered to be negligible at the local and regional level. While there may be an overall net loss of jobs, this figure would be low and not give rise to any perceptible impact on the overall local and regional labour market. Therefore, it is assessed that the Proposed Scheme would likely have a direct, permanent, long term **Negligible (Not Significant)** effect on LBB and Greater London economy.

Operation GVA

- 15.8.23. In a worst case scenario where the jobs at Munster Joinery UK Limited would be considered as an overall net loss to employment, there would be a net loss of GVA generated as a result of the Proposed Scheme. By applying an average benchmark of £60,333 GVA per operational employee in Greater London to the estimated 22.1 net operational jobs lost due to the Proposed Scheme, it is anticipated there would be a net loss of £1,333,359 GVA to the Greater London economy. When applying the average benchmark of £58,526 GVA per operational employee outside of Greater London, it is anticipated that the 7.4 net operational jobs that would be lost would lead to a reduction of £433,092 GVA to the wider economy.
- 15.8.24. However, if Munster Joinery UK Limited was relocated within an area that would support existing business operations the Proposed Scheme would lead to additional GVA. When considering the net operation employment generation estimated by the Applicant, the Proposed Scheme would lead to an additional £1,556,591 GVA to the Greater London economy, which has been estimated by applying an average benchmark of £60,333 GVA per operational employee in Greater London to the estimated 25.8 net operational jobs generated by the Proposed Scheme. By applying the average benchmark of £58,526 GVA per operational employee outside of Greater London, it is anticipated that the 8.6 net operational jobs would lead to an additional £503,324 GVA to the wider economy.
- 15.8.25. The sensitivity of economic receptors at the local level (LBB) and regional level (Greater London) levels is considered to be low due to the high rates of economic activity and high levels of employment in the area. The magnitude of impact is considered to be negligible across the above scenarios at the local and regional level, given the anticipated GVA generated by the Proposed Scheme, in the context of the GVA generated in LBB and Greater London economy. Overall, the generation of GVA during the operation phase of the Proposed Scheme is likely to have a direct, permanent, long term **Negligible (Not Significant)** effect on LBB and Greater London economy.

15.9. ADDITIONAL DESIGN, MITIGATION AND ENHANCEMENT MEASURES

15.9.1. No additional design, mitigation or enhancement measures are proposed as a result of this assessment of the socio-economics effects of the Proposed Scheme.

15.10. MONITORING

15.10.1. No monitoring of socio-economic effects is considered to be proportionate or to be required.

15.11. RESIDUAL EFFECTS

15.11.1. **Table 15-13** below summarises the residual effects associated with the Proposed Scheme.

Table 15-13: Summary of Residual Effects

Description of the Impact	Sensitive Receptor	Significance of Effect with Embedded Mitigation	Additional Design, Mitigation, Enhancement Measure	Residual effect
Construction Phase				
Employment Generation	Economic receptors	Minor Beneficial (Not Significant)	N/A	Minor Beneficial (Not Significant)
GVA Generation	Economic receptors	Minor Beneficial (Not Significant)	N/A	Minor Beneficial (Not Significant)
Operation Phase				
Employment Generation	Economic receptors	Negligible (Not Significant)	N/A	Negligible (Not Significant)
GVA Generation	Economic receptors	Negligible (Not Significant)	N/A	Negligible (Not Significant)

15.12. LIMITATIONS AND ASSUMPTIONS

15.12.1. The following limitations and assumptions have been identified:

- this assessment has primarily been undertaken as a desk based study, using publicly available information including, for example, the Landsul Limited Planning Application (reference 13/00918/FULM)²³; and
- this assessment has relied, in part, on data provided by third parties (e.g. Ordnance Survey Mapping, Local Authorities, ONS) which are the most up-to-date data available at the time of writing. No significant changes or limitations in these datasets have been identified that would affect the robustness of the assessment.

15.13. REFERENCES

¹ Department of Energy Security & Net Zero. (2024). 'Overarching National Policy Statement for Energy (EN-1)'. Available at:

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³ Greater London Authority. (2021). 'The London Plan'. Available at:

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⁴ London Borough of Bexley. (2023). 'The Bexley Local Plan 2023'. Available at:

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