Gatwick Airport Northern Runway Project

Environmental Statement
Chapter 17: Socio-Economic

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17.1. Introduction

17.1.1 This chapter of the Environmental Statement (ES) presents the findings of the Environmental Impact Assessment (EIA) concerning the potential effects of the proposal to make best use of Gatwick's existing runways and infrastructure (hereafter referred as 'the Project') in relation to socio-economic effects.

17.1.2 This ES chapter considers the potential socio-economic effects of the Project during the construction and operational periods. Socio-economics is a broad topic that includes the assessment of a range of effects including on employment, the labour market, population and housing, disruption to businesses and residents, impacts on community infrastructure and community cohesion.

17.1.3 In particular, this ES chapter:

- sets out the existing and future environmental baseline conditions, established from desk studies, surveys and consultation to date;
- presents an assessment of the potential socio-economic effects arising from the Project during the construction and operational periods, based on the information gathered and the analysis and assessments undertaken;
- identifies any assumptions and limitations encountered in compiling the environmental information; and
- highlights any necessary monitoring and/or mitigation measures that could prevent, minimise, reduce or offset the possible environmental effects identified in the EIA process.

17.1.4 The assessment has been informed by the conclusions of other ES assessments including:

- Chapter 12: Traffic and Transport;
- Chapter 14: Noise and Vibration;
- Chapter 18: Health and Wellbeing; and
- Chapter 19: Agricultural Land Use and Recreation.

17.1.5 This chapter is accompanied by the following appendices and figures:

- Appendix 17.2.1: Summary of Local Planning Policies;
- Appendix 17.3.1: Stakeholder Consultation – Socio-economic;
- Appendix 17.6.1: Socio-Economic Data Tables;
- Appendix 17.8.1: Employment, Skills and Business Strategy;
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- Appendix 17.9.3: Assessment of Population and Housing Effects (prepared by Lichfields, 2023).
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- Figure 17.6.16 Median House Prices (Ten-Year Increase); and
- Figure 17.6.17 Median Resident-based Affordability.

17.1.6 The Preliminary Environmental Impact Report (PEIR) chapter identified Next Steps, and these have been addressed in this chapter as follows:

- updates to the baseline conditions to align with the latest data sources where available;
- updates to the study areas, methodology and approach based on consultation feedback;
- revisions to the assessment based on updated technical studies prepared in support of the Project, including updated forecasts of construction and operational effects;
- updates and reference to the Employment, Skills and Business Strategy (Appendix 17.8.1); and
- extending the assessment period beyond 2038 to 2047.

17.2. Legislation and Policy

17.2.1 This section reviews legislation, planning policy and other documentation that is relevant to assessing the socio-economic effects of the Project.

Legislation

17.2.2 The key legislation relevant to the Environmental Impact Assessment are the Infrastructure Planning (Environmental Impact Assessment) Regulations (the '2017 Regulations'). The process of Environmental Impact Assessment in the context of nationally significant infrastructure projects in England is governed by the '2017 Regulations'. There is no, however, any specific legislation relevant to the scope or the methodology of the assessment of the socio-economic effects.

Planning Policy Context

National Policy Statements

17.2.3 The Airports National Policy Statement (NPS) (Department for Transport, 2018), although primarily provided in relation to a new runway at Heathrow Airport, remains a relevant

consideration for other applications for airport infrastructure in London and the south-east of England.

17.2.4 The NPS for National Networks (Department for Transport, 2014[1]) sets out the need for the development of road, rail and strategic rail freight interchange projects on the national networks and the policy against which decisions on major road and rail projects would be made. This has been taken into account in relation to the highway improvements proposed as part of the Project.

17.2.5 On this basis, Table 17.2.1 provides a summary of the relevant requirements of these NPSs and how these are addressed within the socio-economic assessment.

Table 17.2.1: Summary of NPS Information Relevant to this Chapter

Summary of NPS Requirement	How and Where Considered in the ES
Airports NPS and National Networks NPS	
When weighing the adverse impacts of a proposed development against its benefits, the Examining Authority and Secretary of State would take into account its potential benefits, including the facilitation of economic development (including job creation) as well as any measures to avoid, reduce or compensate for any adverse impacts (Airports NPS, Paragraph 4.4 and National Networks NPS: Paragraph 4.3)	This paragraph outlines general principles for how the socio-economic effects of the Project should be assessed. This chapter assesses both positive and negative socio-economic (including employment) effects associated with the Project, and other factors relevant to economic development, based on the assessment undertaken to date. The chapter also considers the potential effects on existing businesses and the community both during construction and operation.
Environmental, safety, social and economic benefits and adverse impacts should be considered at national, regional and local levels. These may be identified in the Airports NPS, or elsewhere. The Secretary of State would also have regard to the manner in which such benefits are secured, and the level of confidence in delivery (Airports NPS, Paragraph 4.5 and National Networks NPS: Paragraph 4.4).	Other potential effects on local people are assessed within Chapters 8: Landscape, Townscape and Visual Resources, 13: Air Quality, 14: Noise and Vibration, 18: Health and Wellbeing and 19: Agricultural Land Use and Recreation. Mitigation measures are set out in each chapter.

[1] The Department for Transport published a revised draft National Policy Statement for National Networks ("NPSNN") for consultation on 14 March 2023. The draft NPSNN confirms in paragraph 1.16 that the existing NPSNN remains the relevant government policy and has full force and effect in relation to any applicable applications for development consent accepted for examination before designation of the updated NPSNN. The draft NPSNN further notes in paragraph 1.17 that the emerging draft NPSNN is capable of being an important and relevant consideration in the Secretary of State's decision-making process. As such, the Applicant will continue to monitor the progress of the NPSNN review process and incorporate any updates to the Project's application documentation where considered appropriate in due course.

Airports NPS	
The Secretary of State would also consider whether the applicant has consulted on the details of a community compensation fund, including the source of revenue, size and duration of fund, eligibility, and how delivery would be ensured (Paragraph 5.252).	Gatwick Airport currently operates an existing community fund through the Gatwick Airport Community Trust which awards grants annually for deserving projects within the area of benefit which covers parts of East and West Sussex, Surrey and Kent. The funds are channelled to those areas where people are directly affected by operations at Gatwick Airport and encourage and support schemes that benefit diverse sections of the local community. The Trust is funded under an obligation within the current Section 106 agreement (signed May 2022), with funding linked to annual passenger numbers. The current s106 agreement is due to expire on 31st December 2024. The Trust is complemented by a discretionary and voluntary arrangement by GAL known as the Gatwick Foundation Fund which also supports a range of community projects across Kent, Surrey and Sussex, and is managed by the individual Community Foundations. The aim is to merge these funds to create one, new, single Gatwick Community Fund which will be secured through the new Section 106. This fund will have similar aims and will be dedicated to supporting local communities through the funding of projects within those communities most affected by the airport operations. Further details are set out at Section 2.7 of the Planning Statement.
The Government expects the applicant to maximise the employment and skills opportunities for local residents, including apprenticeships (Paragraph 5.266).	This chapter considers the scale and type of direct employment associated with the Project both during construction and operation, and the approach to skills and training based on the assessment undertaken to date. The assessment is informed by the Employment, Skills and Business Strategy (see Table 17.8.1) which sets out the strategy for how Gatwick would seek to enhance the skills, employment and training opportunities for both existing and new members of the labour market during construction and operation.

NPS for National Networks	
The economic case prepared for a transport business case would assess the economic, environmental and social impacts of a development. The information provided would be proportionate to the development (Paragraph 4.5).	The economic effects of the Project are assessed within Section 17.9 of this chapter.
Where appropriate applicants should seek to deliver improvements that reduce community severance and improve accessibility (Paragraph 3.22).	Community severance is considered within Chapter 12: Traffic and Transport and Chapter 18: Health and Wellbeing.

National Planning Policy Framework

17.2.6 The National Planning Policy Framework (NPPF) (Ministry of Housing, Communities and Local Government, 2021) sets out the overarching planning policy framework for development in England. The NPPF is based on the principle of sustainable development, which includes three core objectives related to the economy, society and the environment. The economic and social objectives of the NPPF are pertinent to assessing the socio-economic effects of the Project.

17.2.7 The economic objective is to build a strong, competitive economy (paragraph 8[a]), and therefore planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt (paragraph 81). Accordingly, significant weight should be placed on the need to support economic growth and productivity. The economic role of airports is specifically recognised to the extent that planning policies should take into account their economic value in serving business, leisure, training and emergency service needs, and the Government's General Aviation Strategy (paragraph 106[f]).

17.2.8 The social objective emphasises the use of the planning system to support vibrant and healthy communities, by fostering a well-designed and safe built environment, with accessible services and open spaces that reflect current and future needs and support communities' health, social and cultural wellbeing (paragraph 8[b]). Accordingly, planning policies and decisions should aim to achieve healthy, inclusive and safe places that promote social interaction, are safe and accessible, and enable and support healthy lifestyles (including through the provision of green infrastructure) (paragraph 92).

Other Relevant National Planning Policy

National Planning Practice Guidance

17.2.9 The National Planning Practice Guidance (NPPG) (Ministry of Housing, Communities and Local Government, first published in 2016) Environmental Impact Assessment section (last updated in 2020) supports the NPPF and provides guidance across a range of topics.

Beyond the horizon: the future of UK aviation. Making best use of existing runways

17.2.10 In 2017 and 2018 the government launched a new aviation strategy that replaces the Aviation Policy Framework (2013). In June 2018, as part of this Strategy, the government published the strategy that specifically deals with making best use of existing infrastructure. This recognises that there are local environmental impacts to the communities surrounding the airports with

specific references to noise, air quality and surface access and the need for those to be mitigated. In terms of socio-economics, the strategy highlights the importance of diffusing the economic benefits to these communities around the airports.

Flightpath to the Future

17.2.11 In 2022 the government published this strategic framework that aims to support the sectors growth post pandemic and focuses on four key priority themes; enhancing global impact for a sustainable recovery, embracing innovation for a sustainable future, realising benefits for the UK and delivering for users. These themes are underpinned by a 10-point plan. The plan highlights key priority areas to support the growth of aviation as well as to promote a sustainable and innovative future for the sector.

17.2.12 Point 3 of the 10-point plan states that the government will *"support growth in airport capacity where it is justified, ensuring that capacity is used in a way that delivers for the UK – airport expansion has a key role to play in enhancing the UK's global connectivity and we remain supportive of sustainable airport growth".* In addition, point 6 states that the government will *"unlock local benefits and level up – recognise how our extensive airport, airfield and aviation infrastructure network acts as a catalyst for national and local benefits".*

Local Planning Policy

17.2.13 London Gatwick Airport (Gatwick) lies within the administrative area of Crawley Borough Council and adjacent to the boundaries of Mole Valley District Council to the north west, Reigate and Banstead Borough Council to the north east and Horsham District Council to the south west. The administrative area of Tandridge District Council is located approximately 1.9 km to the east of Gatwick, while Mid Sussex District Council lies approximately 2 km to the south east. Gatwick is located in the county of West Sussex and directly borders the county of Surrey.

17.2.14 The relevant adopted and emerging local planning policies relevant to socio-economics based on the local study area for this assessment are listed in Table 17.2.2, with further detail provided in Appendix 17.2.1.

Table 17.2.2: Local Planning Policy

Administrative Area	Plan	Policy
Adopted Policy		
Crawley	Crawley 2030: Crawley Borough Local Plan 2015-2030 (2015)	GAT1: Development of the Airport with a Single Use Runway
		GAT4: Employment Uses at Gatwick
		EC1: Sustainable Economic Growth
Reigate and Banstead	Reigate and Banstead Local Plan: Core Strategy 2014	CS5: Valued People & Economic Development
		CS9: Gatwick
	Reigate and Banstead Local Plan: Core Strategy (2014), reviewed 2019)	HOR9: Land West of Balcombe Road
		EMP1 & 2: Principal & Local Employment Areas
		EMP5: Secure Local Skills & Jobs

Administrative Area	Plan	Policy
	Reigate and Banstead Local Plan Development Management Plan 2018-2027 (2019)	
Mole Valley	Mole Valley Core Strategy (2009) Mole Valley Local Plan (2000)	CS12: Sustainable Economic Development E1 & E2: Employment
Horsham	Horsham District Planning Framework (2015) Site Specific Allocations of Land (2007)	7: Economic Growth 9: Economic Development
Tandridge	Tandridge District Core Strategy (2008) Tandridge Local Plan Part 2: Detailed Policies 2014-2029 (2014)	CSP22: The Economy
Mid Sussex	Mid Sussex District Plan 2014-2031 (2018) Mid Sussex Local Plan 2004 (Saved Policies) Site Allocations Development Plan Document (2022)	DP1: Sustainable Economic Development E1: Business
Emerging Policy		
Crawley	Submission Draft Crawley Borough Local Plan 2021-2037	SD2: Enabling Healthy Lifestyles and Wellbeing OS1: Open Space, Sport and Recreation OS2: Provision of Open Space and Recreational Facilities OS3: Rights of Way and Access to the Countryside EC1: Sustainable Economic Growth EC2: Economic Growth in Main Employment Areas EC5: Employment and Skills Development EC6: High Quality Office Provision EC7: Hotel and Visitor Accommodation EC11: Employment Development and Residential Amenity EC13: Rural Economy GAT1: Development of the Airport with a Single Runway GAT2: Safeguarding for a Second Runway GAT3: Gatwick Airport Related Parking GAT4: Employment Uses at Gatwick

Administrative Area	Plan	Policy
Horsham	Draft Horsham District Local Plan 2019-2036	Strategic Policy 6: Economic Growth
		Strategic Policy 7: Employment Development
		Strategic Policy 11: Tourism Facilities and Visitor Accommodation
Mole Valley	Future Mole Valley 2020-2037 Proposed Submission Version (2021)	Policy EC1: Supporting the Economy
		Policy EC7: Leisure and Tourism
Tandridge	Our Local Plan 2033	TLP20: Supporting a Prosperous Economy

Other Relevant Documents

17.2.15 Other policy and strategy documents relevant to the socio-economic effects of the Project are summarised in Table 17.2.3 and more details are provided within Appendix 17.2.1.

Table 17.2.3: Other Documents

Summary of Other Relevant Policy
"One Town" Crawley's Economic Recovery Plan (2022-2037)
Crawley's "One Town" Economic Recovery Plan highlights the overall vision for Crawley up to 2050 as "A modern, vibrant and healthy exemplar digital town; transformed net zero carbon economy; the south east's leading digitally enabled and mixed-use innovative Business Park at Manor Royal; an empowered resident workforce; high quality amenities, bustling neighbourhood parades; extensive sustainable homes, transport, business." The Plan sets out five strategic priorities over the period 2021-2037: ▪ A diverse and resilient economy: Renew Crawley as an attractive, abundant, diverse economic powerhouse, founded on "green growth" and digital innovation ▪ Green transformation: Establish Crawley at the forefront of "green growth" and as a low carbon economy where green technology businesses thrive ▪ Town centre renewal: Secure a vibrant neighbourhood and sustainable economic future for the town centre via significant qualitative investment ▪ Skills for the future: Improve significantly overall social mobility amongst Crawley residents, creating powerful and effective skills pathways ▪ Connected Crawley: Enhance a "green" economic future for Crawley by delivering low carbon transport and hyper digital connectivity
Mole Valley Economic Prosperity Strategy 2018-2028 (2018)
The Strategy states that by 2028, the District would be widely recognised as a prime business location attracting the most creative, entrepreneurial and innovative talent. Six principles have been identified to support the delivery of the strategy.
Horsham District Economic Strategy 2017-2027
The Economic Strategy outlines various objectives and focuses on five priority areas including Inward Investment; Enterprise; Skills and Employment; Infrastructure to address the barriers to economic growth; and promoting the distinctiveness of the area.

Summary of Other Relevant Policy
Mid Sussex Economic Development Strategy 2018-2031
The Strategy sets out the vision for the economy of Mid Sussex, which states that "Mid Sussex should be a vibrant and attractive place for businesses and people to grow and succeed." This vision is based on the identification of four strategic priorities, including a)ensuring that Mid Sussex attracts inward investment and delivers growth by providing the right environment for business; b)ensuring that Mid Sussex has a mix of premises, with appropriate levels of parking to encourage entrepreneurship, incubation, retention, and relocation of businesses; ensuring that everyone has the opportunity to benefit from economic growth; and ensuring the continued economic success of Mid Sussex by actively marketing the District's competitive advantage for businesses and promoting the attractiveness of the Mid Sussex for residents and visitors.
Mid Sussex District Council Sustainable Economic Strategy (2022-2025)
The Sustainable Economic Strategy outlines the Council's vision of "A vibrant District that is attractive, resilient, and innovative and balances social well-being, environmental protection and sustainable economic growth." The Strategy also outlines fourteen key objectives in order to achieve the vision. These include: ▪ Objective 1: Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults. ▪ Objective 2: Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs. ▪ Objective 4: Improve the economic and social wellbeing of our residents. ▪ Objective 9: Provide commercial and employment space to support new and growing businesses and to attract businesses to the district. ▪ Objective 10: Facilitate the design, delivery and use of sustainable infrastructure and services. ▪ Objective 14: Ensure that Mid Sussex is an exemplar district and Council in promoting effective partnership working to support sustainable economic development, combat climate change, sustain and increase biodiversity and promote health and well-being.
Reigate and Banstead Borough Council Economic Framework (2021-2026)
The Economic Objective is to drive the continued economic prosperity of the borough, facilitate improved business infrastructure, and confirm the Borough's reputation as a great place to do business. Priority actions for achieving this objective include: ▪ Grow a healthy, resilient small business community. Provide support to start-up and micro businesses to increase business birth and survival rates. ▪ Nurture local employment and skills. Work with large employers and support them to maintain a local presence, employ local workers, build stronger relationships with local education and skills providers and support apprenticeship schemes. ▪ Facilitate strategic economic development projects. Work with partners across the wider economic area to secure investment, promote the Borough, deliver business floorspace and business infrastructure, and secure a greater range of higher education provision in the local area.
Tandridge Economic Proposition (2017-2022)
The Economic Proposition lays out five key economic objectives for the district, including: ▪ Support the development of higher value employment space in Tandridge ▪ Ensure our infrastructure: road, rail, housing and digital – supports our vision for economic growth

Summary of Other Relevant Policy
▪ Support the vitality of our town centres by helping them to adapt to market forces, embrace new opportunities and meet residents' and businesses' needs. Adopt good design to improve public realm to create a strong and unique sense of place ▪ Encourage and support high-value, high-skilled and high-growth businesses ▪ To provide appropriate support to our businesses to help them develop and grow. To support higher value, technology and knowledge-based businesses and encourage them to locate into the district

17.3. Consultation and Engagement

17.3.1 In September 2019, Gatwick Airport Limited (GAL) submitted a Scoping Report (GAL, 2019a) to the Planning Inspectorate, which described the scope and methodology for the technical studies being undertaken to provide an assessment of any likely significant effects and, where necessary, to determine suitable mitigation measures for the construction and operational periods of the Project. It also described those topics or sub-topics which are proposed to be scoped out of the EIA process and provided justification as to why the Project would not have the potential to give rise to significant environmental effects in these areas. The Scoping Report is provided in Appendix 6.2.1.

17.3.2 Following consultation with the statutory bodies, the Planning Inspectorate (on behalf of the Secretary of State) provided a Scoping Opinion on 11 October 2019 (Planning Inspectorate, 2019). The Scoping Opinion is provided in Appendix 6.2.2.

17.3.3 Key issues raised during the scoping process related to socio-economics are listed in Table 17.3.1 together with details of how these issues have been taken into account within this ES chapter or elsewhere.

Table 17.3.1: Summary of Scoping Responses

Details	How taken into account in ES
Planning Inspectorate	
The Inspectorate does not consider that sufficient information has been provided to demonstrate that an increase in worker numbers, during both construction and operation, would not affect the demand for housing and community infrastructure. The Inspectorate, therefore, does not agree that effects on population (including impacts on the housing supply) can be scoped out of the assessment (PINS ID 4.10.1)	Potential effects on the population and housing are included within the baseline (Section 17.6) and assessment (Section 17.9).
The Proposed Development would potentially open new trading links and bring foreign direct investment (FDI) into the local economy. The proposed methodology for the assessment includes consideration of policy positions and socio-economic objectives of local and regional authorities. The Scoping Report does not explain the extent to which effects on FDI and trade account for the objectives at a local and regional authority level. On this basis, the Inspectorate	The Economic Impact of the Northern Runway Project: National Impact Assessment (Oxera, 2023) submitted as Appendix 1 of the Need Case that forms part of the DCO application (but not part of the ES) considers the potential welfare benefits from increased productivity as a result of an increase in trade associated with the Project at the national level.

Details	How taken into account in ES
considers that these matters should be assessed where relevant to that methodology (PINS ID 4.10.2).	Although it is likely that a share of these productivity benefits would be realised by businesses at a local level, the approach adopted by Oxera does not allow for a robust estimation of these local impacts (see also Table 17.4.2 for more details). Accordingly this is scoped out of the assessment.
The Inspectorate assumes there must be some deviation of existing flight paths from flights departing the northern runway before they join existing routes. In addition, there would be an increase in the frequencies of flights along the existing flight paths. For this reason, the Inspectorate does not agree that the effects on property value can be scoped out of the assessment. The ES should assess any likely significant effects associated with the Proposed Development in relation to this matter (PINS ID 4.10.3).	Chapter 14: Noise and Vibration explains that any noise impacts of the Project would not be over areas currently unaffected by noise from Gatwick, reflecting that increased use of the Northern Runway will use the same existing flightpaths.. GAL accepts that the NRP could have an effect on property prices (both negative and positive) but has not included a specific assessment of effects on property prices in the ES for the reasons set out in Table 17.4.2.
The local study area is stated to include areas falling within six local authorities. It is depicted in Figure 7.10.1; however, it is unclear if the local study area covers the entirety of these authorities. The local study area should be spatially defined and justified in greater detail in the ES (PINS ID 4.10.4).	The local study area comprises areas within, but not the full entirety, of six local authorities. Further details are provided at paragraph 17.4.10 and on the figures that accompany this chapter.
The temporal scope of the assessment is not explicitly set out in the Scoping Report. This should be clearly identified within the ES and made relevant to the assessment years (PINS ID 4.10.5).	The temporal scope of the assessment is detailed within the Key Aspects of the Project (Section 17.7). This is based on the indicative construction period information included in Chapter 5: Project Description.
Table 7.10.2 confirms that economic effects would be assessed across the following study areas: local; labour market and five authority areas. The data collected to date and presented in the Scoping Report represent the local study area only. The Applicant should ensure that baseline characteristics of the wider socio-economic area are recorded to enable an assessment of effects to these areas (PINS ID 4.10.6).	A review of baseline conditions for all of the assessment areas is set out in Section 17.6.
The ES should set out details of economic projections applicable to the Proposed Development, which would inform the assessment as well as any assumptions or limitations with the projections and show how these relate to relevant	Economic projections associated with the Project have been prepared (Appendix 17.9.2) and have been used to assess effects in terms of employment as detailed

Details	How taken into account in ES
projections for demographic and population change PINS ID 4.10.7).	in Section 17.9. The future baseline (Section 17.6) includes details of forecast economic and demographic changes within the assessment areas, which have been considered as part of the assessment of employment and labour market effects.
Employment at the airport could exacerbate a shortage of lower-skilled workers in the local area and have negative consequences on non-airport related employment sectors. This impact should be assessed within the ES. The ES should provide a breakdown of the numbers and types of jobs that would be created during both construction and operation (PINS ID 4.10.8).	Breakdowns of the numbers and types of jobs for the construction and operational periods are highlighted in separate tables for each stage of the assessment in Section 17.9, based on the data in Appendix 17.9.2.
The Scoping Report states that receptor sensitivity would be based upon the criteria set out in Chapter 6. The definitions of receptor sensitivity set out in Table 6.2.1 are fairly generic and describe receptor importance, rarity, scale and the potential for substitution. It should be clear in the ES how these categories have been applied to socio-economic receptors (PINS ID 4.10.9).	Table 17.6.6 sets out the sensitivity of receptors relevant to determining socio-economic effects considering the baseline conditions and how these receptors are able to respond to change.
Effects on Gross Value Added (GVA) generated by additional jobs and additional local spend should be assessed in the ES where significant effects are likely to occur (PINS ID 4.10.10).	Section 17.9 presents the GVA effects arising from the operational phase of the Project, based on the data in Appendix 17.9.2.
The Applicant should have regard to indirect and induced impacts, eg, to existing supply chains and employee expenditure. The ES should assess these impacts where a likely significant effect is anticipated to occur (PINS ID 4.10.11).	See Section 17.9 for the indirect, induced and catalytic effects arising from the operational phase of the Project, based on the data in Appendix 17.9.2.

17.3.4 The PEIR was issued to inform the statutory consultation carried out on the Project in Autumn 2021. It presented the preliminary findings of the EIA process for the Project at that time. The consultation responses specific to socio-economics and the way in which they have been taken into account in this ES chapter are set out in Appendix 17.3.1 and summarised in Table 17.3.2. Further detail about the consultation process for the Project and way the consultation responses have been taken into account is provided in the separate Consultation Report.

Table 17.3.2: Summary of PEIR Consultation Responses – Comments provided by Neighbouring Authorities

Details	How taken into account in ES
The study areas for the PEIR (Chapter 16) and that used in the Economic Impact Report (Oxera, 2021) are different, making direct comparison across the two documents impossible	Evidence is presented for both the Labour Market Area (LMA) and the Six Authorities Area within this ES chapter and the Local Impact Assessment

	report (Appendix 17.9.2, Annex 4) to ensure consistency across the evidence.
Clarity should be provided as to why the Local Study Area does not align more closely with the Northern West Sussex FEMA.	The Northern West Sussex Functional Economic Market Area (FEMA) is now included as an additional study area for the purposes of the assessment, alongside the Local Study Area (LSA) and other assessment areas.
The Local Study Area (LSA) Is a relatively small area and does not expand far outside of the Project Boundary, particularly to the north (excluding Sidlow or Salfords for example which are less than 5 minutes away from Gatwick), west (excluding areas such as Newdigate, Beare Green or Capel) and east of the airport (excluding areas such as Smallfield for example). We would therefore question whether the definition of the Local Study Area is adapted and whether this area should not be extended to cover a wider area.	The spatial extent of the LSA has been revised to include more of the neighbouring communities around the Airport. This has been informed by the settlement hierarchy within the LSA geography and the presence of local services and concentrations of population.
Issues have been raised regarding the scale of impacts of the construction workforce in housing and local infrastructure during the construction phase.	More detailed analysis of the construction employment expected to be generated is provided in Appendix 17.9.1 including quantum and origin/commuting data and the potential housing effects are analysed in Appendix 17.9.3. This data has informed the assessment in Section 17.9.
Account should be taken on the type and quality of employment being generated at the airport to inform the assessment and unfold the effects on the labour market.	More detailed information is provided on the employment generation (Section 17.9), including the workforce by broad skill level (Appendix 17.9.2), to assess the potential impacts on the labour market.
Ensure that particular economic circumstances and strategies of the various areas within the study areas are considered within the assessment.	The latest policy context and economic strategies as identified by the local authorities during the consultation process have been included at Section 17.2.
The significance of the effect upon socio-economics has been determined by taking into account the sensitivity of the receptor and the magnitude of the impact. Where a range of significance levels is present, the final assessment for each effect is based upon professional judgement. Clarification could be provided as to the justification for undertaking qualitative and quantitative assessments.	Section 17.4 sets out in detail the updated approach adopted in the ES in relation to defining magnitude and sensitivity.
The effect of the development on property values on residential and commercial properties outside	Chapter 14: Noise and Vibration explains that any noise impacts of the Project would not be over

the Project area has not been scoped due to no change to flightpaths. However, there is the potential for properties to be impacted from the intensification of flights on existing flightpaths.	areas currently unaffected by noise from Gatwick, reflecting that increased use of the Northern Runway will use the same existing flightpath. GAL accepts that the NRP could have an effect on property prices (both negative and positive) but has not included a specific assessment of effects on property prices in the ES for the reasons set out in Table 17.4.2.
The data does not take the pandemic and the effects of unemployment rates into account which may have been influenced by the Government's furlough scheme. The implications of this are only just emerging and potentially would not be understood for years to come.	The approach adopted considers that a pre-pandemic baseline position is more representative of long-term socio-economic conditions, as opposed to the use of specific data points associated with the period of the Covid-19 pandemic when there was significant disruption to the economy and labour market. The Covid-19 pandemic and the impact of time-limited interventions such as the furlough scheme are assumed to have limited influence on the Project by 2029 (i.e. the Project's anticipated 'opening year'). The future baseline makes use of the latest economic forecasts that take account of macro-economic changes in the economy.
The end date in the Assessment of Population and Housing Effects (Appendix 17.9.3) ('PHR') stops at 2038, compared with 2047 in some other studies e.g. transport.	The assessment in Section 17.9 and Appendix 17.9.3 has been extended to 2047.
Experian forecasts are used by a number of authorities in the study area to underpin local plans and would act as a sense-check to the Cambridge Econometrics forecasts.	Experian employment forecasts (including how they compare with Cambridge Econometrics forecasts and levels of employment underpinning current Local Plans) and their potential impact on housing demand are considered in Appendix 17.9.3.

17.3.5 In June 2022 an additional consultation was undertaken to update stakeholders and the local community on the ongoing work and refinement to the Project proposals, which included a targeted, statutory consultation on the design changes to the proposed highway improvement changes. As these changes to the Project could lead to new or materially different significant environmental effects compared to those reported in the PEIR, an updated PEI was issued as part of this additional consultation. It was determined that these changes to the Project did not result in any new or materially different significant socio-economic effects compared to those reported in the PEIR. Further detail about the consultation process for the Project and way the consultation responses have been taken into account is provided in the separate Consultation Report.

17.3.6 Outside of the above-described public consultations, GAL also continued to engage with key stakeholders and during such engagement, key issues raised specific socio-economics are listed

in Table 17.3.3, together with details of how these issues have been taken into account within the ES.

Table 17.3.3: Summary of Consultation and Engagement

Consultee	Date	Details	How taken into account in ES
Socio-Economics and Employment Local Authority Topic Working Group			
Planning officers from neighbouring authorities	28 August 2019	The scope of the socio-economic assessment was presented to planning officers from neighbouring authorities along with work to date on other reports (e.g. airport-related employment land) that are linked to the Project. The purpose of the workshop was to help officers understand the nature of the assessment.	Detailed responses on the scope were not raised by stakeholders at the workshop, but were incorporated in the Scoping Opinion that was issued in October 2019.
Technical Officers Group Workshop			
Planning officers from authorities in the wider region	3 September 2019	The scope of the socio-economic assessment was presented to planning officers from authorities that are in the wider South East and London alongside the scope of other reports linked to the Project. The purpose of the workshop was to outline the nature of the assessment.	Detailed responses on the scope were not raised by stakeholders at the workshop, but were incorporated in the Scoping Opinion that was issued in October 2019.
Socio-Economics Local Authority Topic Working Groups			
Planning officers from neighbouring authorities	30 January 2020	The preliminary findings of the assessment were presented prior to the project being suspended due to the pandemic.	The feedback was considered when the project ‘re-started’ and particularly when assessing the different impacts.
Planning officers from neighbouring authorities	3 August 2021	The preliminary findings of the assessment were presented.	Responses were taken into consideration whenfinalising the PEIR before submission. The feedback did not impact on the initial findings or the methodology adopted.
Planning officers from neighbouring authorities	16 May 2022	The PEIR consultation responses and the proposed approach was the focus of that discussion.	Responses were taken into consideration in Section 17.4 of this ES chapter.

Consultee	Date	Details	How taken into account in ES
Planning officers from neighbouring authorities	16 June 2022	The PEIR consultation responses and the proposed approach was the focus of that discussion.	Responses were taken into consideration in Section 17.4 of this ES chapter.
Planning officers from neighbouring authorities	7 July 2022	Written feedback on the previous 2 Topic Working Groups (TWG) was discussed alongside the proposed approach.	Responses have been taken into consideration in Section 17.4 of this ES chapter.
Planning officers from neighbouring authorities	28 September 2022	The discussion was focused on Economic Impact Assessment Methodologies.	Responses have informed the National and Local Impact Assessments prepared by Oxera. The local assessment report (Appendix 17.9.2) has been used to inform this ES chapter.
Planning officers from neighbouring authorities	2 November 2022	Study areas, baseline data and approach on construction employment were discussed.	Responses have been taken into consideration in Section 17.4 of this ES chapter.
Planning officers from neighbouring authorities	6 December 2022	ES Methodology and significance criteria were discussed alongside the methodology for the Assessment of Population and Housing Effects.	Responses have been taken into consideration in Section 17.4 of this ES chapter.

17.4. Assessment Methodology

Relevant Guidance

17.4.1 There is currently no UK legislation or guidance that specifies the detailed content required to prepare socio-economic assessments, or that provides defined standards or thresholds for assessing the significance of socio-economic effects. The 2017 EIA Regulations identify population as a factor to be considered within the assessment process but do not provide definitive guidance on the approach, process or methodology to follow. In addition, the Airports NPS provides general guidance on the approach to considering the socio-economic effects of the Project, and this has informed the methodology that has been applied.

17.4.2 On this basis, the methodology has been based on accepted industry practice, a review of socio-economic assessments for other relevant projects including other airport or significant infrastructure schemes, and feedback received by PINS and local authorities during the consultation process.

Scope of the Assessment

17.4.3 The scope of this ES chapter has been developed in consultation with relevant statutory and non-statutory consultees as detailed in the Section 17.3. Overall, the assessment analyses the potential socio-economic effects of the Project on receptors in up to five separate study areas, depending on the nature of the effect being assessed (i.e. not every impact is assessed in all five study areas).

17.4.4 Effects are set out separately for the indicative construction and operational periods across five assessment periods or individual years comprising:

- Initial construction period (2024 - 2029)
- First full year of opening (2029)
- Interim assessment year (2032)
- Design year (2038)
- Final assessment year (2047)

17.4.5 The chapter draws upon other environmental assessments alongside technical studies as described in Section 17.1 to inform the assessment of the socio-economic effect categories set out in Table 17.4.1.

Table 17.4.1: Potential Effects and the Receptors Considered within the Assessment

Category	Effect	Impact	Study Area(s) (refer to 17.4.11)	Receptor
Construction				
Economy	Employment	Temporary direct employment change	Project site boundary, Local Study Area (LSA), Functional Market Area (FEMA), Labour Market Area (LMA) and Six Authorities Area	Business and activity in the construction sector
	Supply chain	Supply chain activity change	LSA, FEMA, LMA and Six Authorities Area	
Labour Market	Labour market	Availability of labour	LSA, FEMA, LMA and Six Authorities Area	Labour supply
Disruption	Business disruption	Access severance and environmental change	Project site boundary, LSA and FEMA	Businesses and commercial activity
	Business displacement	Change of access to premises, car parking and land	Project site boundary, LSA and FEMA	

Category	Effect	Impact	Study Area(s) (refer to 17.4.11)	Receptor
	Resident disruption	Loss of access, journey time increases and severance from locations of employment	LSA and FEMA	Residents/ Population
Population	Population	Change in the local population related to the introduction of a temporary workforce	LSA, FEMA and LMA	Residents/ Population
	Housing	Change in the availability of housing relating to the introduction of a temporary workforce (Non-Home Based, 'NHB')	LSA, FEMA and LMA	Housing supply
Community	Facilities and services	Change in the demand for community facilities relating to the introduction of a temporary workforce (NHB)	Project site boundary and LSA	Supply of community facilities
	Cohesion	Introduction of a temporary construction workforce	Project site boundary and LSA	Existing residents and community assets
Sports and Open Space	Access to sports facilities and open space	Change in the demand and/or supply of open space and sports facilities	Project site boundary and LSA	Employees (Project site boundary) and existing residents (LSA)
Operation				
Economy	Employment	Permanent direct employment change	Project site boundary, LSA, FEMA, LMA and Six Authorities Area	Businesses and commercial activity
	Supply chain	Procurement of goods and services	LSA, FEMA, LMA and Six Authorities Area	
Labour Market	Labour market	Availability of labour	LSA, FEMA, LMA and Six Authorities Area	Labour supply

Category	Effect	Impact	Study Area(s) (refer to 17.4.11)	Receptor
Disruption	Business disruption	Change in access, journey times, labour access and the environment	Project site boundary, LSA and FEMA	Businesses and commercial activity
	Business displacement	Change of access to premises, car parking and land	Project site boundary, LSA and FEMA	
	Resident disruption	Change in journey times and access to locations of employment	LSA and FEMA	Residents/population
Population	Population	Change in the size of the local population	LSA, FEMA and LMA	Population/ residents
	Housing	Change in the availability of housing	LSA, FEMA and LMA	Housing supply
Community	Facilities and services	Change in the demand for community facilities	Project site boundary and LSA	Supply of community facilities
	Cohesion	Introduction of additional passengers and population	Project site boundary and LSA	Residents and community assets

17.4.6 A summary of the effects scoped out are presented in Table 17.4.2 alongside the justification for scoping those out of the socio-economics assessment.

Table 17.4.2: Issues Scoped Out of the Assessment

Issue	Justification
Foreign Direct Investment (FDI) and Trade	The National Impact Assessment (prepared by Oxera, 2023) assesses the potential welfare benefits from increased productivity as a result of an increase in trade associated with the Project. This assessment is based on the principle that an increase in aviation capacity, such as that created by the Project, can increase connectivity between a country and the rest of the world and facilitate trade. Through the expanded aviation capacity, the sectors that participate in international trade would benefit from greater knowledge transfer, better access to a greater range of inputs and facilitation of competition[2]. These effects would impact the productivity of businesses in the trading sectors of the economy located across the UK. As a result, the welfare benefits associated with trade are not confined to a specific region around the airport but arerealised across the entire UK economy. Oxera uses UK national elasticities of trade to passenger numbers to determine the potential impact of the Project on UK trade. This effect is translated into a change in productivity using an elasticity of trade to productivity obtained from the Airports Commission[3]. This relationship examines the percentage change in UK productivity of the trading sectors (expressed as the

[2] Airports Commission (2015), 'Economy: Wider Economic Impacts Assessment', July, p. 11.
[3] Airports Commission (2015), 'Economy: Wider Economic Impacts Assessment', July, p. 13.

Issue	Justification
	GVA of these sectors) related to the percentage change in imports or exports as a result of the Project. Although it is likely that a share of these productivity benefits would berealised by businesses within the local area around the airport, the approach adopted does not allow for a robust estimation of these local impacts. This is because the elasticities of passengers to trade and of trade to productivity are based on country-level data. As a result, these cannot be used to obtain an effect on productivity at a regional level based on the evidence considered in the chapter, as increased connectivity is likely to affect the trading sectors in each region differently. As a result, it is not possible to quantify the productivity benefits associated with trade at a local level, and accordingly this is scoped out of the assessment.
Property Values	The PINS scoping opinion (para. 4.10.3) requested that consideration be given to any likely significant effects of the Project on property values due to increased frequencies of flights. Chapter 14: Noise and Vibration, together with the proposed mitigation measures to address the assessed impacts on residential properties. This identifies the potential for moderate significant adverse effects at about 80 residential properties in a number of locations close to the airport and concludes that the proposed Noise Insulation Scheme would be offered to these properties to help mitigate and avoid significant effects on health and quality of life consistent with government policy. Although, even with the Noise Insulation Scheme they may still experience residual major significant adverse effects due to daytime effects on outside space. Of these, to the west of the western end of the northern runway, approximately 40 properties on Ifield Road and near Russ Hill that have been identified as experiencing increases in daytime noise of greater than 3 dB. GAL recognises that the Project could give rise to effects on property prices (both negative and positive). In respect of any loss in value of property, Part 1 of The Land Compensation Act 1973 (LCA) makes statutory provision for payment of compensation to qualifying property owners of properties that are depreciated in value as a result of the physical effects – noise, smoke, fumes etc. – of the use of development works such as an airport expansion. Therefore, if there were to be any negative effects on property prices, the provisions of the LCA would apply and provide for payment of compensation to fully cover any loss in value. Furthermore, the National Planning Practice Guidance advises that in general, planning is concerned with land use in the public interest, so that the protection of purely private interests such as the impact of a development on the value of neighbouring property could not be a material planning consideration. Taking the above factors into account, an assessment of the effects of the development on property value has not been scoped into the socio-economic assessment.

Study Areas

17.4.7 There is no standard method for defining study areas for socio-economic assessments, although consideration has been given to the Airports National Policy Statement (paragraph 4.5), which states that "*in this context, environmental, safety, social and economic benefits and adverse impacts should be considered at national, regional and local levels*". In addition, NPPG advice in

relation to identifying Functional Economic Market Areas (FEMAs), which are essentially the spatial geographies across which local economies and markets operate, has also been taken into account.

17.4.8 A number of study areas have been defined based on the geographical extent within which potentially significant effects on socio-economic receptors might reasonably be predicted to arise as a result of the Project. This takes into account the location and characteristics of the main receptors (namely the size, characteristics and distribution of population and workforce, the extent of relevant housing market areas, the location of existing residential and business areas, and provision of community facilities). This has been informed through a desktop review and engagement with stakeholders.

17.4.9 The Project would result in some limited displacement of businesses and commercial interests (and jobs associated with them), and effects on the catchments of, or access to, businesses which are not displaced. These directly affected receptors help to define the local study area (see paragraph 17.4.10).

17.4.10 There would also be wider effects of the Project on economic activity and the labour market. These require wider study areas, to reflect the area of economic influence that Gatwick has currently and would have in the future (see paragraph 17.4.10 and Appendix 17.9.2).

17.4.11 On this basis, the study areas used for the different effects consist of the following:-

- **Project site boundary** (i.e. DCO Project site boundary, Figure 17.4.1): This study area aims to capture impacts upon receptors that are located within the Project site boundary. These include businesses within the Project site boundary, but excludes airport users (i.e. airlines and passengers/customers) which are not considered to be a receptor for the purposes of the socio-economic assessment. The effects that are assessed in this study area comprise the direct employment, the disruption and displacement of any business that are located within the DCO Project site boundary (excluding the airlines) and effects on the access to community facilities.
- **Local Study Area** ('LSA', Figure 17.4.1): This is defined using selected Office for National Statistics (ONS) 2011 Census output areas (detailed in Appendix 17.6.1, Table 1.1.1)[4], which incorporate the whole of Crawley and parts of Horsham, Mid Sussex, Mole Valley, Reigate and Banstead and Tandridge. The selection of output areas is based upon a 'best fit' match of the urban area surrounding Gatwick, incorporating the main towns of Crawley and Horley and some smaller settlements located near to the Project site boundary such as Charlwood, Copthorne, Hookwood, Ifieldwood, Salfords and Smallfield. The LSA is where immediate impacts of the Project are most likely to affect residential neighbourhoods, existing business areas, local transport routes and access points. All the effects that are assessed in this chapter are at least assessed at the LSA level.
- **Northern West Sussex Functional Economic Market Area** ('FEMA', Figure 17.4.1): This reflects the area within which the majority of local economic activity is contained, defined to include the local authority areas of Crawley, Horsham and Mid Sussex. This study area aligns with the NPPG's guidance on defining Functional Economic Market Areas and is based on evidence prepared by the Northern West Sussex local authorities. The effects assessed within the FEMA are primarily related to employment, economic activity and the

[4] It is also defined by using 2021 Census output areas (detailed in Appendix 17.6.1, Table 1.1.2).

labour market during both construction and operation as well as the impacts in relation to housing and population.

- **Labour Market Area** ('LMA', Figure 17.4.2): This is defined based on the application of the 75% commuting threshold used by the ONS for defining Travel-to-Work Areas (TTWAs) (ONS, 2016), using local authority boundaries. This boundary has been defined using ONS 2011 Census Origin and Destination commuting data and Gatwick's in-house passholder database (pre pandemic data). The LMA represents the wider extent of where the economic and labour market effects of the Project may impact upon receptors, as this is the area from which Gatwick currently draws the majority of its operational workforce and can be expected to do in the future. The LMA includes the following local authority areas: Crawley, Mole Valley, Reigate and Banstead, Croydon, Tandridge, Wealden, Lewes, Brighton and Hove, Mid Sussex, Horsham, Eastbourne, Adur, Worthing and Arun. Some parts of the LMA also fall within the South Downs National Park Authority.
- **Six Authorities Area** (Figure 17.4.2): This area reflects where the widest socio-economic effects of the Project could impact on receptors. The area aligns with the 'six authorities area' contained in the Local Impact Assessment report (Appendix 17.9.2). This study area comprises the County Council areas of East Sussex, West Sussex, Surrey, Kent and Brighton & Hove (unitary authority) and the London Borough of Croydon.

17.4.12 The study areas are cumulative, so the wider areas incorporate the smaller areas. The study areas are used as the basis for assessing socio-economic effects during the construction and operational periods of the Project in each of the five time periods and assessment years included within the assessment section of this chapter. Appendices 17.6.1 and 17.9.3 present data across the above study areas as well as at a local authority level to enable the individual authorities to have visibility of the impacts of the Project within their administrative boundaries.

Other Relevant Study Areas

17.4.13 Effects related to population and housing as set out in Appendix 17.9.3 are assessed in terms of the relevant housing market areas ('HMAs') as defined by local housing evidence (i.e. Strategic Housing Market Assessments). This chapter takes account of these HMAs insofar as they are coterminous with the study areas identified above.

Methodology for Baseline Studies

Desktop Review

17.4.14 A desktop review has been undertaken to identify the existing and future socio-economic conditions within each of the study areas. The analysis presented in the PEIR was primarily based on 2019 data (i.e. pre-Covid) given that the economy and wider socio-economic conditions are expected to rebound to pre-pandemic levels before the Project's commencement. For the same reasons, the same approach is carried over in the ES, however, where appropriate, relevant data sources such as labour market and employment indicators have been updated to reflect also the latest available position based on data availability.

17.4.15 The main baseline data sources (for which full references are included at Section 17.14) are presented below:

- Cambridge Econometrics (2022) Employment Forecast March 2022 Release
- Experian (2022) Employment Forecast March 2022
- Crawley Borough Council (2022) Leisure and Culture Facilities

- Department for Education (2022) School Capacities
- Ministry of Housing, Communities and Local Government (MHCLG, 2019a) Indices of Multiple Deprivation
- Department for Levelling Up, Housing & Communities (DLUCH) (2022) Live Tables on Dwelling Stock
- National Fire Chiefs Council (2022) Fire and Rescue Services
- NHS (2022) General Practice Workforce
- NHS (2022) Services Search Portal
- ONS (2019) Annual Population Survey
- ONS (2021) Annual Survey of Hours and Earnings.
- ONS (2021) Business Register and Employment Survey
- ONS Census (2021) and (2011)
- ONS (2020d) House Price Statistics
- ONS (2018a) Housing Affordability for Middle Super Output Areas
- ONS (2020e) Housing Affordability Ratios
- ONS (2022) Jobseekers Allowance
- ONS (2022) Claimant Count
- ONS (2019) Mid-Year Population Estimates
- ONS (2018b) Sub-National Population Projections
- ONS (2016) Travel-to-Work Areas
- ONS (2022) UK Business Counts
- Ordnance Survey (2022)
- Police UK Police Station Finder (2021)
- Sport England (2022) Active Places Power
- Surrey County Council (2022) Libraries
- West Sussex County Council (2022) Libraries
- Yell (2022) Places of Worship.

17.4.16 Most of this data is updated at an annual basis, therefore the baseline analysis presented in section 17.6 considers the latest available evidence as appropriate.

17.4.17 Where specific datasets within these sources have been used, these are referenced in the notes of each table included in Appendix 17.6.1.

17.4.18 A range of further sources have been consulted in respect of social and community infrastructure provision as part of the desktop review. These sources are listed under the applicable tables and the reference section of Appendix 17.6.1.

Site-Specific Surveys

17.4.19 No site-specific surveys have been directly undertaken for the purposes of this chapter. The chapter draws upon site-specific surveys from other chapters including Chapter 19: Agricultural Land Use and Recreation.

Assessment Criteria and Assignment of Significance

17.4.20 There is no UK legislation or government guidance that specifies the applicable standards and thresholds for the assessment of the significance of effects. The significance of an effect is determined based on the sensitivity of a receptor and the magnitude of an impact. This section

describes the criteria applied in this chapter to characterise the sensitivity of receptors and the magnitude of potential impacts.

Receptor Sensitivity

17.4.21 Sensitivity is broadly the capacity of the relevant receptor to absorb or respond to the effect, which may be influenced by the geographical extent of the receptor, and the context of the effect in terms of recent rates of change.

17.4.22 The receptors for the socio-economic assessment are presented in Table 17.4.1. The assessment methodology focuses on the 'sensitivity' of each receptor, and, in particular on their ability to respond to change based on each receptor's size and an analysis of the recent trends – i.e. how each has changed through time and what levels of adaptability and resilience each receptor has shown in the past. The criteria for defining sensitivity for socio-economic receptors are outlined in the table below.

Table 17.4.3: Sensitivity Criteria

Sensitivity	Definition
Very High	Where a receptor has very limited ability to respond to change and therefore very limited potential for substitution[5].
High	Where a receptor has limited ability to respond to change and therefore limited potential for substitution.
Medium	Where a receptor has some ability to respond to change and therefore some potential for substitution.
Low	Where a receptor is particularly responsive to change with potential for substitution without substantial effects on existing status.
Negligible	Where a receptor is dynamic to the extent that the existing status is characterised by continuous change and ongoing substitution.

17.4.23 The socio-economic environment is a dynamic and adaptive one with constant background change and turnover, for example people moving into and out of the area and changing jobs. The baseline and future baseline assessment identifies the extent of this background change and, where possible, the scale of likely impacts is then benchmarked against this change with the sensitivity of each receptor being defined in Table 17.6.6 (i.e. following the baseline assessment).

Magnitude of Impact

17.4.24 The magnitude of potential impacts is benchmarked against the sensitivity of the receptor using quantitative information where possible, or a qualitative assessment based on professional judgement. The criteria for defining magnitude for socio-economic impacts are outlined in Table 17.4.4. Potential impacts are considered in terms of adverse (negative) or beneficial (positive) effects.

Table 17.4.4: Impact Magnitude Criteria

Magnitude of Impact	Definition

[5] Substitution generally refers to the ability and extent to which a receptor can be partly or fully replaced, or an alternative provided. For example, loss of public open space could be substituted with similar public open space in a location nearby.

High	Loss of resource and/or quality and integrity of resource; severe damage to key characteristics, features or elements (Adverse).
	Large scale or major improvement of resource quality; extensive restoration or enhancement; major improvement of attribute quality (Beneficial).
Medium	Loss of resource, but not adversely affecting the integrity; partial loss of/damage to key characteristics, features or elements (Adverse).
	Benefit to, or addition of, key characteristics, features or elements; improvement of attribute quality (Beneficial).
Low	Some measurable change in attributes, quality or vulnerability; minor loss of, or alteration to, one (maybe more) key characteristics, features or elements (Adverse).
	Minor benefit to, or addition of, one (maybe more) key characteristics, features or elements; some beneficial impact on attribute or a reduced risk of negative impact occurring (Beneficial).
Negligible	Very minor loss or detrimental alteration to one or more characteristics, features or elements (Adverse).
	Very minor benefit to or positive addition of one or more characteristics, features or elements (Beneficial).
No Change	No loss or alteration of characteristics, features or elements; no observable impact in either direction.

17.4.25 The tables below define the scale of the magnitude of the impacts for the construction and operational periods of the Project.

Table 17.4.5: Magnitude Definition – Construction Impacts

Description of Impact	Criteria	Magnitude			
		High	Medium	Low	Very Low
Direct construction employment	Change of construction employment relative to existing construction employment levels across all study areas.	Over 1,000 jobs	500 to 999 jobs	250 to 499 jobs	Up to 249
Construction supply chain	Level of construction activity relative to proportion of construction enterprises based within the relevant study area.	Non quantifiable impact. Assessed in the context of existing stock of enterprises operating in the construction sector.			
Labour market impacts: availability of construction labour	Incremental change in the construction labour market relative to those people seeking a job in the construction industry or have already a job in the sector across the LSA.	Over 30% of the labour market	20% to 30%	10% to 20%	Up to 10%
	Incremental change in the construction labour market relative to those people seeking a job in the construction industry or have already a job in the sector across the FEMA.	Over 25%	15% to 25%	7.5% to 15%	Up to 7.5%
	Incremental change in the construction labour market relative to those people	Over 15%	10% to 15%	5% to 10%	Up to 5%

Description of Impact	Criteria	Magnitude			
		High	**Medium**	**Low**	**Very Low**
	seeking a job in the construction industry or have already a job in the sector across the LMA.				
	Incremental change in the construction labour market relative to those people seeking a job in the construction industry or have already a job in the sector across the Six Authorities Area.	Over 10%	5% to 10%	2.5% to 5%	Up to 2.5%
Disruption to business activities	Changes to access or socio-economic conditions based on the findings of other assessments. This would focus on airport-related businesses that need access to the airport on a regular basis across the Project site boundary, LSA and FEMA.	Non quantifiable impact. Change in access, journey times, labour commuting and the environment based on the findings of other assessments.			
Displacement (physical) of business activities	Number of businesses affected as a proportion of total businesses across the Project site boundary.	Over 15% change	7.5% to 15%	1% to 7.5%	Up to 1%
Disruption of existing resident activities	Changes to access or socio-economic conditions based on the findings of other assessments.	Non quantifiable impact. It is based on the assessment of the effects of other ES Chapters such as Noise and Vibration and Transport and Traffic Assessments.			
Population	Change in the local population related to the introduction of a temporary workforce in the LSA.	Over 15% change	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the local population related to the introduction of a temporary workforce in FEMA.	Over 15% change	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the local population related to the introduction of a temporary workforce in the LMA.	Over 10% change	5% to 10%	1% to 5%	Up to 1%
Housing (temporary accommodation)	Change in the availability of housing (temporary accommodation, assumed to relate to the demand for private rented accommodation) relating to the introduction of a temporary construction workforce in the LSA.	Over 15% change	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the availability of housing relating to the introduction of a temporary construction workforce in the FEMA.	Over 15% change	7.5% to 15%	1% to 7.5%	Up to 1%

Description of Impact	Criteria	Magnitude			
		High	Medium	Low	Very Low
	Change in the availability of housing relating to the introduction of a temporary construction workforce in the LMA.	Over 10% change	5% to 10%	1% to 5%	Up to 1%
Community facilities and services	Impacts on the demand of community facilities from the introduction of construction workforce in the area.	Non quantifiable impact. There are no established thresholds locally that could be used.			
Community cohesion	Impacts from the introduction of temporary construction workforce.	Non quantifiable impact due to the nature of the effect.			
Access to sports facilities and open space	Impacts from the construction works to the access to sports, leisure and recreation facilities and open space in the LSA.	Non quantifiable impact based on the level of impact compared to the level of the available accessible open space and sports facilities.			

Table 17.4.6: Magnitude Definition – Operational Impacts

Description of Impact	Criteria	Magnitude			
		High	Medium	Low	Very Low
Direct Employment	Incremental change of direct employment relative to future workforce jobs without the project within the Project site boundary and LSA.	Over 2,000 jobs	1,000 to 1,999 jobs	500 to 999 jobs	Up to 499 jobs
Indirect, induced and catalytic employment	Incremental change of indirect, induced and catalytic employment relative to future workforce jobs without the project within the Project site boundary and LSA.	Over 2,000 jobs	1,000 to 1,999 jobs	500 to 999 jobs	Up to 499 jobs
	Incremental change of indirect, induced and catalytic employment relative to future workforce jobs without the project within the FEMA.	Over 2,000 jobs	1,000 to 1,999 jobs	500 to 999 jobs	Up to 499 jobs
	Incremental change of indirect, induced and catalytic employment relative to future workforce jobs without the project within the LMA.	Over 4,000 jobs	2,000 to 3,999 jobs	1,000 to 1,999 jobs	Up to 999 jobs
	Incremental change of indirect, induced and catalytic employment relative to future workforce jobs without the project within the Six Authorities Area.	Over 15,000 jobs	8,500 to 14,999 jobs	3,000 to 8,499 jobs	Up to 2,999 jobs
Labour market impact:	Incremental change in the number of people seeking work across the LSA.	Over 30% decrease	20% to 30%	10% to 20%	Up to 10%

Description of Impact	Criteria	Magnitude			
		High	**Medium**	**Low**	**Very Low**
availability of labour	Incremental change in the number of people seeking work across the FEMA.	Over 25% decrease	15% to 25%	7.5% to 15%	Up to 7.5%
	Incremental change in the number of people seeking work across the LMA.	Over 15% decrease	10% to 15%	5% to 10%	Up to 5%
	Incremental change in the number of people seeking work across the Six Authorities Area.	Over 10% decrease	5% to 10%	2.5% to 5%	Up to 2.5%
Disruption to business activities	Changes to access or socio-economic conditions based on the findings of other assessments. This would focus on airport-related businesses that need access to the airport on a regular basis across the Project site boundary, LSA and FEMA.	Non quantifiable impact. Change in access, journey times, labour commuting and the environment based on the findings of other assessments.			
Disruption of existing resident activities	Loss of access, increased journey times and noise impacts would be considered based on the findings of other assessments.	Non quantifiable impact. Non quantifiable impact. It is based on the assessment of the effects of other ES Chapters such as Noise and Vibration and Transport and Traffic Assessments.			
Population	Change in the local population related to the additional workforce (as a result of the Project) in the LSA.	Over 15% growth	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the local population related to the additional workforce in the FEMA.	Over 15% growth	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the local population related to the additional workforce in the LMA.	Over 10% growth	5% to 10%	1% to 5%	Up to 1%
Housing	Change in the supply of labour associated with additional housing demand as a result of the Project in the LSA.	Over 15% growth	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the supply of labour associated with additional housing demand as a result of the Project in the FEMA.	Over 15% growth	7.5% to 15%	1% to 7.5%	Up to 1%
	Change in the supply of labour associated with additional housing demand as a result of the Project in the LMA.	Over 10% growth	5% to 10%	1% to 5%	Up to 1%
Community facilities and services	Impacts on the demand for community facilities from the introduction of new workforce (i.e. new jobs generated by the Project) in the area.	Non quantifiable impact. There are no established thresholds locally that could be used.			
Community cohesion	Impacts from the additional workforce	Non quantifiable impact due to the nature of the effect.			

Significance of Effect

17.4.26 The significance of the effect has been determined by taking into account the sensitivity of the receptor and the magnitude of the impact. The method employed for this assessment is presented in Table 17.4.7.

17.4.27 Those effects judged to be 'substantial', 'major' and 'moderate' are considered to be significant, and 'minor' and negligible' effects are considered to be not significant.

Table 17.4.7: Assessment Matrix

Receptor Sensitivity	Magnitude of Impact			
	Very Low	**Low**	**Medium**	**High**
Very Low	Negligible	Negligible	Minor	Minor
Low	Negligible	Minor	Minor	Moderate
Medium	Minor	Minor	Moderate	Moderate
High	Minor	Moderate	Moderate	Major
Very High	Moderate	Moderate	Major	Substantial

17.4.28 A description of the significance levels is provided below.

- Substantial: Only adverse effects are normally assigned this level of significance. These effects are generally, but not exclusively, associated features of international, national or regional importance that are likely to suffer a most damaging impact and loss of resource integrity. However, a major change of local importance may also enter this category.
- Major: These beneficial or adverse effects are deemed to be very important considerations.
- Moderate: These beneficial or adverse effects may be important factors. The cumulative effects of such factors may lead to an increase in the overall beneficial or adverse effect on a particular resource or receptor.
- Minor: These beneficial or adverse effects may be raised as local factors. They are unlikely to be critical factors but may be important in enhancing the subsequent design of the Project.
- Negligible: No effects or those that are beneath levels of perception, within normal bounds of variation or within the margin of forecasting error.

17.5. Assumptions and Limitations of the Assessment

17.5.1 This chapter represents a desk-based review of existing and future baseline conditions and is a point-in-time assessment which is liable to change in the future as sources are refreshed, updated or replaced with new measures of the same conditions. For example, some ONS data (such as the Annual Population Survey) is updated quarterly, other ONS data annually (such Mid-Year Population Estimates) and some datasets less often (such as the Census). Data from the 2021 Census is currently being released and this has been used where available at the relevant spatial scale. On this basis, the baseline assessment presented in section 17.6 comprises the most up-to-date position at the time of writing.

17.5.2 The 2019 pre-pandemic position is also presented for consistency purposes with the baseline used within the PEIR. This is considered an appropriate baseline for long term planning as alongside the gradual recovery from the Covid-19 pandemic, there have been other significant macro-economic changes in the intervening period such as the UK's final Withdrawal Agreement from the European Union, the war in Ukraine and the current inflationary pressures being

experienced and an emerging period of downturn in the UK economy. These factors have led to some volatility of data points which may not be fully reflective of long-term trends. On this basis and in line with the approach adopted in the PEIR, the baseline analysis of this ES chapter also presents a pre-pandemic position but with cross-reference to later data points where these are available.

17.5.3 As explained in Section 3 of Appendix 4.3.1 Forecast Data Book, it is assumed that the Covid-19 pandemic and the consequential changes in socio-economic conditions would have a limited influence on the Project as the effects are expected to have fully subsided by 2029 (the Project's 'opening year'). In particular, as per Appendix 4.3.1, it is predicted that commercial air traffic at Gatwick will return to 2019 pre-Covid-19 levels in 2025.

17.5.4 Some data sources referred to in this chapter are available at all statistical geographies (i.e. from national level down to Output Area (OA) level). This is the case for most Census data and some annual data, such as population estimates. However, many datasets are limited to local authority (district/unitary) level and in some cases down to Middle or Lower Super Output Area (MSOA/LSOA) level. Because the local study area is defined using OAs, some data is not available for the exact geography of the local study area. Where this is the case, a 'best-fit' of MSOAs or LSOAs to the local study area is used, depending on which geography is available for the dataset in question. Where a best-fit of MSOAs or LSOAs is used this is noted in the 'notes' for each table in Appendix 17.9.1 and in footnotes throughout this chapter.

17.5.5 The construction assessment presented in Section 17.9 focuses on the Project's potential maximum effects. For example, it considers the peak of the construction period when the workforce requirements would be highest. This enables the assessment to consider the maximum scale of impacts and the extent to which mitigation measures could be required to offset any significant adverse effects.

17.5.6 In terms of the operational period, the employment growth figures assessed in this ES chapter relate to the net direct, indirect, induced and catalytic employment estimates presented in the Local Impact Assessment prepared by Oxera (Appendix 17.9.2, Annex 4).

17.6. Baseline Environment

17.6.1 This section includes a summary of the key socio-economic characteristics of the study areas to provide an overview of the baseline environment, including the economic and labour market baseline, population and housing baseline, and community facilities baseline.

17.6.2 Detailed data is provided in Appendix 17.6.1 for all the socio-economic characteristics profiled in this section across all the study areas, as well as at the individual Local Authority (LA) level. Data is presented for both 2019 and the latest available position (either 2021 or 2022). The summary below focuses on 2019 for reasons explained in the above section, however where there has been any significant change in the baseline since that time the latest position is also presented in this section.

Current Baseline Conditions

Demographics and Labour Market Profile

Population

17.6.3 The LSA, FEMA, LMA and Six Authorities Area have seen population growth of similar rates in recent years, all exceeding the national average. The LSA has seen an increase in its total population of 6.6%, growing from 142,937 residents in 2011 to 152,369 in 2019. Over the same period the population of the FEMA and the labour market area have grown by 7.5% and 6.4% respectively, and the Six Authorities Area has grown by 6.6%. All areas have recorded growth above the national equivalent of 6.0% (ONS, 2019) (see Appendix 17.6.1, Table 2.1.1).

17.6.4 The LSA has a younger population than the wider areas, with 21.4% of residents being aged 0-15 as of 2019, compared with around 19% across the wider areas. The LSA has seen significant growth in the number of people aged 0-15, which has increased by 13.9% since 2011; this is higher than the FEMA (where the number of 0-15 year olds has grown by 9.2%), the labour market area (6.9%), the Six Authorities Area (7.6%) and England as a whole (7.8%).

17.6.5 For working-age people (aged 16-64) and the elderly (aged 65+) trends have been similar across all four areas (LSA, FEMA, LMA and Six Authorities Area). Across all four areas the working-age population (aged 16-64) has seen the least growth, at around 3% or slightly lower. However, growth in the working-age population in three of the four areas (i.e. FEMA, LMA and the Six Authorities) slightly exceeds the average for England where the number of 16-64 years old has increased by only 2.2% in the 2011 to 2019 period. The equivalent for the LSA is also 2.2% aligned with the national average.

17.6.6 Similarly, all four areas have seen the fastest growth in over 65s between 2011 and 2019. In the LSA the number of over 65s has increased by 17.4%, in the FEMA and LMA 21.6% and 17.6% respectively, and in the Six Authorities Area by 18.3%. This is in line with wider trends towards ageing; nationally the number of over 65s has increased by 18.6% between 2011 and 2019.

17.6.7 In 2011, the LSA population of 142,937 people amounted to 37.7% of the total population of the FEMA (378,781 people), 7.2% of the total population of the LMA (1,986,188 people) and 3.1% of the Six Authorities Area total population (4,575,728 people). As of 2019, the LSA has a population of 152,369 residents out of 407,222 in the FEMA, 2,113,056 in the LMA and 4,876,595 in the Six Authorities Area (i.e. the same proportions have remained since 2011).

17.6.8 The Six Authorities Area represented 8.6% of England's population in 2011 (4,575,728 out of 53,107,169 people); this increased marginally to 8.7% in 2019 (4,876,595 out of 56,286,961 people).

17.6.9 Further details on the population in the study areas are available in Appendix 17.6.1 Table 2.1.1 and Appendix 17.9.3 (Housing and Population Effects). Detailed information on population at the local authority level is available in Appendix 17.6.1 Table 2.1.2.

Economic Activity

17.6.10 The 2011 Census provides the last dataset for which comparable information on economic activity is available for the LSA. At the time of the 2011 Census, 82.5% of residents aged 16 to 64 in the LSA were economically active (ONS, 2011), of which, 93.8% were in employment and 6.2% were unemployed (see Appendix 17.6.1., Table 2.1.3).

17.6.11 A detailed overview of economic activity in the LSA at the time of the 2011 Census is shown in Figure 17.6.1, based on lower super output areas (LSOAs). This shows that economic activity was generally high across most of Horley and in certain parts of Crawley, such as in the Maidenbower area.

17.6.12 More up-to-date information on economic activity is available from the ONS Annual Population Survey (APS), but only at a local authority level (i.e. only for the FEMA, LMA and Six Authorities Area). This suggests the economic activity amongst working age residents has increased slightly across the wider areas since the 2011 Census. The FEMA, LMA and Six Authorities Area have an economic activity rate amongst 16–64-year-old of 84.9%, 80.8% and 78.9%, respectively (in the year October 2021 to September 2022) (see Appendix 17.6.1 Table 2.1.4) (ONS, 2022).

17.6.13 The most recent economic activity rates for local authorities in the LMA are shown inset in Figure 17.6.1. It shows that despite there being pockets of low economic activity rates in Crawley (at the time of the Census), the borough as a whole has the sixth highest economic activity rate amongst working age residents (16-64) in the LMA as of 2021/22, with 82.5% of residents being economically active. This rate compares (inter alia) with 88.8% in Horsham (where economic activity is the highest), 87.5% in Reigate and Banstead and 85.5% in Mid Sussex. Economic activity amongst working age residents is lowest in Eastbourne (71.5%) and Lewes (73.2%) (ONS, 2022).

17.6.14 Detailed data on economic activity at the local authority level is available in Appendix 17.6.1 Tables 2.1.5 and Table 2.1.6.

Unemployment

17.6.15 The Government's preferred definition of unemployment comprises the International Labour Organisation (ILO) measure that defines unemployed people as those who are *"without a job, want a job, have actively sought work in the last four weeks and are available to start work in the next two weeks or are out of work, have found a job and are waiting to start it in the next two weeks".* This is definition that has been used for the purposes of this assessment. On this basis, the unemployment is defined by those economically active who are unemployed[6] and those economically inactive who want a job.

17.6.16 Appendix 17.6.1 Table 2.1.7 shows that there are over 5,140 people in the LSA who are economically inactive but want a job comprising 22.7% of the inactive population (ONS APS 2022). In addition, there are 8,500 people in the FEMA, 56,100 in the LMA and 117,400 in the Six Authorities Area that are inactive but want a job. Detailed data at a local authority level is presented in Appendix 17.6.1 Table 2.1.8. Moreover, there are 1,740 people unemployed (but economically active) in the LSA (Appendix 17.6.1 Table 2.1.4, ONS 2022), alongside 2,200, 34,000 and 68,600 people unemployed in the FEMA, LMA and Six Authorities Area, respectively.

17.6.17 Synthesising the above, there are a total of 6,880 people defined as unemployed in the LSA in 2022 based on the ILO definition. This represents 5.2% of the total population aged 16 to 64 in

[6] ONS A guide to labour statistics, available at https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/aguidetolabourmarketstatistics#unemployment It should also be noted that unemployment is different from the Claimant Count, which measures only those people who are claiming unemployment-related benefits. The Claimant Count is normally the lower measure because some unemployed people are not entitled to claim unemployment-related benefits or choose not to do so. There is a large degree of overlap between the Claimant Count and unemployment, although the latter are generally much higher.

the LSA. The equivalent in the FEMA is 4.5% (i.e. 10,700 unemployed), the LMA is 6.9% (90,100 unemployed) and in the Six Authorities Area is 6.5% (186,000).

17.6.18 Since 2011 the unemployment rate as recorded by the ONS APS has decreased from 6.2% in 2011 to 1.6% in 2022 (Appendix 17.6.1 Table 2.1.3 and Table 2.1.4). Similar trends have been recorded for the FEMA (from 4.9% to 1.0%), LMA (from 6.3% to 3.2%) and Six Authorities Area (from 6.2% to 2.9%). In addition, the economically inactive population has also decreased across the same period, albeit at a more moderate scale, as presented in Appendix 17.6.1 Table 2.1.7.

17.6.19 These trends indicate that the unemployment rate has been decreasing across all the study areas. However, it should be noted that the population of the study areas has been increasing since 2011.

17.6.20 Detailed data on economic inactivity at the local authority level is available in Appendix 17.6.1 Tables 2.1.8.

Occupations

17.6.21 The Census 2021 shows the occupation of residents in the LSA is balanced more towards services and other elementary occupations and less towards managerial and professional roles when compared with the FEMA, LMA and Six Authorities Area. In 2021, 24% of working aged residents in the LSA held occupations in National Statistics Socio-economic classification (NS-SEC) L12 to L13; this represents those comprising semi routine and routine occupations (i.e. equivalent to SOC 8-9 more elementary jobs). This compares with 20% in the FEMA, LMA and Six Authorities Area. Those in occupations L1 to L6 (relevant to SOC 1-3; i.e. managerial and professional occupations) in the LSA represented 33% of working aged population in 2021. This is lower than those in the FEMA (39%), LMA (38%) and the Six Authorities Area (37%) (see Appendix 17.6.1 Table 2.1.9, Figure 17.6.2 and Figure 17.6.3).

17.6.22 A breakdown of NS-SEC groups from 2011 to 2021 for each study area and local authority are presented in Appendix 17.6.1 Tables 2.1.9, 2.1.10 and 2.1.11. Managerial occupations (L1 to L3) have increased by 4% per annum followed by increases in L13 (i.e. routine jobs - also around 4% pa) and L8-L9 (3.5% pa). The only occupation group that has seen decreases is ‘L10 and L11 - Lower supervisory and technical occupations’ of circa (c.) -0.5% pa. The rest of the groups remain broadly unchanged. However, these changes are driven by the increase in population and once the absolute figures are considered the occupation split has broadly remained unchanged since 2011.

17.6.23 Furthermore, jobseeker allowance claimants by occupation are presented for each study area and local authority in Appendix 17.6.1 Tables 2.1.12. This indicates that most of those claiming benefits have a sought occupation of elementary jobs, followed by those of process, plant and machine operatives.

Qualifications

17.6.24 The nature of residents’ occupation in the LSA is also reflected in the qualification level of those living in the study area. Of working age (16-64) adults in the LSA the 2011 Census shows that 24.3% are educated to equivalent National Vocational Qualifications (NVQ) level four or higher (e.g. higher national certificate or higher) with 12.7% carrying no qualifications (ONS, 2011). At the same time in the FEMA, 31.8% held NVQ Level 4+ qualifications and 9.9% held no qualifications, while in the LMA 33.1% held NVQ Level 4+ qualifications and only 11.3% held no

qualifications. The picture was similar across the Six Authorities Area with 32.0% holding NVQ Level 4+ qualifications and 12.0% holding no qualifications. This is shown in Table 2.1.13 of Appendix 17.6.1.

17.6.25 ONS 2019 data suggests that education of the working age population across the FEMA, LMA and Six Authorities Area as a whole has been increasing since 2011. By the year to December 2019 the proportion of working age adults in the FEMA with no qualifications had fallen to 3.7% (compared with 9.9% recorded in the 2011 Census). Similarly, the proportion of those across the LMA with no qualifications had fallen to 5.4% (compared with 11.3% recorded in the 2011 Census) and in the Six Authorities Area this had fallen to 6.2% (compared with 12.0% at the time of the 2011 Census). This is likely due (at least in part) to the cohort effect – those who were age 55-64 at the time of the 2011 Census no longer form part of the working age cohort and have been 'replaced' with those in their early-mid 20s (who were below age 16 at the time of the 2011 Census) and who are much more likely to be educated to NVQ Level 4+.

17.6.26 Figure 17.6.4 and Figure 17.6.5 show the qualifications of working-age people in the LSA (at 2011) and the LMA (at 2019). They show that within the LSA residents living in Horley and in the east of Crawley are more likely to be educated to higher levels, with residents in areas in the south-west of Crawley most likely to hold no qualifications (or NVQ Level 1 only). Despite Crawley having the second lowest rate of residents' education to NVQ Level 4+ as of 2019 (with 38.8% of residents educated to this level (ONS, 2019a)), Crawley also has the third lowest level of residents with no qualifications of NVQ Level 1 (2.9%). In Crawley, 36.2% of residents (one of the highest in the LMA) hold qualifications at NVQ Levels 2-3, which includes GCSEs (A*-C), Level 2 certificates/diplomas/awards, A Levels and advanced apprenticeships.

17.6.27 Reflecting the high proportion of residents working in professional occupations, Brighton and Hove has the highest educated working age population in the LMA with 56.4% of residents holding NVQ Level 4+ qualifications, followed by Mole Valley (52.5%) and Reigate and Banstead (52.1%).

17.6.28 Additional details on qualifications are given in Appendix 17.6.1 Table 2.1.13 to Table 2.1.15.

Earnings

17.6.29 Workplace earnings (i.e. earnings associated with jobs in an area) are lower than resident earnings (i.e. earnings associated with working residents in the area) across the FEMA, LMA and Six Authorities Area as of 2019 (ONS, 2019). This suggests that those who live in these areas generally commute out of the area to better paid jobs elsewhere (most likely to London).

17.6.30 Whilst current trends suggest a pattern of out-commuting to higher paid jobs, this may change in the future as workplace earnings across each study area have been growing at higher rates than resident earnings. If this trend continues, it is possible that workplace earnings could reach or exceed resident earnings.

17.6.31 Average median resident earnings of the constituent authorities in the FEMA as of 2021 are £643.1 (gross, weekly earnings for all workers). Pre-pandemic gross weekly earnings were at £622.4 representing a 13.3% increase since 2009. The LMA saw a higher level of increase, of 18.1% with earnings of £618.50 as of 2019, while the Six Authorities Area saw an increase of 18.5% (£639.20 in 2019). Over the same period however, workplace earnings in the FEMA increased by 19.3%, from £495.40 in 2009 to £591 in 2019. The LMA increased by 18.4%, from

£485.60 in 2009 to £574.80 as of 2019, while the Six Authorities Area also saw an increase of 19.3% (from £491.50 to £586.40). Additional details on earning levels are provided in Appendix 17.6.1 Table 2.1.16 and Table 2.1.17 covering the period from 2009 to 2021.

Deprivation

17.6.32 The Indices of Multiple Deprivation (IMD) measure deprivation across neighbourhoods nationally based on seven domains: income, employment, education, health, crime, barriers to housing and services and living environment. Figure 17.6.6 indicates that the areas with the highest levels of deprivation (being ranked in the top 30% most deprived areas nationally) in the LSA are in the south west of Crawley (Southgate and Broadfield areas), with the least deprived areas located in the eastern half of Crawley (Pound Hill, Maidenbower) and in the northern parts of Horley (MHCLG, 2019a). It is observed that areas of high deprivation broadly correspond to areas where economic activity amongst working age residents is lower or there is a higher proportion of residents hold occupations in elementary jobs or where education levels are lower.

17.6.33 Across the LMA most districts register areas with incidences of deprivation; this is typically (but not exclusively) focused in urban areas, particularly in Croydon and parts of Brighton and Hove.

Employment

17.6.34 The ONS Business Register and Employment Survey dataset (ONS, 2022) records an estimated 117,000 jobs in the LSA[7] in 2019 which decreased to 108,000 jobs in 2021 (see Appendix 17.6.1, Table 2.1.18). This represents 52.2% of jobs in the FEMA (207,000 jobs) and 12.3% of jobs in the LMA (877,000 jobs) based on the Business Register and Employment Survey (BRES) estimates[8]. Jobs in the transport and storage sector make up a significant proportion of jobs in the LSA; 21.1% as of 2021 (see Appendix 17.6.1, Table 2.1.23 for a full breakdown of jobs by industry in the LSA from 2015 to 2021). A significant proportion of jobs are also in the business administration and support services sectors, representing 15.6% of all jobs in the LSA.

17.6.35 Cambridge Econometrics (CE, 2022) estimates that there were 122,600 jobs in the LSA in 2022[9] representing 50.9% of jobs in the FEMA (240,764 jobs) (Appendix 17.6.1 Table 2.1.19). Based on the same data there are 1,028,267 jobs in LMA. This represents an increase of 51,764 (5.3%) over the last 10 years (i.e. from 2012 to 2022). Appendix 17.6.1 Table 2.1.19 details the job change recorded by CE over the last 10 years capturing the impacts of the pandemic across the economies of all the study areas.

17.6.36 The rate of job growth in the Six Authorities Area has slightly outpaced that seen in the LMA; over the 2012-22 period job growth was 7.1% in the Six Authorities Area (compared with 5.3% in the LMA). Job growth was highest across the FEMA, which saw a 10.5% increase in employment between 2012 and 2022. The equivalent in the LSA is at a similar level and the highest across all the study areas at 10.7% (+11,900 jobs).

17.6.37 Notable sectors which saw a decline in jobs between 2019 and 2021 in the LMA are agriculture (from 9,200 to 6,200 jobs), distribution (149,400 to 137,400), transport and storage (59,100 to 54,100), accommodation and food services (76,700 to 71,500 jobs) and financial and business services (237,900 to 221,400); this is shown in Appendix 17.6.1, Table 2.1.16. Most of these

[7] Based on a best-fit of LSOAs to the local study area.
[8] Note the BRES estimate of jobs in the FEMA and labour market area as of 2019 differs to the estimate of jobs from the Cambridge Econometrics Forecast (March 2022). This difference is due to the different methodologies and data sources used in each dataset.
[9] This is a best-fit estimate based on the employment distribution at an OA level as recorded by BRES in 2021.

sectors (except for transport and storage) have seen a decline during the pandemic at national level.

17.6.38 Further detail of employment including a breakdown by industry for the study areas and each local authority is shown in Appendix 17.6.1 Tables 2.1.18 to 2.1.23.

Commuting

17.6.39 Crawley (and Gatwick) sits broadly central in the Crawley travel-to-work area (TTWA) (ONS, 2016). TTWAs represent broadly self-contained areas within which people typically live and work[10] and the Crawley TTWA extends north to the M25, south to Haywards Heath and Burgess Hill and west covering much of Horsham District.

17.6.40 The largest flows of workers commuting within the Project site boundary[11] in 2011 originate in the areas that are located nearest as shown in Figure 17.6.7 (ONS, 2011). This includes most of Crawley, Horley, and parts of Horsham, Mid Sussex and Mole Valley. Of all those travelling to work in the Project site boundary, 39.3% originate within the LSA and 83.2% originate in the LMA.

17.6.41 Analysis of Gatwick's passholder database (at 2019) broadly aligns with the 2011 Census findings, as shown in Figure 17.6.8.

Method of Travel to Work

17.6.42 Census data indicates that within the LSA the most common method of travelling to work for those age 16-74 who were in employment was by car or van (61.5% as a driver plus a further 4.9% as a passenger) (ONS, 2011). This rate of car usage was similar to the FEMA (61.6% as driver, 4.4% as passenger), but higher than the LMA (53.1% as driver, 4.0% as passenger) and Six Authorities Area (57.2% and 4.3% respectively). The rate of people working from home was also lower in the LSA (3.7% compared to 6.6% in the FEMA, and 6.7% across both the LMA and Six Authorities Area). There may have been a significant change in working patterns as a result of the Covid-19 pandemic particularly in jobs which are less reliant on face-to-face contact, although it is known that the LSA contains a significant proportion of jobs where face-to-face contact is more relevant (for example in the transport and storage and hospitality sectors).

17.6.43 Looking at more sustainable methods (public transport, bicycle and walking) shows a mixed picture in the LSA when compared with wider averages. For example, more people commute via bus (or minibus or coach) in the LSA than the FEMA, LMA or Six Authorities Areas (8.9% compared with 4.3%, 7.0% and 5.0% respectively). However fewer people travel to work by train or on foot across all areas and the proportion cycling to work is broadly similar across all areas, at around 2.5%. A full breakdown of the method of travel to work across the areas is shown in Appendix 17.6.1, Table 2.1.24. Detailed information on method of travel to work at the LA level is presented in Appendix 17.6.1, Table 2.1.25.

[10] In addition to having self-containment criteria, TTWAs are also subject to other criteria such as minimum economically active population, and where this minimum cannot be met self-containment criteria may be adjusted.
[11] Based on a best fit of Output Areas to the Project site boundary.

Household Accommodation

17.6.44 At the time of the Census there were 58,433 dwellings in the LSA accommodating 58,462 household spaces[12] (ONS, 2011). Of these household spaces 98.0% were occupied (had at least one usual resident) and 2.0% were vacant. This is shown in Appendix 17.6.1, Table 2.1.30. This vacancy rate is lower than the FEMA (2.4%), LMA (3.5%) and Six Authorities Area (4.1%), likely to be because the wider study areas incorporate a number of areas where rates of second home ownership and buy-to-let accommodation are high (e.g. in coastal areas).

17.6.45 The LSA has a smaller housing stock compared with the FEMA, LMA and Six Authorities Area, reflecting the urban nature of Crawley and Horley. For example, 19.0% of homes are detached in the LSA compared with 30.4% in the FEMA, 24.7% in the LMA and 26.8% in the Six Authorities Area. Similarly, 34.6% of homes in the LSA are terraced compared with 23.4% across the FEMA, 20.6% across the labour market and 21.0% across the Six Authorities Areas. For flats, the proportion of homes which are purpose-built flats in the LSA is 20.5%, which is similar to the LMA (20.0%) and slightly higher than the FEMA and Six Authorities Area (16.8% and 17.1% respectively). The LSA does however have significantly fewer flats which are part of a converted or shared house; just 1.1% of dwellings compared with 1.9% in the FEMA, 7.6% in the LMA and 5.7% in the Six Authorities Area. This is because the wider areas incorporate a number of seaside towns and cities where the prevalence of flats which are part of converted houses is high.

17.6.46 Full details on dwellings, household spaces and accommodation type are shown in Appendix 17.6.1 Table 2.1.26 and Table 2.1.27. Detailed information on dwellings, household spaces and accommodation type at the local authority level are presented in Appendix 17.6.1 Tables 2.1.27, 2.1.28 and 2.1.29.

Household Tenure

17.6.47 Reflective of its urban nature, origins as a New Town, younger age profile and smaller housing stock, the LSA has a higher proportion of households in the social rented tenure compared with the FEMA, LMA or Six Authorities Area; 20.2% compared with 14.6%, 13.2% and 13.1% respectively (this is shown in Appendix 17.6.1 Table 2.1.30). This proportion also exceeds the national average of 17.7% (ONS, 2011).

17.6.48 Consequently, there are fewer owner-occupier households in the LSA, representing 62.9% of households, although this is comparable with the national average of 63.3%. Rates of home ownership are higher in the FEMA (70.2%), LMA (67.0%) and Six Authorities Area (67.9%).

17.6.49 Full details on household tenure can be found in Appendix 17.6.1 Table 2.1.28, Table 2.1.29 and Table 2.1.30. Detailed information on household tenure at the local authority level is available in Appendix 17.6.1 Table 2.1.31.

Household Composition

17.6.50 The LSA's younger population (shown in Appendix 17.6.1 Table 2.1.1) is reflected in its household profile with 17.7% of households being over age 65 (either single, couple or other household where all members are over 65) (ONS, 2011). This is lower than the national average

[12] Dwellings can accommodate more than one 'household space' (that is the accommodation available to one household to occupy) although this is generally rare, hence the number of dwellings and household spaces is broadly equal. In the local study area there were 9 dwellings with two household spaces (0.02% of dwellings) and 7 dwellings with 3 or more household spaces (0.01% of dwellings) as shown in Appendix 17.6.1 Table 2.1.30.

of 20.7%. The FEMA, LMA and Six Authorities Area have higher proportions of over 65 households than the national average (21.8%, 22.5% and 22.8% respectively) reflecting the fact that they include many areas which are rural and/or coastal in nature where the demographic profile tends to be older.

17.6.51 Family households (one family households with children (of any age) and any other household with dependent children) are more prevalent in the LSA (42.1%) when compared with the wider areas (39.6% in the FEMA, 37.4% in the LMA and 38.0% in the Six Authorities Area) and the national average (38.7%).

17.6.52 Full details on household composition can be found in Appendix 17.6.1 Table 2.1.32. Detailed information on household composition at the local authority level is available in Appendix 17.6.1 Table 2.1.33.

Business Profile

Enterprises by Section

17.6.53 In 2022, there were 6,700 enterprises in the LSA[13]; an increase of 355 (5.6%) since 2017 (ONS, 2022). This is higher than growth in the number of enterprises seen in the FEMA, LMA and Six Authorities Area over the same period at 1.3%, 2.8% and 3.0% respectively. The growth across the LSA was also higher than the national average of 3.8% over the same period. Looking at data for the 10 years from 2012-2022 shows overall growth of 22.5% in the number of enterprises across the FEMA, compared with 24.8% in the LMA, 23.5% in the Six Authorities Area and 30.7% nationally.

17.6.54 Construction enterprises represent the largest group in the LSA, representing 16.6% of total enterprises, higher than the equivalent figure for the FEMA (14.3%), LMA (15.3%) and Six Authorities Area (15.6%). Apart from construction; professional, scientific and technical enterprises are the next largest group in the LSA, which represents 14.6% of all enterprises, compared with 18.4%, 17.5% and 18.0% across the respective wider areas. Notably, professional, scientific and technical enterprises sector represent the largest industrial group across all three of the wider study areas.

17.6.55 Reflecting the presence of Gatwick, the LSA has a higher proportion of enterprises in the transport and storage sector; these represent 7.9% of all enterprises compared with 4.0% across the FEMA, 3.2% across the LMA and 3.5% across the Six Authorities Area (see Appendix 17.6.1, Table 2.1.36). The LSA also has slightly fewer enterprises associated with agriculture, retail, property and arts and recreation compared with the FEMA, LMA and Six Authorities Area.

17.6.56 Full details on enterprises, including at a local authority level, can be found in Appendix 17.6.1 Table 2.1.34, Table 2.1.35 and Table 2.1.36.

Enterprises by Size

17.6.57 In 2022 enterprises in the LSA were slightly larger than the FEMA, LMA or Six Authorities Area, with 0.5% of enterprises with 250+ employees compared with 0.4%, 0.3% and 0.3% respectively (ONS, 2022). Similarly, for medium-sized enterprises (50 to 249 employees) the proportion in the LSA was 1.5% compared with 1.4%, 1.2% and 1.3% respectively in the FEMA, LMA and Six Authorities Area. Further details on enterprises by size are shown in Appendix 17.6.1 Table

[13] Based on a best-fit of MSOAs

2.1.37. Details on enterprises by size at the local authority level are presented in Appendix 17.6.1 Table 2.1.38.

Enterprises by Turnover Band

17.6.58 The profile of enterprises in the LSA was slightly larger, in terms of turnover, compared with the wider study areas. In 2022 the percentage of enterprises with an annual turnover of over £500,000 in the local study area was 18.7% whilst in the FEMA, LMA and Six Authorities Area this was slightly lower (at 16.6%,14.6% and 15.2% respectively) (ONS, 2022, see Appendix 17.6.1, Table 2.1.43). Similarly, the proportion of enterprises with a turnover of £5m+ was 3.0% in the LSA, higher than the FEMA (2.6%), LMA (1.7%) and Six Authorities Area (1.9%). Further details on enterprises by turnover are shown in Appendix 17.6.1, Table 2.1.39. Detailed information on enterprises by turnover at the local authority level are presented in Appendix 17.6.1 Table 2.1.40.

Community Facilities

17.6.59 This section describes the community facilities baseline within the LSA, which are set out in Figures 17.6.9 to 17.6.13.

Early Years Education

17.6.60 Data from the Department for Education (DfE, 2022) indicates that there are 20 early years care providers within the LSA. This comprises nine children and family centres and 11 primary schools (which provide education from ages 2 or 3 years). These are shown in Figure 17.6.9 and Appendix 17.6.1 Table 2.1.41.

Primary Education

17.6.61 There are currently 37 primary schools within the LSA (DfE, 2022), which are a mixture of local authority maintained, academies and free schools. These are shown in Figure 17.6.9. The 36 schools which have current information on capacity and enrolment have a combined capacity of 14,454 and combined enrolment of 12,635 pupils, indicating a surplus of 1,819 spaces. There is one school which does not have information on capacity or current enrolment (Our Lady Queen of Heaven Catholic Primary School). Further information on primary schools is shown in Appendix 17.6.1 Table 2.1.42.

Secondary Education

17.6.62 There are currently seven state-funded secondary schools within the LSA (DfE, 2022) which are shown in Figure 17.6.9. These are a mixture of local authority-maintained schools and academies. One school – Oakwood School – provides education for ages 11-16 only (Key Stages 3 and 4) and all of the remaining schools provide education for ages 11-18. Collectively, all secondary schools in the LSA have a combined capacity for 9,951 pupils and 8,417 pupils currently enrolled. This indicates a surplus of 1,534 spaces, as shown in Appendix 17.6.1 Table 2.1.43.

Post-16 Education Providers

17.6.63 In addition to post-16 education which is offered at six secondary schools in the local area, Crawley College is the other post-16 education provider in the local area and is shown in Figure 17.6.9. Crawley College offers T- Levels (equivalent to three A-Levels), apprenticeships, some

forms of higher education (e.g. higher national diploma, in partnership with other colleges across Sussex), adult education, short courses and professional courses. This is shown in Appendix 17.6.1 Table 2.1.44.

Other Schools

17.6.64 In addition to the schools described above there are a number of further schools in the LSA (DfE, 2021) as follows.

- The Gatwick School – an all-through Free School for ages 4-16. It has capacity for 1,020 pupils with 761 pupils enrolled, indicating a surplus of 259 spaces.
- Manor Green Primary School (ages 2-11) and Manor Green College (ages 11-19), both community special schools. Manor Green College is currently operating at capacity with 215 pupils enrolled compared with capacity of 213. The capacity of Manor Green Primary School is unknown however there are currently 211 pupils enrolled.
- Aurora Redehall School (ages 6-19) – an independent special school. This is also operating at capacity with 44 pupils.
- Atelier 21 Future School (ages 4-14) – an independent school with capacity for 120 pupils (enrolment unknown).
- Copthorne Preparatory School (ages 2-13) – an independent school with boarding facilities. This currently has 352 pupils enrolled against capacity of 360.

17.6.65 These schools are shown in Figure 17.6.9 and further details are given in Appendix 17.6.1 Table 2.1.45.

Primary Healthcare

17.6.66 There are 15 General Practitioner's (GP) surgery groups within the LSA, three of which contain twinned surgeries making 18 surgeries in total, all providing primary care (NHS, 2022) (Figure 17.6.10). These surgeries contain a total of 99 full-time equivalent (FTE) GPs and 173,320 registered patients as set out in Appendix 17.6.1, Table 2.1.46 (NHS, 2022). This indicates a ratio of 1,751 registered patients per FTE GP, which is broadly in line with the current national average of 1,724 registered patients per GP (NHS, 2022).

Dental Care

17.6.67 There are 18 dental practices in the LSA providing a range of dental care and services (Figure 17.6.10 and Appendix 17.6.1, Table 2.1.47), plus the Urgent Treatment Centre at Crawley Hospital which provides urgent dental care (NHS, 2022). Because of the impacts of restrictions associated with the recent Covid-19 pandemic many of these dentists have not indicated (via the NHS website) whether or not they are accepting new patients; whilst dentists are open at present it is possible that dentists would be limiting registration of new patients whilst they work through the backlog of appointments caused by Covid-19 restrictions.

Secondary Healthcare

17.6.68 There are four hospitals located within the LSA (NHS, 2022) (Figure 17.6.11 and Appendix 17.6.1 Table 2.1.48). These are as follows.

- Crawley Hospital – an NHS hospital run by Sussex Community NHS Trust. It has an Urgent Treatment Centre (UTC) which provides care for urgent but non-life-threatening injuries (eg

sprains and strains, broken bones, minor burns and scalds, minor head and eye injuries, bites and stings) but no Accident and Emergency (A&E) department.
- Langley Green Hospital – an NHS hospital for those with acute mental health illnesses run by Sussex Partnership NHS Foundation Trust. No A&E department.
- Farmfield Hospital – a private secure hospital run by Elysium Healthcare for the treatment of adult males with severe mental health illnesses.
- Spire Gatwick Hospital – a private hospital run by Spire Healthcare Network treating both NHS referrals and private patients across a range of areas. No A&E department.

17.6.69 The nearest hospital with an A&E department is East Surrey Hospital which is located just over four miles to the north of Gatwick in the south of Redhill.

Emergency Services

17.6.70 Fire services in the LSA are provided by Crawley Fire Station (West Sussex Fire Service) and Gatwick Airport Fire and Rescue Service (NFCC, 2022) (Figure 17.6.11 and Appendix 17.6.1, Table 2.1.49). Gatwick Airport Fire and Rescue Service incorporates a training centre and a further training centre is located at Horley Fire Station (which is a training centre only).

17.6.71 Police services in the LSA are provided by Sussex and Surrey Police Forces. Sussex Police are based at Crawley Police Station and Gatwick Police Station, the latter also having British Transport Police (Police UK, 2022) (Figure 17.6.11 and Appendix 17.6.1, Table 2.1.53).

Community Spaces

17.6.72 There are 23 Community Spaces within the LSA (CBC, 2022) (see Figure 17.6.11 and Appendix 17.6.1, Table 2.1.50). These serve a range of functions and include local community-owned or operated community centres and public halls, halls or centres owned by or connected to places of worship and halls connected to local Scout or Brownie clubs. These are used for a wide range of community activities, including food bank provision and nurseries during certain hours.

Places of Worship

17.6.73 There are currently 35 places of worship and faith centres within the LSA. These comprise 24 Christian Churches, three Islamic Mosques or Centres, three Hindu Temples, one Buddhist temple, one Sikh Gurdwara, two spiritualist churches and one multi-denominational chapel (in Gatwick) (Yell, 2022) (see Figure 17.6.11 and Appendix 17.6.1, Table 2.1.51).

Libraries

17.6.74 Local public libraries are statutory services provided and managed by local authorities. In the case of the LSA this comprises three libraries: Crawley Library and Broadfield Library (both located in Crawley and provided by West Sussex County Council) and Horley Library (provided by Surrey County Council). These are shown in Figure 17.6.11 and Appendix 17.6.1, Table 2.1.52) (Surrey County Council, 2022 and West Sussex County Council, 2022). These libraries provide a range of services including book and multimedia collections, study space and publicly accessible computers. Some libraries also provide space for adult learning classes provided by local authorities, offering a range of qualifications and classes for employment or leisure.

Sports and Open Space

Sports, Leisure and Recreation

17.6.75 There are three sports facilities within the Project site boundary, all of which have health and fitness suites (Figure 17.6.12). These are within the Airport at the Sofitel London Gatwick, Living Well Express Club in Hilton Hotel and Courtyard Marriott (London Gatwick Airport).

17.6.76 There are a wide range of sports facilities within the LSA which include both built facilities such as sport centres, indoor swimming pools and gyms, as well as open and green space with a formal or informal outdoor sports function, such as football pitches, school playing fields, recreation grounds, tennis courts, bowling greens and golf courses (Figure 17.6.12). These are a mixture of local authority run and privately run. In total, there are 211 locations that provide sports facilities within the LSA including 105 with grass pitches, 26 with sports halls and 18 with health and fitness suites (Appendix 17.6.1 Table 2.1.53).

Open Spaces

17.6.77 The distribution of open spaces, including public parks and gardens, within the LSA is shown in Figure 17.6.13 and Table 2.1.54 of Appendix 17.6.1.

17.6.78 There are two open spaces within the Project site boundary: St. Bartholomew's Church Grounds to the north of the A23 (1.2ha) and a tennis court located in Buckingham Gate car park. In addition, a small part of the Riverside Garden Park (c.0.75ha) falls within the Project site boundary (just north of the A23). The Riverside Garden Park has been identified in the Reigate and Banstead Borough Council (2018) Urban Open Space Assessment and Review as an urban open space of high value (Reigate and Banstead Borough Council, 2018).

17.6.79 A total of 229 designated open space are identified within the LSA, providing approximately 544 hectares of open space, as shown in Table 2.1.54 of Appendix 17.6.1.

17.6.80 Further details on the open space in the area are provided in Chapter 19: Agricultural Land Use and Recreation.

Play Spaces

17.6.81 There are 111 play spaces located within the LSA providing a total of 8.4 hectares of space. The play spaces incorporate a mix of informal play areas and formal play equipment (see Figure 17.6.13 and Table 2.1.54 of Appendix 17.6.1).

Allotments

17.6.82 There are 24 publicly maintained allotment sites or community growing spaces within the LSA, totalling approximately 14.3 hectares (see Figure 17.6.13 and Table 2.1.54 of Appendix 17.6.1). Allotment use is usually managed by the local authorities (with the majority of allotments in the LSA being managed by Crawley Borough Council), with plots allocated to residents using a waiting list system.

Housing Market Conditions

House Prices

17.6.83 The average median price of dwellings sold in the LSA in the year to September 2022 was £342,265 (ONS, 2022), representing an increase of 13% over the last 5 years (2017-22) and 65%

over the last 10 years (2012-22) (see and Appendix 17.6.1 Table 2.1.55). The most expensive parts of the LSA are in Horley, the east of Crawley and in the rural areas around Copthorne and Ifieldwood, as shown in Figure 17.6.14. With median house prices of £310,000 as of 2022, Crawley represents one of the least expensive districts in the LMA, along with Hastings (£275,000) and Eastbourne (£272,000), as shown in Figure 17.6.14. The most expensive parts of the LMA are all in Surrey; Mole Valley (the most expensive at £550,000), Tandridge (£475,000) and Reigate and Banstead (£450,000).

17.6.84 Growth in house prices in the LSA has outpaced growth at a national level over the last 10 years, where house prices have increased 50%. In contrast, over the last 5 years national growth (20%) has outpaced that of the LSA (Figure 17.6.15). Prices in the LSA are currently 26.8% higher than the national average of £270,000; this is an increase since 2012 when LSA house prices were only 15.5% higher than the national average. Despite being one of the least expensive authorities in the LMA, house prices in Crawley have increased amongst the fastest over the last 10 years as shown in Figure 17.6.16. House prices in Crawley increased by 70% between 2012 and 2022, compared with an increase of 50-70% seen across most of the remaining authorities in the LMA.

17.6.85 House prices in the Six Authorities Area vary widely between authorities (and even further within authorities), ranging from £272,000 in Hastings to £650,000 in Elmbridge. With average prices of £342,265 the LSA has slightly higher average prices than Crawley (£310,000) due to the inclusion of some parts of Surrey in the LSA where house prices are substantially higher. Crawley is broadly amongst the least expensive of the 37 authorities in question.

17.6.86 Average median house prices of the authorities in the LMA currently stand at £382,929, more expensive than the LSA. However, the rates of increase in the LMA are broadly similar to those seen across the LSA (18% over 5 years and 67% over 10 years). Prices in the Six Authorities Area are even higher at £388,068, also representing an increase of 18% over 5 years and 67% over 10 years. The key authorities driving growth in house prices over the last 5 years have been coastal areas where housing is typically less expensive (for example the top three areas in terms of house price growth are Thanet, which has seen a 37% increase in prices to £285,000 in 2022, Hastings which has seen a 40% increase to £275,000 and Folkestone and Hythe which has seen a 28% increase to £300,000). The most expensive authorities are in Surrey; Elmbridge (£650,000), Mole Valley (£550,000), Epsom and Ewell (£526,250) and Waverley (£515,000).

17.6.87 Full details on house prices can be found in Appendix 17.6.1 Table 2.1.55.

Affordability

17.6.88 All local authority areas in the LMA and Six Authorities Area, with the exception of Dartford and Crawley, are less affordable than the national average in relation to workplace-based affordability ratios as of 2021 (ONS, 2022) (see Appendix 17.6.1, Table 2.1.56). The average workplace-based affordability ratios (house prices to workplace earnings) across the authorities in the LMA and Six Authorities Areas are 12.6 and 12.7 respectively, compared with the national average of 9.1. This represents a 39.3% increase in the LMA over the last 10 years and a 43.1% increase in the Six Authorities Area, compared with the national increase of 33.1%. The least affordable areas reflect those where house prices are high (Waverley, Elmbridge, Epsom and Ewell) however also includes areas where house prices are not as expensive but where workplace earnings are lower (such as Horsham).

17.6.89 Overall resident-based affordability (the ratio of house prices to the earnings of those living in a district) across the LMA is 11.7 and in the Six Authorities Area 11.4. Resident-based affordability for the authorities in the LMA is shown in Figure 17.6.17. Reflecting the fact that local workplace earnings are lower than resident earnings, the affordability ratios further indicate that residents in the labour market and Six Authorities Areas commute out to better paid jobs elsewhere (as noted above). This makes housing relatively more affordable to people who live in these areas when compared with those who work there (as shown by the workplace affordability ratio, which is generally higher than the resident-based ratio).

17.6.90 Crawley is amongst the most affordable local authorities in the LMA and Six Authorities Area with house prices 8.99 times workplace earnings and 9.89 times resident earnings. Crawley is slightly more affordable than the national average in relation to workplace-based earnings and slightly less affordable in relation to resident-based earnings. This is partly a reflection of the urban nature of the local authority, having a smaller housing stock (with a high proportion of flats and smaller houses) in turn reflected in lower house prices. Crawley is also only one of six authorities[14] in the Six Authorities Area where resident affordability is worse than workplace affordability, indicative that people commute into Crawley where jobs are better paid relatively to the surrounding area. This is likely to be, at least in part, a reflection of the skilled jobs on offer at Gatwick.

17.6.91 Table 2.1.56 of Appendix 17.6.1 shows resident and workplace affordability ratios for all local authorities in the LMA and Six Authorities Area in 2011 and 2021 along with the change over this time period.

17.6.92 Data published by ONS in 2018 (ONS, 2018) provides a sub-district picture of affordability (down to MSOA level) although this is not directly comparable with local authority level data as it is based on net household income (rather than gross). This shows that within the LSA the least affordable areas are the rural areas, particularly around Copthorne and Charlwood, where median house prices are in excess of 12 times median (net) annual earnings as of 2018, as shown in Figure 17.6.17 and Table 2.1.57 of Appendix 17.6.1. The most affordable parts of the LSA are in Crawley town centre, due in part to the fact that homes here are smaller (compared with rural areas) and therefore housing is less expensive.

Supply

17.6.93 Relative to the national average (8.3%), housing supply has increased slightly faster in the LMA (8.5%) and slightly slower in the Six Authorities Area (8.0%) over the 10 years to 2021. As of 2021 there are 935,476 dwellings in the LMAs, representing an 8.5% increase over the last 10 years (0.81% per year). By comparison there are 1,980,214 dwellings in the Six Authorities Area representing an 8.0% increase over the last 10 years (0.78% per year). Over the same period the national rate of dwelling stock growth was 8.3% (0.80% per year) (DLUHC, 2022) (see Appendix 17.6.1 Table 2.1.58).

17.6.94 The authorities in the LMA and Six Authorities Area which have grown the fastest in the last 10 years are Dartford (1.63% per year on average), Horsham (1.44%), Maidstone (1.34%) and Mid Sussex (1.27%). The slowest growing authorities were Adur (0.38%), Brighton and Hove (0.39%),

[14] The other authorities being Ashford (resident ratio 10.54, workplace ratio 10.45), Dartford (9.66 and 8.86), Eastbourne (9.60 and 9.42), Mole Valley (14.69 and 13.84) and Runnymede (12.03 and 10.39).

Eastbourne (0.39%) and Rother (0.45%); these are generally urban, under-bounded and highly constrained authorities.

17.6.95 Further detail on the housing stock in the LMA and Six Authorities Area over the last 10 years are shown in Appendix 17.6.1, Table 2.1.58.

Future Baseline Conditions

17.6.96 A key determinant of future socio-economic baseline conditions would be housing growth, changes in population levels, subsequent change in labour supply and associated job change. A range of future scenarios for housing, population, labour supply and job growth are explored in full in the Assessment of Population and Housing Effects[15] which is included at Appendix 17.9.3 and associated Annexes. The analysis has been undertaken using industry-standard demographic modelling software PopGroup.

Population, Working Age Population and Labour Supply

17.6.97 In determining the potential socio-economic impacts of the Project, particularly housing and labour impacts, it is important to consider what level of population growth is likely to occur based on known factors, particularly planned housing growth levels ('housing-led scenarios'). In housing-led scenarios the starting population is based on the 2021 Census for the relevant local authority (this is the latest available population data at the time of the analysis). The level of housing growth within that authority is the driver of demographic change (i.e. the size and age structure of the population) in subsequent years, and this change is underpinned by birth/death/migration rates set out in the Office for National Statistics 2018-based Sub-National Population Projections (SNPPs). From this population an estimate of the labour supply is generated (by applying economic activity rates, by sex and age) which in turn can be used to estimate the number of jobs supported (by applying rates of unemployment and commuting). Future population, labour supply and jobs are therefore outputs of housing-led scenarios and are driven - directly or indirectly - by inputted levels of housing growth. Full details of all housing-led scenarios assessed are given in Section 4 of Appendix 17.9.3.

17.6.98 The future baseline (in terms of population and labour supply) for the purposes of assessing the impacts of the Project is:

- For the LSA, based on planned housing growth for the constituent authorities (i.e. 'Scenario 8a Current Housing Trajectories' in Appendix 17.9.3), apportioned to the LSA[16]. Scenario 8a is based on planned housing growth as set out in each local authority's latest (at the time of writing) housing trajectory which likely represents the minimum level of housing supply (and therefore population and labour supply growth) in each local authority[17];

[15] Note that the definition of the labour market area is different to the 'study area' used in Appendix 17.9.3 Assessment of Population and Housing Effects and therefore figures are not directly comparable. This is because the study area used in Appendix 17.9.3 includes any authorities which overlap into housing market areas which fall within the labour market area. Therefore, the study area used in Appendix 17.9.3 includes all authorities in the labour market area as well as Chichester, Elmbridge and Epsom and Ewell (17 authorities in total, rather than the 14 in the LMA).
[16] The Assessment of Population and Housing Effects (Appendix 17.9.3) does not model housing, labour, job and population outcomes for the LSA specifically for the reasons explained at Appendix 17.9.3 para 1.2.4-5, however an apportionment has been applied for the purposes of obtaining figures suitable for analysis within the wider Socio-Economic chapter.
[17] For the reasons set out in Appendix 17.9.3 paragraphs 4.3.2-4.3.7 this is considered likely to be the minimum amount of housing because as plans are updated across the study area they will be prepared in line with the NPPF which requires authorities to adopt the 'standard method' for assessing housing need. The standard method generates around 18,000 homes per annum in the long-term across the study area compared with around 10,000 homes per annum based on current trajectories.

- For the FEMA and LMA, based on planned housing growth as set out in each local authority's latest (at the time of writing) housing trajectory (Scenario 8a in Appendix 17.9.3, as described above); and
- For the Six Authorities Area, based on planned housing growth ('Scenario 8a Current Housing Trajectories' in Appendix 17.9.3) for the 17 authorities covered within Appendix 17.9.3 and the latest ONS 2018-based Sub-National Population Projections for the remaining authorities[18].

Future Baseline – LSA

17.6.99 For the Local Study Area, the future baseline population (total and working age) is based on the outputs from Scenario 8a, as described for the FEMA/LMA above. The LSA comprises the entirety of Crawley plus parts of five other authorities; a proportion of the population in each of these five local authorities has been taken, based on the proportion of employment in that authority which falls within the study area. The working age population has been converted into an estimate of the labour supply (which encompasses all residents who are economically active) based on the ratio of working age population to labour supply in the FEMA for each assessment year, as shown in Table 17.6.1.

17.6.100 On this basis, the LSA is anticipated to growth from 162,732 residents in 2021 to 177,521 in 2047 as shown in Table 17.6.1 below. The working age population (16-64) is expected to increase from 104,857 to 105,564. The labour supply is estimated to be 94,711 as of 2021 and is expected to rise to 104,466 by 2047.

Table 17.6.1: Projected Total Population, Working Age Population and Labour Supply in the Local Study Area

	2021	2024	2029	2032	2038	2047
Population	162,732	165,120	171,113	171,502	171,728	177,521
Working Age Population (16-64)	104,857	105,361	108,151	107,054	104,895	105,564
Labour Supply	94,711	95,915	100,496	100,688	100,830	104,466

Source: Lichfields analysis of ONS 2018-based SNPP and Lichfields analysis of working age population and labour supply in the FEMA using PopGroup (Scenario 8a within Appendix 17.9.3), as shown in Table 17.6.1 above.

Future Baseline – FEMA

17.6.101 Within the FEMA (which corresponds with the Northern West Sussex Housing Market Area) we would expect the number of dwellings to increase from 174,923 in 2021 to 227,523 in 2047 as shown in Table 17.6.2. Based on this, the population is projected to grow from 416,900 in 2021 (as per the 2021 Census) to 506,940 in 2047. The working age population (age 16-64) would increase to 284,075 in 2047. This population growth would support growth in the labour supply from 231,531 in 2021 to 281,121 in 2047. The working age population is not the same as the labour supply because the labour supply includes all residents who are economically active, including those over age 65. As economic activity rates amongst older people are expected to increase in the future as detailed in Appendix 17.9.3 Annex 2), the labour supply is projected to

[18] The Assessment of Population and Housing Effects (Appendix 17.9.3) does not model housing, labour, job and population outcomes for the whole of the Six Authorities Area (only the 17 authorities referred to within Appendix 17.9.3), hence the latest official projections are adopted for the remaining areas.

grow at a faster rate than the working age (16-64) population. This is the baseline housing, population and labour position within the FEMA.

17.6.102 Based on this labour supply and current unemployment rates and commuting patterns, it is expected that the number of jobs to be supported would increase from 239,100 in 2021 to 282,529 in 2047. This increase in jobs does not reflect any economic forecasts; the number of jobs is an outcome of the modelling based on the projected population growth (which in turn is affected by inputted levels of housing growth).

17.6.103 For the purposes of the future jobs baseline, the Cambridge Econometrics employment forecast has been adopted; this is set out later in this section.

Table 17.6.2: Projected Total Population, Working Age Population, Labour Supply and Jobs in the FEMA (based on planned housing numbers)

	2021	2024	2029	2032	2038	2047
Dwellings	174,923*	181,780	193,157	198,733	209,763	227,523
Population	416,900	428,945	448,192	456,127	473,573	506,940
Working Age Population (16-64)	256,334	261,054	268,315	268,952	272,610	284,075
Labour Supply**	231,531	237,650	249,323	252,959	262,046	281,121
Jobs***	239,100	244,543	256,265	258,964	265,755	282,539

Source: Lichfields analysis using PopGroup – corresponds to Scenario 8a in Appendix 17.9.3. Refer to Appendix 17.9.3 Tables 2.1.67-2.1.70 for labour market outputs for each year and Appendix 17.9.3 Annex Table A4.13 for headline outputs (2021 and 2047) for population, labour supply, jobs and housing for all individual local authorities in the study area and Tables A7.5-A7.8 for local authority outputs for each year in the period 2021-47. *The number of dwellings in 2021 is modelled, based on the 2021 Census population with household formation and dwelling vacancy rates applied; therefore, it does not correspond exactly with dwelling stock estimates from other sources, such as DLUHC Live Tables on housing stock. **For the purposes of this assessment 'labour supply' refers to all people who are economically active. ***Number of jobs implied based on future labour supply growth (which is based on population and housing growth) and inputted rates of unemployment and commuting; this is different to the number of jobs forecast by various forecasting organisations (such as Cambridge Econometrics and Experian) which are driven by wider macroeconomic factors and where assumptions (unemployment, economic activity and commuting) are dynamic in response to labour supply and demand changes over time.

Future Baseline – LMA

17.6.104 Across the LMA the number of dwellings (based on current housing trajectories) would be expected to increase from 922,956 in 2021 to 1,163,740 in 2047 as shown in Table 2. Based on this level of housing growth the population would be projected to grow from 2,113,600 in 2021 to 2,528,150 in 2047. The working age population (16-64) would increase to 1,432,539 in 2047 and the overall labour supply would increase to 1,361,166. This is the baseline housing, population and labour position within the LMA.

17.6.105 Based on this labour supply, and current unemployment/commuting patterns, it is expected that the number of jobs would increase from 1,016,200 in 2021 to 1,200,698 in 2047.

Table 17.6.3: Projected Total Population, Working Age Population, Labour Supply and Jobs in the LMA (based on planned housing numbers)

	2021	2024	2029	2032	2038	2047
Dwellings	922,596*	955,863	1,003,432	1,029,077	1,080,710	1,163,740
Population	2,113,600	2,178,863	2,256,497	2,294,467	2,375,663	2,528,150
Working Age Population (16-64)	1,312,451	1,345,332	1,369,410	1,370,739	1,381,381	1,432,539
Labour Supply**	1,143,392	1,177,646	1,221,990	1,237,926	1,276,323	1,361,166
Jobs***	1,016,200	1,045,546	1,085,808	1,098,790	1,129,487	1,200,698

Source: Lichfields analysis using PopGroup – corresponds to Scenario 8a in Appendix 17.9.3. Refer to Appendix 17.9.3 Tables 2.1.67-2.1.70 for labour market outputs for each year and Appendix 17.9.3 Annex Table A4.13 for headline outputs (2021 and 2047) for population, labour supply, jobs and housing for all individual local authorities in the study area and Tables A7.5-A7.8 for local authority outputs for each year in the period 2021-47. *See Table 17.6.1 above for footnotes.

Future Baseline – Six Authorities Area

17.6.106 For the Six Authorities Area, the future baseline population (total and working age) is based on the projected population from Scenario 8a within Appendix 17.9.3 for the 17 local authorities which are covered by the Assessment of Population and Housing Effects, and the ONS 2018-based Sub-National Population Projections for the remaining authorities. The working age population has been converted into an estimate of the labour supply (which encompasses all residents who are economically active) based on the ratio of working age population to labour supply in the LMA for each year, as shown above in Table 17.6.2.

17.6.107 On this basis, the total population of the Six Authorities Area is anticipated to grow from 4,912,956 in 2021 to 5,642,175 in 2047 as shown below. The working age population (16-64) is expected to increase from 2,988,201 in 2021 to 3,173,300 in 2047. The labour supply is estimated to be 2,611,998 as of 2021 and is expected to rise to 3,015,198 by 2047.

Table 17.6.4: Projected Total Population, Working Age Population and Labour Supply in the Six Authorities Area

	2021	2024	2029	2032	2038	2047
Population	4,912,956	5,027,482	5,169,712	5,239,085	5,378,405	5,642,175
Working Age Population (16-64)	2,998,201	3,050,763	3,091,511	3,091,153	3,097,114	3,173,300
Labour Supply	2,611,998	2,670,507	2,758,703	2,791,647	2,861,570	3,015,198

Source: Lichfields analysis of ONS 2018-based SNPP and Lichfields analysis of working age population and labour supply in the LMA using PopGroup, as shown in Table 17.6.2 above

17.6.108 The fastest growing authorities within the Six Authorities Area are expected to be Dartford, with its population increasing by 25.5% to 2047, Mid Sussex (22.3%) and Wealden (21.9%). Surrey Heath is expected to see the greatest decline in overall population, of -9.5%, which is primarily driven by natural change (there being more deaths than births) which a result of ageing. Although Surrey Heath is expected to see overall positive net migration (the different between in-migrants and out-migrants) this is not sufficient to balance the decline through natural change, hence the population overall is expected to decline.

17.6.109 Those unemployed (i.e. ILO definition that includes both those unemployed and inactive that want a job, as set out previously) are projected based on the ONS 2018-based SNPP projections assuming constant proportion at each local authority level as recorded by ONS APS 2022. On

this basis, the trends are similar to the above and details are presented in Appendix 17.6.1 Table 2.1.59.

Jobs

17.6.110 Economic forecasts produced by Cambridge Econometrics (CE), which form the basis of the economic analysis for the Project, are prepared on the basis of forecasts and assumptions around wider macro-economic trends (at a regional, national and international level). Detailed data for 2022 is presented in Appendix 17.6.1 Table 2.1.21 and Table 2.1.22, while projected data is presented in Appendix 17.6.1 Table 2.1.60. Experian forecasts have also been sense-tested with more details presented in Appendix 17.9.3 aligned with feedback received from the adjoining authorities. Whilst the forecasts do not account for specific projects or investments, they do reflect wider factors, for example the impact of the Covid-19 pandemic on national economic growth, Brexit, the war in Ukraine and the emerging (as in April 2022 – i.e., forecasts' release) cost-of-living crisis. CE's methodology note accompanying its most recent forecasts which sets out its assumptions regarding these factors is included at Appendix 17.9.3 Annex 5 and Experian's methodology note is included at Appendix 17.9.3 Annex 6.

17.6.111 It should be noted that economic forecasts prepared by Cambridge Econometrics (and Experian) are prepared without regard to the level of housing growth in a given local authority area, and they apply dynamic assumptions regarding economic activity, commuting and unemployment meaning that these factors can change in response to the supply and demand for labour. For these reasons, the economic forecasts produced by Cambridge Econometrics (and Experian) do not align with the number of jobs which are implied to be supported based on current housing trajectories (as shown above in Tables 1 and 2 and assessed as Scenario 8a within Appendix 17.9.3).

17.6.112 However, within Appendix 17.9.3 a 'jobs-led' scenario (which uses an inputted level of job growth to determine the labour force, population and housing required, based on given assumptions regarding economic activity, unemployment and commuting) based on the Cambridge Econometrics economic forecast has been assessed; this is Scenario 4a within Appendix 17.9.3 with outputs at Appendix 17.9.3 Table 3.3.1. This shows that, across the study area as a whole assessed within Appendix 17.9.3, the labour supply generated (and therefore jobs supported) based on current housing trajectories (Scenario 8a) is higher than the Cambridge Econometrics forecast (Scenario 4a). For this reason, adopting a population and labour supply baseline based on current trajectories and jobs baseline based on Cambridge Econometrics forecast is not internally inconsistent, because the future population (based on planned housing growth) is enough to support, at minimum, the number of jobs forecast by Cambridge Econometrics.

17.6.113 As presented in the table below, CE forecasts that over the next 25 years (i.e. 2022 to 2047) jobs would grow by 5,530 in the LSA, 14,160 in the FEMA, 88,560 in the LMA and 244,720 in the Six Authorities Area presenting the relevant growth level for each assessment year. Figures are presented for 2021 for consistency with the future population baseline (presented above), however these forecasts are based to 2022 (i.e., the base year of the forecast is 2022; and on this basis the period up to 2022 is considered baseline/historic period), hence 2022 is also presented. This comprises the future jobs baseline position considered within this assessment.

Table 17.6.5: Projected Workforce Jobs, Baseline Position, Cambridge Econometrics

Study Area	2019	2021	2022	2029	2032	2038	2047
Local Study Area	127,876	122,400	122,596	123,941	124,637	126,139	128,124
FEMA	244,152	239,105	240,764	245,251	246,933	250,394	254,923
Labour Market Area	1,055,776	1,016,242	1,028,267	1,059,532	1,069,694	1,090,071	1,116,824
Six Authorities Area	2,481,700	2,402,855	2,436,095	2,523,444	2,551,648	2,607,732	2,680,811

Source: Cambridge Econometrics (2022). Full details at a local authority level are provided in Appendix 17.6.1 Table 2.1.60.

17.6.114 As part of the consultation process, a number of local authorities requested consideration of Experian employment forecasts within the ES for the purposes of understanding the future baseline, in part because Experian forecasts underpin a number of local plans in the area.

17.6.115 Full consideration of Experian employment forecasts is set out in Appendix 17.9.3 (Sections 3.0 and 5.0). Specifically, it is noted that Experian (March 2022) forecasts are significantly higher than comparable Cambridge Econometrics (March 2022) forecasts (see Appendix 17.9.3 Table 3.2.4). However, a full review of levels of employment underpinning current local plans in the study area has been conducted (Appendix 17.9.3, para 3.2.11-3.2.51) which has found that the aggregate level of employment growth which currently underpins local plans is substantially lower than the Experian March 2022 forecast and is more in line with the Cambridge Econometrics Forecast, despite the fact that many of these plans refer to Experian in their evidence base.

17.6.116 This is because the Experian forecasts referred to in the evidence base of currently adopted plans are typically older, and some were even prepared in the aftermath of the 2008 recession when economic forecasts were, generally, lower than they are today, but also because some authorities' evidence refers to other sources as well. Even emerging local plans (which refer to a mixture of sources for employment forecasts), which would suggest a higher level of aggregate job growth across the study area, do not appear to show a level of job growth as high as forecast by Experian (March 2022). However, if they did, it is expected that those emerging plans would have a commensurately higher level of housing provision to ensure the plan is internally consistent, which would result in a higher housing trajectory than at present (and if such a higher housing trajectory materialised, this would increase the level of housing which feeds into Scenario 8a of Appendix 17.9.3, and a greater increase in the future baseline for population and labour supply compared with that set out above). If overall housing growth and overall job growth fed into the future baseline assessment for the Project, this would consequently imply that the Project's effects would not be materially different to that set out in this assessment.

17.6.117 For these reasons, Experian is not taken forward for the purposes of the future baseline for jobs.

Future Baseline – Summary

17.6.118 There is no single scenario which accurately represents future housing, population, labour supply, and job growth in any given assessment area in a fully consistent manner. Projections or forecasts exist for each element from different sources and are often prepared without full and complete regard of the others. For example, housing trajectories are based on local plans, and would imply a given level of population, labour supply and job growth based on household formation trends, economic activity, unemployment and commuting. Official population projections (prepared by ONS) are based on historic local trends in births, deaths and migration

and do not have regard to external factors that might influence population growth (such as housing availability or labour demand/job growth). Economic forecasts are prepared based on macroeconomic trends. In this context, Appendix 17.9.3 tests a range of future scenarios which are either demographic-led (where population projections dictate labour supply, job growth and housing need), housing-led (where the number of homes delivered dictates population growth, which in turn dictates labour supply and job growth) and jobs-led (where the number of jobs dictates population growth and subsequently housing need).

17.6.119 For the purposes of the population and labour supply for the FEMA and LMA, a future baseline which is based on planned levels of housing growth (based on current housing trajectories, corresponding with Scenario 8a in Appendix 17.9.3) has been adopted, as shown above in Tables 17.6.1 and 17.6.2 respectively. For the purposes of the population and labour supply for the LSA, a future baseline has been estimated using outputs from Scenario 8a for the constituent authorities which have been apportioned accordingly. For the Six Authorities Area, a future baseline for population and labour supply has been adopted which is based on the outputs from Scenario 8a for the 17 authorities covered within the Assessment of Population and Housing Effects (Appendix 17.9.3) and latest official population projections for the remaining authorities, as shown above in Tables 17.6.3 and 17.6.4 respectively.

17.6.120 For the purposes of jobs, across all assessment geographies, a future baseline based on Cambridge Econometrics forecasts has been adopted, as shown above in Table 17.6.5.

Receptors' Sensitivity

17.6.121 The table below sets out the sensitivity of the receptors considering the findings of the baseline and future baseline assessment.

Table 17.6.6 Receptors' Sensitivity

Description of the Impact	Receptor	Sensitivity Definition	Justification
Employment and supply chain impacts during construction	Construction employment and enterprises within the LSA	**Medium**	In 2019, there were 5,000 construction jobs in the LSA representing 4.3% of the total employment across the area (ONS BRES) 2022). This has increased to 6,000 jobs in 2021 representing 5.5% (Appendix 17.6.1. Table 2.1.23). In terms of enterprises, the LSA has a total of 1,110 construction businesses representing 16.6% of the total business base in 2022 (ONS Business Counts, 2022 - Appendix 17.6.1. Table 2.1.36). This has increased since 2019 (from 15.0%) showing that new construction businesses have been created in the LSA. Although the receptor has recently grown in the LSA, it is still considered relatively small and less adaptable compared to the receptors of the other study areas. For

Description of the Impact	Receptor	Sensitivity Definition	Justification
			this reason, the receptor is assessed as having medium sensitivity.
	Construction employment and enterprises within the FEMA	**Low**	The construction jobs across the FEMA total over 16,000 representing 6.8% of the total employment across the area and it has increased by 38% since 2011 and by 10% since 2019 (Appendix 17.6.1 Table 2.1.21). In addition, there are 2,665 construction businesses (14.3% of the business base) across the area (Appendix 17.6.1 Table 2.1.36). This larger scale of construction activity alongside the growth that the sector has recently seen imply a lower sensitivity level compared to the LSA. For these reasons the receptor's sensitivity is assessed as low.
	Construction employment and enterprises within the LMA	**Low**	The construction jobs across the LMA total over 75,400 representing 7.3% of the total employment across the area and it has increased by 16.8% since 2011, however this remained broadly unchanged (-0.01%) since 2019 (Appendix 17.6.1 Table 2.1.21). In addition, there are over 14,400 construction businesses (15.3% of the business base) across the area (Appendix 17.6.1 Table 2.1.36). This large scale of construction activity justifies higher level of flexibility and adaptability. For these reasons the receptor's sensitivity is assessed as low.
	Construction employment and enterprises within the Six Authorities Area	**Very Low**	The construction jobs across the Six Authorities Area total over 193,000 representing 8.1% of the total employment across the area and it has increased by 23% since 2011 and by 4% since 2019 (Appendix 17.6.1 Table 2.1.21). In addition, there are over 34,100 construction businesses (15.6% of the business base) across the area (Appendix 17.6.1 Table 2.1.36). This large scale of construction employment alongside the jobs growth that the sector has recently seen are key reasons justifying highly adaptability for

Description of the Impact	Receptor	Sensitivity Definition	Justification
			the receptor and as such indicating low sensitivity.
Labour market impacts (construction): availability of construction labour	Construction Labour Market within the LSA. The residents who are likely to fulfil the construction jobs comprise the immediate labour supply in the relevant study area (i.e. those claiming Job Seeker Allowance (JSA) benefits relevant to occupations similar to construction (i.e. elementary, process and skilled trades jobs) alongside those residents potentially working in the sector or similar occupations (i.e. those residents in L10 to L13 NS Sec Categories).	**Medium**	Appendix 17.9.1 presents the spatial distribution of the construction workforce supply at a local authority level. Based on this analysis, Crawley alongside the rest of the authorities comprising the LSA, are expected to be the key areas where construction workforce would be drawn from. It should however be noted that the absolute figure of the workforce per local authority is moderate as analysed in Section 17.9. The construction period would last for around 14 years, however most of the activity would be focused in the first 5 to 8 years as explained in Table 17.7.1. Since construction works in relation to the Project are not similar to housing construction activity, it is not considered likely that the Project would require workforce specialising in housing development and, on this basis, it is unlikely that the Project would impact significantly the housing development activity across the area. There is a total of 230 people claiming Job Seeker Allowance (JSA) as at April 2022, of whom 115 people have a sought occupation in elementary, process and skilled trades jobs that are considered to be the closest to the construction activity (Appendix 17.6.1. Table 2.1.12). These residents are likely to fulfill the construction jobs and comprise the immediate labour supply across the LSA alongside those residents potentially working in the sector or similar occupations (i.e. those residents in L10 to L13 NS Sec Categories – see Appendix 17.6.1 Table 2.1.9) who total an additional over 39,200 people. Given the scale of the construction labour market in the LSA is relatively small compared to the rest of the study areas and, therefore, the receptor is considered less adaptable on a

Description of the Impact	Receptor	Sensitivity Definition	Justification
			comparative basis it is allocated a medium sensitivity level.
	Construction Labour Market within the FEMA	**Low**	The construction labour market in the FEMA comprises around 84,600 people and there are also 220 number of people claiming JSA benefits in sought occupations similar to construction jobs. This scale indicates that the receptor is more flexible and adaptable compared to the LSA and therefore it is allocated a lower level of sensitivity.
	Construction Labour Market within the LMA	**Low**	On a similar basis, the construction labour market in the LMA is over 415,100 people and an additional 1,240 people claiming JSA with sought occupations similar to construction jobs. Therefore, the receptor is considered less sensitive due to its size.
	Construction Labour Market within the Six Authorities	**Very Low**	The construction labour market in the Six Authorities Area is over 977,700 people and an additional 2,980 people claiming JSA with sought occupations similar to construction jobs. Therefore, the receptor is considered very flexible and adaptable due to its large size.
Operational employment (no of jobs) and supply chain impacts	Employment and enterprises within the LSA	**High**	In 2019, there were 117,000 jobs in the LSA (ONS BRES, 2022). This decreased to 108,000 jobs in 2021 (i.e., a decrease of 7.7%) (Appendix 17.6.1., Table 2.1.18) and on average the LSA's jobs have grown by 1.9%. In terms of enterprises, the LSA has a total of 6,700 businesses in 2022 (ONS Business Counts, 2022 - Appendix 17.6.1. Table 2.1.34). This has increased since 2017 by 5.6%, however the annual change over the last year was marginal – i.e., 0.5%. These factors point to significant recent economic change in the LSA and in the context of the relatively small scale of the study area, the receptor is assessed as having high sensitivity.

Description of the Impact	Receptor	Sensitivity Definition	Justification
	Employment and enterprises within the FEMA	**High**	In 2019, there were 219,000 jobs in the FEMA (ONS BRES, 2022). This has decreased to 207,000 jobs in 2021 (i.e., a decrease of 5.5%) (Appendix 17.6.1., Table 2.1.18). In terms of enterprises, the FEMA has a total of 18,575 businesses in 2022 (ONS Business Counts, 2022 - Appendix 17.6.1. Table 2.1.34. This has increased marginally over the last 5 years, however over the last year there has been a decrease of -220 businesses (-1.5%). These factors point to significant recent economic change in the FEMA and in the context of the relatively small scale of the study area, the receptor is assessed as having high sensitivity.
	Employment and enterprises within the LMA	**Medium**	In 2019, there were 895,000 jobs in the LMA (ONS BRES, 2022). This has decreased to 877,000 jobs in 2021 (i.e., a decrease of 2.0%) (Appendix 17.6.1., Table 2.1.18). In terms of enterprises, the LMA has a total of 94,135 businesses in 2022 (ONS Business Counts, 2022 - Appendix 17.6.1. Table 2.1.34. This has increased by 2.8% over the last 5 years, however over the last year there has been a decrease of 2,790 businesses (-2.9%). These factors point to some recent economic change in the FEMA and in the context of the larger scale of the study area, the receptor is assessed as having medium sensitivity.
	Employment and enterprises within the Six Authorities Area	**Low**	In 2019, there were 2.10m jobs in the Six Authorities Area (ONS BRES, 2022). This has decreased to 2.09m jobs in 2021 (Appendix 17.6.1., Table 2.1.18). In terms of enterprises, the area has a total of 219,265 businesses in 2022 (ONS Business Counts, 2022 - Appendix 17.6.1. Table 2.1.34. This has increased by 3.0% over the last 5 years, however over the last year there has been a decrease of 3,460 businesses (-1.6%). These factors point to some recent economic change in the FEMA

Description of the Impact	Receptor	Sensitivity Definition	Justification
			and in the context of the large scale of the study area, the receptor is assessed as having low sensitivity.
Labour market impact (operational): availability of labour	Labour Market comprising those economically active, unemployed and economically inactive who want a job within the LSA	**Medium**	The labour market is dynamic as people move in and out of the market and move across different sectors. The sensitivity of the market is defined based on the size and skills profile of the market. As explained in paragraphs 17.6.18 to 17.6.19, the labour market has shown an increased adaptability since 2011 overcoming both the 2009-12 recession as well as the impacts of the Covid-19 pandemic. The LSA's labour market is relatively small compared to the rest of the study areas as in 2021 (i.e. c 105,000 people) and is also expected to remain broadly unchanged across the assessment years to 2047 (Appendix 17.6.1 Table 2.1.59). Those inactive who want a job and are unemployed comprise around 6% of the labour market (i.e. over 5,500 people). On this basis, the receptor is assessed as having some ability to respond to changes and, therefore, some potential for substitution of the new jobs created by the Project.
	Labour Market within the FEMA	**Low**	The FEMA labour market is over 256,000 people and is expected to increase by c11% to 2047. Those inactive who want a job and are unemployed comprise around 4.2% of the labour market (i.e. over 11,000 people). On this basis, the receptor is responsive to change with potential for substitution without substantial effects on existing status.
	Labour Market within the LMA	**Very Low**	The LMA market is over 1.3m people and is expected to increase by 9% to 2047. Those inactive who want a job and are unemployed comprise over 7% of the labour market (i.e. c.100,000 people). On this basis, the receptor is particularly responsive to change with

Description of the Impact	Receptor	Sensitivity Definition	Justification
			potential for substitution without substantial effects on existing status.
	Labour Market within the Six Authorities Area	Very Low	The Six Authorities Area's labour market is over 3.0m people and is expected to remain broadly unchanged to 2047. Those inactive who want a job and are unemployed comprise around 7% of the labour market (i.e. c.210,000 people). On this basis, the receptor in the Six Authorities Area is the most dynamic.to the extent that the existing status is characterised by continuous change and ongoing substitution as a function of scale.
Disruption to business activities	Business and commercial activity within the Project site boundary	High	The receptor comprises existing business activity in the Project site boundary which may be disrupted and/or displaced by the Project through changes to the businesses' operations, either directly or indirectly. The sensitivity of the receptor is determined by the nature of the business and its ability to relocate or adjust its operations.
	Business and commercial activity within the LSA	Medium	The receptor comprises existing business activity with and without airport-related operations that total 6,700 businesses (Appendix 17.6.1 Table 2.1.36). Although only those airport-related businesses are considered to have a medium sensitivity, the same level of sensitivity has been assumed across the entire study area including having regard to the proximity of Manor Royal to the Project site boundary.
	Business and commercial activity within the FEMA	Low	Businesses within the FEMA, which total over 18,500 businesses comprise a low sensitivity receptor due to the scale of the business base alongside the location of these businesses relatively far away from the Project and the potential disruption or benefits that this could generate.

Description of the Impact	Receptor	Sensitivity Definition	Justification
	Business and commercial activity within the LMA	**Low**	Businesses within the LMA, which total over 94,100 businesses comprise a low sensitivity receptor due to the scale of the business base alongside the location of these businesses far away from the Project and the potential disruption or benefits that this could generate.
	Business and commercial activity within the Six Authorities Area	**Very Low**	Businesses within the Six Authorities Area, which total over 219,200 businesses comprise a very low sensitivity receptor due to the scale of the business base alongside the location of these businesses in significant distance from the Project and the potential disruption or benefits that this could generate.
Disruption of existing resident activities; population impacts; and community cohesion	Residents/ Population within the LSA	**Low**	The local population of the LSA is over 152,300 people (Table 2.1.1) having increased by 6.6% since 2011. This is expected to grow across the assessment period reaching 169,980 people in 2047 (+11.6%, Appendix 17.6.1 Table 2.1.61). This is a sizeable population basis and as such it is assessed to have a low sensitivity.
	Residents/ Population within the FEMA	**Low**	The population of the FEMA is over 407,200 people (Table 2.1.1) having increased by 7.5% since 2011. This is expected to grow across the assessment period reaching over 465,300 people in 2047 (+14.3%, Appendix 17.6.1 Table 2.1.61). This is also a sizeable population basis and as such it is assessed to have a low sensitivity.
Population	Population within the LMA	**Very Low**	The population of the LMA is over 2.1 million people (Table 2.1.1) having increased by 6.4% since 2011. This is expected to grow across the assessment period reaching 2.3 million people in 2047 (+10.9%, Appendix 17.6.1 Table 2.1.61). This is a very large population and as such it considered very adaptable (i.e. judged with very low sensitivity).

Description of the Impact	Receptor	Sensitivity Definition	Justification
Housing	Housing supply in the HMA(s) relevant to the LSA	**Low**	Appendix 17.9.3 presents the potential effects of the Project to the relevant Housing Market Areas which in the case of LSA is the Northern West Sussex HMA. As presented in Appendix 17.9.3 Table SR2, the HMA is identified to have a surplus of housing across the study period to 2047 totaling up to 23,000 homes. On this basis, the receptor's sensitivity is assessed as low.
	Housing supply in the HMA(s) relevant to the FEMA	**Low**	As above, the FEMA relates to the same HMA – i.e. Northern West Sussex.
	Housing supply in the HMA(s) relevant to the LMA	**Very Low**	Appendix 17.9.3 presents the potential effects of the Project to the relevant Housing Market Areas which in the case of the LMA are Northern West Sussex; Croydon and East Surrey; Coastal West Sussex; North East Surrey and Wealden and Eastbourne HMAs. As presented in Appendix 17.9.3 Table SR2, the HMA is identified to have a cumulative surplus of housing across the study period to 2047 totaling up to 78,200 homes. On this basis, the receptor's sensitivity is assessed very low.
Community facilities and services	Community facilities and services in the LSA	**Low**	Given the existing capacities as detailed in paragraphs 17.6.59 to 17.6.74 and in particular the fact that primary healthcare measured in terms of the ratio of GPs per patients is aligned with the national average, alongside the fact that the schools currently run with significant surplus capacity and there is a wide range of community facilities currently available in the LSA, the receptor's sensitivity is assessed as low.
Access to sports facilities and open space	Sports, Leisure and Recreation Facilities and Open Space within the LSA	**Low**	Given the wide range of leisure and recreation facilities and open space provided across the LSA as presented in paragraphs 17.6.75 to 17.6.82, the receptor's sensitivity is assessed as low.

17.7. Key Aspects of the Project

17.7.1 The assessment has been based on the key aspects of the Project identified within Chapter 5: Project Description.

17.7.2 Table 17.7.1 identifies the key aspects of the Project relevant to this assessment. Where options exist, the maximum design scenario selected is the one having the potential to result in the maximum impact and consequently the greatest effect on an identified receptor or receptor group. It is based on the indicative construction periods and year of opening set out in paragraph 17.4.4.

Table 17.7.1: Maximum Design Scenarios

Potential Impact	Maximum Design Scenario	Justification
Initial Construction Period: 2024-2029		
Construction Effects		
Change in construction employment and supply chain activity, resident disruption	The construction workforce is anticipated to peak to 1,350 workers during the initial construction period.	These are the estimated peak maximum numbers of construction workers required for completing the Project according to the indicative programme set out in the ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works.
Disruption to businesses and residents	Establishment of the main contractor construction compound (MA1), airfield satellite contractor compound (for most of the airfield works to the north west of the airfield), Car Park Z compound (for staging and laydown area for the airside works), Car Park Y compound (for material re-processing from the airside works and at a later stage surface access works), South Terminal roundabout contractor compound (main compound for surface access works), Longbridge roundabout contractor compound (for surface access works to the Longbridge Roundabout); and Car Park B compound (for surface access works at Airport Way Bridge over the London to Brighton railway line).	All construction compounds, except Car Park B, would be temporary and would be reinstated to their previous use following completion of construction works. As described in Section 5.3, Chapter 5 Project Description, Car park B would become replacement open space. The periods the contractor compounds would be in place represents the maximum time allowance during the initial construction period.
Loss of public open space in Riverside Garden Park and Church Meadows	North and South Terminal roundabout improvements is anticipated to impact permanently 1.16 ha of open space and temporary an additional 0.84 ha (see also ES Chapter 19 Agricultural Land Use and Recreation, Table 19.7.1).	These works would represent the maximum land take and area of disruption, which may require widening of the highway or roundabout into the adjacent areas of public open space.

Potential Impact	Maximum Design Scenario	Justification
Disruption to existing public rights of way and other linear recreational routes	South Terminal, North Terminal and Longbridge Roundabout improvements (see also ES Chapter 19: Agricultural Land Use and Recreation).	These works would represent the maximum land take and area of disruption, which may produce temporary/permanent effects on the alignment of public rights of way and other linear recreational routes.
First Full Year of Opening: 2029		
Construction Effects (2030-2032)		
Change in construction employment and supply chain activity, resident disruption	The construction workforce is anticipated to peak at 1,320 workers during this period.	These are the estimated peak maximum numbers of construction workers required for completing the Project according to the indicative programme set out in the ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works.
Disruption to businesses and residents	All the above construction compounds is anticipated to continue operating during this phase.	The periods the contractor compounds would be in place represents the maximum time allowance between 2030 and 2032.
Loss of public open space in Riverside Garden Park and Church Meadows	North and South Terminal roundabout improvements is anticipated to impact permanently 1.16 ha of open space and temporary an additional 0.84 ha (see also ES Chapter 19 Agricultural Land Use and Recreation, Table 19.7.1).	These works would represent the maximum land take and area of disruption, which may require widening of the highway or roundabout into the adjacent areas of public open space.
Operational Effects (2029)		
Change in operational direct, indirect, induced and catalytic employment	Direct, indirect, induced and catalytic employment is anticipated to increase by 990, 860, 1,070 and 2,470 jobs respectively within the UK. The total incremental impact would be 5,400 jobs in the UK.	This represents the increase in net direct, indirect, induced and catalytic employment in the Local Impact Assessment, Annex 4 (Oxera, 2023).
Interim Assessment Year: 2032		
Construction Effects (2033-2038)		
Change in construction employment and supply chain activity, resident disruption	The construction workforce is anticipated to peak at around 450 workers during this period.	These are the estimated peak maximum numbers of construction workers required for completing the Project according to the indicative programme set out in the ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works.

Potential Impact	Maximum Design Scenario	Justification
Disruption to businesses and residents	The Main Contractor Compound (MA1) is anticipated to remain until 2035, the Airfield Satellite Contractor Compound would remain until 2034 and the Car Park Z would remain until 2038. The other compounds would have stopped being used by 2032 based on details provided in Chapter 5 Project Description (paragraphs 5.3.87 to 5.3.110).	The periods the contractor compounds would be in place represents the maximum time allowance between 2033 and 2038.
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect, induced and catalytic employment is anticipated to increase by 3,120, 2,730, 3,390 and 7,600 jobs respectively within the UK. The total incremental impact would be 16,840 jobs in the UK.	This represents the increase in net direct, indirect, induced and catalytic employment in the Local Impact Assessment, Annex 4 (Oxera, 2023).
Design Year: 2038		
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect, induced and catalytic employment is anticipated to increase by 3,220, 2,810, 3,500 and 7,150 jobs respectively within the UK. The total incremental impact would be 16,670 jobs in the UK.	This represents the increase in net direct, indirect, induced and catalytic employment in the Local Impact Assessment, Annex 4 (Oxera, 2023).
The Long-term Forecast Year: 2047		
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect, induced and catalytic employment is anticipated to increase by 3,100, 2,710, 3,370 and 6,490 jobs respectively within the UK. The total incremental impact is anticipated to be 15,680 jobs in the UK.	This represents the increase in net direct, indirect, induced and catalytic employment in the Local Impact Assessment, Annex 4 (Oxera, 2023).

17.8. Mitigation and Enhancement Measures Adopted as Part of the Project

17.8.1 A number of measures have been designed into the Project to reduce the potential for socio-economic impacts and enhance the potential benefits. These are listed in Table 17.8.1.

Table 17.8.1: Mitigation and Enhancement Measures

Measures Adopted as Part of the Project	Justification	How secured
Construction Mitigation		

Code of construction practice (CoCP)	The CoCP (Appendix 5.3.2) will be implemented which sets out a number of practices that minimise adverse effects associated with the construction of the Project. Measures include: ▪ Set hours of working. ▪ Contractors signed up to and implementing Considerate Constructors' Scheme (CCS) or a locally recognised certification scheme. ▪ Engagement processes to keep the local community up to date.	CoCP - DCO Requirement
Construction compound facilities - welfare	All construction compounds would provide welfare facilities for most of the workforce (including canteen, toilets, rest rooms and wet rooms)	CoCP - DCO Requirement
Healthcare for construction workers	Provision and implementation of a protocol setting out the first point of contact for health queries for construction workers. This will include physical and mental health promotion information, access to on-site first aid and provide information about the appropriate avenues for further healthcare support where necessary. Proportionate to the scale of workforce onsite and the need to supplement the normal 111 service, a dedicated healthcare practitioner would be available for construction workers to consult with. These initiatives would limit the need for workers to travel to use other local community facilities. The objective of the protocol is to minimise use of local NHS primary healthcare providers and inappropriate use of A&E services. The protocol will be prepared during the pre-construction period once a Principal Contractor has been appointed. The protocol would integrate with and complement	CoCP - DCO Requirement

	the Principal Contractor's occupational health and occupational hygiene services that manage workplace health risks.	
Construction traffic management	A Construction Traffic Management Plan for Materials will be implemented through construction: ▪ Measures to ensure the transport of construction materials and waste is managed as sustainably as practicable. ▪ Scheduling of construction material and logistics traffic movements that need to come by road to arrive and depart outside of peak periods and to use designated routes into construction sites on the airport which are suitable for this type of traffic. ▪ Designated routes for construction traffic to follow through the Strategic Road Network to avoid routing through the M23 Junction 10 and Hazelwick Air Quality Management Area. ▪ Delivery Management System (DMS) to manage material deliveries to site and collections by scheduling and re-timing them in a manner that consciously avoids the most congested times of the day.	DCO Requirement
Outline Construction Workforce Travel Plan	Proactive management of construction workforce travel arrangements – see ES Appendix 5.3.2: CoCP Annex 2	Section 106 Agreement
Replacement open space	There would be approximately 1.95 ha of replacement public open space at Longbridge Roundabout and Car Park B together with new footpaths. These would fully mitigate the loss of open space required for the Project, particularly that at Riverside Garden	oLEMP – DCO Requirement Replacement open space implementation plan - DCO Article

	Park and it would provide additional space to enhance the environment.	
Monitoring		
No specific monitoring measures are proposed in relation to socio-economic receptors over and above any monitoring measures that are proposed as part of other assessments which have been used to inform the socio-economic assessment.		N/A
Enhancement		
Employment, Skills and Business Strategy	The Project includes the adoption of the Employment, Skills and Business Strategy (ESBS) to maximise economic benefits for communities and business by creating the conditions for sustainable employment, skills development and career progression (Strand 1); and enhancements to the productivity and growth of business (Strand 2).	Section 106 agreement

17.9. Assessment of Effects

Initial Construction Period: 2024-2029

Construction 2024 to 2029

Employment

17.9.1 The indicative programme set out in the ES Chapter 5: Project Description, shows the Project will take place between 2024 and 2038. However, most of the construction activity is expected to be focused between 2024 and 2032. This is set out in ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works. The dates below are based on this indicative programme.

17.9.2 The peak of the workforce is anticipated to occur in 2027 at which point 1,350 workers are expected within the Project site boundary. On this basis and in line with the magnitude definition presented in Table 17.4.5, the magnitude of the impact is high across all the study areas. Combining the above with the receptors sensitivity as defined in Table 17.6.6), the significance of the effects (aligned with Table 17.4.7) are as below:

- **moderate beneficial (significant in EIA terms) in the LSA, FEMA and LMA**
- **minor beneficial in the Six Authorities Area**

Supply Chain

17.9.3 Considering the large scale of construction activity in the initial construction period there is likely to be some level of supply chain impact on construction businesses across the relevant study areas. There would be several ‘Tier 1’ contractors comprising national and international contractors leading on different works packages for the Project. There would also be ‘Tier 2’ sub-contractors and suppliers working for the Tier 1 contractors, providing goods and services,

materials, machinery and a range of specialist and general trades. This supply chain would present opportunities for regional and local construction enterprises, particularly at Tier 2, and measures are proposed in the ESBS (Appendix 17.8.1) to facilitate this.

17.9.4 Based on the baseline analysis (see paragraph 17.6.55), construction enterprises represent 16.6% of total enterprises across the LSA, 14.3% in the FEMA, 15.3% in the LMA and 15.6% in the Six Authorities Area. On this basis, the magnitude of the construction supply impact is judged as low across all the study areas as a small proportion of existing businesses are likely to capture the additional supply chain activity. Combining the above with the receptors sensitivity as defined in Table 17.6.9, the significance of the effects aligned with Table 17.4.7 are assessed as below:

- **minor beneficial in the LSA, FEMA and LMA**
- **negligible in the Six Authorities Area**

Labour Market

17.9.5 Appendix 17.9.1 assesses the likely distribution of the Project construction workforce based on the Gatwick Gravity Model and presents data at LA level based on a peak of 1,350 construction workers. Appendix 17.9.1 presents two scenarios, namely Scenario 1 (primary) which considers both home-based (HB) and non-home-based (NHB) workers and Scenario 2 which focuses on home-based workers only. In order to test the maximum labour market impact, for the purposes of this part of the assessment Scenario 2 has been considered which assumes that all workers would be drawn from the relevant LA and would be home-based (i.e. permanent) in that area.

17.9.6 Based on this data (Appendix 17.6.1 Table 3.1.1), 205 construction workers are allocated to the LSA, 260 workers to the FEMA, 640 workers to the LMA and 810 workers to the Six Authorities Area. The rest of the workers are allocated to other areas outside of the wider study areas but within 90 miles distance, as explained in Appendix 17.9.1.

17.9.7 Based on the size of the receptor (comprising those residents claiming Job Seeker's Allowance with sought occupation similar to construction, plus those already working in the construction sector or in other similar occupations as presented in Table 17.6.6) of each relevant study area, the construction workforce requirement would be equivalent to 0.8% of the construction labour market in the LSA, 0.4% in the FEMA, 0.2% in the LMA and 0.1% in the Six Authorities Area. In line with Table 17.4.5 the level of the magnitude is very low across all the study areas and combined to the receptors' sensitivity (Table 17.6.6), it results in:

- **minor beneficial effect in the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Disruption

17.9.8 There are elements of the Project that could impact on businesses during the initial construction period, mainly relating to the establishment and operation of the various construction compounds and the commencement of the surface access works as detailed in Table 17.7.1.

17.9.9 None of the construction compounds are expected to directly disrupt businesses as explained in Chapter 5: Project Description. However, businesses could be indirectly disrupted primarily in relation to increased traffic flows and effects from noise and vibration due to construction activity. Therefore, this assessment considers the findings of the Chapter 12: Traffic and Transport and Chapter 14: Noise and Vibration.

17.9.10 Based on the traffic and transport assessment, the embedded mitigation measures in the form of the Construction Traffic Management Plan aim to reduce impact on journey times, particularly during the peak hours and periods. The chapter outlines that the increase in construction traffic would not lead to a significant increase in driver delay based on the traffic modelling. On this basis, the effect on severance is assessed as negligible and for the driver delay the effects would vary from negligible to minor adverse subject to each road junction.

17.9.11 The noise modelling indicates that there is potential for adverse noise impacts on sensitive receptors defined by the noise assessment as residential properties, early years childcare facilities (i.e. nurseries) and places of worship that are in close proximity to the Project and as such it is assessed that short-term, moderate adverse impacts would occur in the LSA. There is no reference to any businesses being affected apart from two nurseries in proximity to the construction work.

17.9.12 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the size of the affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6) these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.13 As detailed in Chapter 5: Project Description, most of the reconfigurations and alterations arising the Project would not have a material impact on existing businesses in the Project site boundary. There is a detailed programme and a specific sequence of works that would offset any relocation/displacement issues. On this basis, the magnitude of the impact is very low and as presented in Table 17.6.6 the sensitivity of the receptor in the Project site boundary is high resulting in **a minor adverse effect** on displacement.

Population

17.9.14 It is anticipated that the number of construction workers would peak in the initial construction period at around 1,350 workers in February 2027 (Table 17.7.1). In order to test the maximum population impact, for the purposes of this part of the assessment, Scenario 1 has been considered which assumes that 20% of workers would be NHB and reside temporarily in different local authority than their usual residency.

17.9.15 The analysis indicates that 270 of the 1,350 workers would be NHB (see Appendix 17.6.1 Table 3.1.1). This would equate to an increase in the local population of around 0.16% (i.e. against the average future baseline population between 2024 and 2029). The impact in the wider geographies would be even smaller as these have a much larger population base (i.e. 0.06% in the FEMA and 0.01% in the LMA). Therefore, the impact magnitude on all study areas is assessed as very low and combined with the receptors' sensitivity (Table 17.6.6) results in **negligible effects on the population in the LSA, FEMA and LMA**.

Housing (temporary accommodation)

17.9.16 The introduction of a temporary construction workforce could lead to a temporary increase in the need for housing – in the form of temporary accommodation – as some construction workers may choose to live locally while working on the Project. As discussed within Appendix 17.9.2, the

gravity model considers those NHB construction workers who would require temporary accommodation within the relevant study areas (see also Appendix 17.6.1 Table 3.1.1 Scenario 1). In reality, to reduce the need for locally based accommodation a Travel Plan (ES Appendix 5.3.2 CoCP Annex 2 – Outline Construction Workforce Plan (Doc Ref. 5.3)) would be developed to encourage workers to travel from their permanent place of residence to work through initiatives such as subsidised travel.

17.9.17 However, in order to test the maximum housing impact, for the purposes of this part of the assessment, Scenario 1 has been considered which assumes that 80% of workers would be home-based (i.e. permanently resident), and a maximum of 20% would be NHB (i.e. requiring temporary accommodation). This is consistent with the maximum population impacts assessed above. The details on these figures are presented in Appendix 17.6.1 Table 3.1.1 Scenario 1 and Appendix 17.9.3 Technical Note Table 6.1.1).

17.9.18 To determine the potential housing effects, the number of NHB workers allocated to each LA has been compared with the total number of vacant bedspaces available in the private rented sector (PRS), as presented in Appendix 17.9.3, Table 6.1.5. This shows that NHB workers arising from the Project would account for 10.36% of total vacant bedspaces in the Northern West Sussex HMA (relevant to the LSA and FEMA) and 5.96% of vacant bedspaces in Las within the LMA. A number of other potential accommodation options are reviewed in Section 6.0 of Appendix 17.9.3 and could contribute to housing temporary accommodation workers, and therefore the assumption that all workers would be accommodated in currently vacant homes within the private rented sector is a conservative assumption. Combining these 'maximum effects' with the magnitude set out in Table 17.4.5 results in medium magnitude impacts in the LSA, FEMA and LMA. Once this is combined with the receptors' sensitivities (Table 17.6.6) it results in the following housing (temporary accommodation) effects:

- **minor adverse effect in the LSA, FEMA and the LMA**

Resident Disruption

17.9.19 Chapter 12: Traffic and Transport outlines that construction traffic is expected to be relatively localised with non-significant, negligible or up to minor adverse effects on driver delay, pedestrian and cycling amenities, and accidents and safety during this period. Passenger crowding would be increased during this period primarily due to the incremental growth in passenger numbers and those of the Project construction workforce who travel to site by rail. However, there is capacity in the current public transport to accommodate the forecast increase and as such the effect is assessed as negligible.

17.9.20 There are a total of 37 residential properties identified as likely to have some noise effects during daytime and 10 residential properties during night-time in the initial construction period based on Chapter 14: Noise and Vibration. A total of 10 of these properties would be eligible to take part in the noise insulation scheme which aims to mitigate the noise effects as explained in Chapter 14. In socio-economic terms, the population affected relates to around 90 people (based on 2.4 people per household average population rate in the UK, ONS Census 2021). This represents less than 0.01% of the total population in the LSA. Therefore, in socio-economic terms the magnitude of the impact in the LSA is assessed as very low. No residential properties are identified in Chapter 14: Noise and Vibration as being impacted in the rest of the FEMA and LMA.

17.9.21 Combining the above, the potential for the construction works to disrupt residents is considered to be low in terms of magnitude in the LSA and very low in the wider study areas and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **minor adverse effect in the LSA**
- **negligible effects in the FEMA**

Community Facilities and Services

17.9.22 The introduction of a temporary construction workforce linked to the Project has the potential to increase demand for community facilities for the period that the temporary workforce remain in the area.

17.9.23 Chapter 5: Project Description outlines that during each day of construction in the initial construction period, the majority of the temporary construction workforce would be based out of the main contractor compound in the south eastern part of the Airport, with others operating from the satellite compounds for north and south terminals. There are embedded mitigation measures detailed in the CoCP (see Table 17.8.1). In particular a dedicated health care practitioner would be available for construction workers to consult with. These initiatives would limit the need for workers to travel to use other local community facilities beyond those provided within the Project site boundary.

17.9.24 Any such effects are likely to be influenced by the demographic profile of the construction workforce, their shift patterns and the location of workers. Scenario 1 from the Gatwick Gravity Model assumes that 80% of workers would be home-based (HB) (i.e. permanently resident), and a maximum of 20% would be NHB and living temporarily in the area. In general, it can be assumed that HB workers would continue to make use of community facilities at their home location, and it would therefore only be NHB workers that may generate regular additional demand for community facilities in the area. This would relate to 270 of the 1,350 workers (see Appendix 17.6.1 Table 3.1.1) over the initial construction period. NHB workers living in bedspaces in the PRS – as set out above – would in most cases be occupying accommodation that would otherwise be occupied by other local residents anyway, and so the net additional demand on community facilities could in practice be limited.

17.9.25 Drawing these factors together, the magnitude of the impact related to the introduction of a temporary workforce (i.e. up to 271 workers) over the initial construction period is judged to be medium considering the potential demand it could generate for community facilities and the potential for the facilities in each construction compound to offset additional demand in the Project site boundary and the LSA. Combined with the receptor's sensitivity which is low (Table 17.6.6), this results in a **minor adverse effect on community facilities in the LSA**. It is considered that **any effects beyond the LSA would be negligible**.

Community Cohesion

17.9.26 The introduction of a temporary construction workforce has the potential to affect community cohesion through how the workforce interacts with the existing population. These workers would mainly be based within the construction compounds and be managed through the implementation of the CoCP and construction worker Code of Conduct. Therefore, the magnitude of impact is considered to be very low. Combined with the low sensitivity of the receptors in the LSA and FEMA, this results in **negligible effects on community cohesion in both the LSA and FEMA**.

Sports and Open Space

17.9.27 Based on Chapter 5: Project Description and as presented in Table 17.7.1, the improvements to the North and South Terminal and Longbridge Roundabouts are expected to impact approximately 1.16 ha of open space (see also ES Chapter 19: Agricultural Land Use and Recreation) in relation to the Riverside Garden Park and the Church Meadows. It should be noted that this space would be impacted at the end of the initial construction period (i.e. 2024-2029) and would be fully re-provided by 2038 and 2032, respectively (based on Chapter 19: Agricultural Land Use and Recreation). Chapter 19: Agricultural Land Use and Recreation has assessed the effects as long term temporary moderate adverse significance for Riverside Garden Park and temporary medium term moderate adverse significance for Church Meadows. It should be noted that these open space areas would not be impacted at their full entirety but only partially.

17.9.28 Although parts of these open space fall within the Project site boundary, the impacts would only have as a receptor the neighbouring community – i.e. LSA's population - rather than the employees of the airport (i.e. with the Project site boundary) who do not have an access to these open space within a walkable distance from the Terminals.

17.9.29 In addition, a variety of environmental mitigation measures would also be delivered that will further enhance the open space and the biodiversity of the area. These are detailed in Chapter 5: Project Description, Figure 5.2.1g and also are summarised in Table 17.8.1 above.

17.9.30 On this basis and having regard to the wider existing sports facilities and open space provision as detailed in paragraphs 17.6.75 to 17.6.82, the Project's potential impacts on sports facilities and open space are considered to have a very low magnitude. Combined with the low receptor's sensitivity (Table 17.6.6), it results in **a negligible effect on sports facilities and open space within the LSA**.

Compensation

17.9.31 No compensation would be required for the socio-economic effects.

Further Mitigation

17.9.32 No further mitigation measures beyond those outlined in Section 17.8 and those presented in other ES chapters are proposed.

Future Monitoring

17.9.33 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

17.9.34 The significance of effects would remain as presented above.

First Full Year of Opening: 2029

Construction 2030 to 2032

Employment

17.9.35 As noted previously, the indicative construction programme is set out in the ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works. The dates below are based on this indicative programme.

17.9.36 The peak construction workforce between 2030 and 2032 is estimated to be around 1,320 workers. While the peak is similar to the initial construction period, there is no difference in the magnitude assessed before and on this basis, the effects on construction employment in this period would remain as for the initial construction period set out above:

- **moderate beneficial (significant in EIA terms) in the LSA, FEMA and LMA**
- **minor beneficial in the Six Authorities Area**

Supply Chain

17.9.37 The magnitude of the supply chain is also expected to remain the same as the initial construction period (see paras 17.9.3 and 17.9.4) and as such the effects on the construction supply would also remained unchanged comprising:

- **minor beneficial in the LSA, FEMA and LMA**
- **negligible in the Six Authorities Area**

Labour Market

17.9.38 As presented in paragraphs 17.9.5 and 17.9.6, the Gatwick Gravity Model set out in Appendix 17.9.1 allocates about 21.9% of the construction workforce to the LSA (based on Scenario 2 – 100% HB workers). The equivalent allocations in the FEMA, LMA and Six Authorities Area are 24.3%, 56.0% and 66.7% respectively. These allocations are assumed to remain constant for the duration of the construction period.

17.9.39 It is anticipated that the construction workforce peak for the 2030-2032 period is 1,320 workers and, on this basis, 290 workers are allocated to the LSA, 320 to the FEMA, 740 to the LMA and 880 from the Six Authorities Area. The construction workforce would be equivalent to 0.7% of all construction workers in the LSA, 0.4% in the FEMA, 0.2% in the LMA and 0.1% in the Six Authorities Area. In line with Table 17.4.5, the level of the magnitude is very low across all the study areas and combined with the receptors' sensitivity (Table 17.6.6) it results in:

- **minor beneficial effect in the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Disruption

17.9.40 Businesses could be disrupted between 2030 and 2032 due to factors such as increases in construction traffic and changes in noise levels. Chapter 12: Traffic and Transport states that most junctions would have no significant or low magnitude of impact in terms of driver delay. The rest of traffic impacts including pedestrian and cycling delay, pedestrian and cycling amenity, accidents and safety and public transport are also assessed as negligible or minor adverse. Chapter 14: Noise and Vibration indicates that the effects during this period are considered to the unchanged from the 2024 to 2029 assessment (reported in paragraph 17.9.11).

17.9.41 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6) these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.42 No displacement is anticipated during this construction period.

Population

17.9.43 It is anticipated that the number of construction workers would peak in this construction period at around 1,320 workers in July and August 2030 (Table 17.7.1). Adopting the same approach as discussed in paragraph 17.9.15, the 20% of workers who would move to the LSA from outside and reside there temporarily would equate to an increase in the local population of c.0.15% against the future baseline population projection for this period. The equivalent for the FEMA and LMA would be 0.06% and 0.01%. Therefore, the impact magnitude on all study areas is assessed as very low and combined with the receptors' sensitivity (Table 17.6.6), results in **negligible effects on the population in the LSA, FEMA and LMA.**

Housing (temporary accommodation)

17.9.44 Given that the size of the workforce would be similar to the initial construction period, the effects on housing would remain unchanged – i.e. **minor adverse housing effects in the LSA, FEMA and LMA**.

Resident Disruption

17.9.45 Chapter 12: Traffic and Transport outlines that negligible or minor adverse effects are anticipated on driver delay, pedestrian and cycling amenity, and accidents and safety during this period. Passenger crowding would be increased during this period due to primarily the incremental growth in passenger numbers and those of the Project construction workforce who travel to site by rail. However, there is enough future capacity in the public transport to accommodate the forecast increase and as such the effect is assessed as negligible.

17.9.46 The noise effects expected in 2029 and up to 2032 are included in those described above in paragraph 17.9.20 and on this basis the magnitude of the impact in terms of noise is very low.

17.9.47 On this basis, the potential for the construction works to disrupt residents is considered to be low in terms of magnitude in the LSA and very low in the wider study areas and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **minor adverse effect in the LSA**
- **negligible effects in the FEMA**

Communities Facilities and Services

17.9.48 Considering that the scale of the peak of the construction workforce is similar (i.e. a slight decrease) to the initial construction period – and assuming the same proportion of NHB workers who might be expected to generate additional regular demands on community facilities – it is considered that the same significance of effect on community facilities would be expected in the LSA, namely a **minor adverse effect on community facilities in the LSA. It is assumed that any effects beyond the LSA would be negligible**.

Community Cohesion

17.9.49 Considering that the scale of the peak of the construction workforce is similar (i.e. a slight decrease) compared with the initial construction period, the assessment of effects regarding

community cohesion remains the same as that during the initial construction period; **negligible effects on community cohesion in both the LSA and FEMA**.

Sports and Open Space

17.9.50 According to ES Chapter 19 Agriculture Land Use and Recreation, construction effects in Riverside Garden Park and Church Meadows would continue in the 2030 to 2032 period. The assessment of open space in Chapter 19 concluded that the effect would be medium term temporary moderate adverse for Church Meadows where the replacement open space will be created on the agricultural fields to the west. At the end of the 2032 period, once the replacement open space of Church Meadow is provided, this is assessed by Chapter 19 to have a permanent minor beneficial effect.

17.9.51 In terms of the Riverside Garden Park, Chapter 19 states that there would be long term temporary moderate adverse significance effects, where the conversion of the Car Park B would take much longer to establish the replacement open space and the replacement planting along the edge of the A23 would take time to mature that both are assessed to be fully established by 2038.

17.9.52 As explained in paragraphs 17.9.27 to 17.9.30, this impact relates only to a small part of Riverside Garden Park. The rest of the open space alongside the plethora of other open space and sports facilities as described within paragraphs 17.6.75 to 17.6.82 would be fully accessible to the residents of the LSA. On this basis, the Project's potential impact on sports facilities and open space is considered to have a very low magnitude. Combined with the low receptor's sensitivity (Table 17.6.6), it results in **a negligible effect on sports facilities and open space within the LSA**.

Operation 2029

Direct Employment

17.9.53 The employment growth figures assessed in this chapter relate to the net direct employment estimates set out in the Local Impact Assessment (Appendix 17.9.2).

Table 17.9.1: First Full Year of Opening Direct Employment (On-site Employment)

Geography	Direct Jobs (2029)
LSA	990

Source: Oxera (2023) Note: figures rounded

17.9.54 It is anticipated that in 2029, the Project would lead to an increase of c.990 direct jobs (i.e. on-site employment) over the base case.

17.9.55 The Project in 2029 would generate a further £72.7m of GVA.

Table 17.9.2: First Full Year of Opening Direct GVA

Geography	Direct Economic Output (GVA)
LSA	£72.7m

Source: Oxera (2023) Note: figures rounded

On this basis and in line with the magnitude definitions presented in Table 17.4.6, the magnitude of the impact is assessed as low. Combining the above with the receptor's sensitivity as defined in Table 17.6.6, the significance of the effects (aligned with Table 17.4.7) is **minor beneficial in the LSA.**

Indirect, Induced and Catalytic Employment

17.9.56 The Project is estimated to generate 4,410 indirect, induced and catalytic jobs (net) in the first full year of opening with further details being provided in Appendix 17.6.1 Table 3.1.2 and Appendix 17.9.2. Annex 4. A higher number of these jobs are expected to be captured within the Six Authorities Area (see Table 17.9.3). This also applies to the economic output generated in 2029 (see Table 17.9.4 and Appendix 17.6.1 Table 3.1.3).

Table 17.9.3: First Full Year of Opening Indirect, Induced and Catalytic Employment

Geography	Indirect, Induced and Catalytic Jobs (2029)
LSA	340
FEMA	640
LMA	2,100
Six Authorities Area	3,510
Total (Nationally)	4,410

Source: Oxera (2023) Note: figures rounded

Table 17.9.4: First Full Year of Opening Indirect, Induced and Catalytic GVA

Geography	Indirect, Induced and Catalytic GVA (2029)
LSA	£23.3m
FEMA	£43.4m
LMA	£142.4m
Six Authorities Area	£237.7m
Total (Nationally)	£298.8m

Source: Oxera (2023) Note: figures rounded

17.9.57 On this basis and in line with the magnitude definition presented in Table 17.4.6, the magnitude of the impact is very low in the LSA, low in the FEMA and the Six Authorities Area and medium in the LMA. Combining the above with the receptors' sensitivity as defined in Table 17.6.6, the significance of the effects (aligned with Table 17.4.7) are as below:

- **minor beneficial in the LSA**
- **moderate beneficial (significant in EIA terms) in the FEMA and LMA**
- **negligible in the Six Authorities Area**

Labour Market

17.9.58 The labour market comprises those residents who are a) economically active and unemployed and b) economically inactive who want a job within the relevant study areas (Table 17.6.6). This aligns with ILO definition of unemployment as presented in paragraphs 17.6.15 to 17.6.19. Table 17.9.5 shows the anticipated modelled size of the labour market in 2029 across each relevant study area (i.e. modelled unemployment figure based on long-term trends and forecast working-age population increase (based on planned housing growth/SNPP). In addition, the table

presents the total incremental net employment generated by the Project (i.e. combining direct, indirect, induced and catalytic employment) and estimates the impact that these could have on the labour market in 2029. Based on the methodology set out at Annex 6 of the Local Impact Assessment, it has been estimated that 290 of the direct jobs would be filled by workers residing in the LSA, 410 in the FEMA, 690 in the LMA and 770 the Six Authorities Area.

Table 17.9.5 First Full Year of Opening Labour Market Impact

Geography	Labour Market (i.e. unemployed population – ILO definition)	Incremental Total Employment generated by the Project	i.e. Potential decrease in unemployed population
LSA	5,640	640	11.3%
FEMA	11,060	1,050	9.5%
LMA	98,060	2,790	2.8%
Six Authorities Area	205,820	4,280	2.1%

Source: ONS (2022), Oxera (2023) / Lichfields analysis Note: figures rounded

17.9.59 Considering that the incremental total jobs could decrease unemployment from 2.1% in the Six Authorities Area to 11.3% in the LSA and based on Table 17.4.6, this results in an impact magnitude of low for the LSA and FEMA and very low for the LMA and the Six Authorities Area. Once these are combined with the receptors' sensitivities as set out in Table 17.6.6, it results in the following effects on the labour market:

- **minor beneficial effects in the LSA and the FEMA**
- **negligible in the LMA and the Six Authorities Area**

Business Disruption

17.9.60 Chapter 12: Traffic and Transport indicates the Project would have a non-significant effect on drivers delay together with the rest of the traffic impacts. Therefore, it is likely businesses would experience limited disruption to operations because of increased journey times. In socio-economic terms, this is considered to represent negligible impacts within the study areas. In addition, Chapter 14: Noise and Vibration indicates that the same noise effects are identified in 2029 with those in 2024-29 (refer to in paragraph 17.9.11).

17.9.61 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6) these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.62 No displacement is anticipated during this period.

Population

17.9.63 The labour market analysis above has shown that there would be a surplus of people who could potentially take up the jobs that would be generated by the Project. However, for the purposes of

assessing population effects and in order to assess the maximum impact, we have assumed that all the jobs would be occupied by people who would move into the relevant study areas due to their new employment. On this basis, it is anticipated that the total employment (as presented in Table 17.9.5) would increase the population in 2029 by 0.4% in the LSA (+640 people against a baseline future population of 171,113 people in 2029), 0.2% in the FEMA (+1,050 people against 448,192 people in 2029) and 0.1% in the LMA (+2,790 people against 2.3m people in 2029).

17.9.64 Following this analysis, the magnitude of impact as defined in Table 17.4.6 is very low across all the study areas and combined with the receptors sensitivity as presented in Table 17.6.6, the effects on the population are **negligible in the LSA, FEMA and LMA**.

Housing

17.9.65 The Assessment of Population and Housing Effects (Appendix 17.9.3) outlines that it is unlikely that the Project would place pressure on the housing supply across the study area as a whole or that an uplift in housing would be needed to increase the labour supply in response to the operational employment generated by the Project. This is because the labour supply which is expected to be generated based on planned housing growth is likely to be sufficient (indeed it is anticipated to provide a substantial surplus) when compared with the labour supply that is needed to support job growth as forecast by CE. This would leave a surplus of labour which is available to fill additional job growth in the labour market, such as that generated by the Project, without impacting on the need or demand for housing. For these reasons, the LSA and FEMA are identified has having a low sensitivity to change and the LMA is identified as having a very low sensitivity to change as shown in Table 17.6.6.

17.9.66 Across the Northern West Sussex HMA (which corresponds to the FEMA and LSA), as shown in Appendix 17.9.3 Table SR3, in 2029 current housing trajectories are expected to yield sufficient labour to support operational employment associated with the CE forecast with a surplus of 10,718 workers; the inclusion of the Project would reduce this surplus to 9,767; a change of -952. In 2029 the FEMA is expected to have a total labour supply (based on planned housing growth) of 249,323 (Appendix 17.9.3 Table A7.7) giving a magnitude of impact of 0.4% (very low).

17.9.67 Across the LMA (for which the relevant geography is the study area [which consists of five housing market areas[19]] considered in Appendix 17.9.3 for the reasons set out therein) the Project would reduce a labour surplus (based on current housing trajectories) from 26,938 to 23,717 (see Tables SR2/3 referred to above) in the context of an overall labour supply of 1.41m, giving a magnitude of impact of 0.2% (very low).

17.9.68 In addition, Appendix 17.9.3 considers whether operational employment associated with the Project might have implications for the demands for different tenures of housing, particularly in those areas immediately adjacent to Gatwick. This has shown that the potential tenure demands associated with the Project (which are likely to be slightly skewed more towards affordable housing than the existing employment base) are unlikely to have any impact on affordable housing demands beyond what is already emerging or being planned for. Authorities recognise that future affordable housing needs are well above the level of affordable housing in the existing stock, and policies (adopted and emerging) along with emerging large-scale schemes are broadly planning for this. The amount of affordable housing need associated with the Project is unlikely to

19 Namely Northern West Sussex, Croydon and East Surrey, Coastal West Sussex, North East Surrey and Wealden and Eastbourne.

place any further upward pressure on affordable housing delivery beyond pressures that already exist.

17.9.69 On this basis and aligned with Table 17.4.6**,** this has a very low magnitude in the LSA, FEMA and the LMA and combined with the receptors' sensitivity (Table 17.6.6) results in **negligible effects across the LSA, FEMA and LMA.**

Resident Disruption

17.9.70 Chapter 12: Traffic and Transport indicates the Project during the first full year of opening could cause disruption to residents through severance, driver delays and pedestrian and cyclist delays, but the effects are all assessed as either minor or negligible. Chapter 14: Noise and Vibration identifies that the noise effects in 2029 would be similar to those presented in paragraph 17.9.20 resulting in a low impact in terms of magnitude. Combining the above with the sensitivity of the receptors as presented in Table 17.6.6 Receptors Sensitivity results in:

- **minor adverse effect in the LSA and the FEMA**

Community Facilities and Services

17.9.71 Additional passengers travelling to the airport are not expected to typically access community facilities and services on the Project Site or in the LSA. Chapter 18: Health and Wellbeing, Table 18.17 and 18.53 identifies mitigation measures that would be put in place to reduce impacts on health providers. It is stated in particular that "*Onsite at the Airport GAL will provide a level of first aid and first response expertise to determine the need for ambulance callouts that maintains, or improves upon, the current Gatwick Control Centre records for the annual rate of passengers transferred to hospital as a percentage of total passengers. This will be achieved by scaling first responder provision commensurate with passenger numbers. This will include onsite personnel with appropriate training as well as equipment such as first aid kits and Automated External Defibrillators. The objective of this measure is to provide appropriate first responder healthcare for passengers experiencing a medical event at the Airport, whilst minimising inappropriate use of ambulance and A&E services*".

17.9.72 The increase in operational workers could increase the use of community facilities and services on site and in the LSA. However, as set out above, considering the effect on the population is considered negligible in the local study area, so the likely consequent impact on community facilities would also be negligible.

17.9.73 Taking together the change in population and mitigation measures proposed, the magnitude of the impact is considered to be very low. Combined with a low sensitivity receptor (Table 17.6.6), this results in a **negligible effect on community facilities in the LSA**.

Community Cohesion

17.9.74 Additional passenger arrivals and departures from Gatwick are considered to have a negligible impact in the local study area as it is considered likely that passengers would generally remain concentrated in and around the Project site boundary and spend limited time in the local area on a temporary basis. Short-term overnight stays in hotel accommodation are not deemed to be material to potential effects on the local community. Additional operational workers travelling to and from Gatwick for commuting purposes would likely, either be from the local community reflecting the broad share of Gatwick's employees that live within the local study area (currently

33% of the total) or pass through the local area as part of commuting journeys by either public transport or private car.

17.9.75 As set out above, the effect on the population is considered negligible in all study areas. Accordingly, this would not give rise to any significant community cohesion effects.

17.9.76 On this basis, the impact is assessed as very low across all the study areas. Combined with the sensitivity of the receptors in the LSA and FEMA, this results in **negligible effects on community cohesion in both the LSA and FEMA**.

Further Mitigation

17.9.77 No further mitigation measures beyond those outlined in Section 17.8 are proposed.

Future Monitoring

17.9.78 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

17.9.79 The significance of effects would remain as presented above.

Interim Assessment Year: 2032

Construction 2033 to 2038

Employment

17.9.80 As noted previously, the indicative construction programme is set out in the ES Chapter 5: Project Description, Table 5.3-1: Indicative Sequencing of the Construction Works. The dates below are based on this indicative programme.

17.9.81 The peak construction workforce between 2033 and 2038 is estimated to be around 450 workers. On this basis and in line with the magnitude definition presented in Table 17.4.5, the magnitude of the impact is low across all study areas. Combining the above with the receptors' sensitivity as defined in Table 17.6.6, the significance of the effects are set out below:

- **minor beneficial in the LSA, FEMA and LMA**
- **negligible in the Six Authorities Area**

Supply Chain

17.9.82 Considering the scale of the direct construction employment in this period (which is a third of the overall peak), it is likely to be a very moderate supply chain impact on the construction businesses across the relevant study areas. On this basis, the magnitude of the construction supply impact is judged as very low across all the study areas. Combining the above with the receptors sensitivity as defined in Table 17.6.6**,** the significance of the effects are as below:

- **minor beneficial in the LSA**
- **negligible in the FEMA, LMA and Six Authorities Area**

Labour Market

17.9.83 It is anticipated that the construction workforce peak for the 2033-2038 period is 450 workers and based on the approach presented in paragraphs 17.9.6 and 17.9.7, c.100 workers would come

from the LSA, 110 from the FEMA, 250 from the LMA and 300 from the Six Authorities Area resulting in a potential change in the labour market of 0.2% in the LSA, 0.1% in the FEMA, 0.1% in the LMA and 0.0% in the Six Authorities. In line with Table 17.4.5 the level of the magnitude is very low across all the study areas and combined with the receptors' sensitivity (Table 17.6.6), it results in:

- **minor beneficial effect in the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Disruption

17.9.84 Chapter 12: Traffic and Transport assessment for 2032 (no data available for the 2033-38) states that most junctions would have no significant or low magnitude of impact in terms of driver delay. The rest of traffic impacts including pedestrian and cycling delay, pedestrian and cycling amenity, accidents and safety and public transport are also assessed as negligible or minor adverse. Chapter 14: Noise and Vibration indicates that the effects are minor or negligible in relation to business disruption.

17.9.85 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6) these result in:

- **minor adverse in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.86 No displacement is anticipated during this construction period.

Population

17.9.87 The number of construction workers would peak in this construction period at around 450 workers (Table 17.7.1). Adopting the same approach as discussed in 17.9.15, the 20% of workers who would move to the LSA from outside and reside there temporarily, would equate to an increase in the local population of below 0.05% against the future baseline population projection for this period. The equivalent for the FEMA and LMA would be 0.02% and 0.004%. Therefore, the impact magnitude on all study areas is assessed as very low and combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity), results in **negligible effects on the population in the LSA, FEMA and LMA.**

Housing (temporary accommodation)

17.9.88 Given that the number of workforce would be a third of those in the initial construction period and aligned with the approach presented in paragraph 17.9.18, the effects on housing are assessed with a low magnitude and combined with the receptors sensitivity (Table 17.6.6 Receptors Sensitivity) results in:

- **minor adverse housing effects in the LSA and FEMA**
- **negligible effects in the LMA**

Resident Disruption

17.9.89 Chapter 12: Traffic and Transport outlines that negligible or minor adverse effects are anticipated on driver delay, pedestrian and cycling amenity, and accidents and safety during this period. Passenger crowding would be increased during this period due to primarily the incremental growth in passenger numbers and those of the Project construction workforce who travel to site by rail. However, there is enough future capacity in the public transport to accommodate the forecast increase and as such the effect is assessed as negligible.

17.9.90 In terms of noise, Chapter 14 Noise and Vibration notes that the majority of noise impacts are from the heavy engineering construction works that take place up to 2032. The noise impacts assessed in 2033 onwards are not expected to have significant noise effects.

17.9.91 Considering the above, the potential for the construction works to disrupt residents is considered to be low in terms of magnitude in the LSA and very low in the wider study areas and combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity**)** results in:

- **minor adverse effect in the LSA**
- **negligible effects in the FEMA**

Communities Facilities and Services

17.9.92 Considering that the scale of the peak of the construction workforce in this period is a third of that arising in the earlier periods, it is considered that the effect on community facilities would be low, resulting in a **minor adverse effect on community facilities in the LSA.**

Community Cohesion

17.9.93 Considering that the scale of the peak of the construction workforce in this period is a third of what was in the earlier periods, it is considered that the effect on community cohesion would be lower in the LSA and FEMA compared to the earlier periods, resulting in a **negligible effect on community cohesion in the LSA and the FEMA**.

Sports and Open Space

17.9.94 As discussed in paragraphs 17.9.27 to 17.9.30 and 17.9.49 to 17.9.51, the Riverside Garden Park would be impacted during this period and it would be also fully re-provided by 2038. Chapter 19 assessed the effect as negligible (more details are provided in ES Chapter 19).

17.9.95 However, for the purposes of the assessment herein, the magnitude of the impact is still very low given the overall provision of facilities and open space across the LSA. On this basis, the findings of the assessment will remain the same as before – i.e. **a negligible effect on sports facilities and open space within the Project site boundary and the LSA**.

Operation 2032

Direct Employment

17.9.96 The employment growth figures assessed in this section relate to the net direct employment estimates set out in the Local Impact Assessment (Appendix 17.9.2).

Table 17.9.6: Interim Assessment Year Direct Employment (On-site Employment)

Geography	Direct Jobs (2032)
LSA	3,120

Source: Oxera (2023) Note: figures rounded

17.9.97 In 2032, the Project would lead to an increase of c.3,120 direct jobs (i.e. on site employment) over the base case.

17.9.98 The Project in 2032 would generate a further £237.8m of GVA. Appendix 17.6.1 Table 3.1.3 shows the detailed GVA per study area and per local authority and a summary is provided below.

Table 17.9.7: Interim Assessment Year Direct GVA

Geography	Direct Economic Output (GVA in £million)
LSA	£237.8

Source: Oxera (2023) Note: figures rounded

17.9.99 On this basis and in line with Table 17.4.6: Magnitude Definition – Operational Impacts, the magnitude of the impact is high. Combining the above with the receptors sensitivity as defined in Table 17.6.6 Receptors Sensitivity, the significance of the effects **is major beneficial (significant in EIA terms) in the LSA.**

Indirect, Induced and Catalytic Employment

17.9.100 The Project is estimated to generate 13,720 indirect, induced and catalytic jobs in the interim assessment year with further details being provided in Appendix 17.6.1 Table 3.1.2. A higher number of these jobs are expected to be captured within the Six Authorities Area (see Table 17.9.8). This also applies to the economic output generated in 2032 (see Table 17.9.9 and Appendix 17.6.1 Table 3.1.3).

Table 17.9.8: Interim Assessment Year Indirect, Induced and Catalytic Employment

Geography	Indirect, Induced and Catalytic Jobs (2032)
LSA	1,070
FEMA	2,000
LMA	6,520
Six Authorities Area	10,870
Total (Nationally)	13,720

Source: Oxera (2023) Note: figures rounded

Table 17.9.9: Interim Assessment Year of Opening Indirect and Catalytic GVA

Geography	Indirect, Induced and Catalytic GVA (2032)
LSA	£75.3m
FEMA	£140.0m
LMA	£456.9m
Six Authorities Area	£762.0m
Total (Nationally)	£961.8m

Source: Oxera (2023) Note: figures rounded

17.9.101 On this basis and in line with Table 17.4.6: Magnitude Definition – Operational Impacts the magnitude of the impact is medium for the LSA, FEMA and the Six Authorities Area and high for the LMA. Combining the above with the receptors sensitivity as defined in Table 17.6.6 Receptors Sensitivity, this results in:

- **moderate beneficial (significant in EIA terms) effect in the LSA, FEMA and LMA**
- **minor beneficial in the Six Authorities Area**

Labour Market

17.9.102 Table 17.9.10 shows the modelled size of the labour market in 2032 across each relevant study area (i.e. modelled unemployment figure based on long-term trends and forecast working-age population increase). In addition, the table presents the total net incremental employment generated by the Project (combining direct, indirect, induced and catalytic employment) and estimates the impact that these could have in the labour market in 2032. It has been calculated that 940 of the direct jobs would be filled by people residing in the LSA, 1,310 in the FEMA, 2,220 in the LMA and 2,460 in the Six Authorities Area.

Table 17.9.10 Interim Assessment Year Labour Market Impact

Geography	Labour Market (i.e. unemployed population – ILO definition)	Incremental Total Employment generated by the Project	Potential decrease in unemployed population
LSA	5,660	2,020	35.6%
FEMA	11,220	3,310	29.5%
LMA	100,370	8,730	8.7%
Six Authorities	209,060	13,330	6.4%

Source: ONS (2022), Oxera (2023) / Lichfields analysis Note: figures rounded

17.9.103 Considering that the incremental total jobs could decrease unemployment from 6.4% in the Six Authorities Area to 35.6% in the LSA and based on Table 17.4.6: Magnitude Definition – Operational Impacts, this results in high magnitude for the LSA and FEMA, low for the LMA and medium for the Six Authorities Area. Once these are combined with the receptors' sensitivities as set out in Table 17.6.6**,** it results in the following effects on the labour market:

- **moderate beneficial (significant in EIA terms) effects in the LSA and the FEMA**
- **minor beneficial effects in the LMA and the Six Authorities Area**

Business Disruption

17.9.104 Chapter 12: Traffic and Transport assessment states that most junctions would have no significant or low magnitude of impact in terms of driver delay in 2032. The rest of traffic impacts including pedestrian and cycling delay, pedestrian and cycling amenity, accidents and safety and public transport are also assessed as negligible or minor adverse. Chapter 14: Noise and Vibration indicates that the effects are mainly minor or negligible in relation to business disruption.

17.9.105 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity) these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.106 No displacement is anticipated during this period.

Population

17.9.107 The labour market analysis above has shown that there would still be a surplus of people who could potentially take up the jobs that would be generated by the Project. However, for the purposes of the assessing population effects and in order to assess the maximum impact, we have assumed that all the jobs would be occupied by people who would move into the relevant study areas due to their new employment. On this basis, the total employment (as presented in Table 17.9.10) would increase the population in 2032 by 1.2% in the LSA (+2,020 people against a baseline future population of 171,502 people in 2032), 0.7% in the FEMA (+3,310 people against 456,127 people) and 0.4% in the LMA (+8,730 people against 2.3m people).

17.9.108 Following this analysis, the magnitude of impact as defined in Table 17.4.6 is low across the LSA and very low in the FEMA and LMA and combined with the receptors' sensitivity as presented in Table 17.6.6 Receptors Sensitivity, the effects on the population are:

- **minor adverse in LSA**
- **negligible in the FEMA and LMA**

Housing

17.9.109 Adopting the same approach outlined above in 17.9.64 to 17.9.67, across the Northern West Sussex HMA (which corresponds to the FEMA and LSA), in 2032 (as shown in Appendix 17.9.3 Table SR3 in 2029) current housing trajectories are expected to yield sufficient labour to support operational employment associated with the CE forecast with a surplus of 12,667 workers; the inclusion of the Project would reduce this surplus to 9,670; a change of -2,998. In 2032 the FEMA is expected to have a total labour supply (based on planned housing growth) of 252,959 (Appendix 17.9.3 Table A7.7) giving a magnitude of impact of 1.2% (low).

17.9.110 Across the LMA (the study area) the Project would reduce a labour surplus (based on current housing trajectories) from 30,500 to 20,442 (see Tables SR2/3 referred to above) in the context of an overall labour supply of 1.43m (see Table A7.7 referred to above), giving a magnitude of impact of 0.7% (very low).

17.9.111 As noted in 17.9.67 above, the amount of affordable housing need associated with the Project is unlikely to place any further upward pressure on affordable housing delivery beyond pressures that already exist.

17.9.112 On this basis and aligned with Table 17.4.6**,** this has a low magnitude in the LSA and FEMA, and a very low maginitude in the LMA and combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity) results in:

- **minor adverse effects in the LSA and the FEMA**
- **negligible effects in the LMA**

Resident Disruption

17.9.113 Chapter 12: Traffic and Transport indicates that the Project during the interim assessment year could cause disruption to residents through severance, driver delays and pedestrian and cyclist delays, but the effects are all assessed as either minor or negligible. Chapter 14: Noise and Vibration identifies that the noise effects in 2032 would potentially impact 400 premises (12.5% of the properties assessed- i.e. 3,200 properties) with moderate adverse impacts during the night-time. These residential premises are covered by the noise insulation scheme that aims to mitigate the adverse noise effects. Even if these effects are not fully mitigated for the socio-economic assessment receptor that relates to the population of the LSA this effect would have very low magnitude on the basis that these properties relate to just 0.6% of the population of the LSA (at 2.4 people per household national average, ONS Census 2021). The impact in the FEMA and LMA would be even lower.

17.9.114 Considering the above, the potential for noise and traffic to disrupt residents is considered to be low in terms of magnitude in the LSA and very low in the wider study areas and combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity) results in:

- **minor adverse effect in the LSA**
- **negligible effects in the FEMA**

Community Facilities and Services

17.9.115 Considering the effect on the population (see paragraphs 17.9.107 to 17.9.108) is considered minor adverse in the LSA, the magnitude of the impact is judged as low. Once this is combined with the low sensitivity of the receptor (Table 17.6.6 Receptors Sensitivity**)** this results in a **minor adverse effect on community facilities in the LSA**.

Community Cohesion

17.9.116 The conclusions for the first full year of opening are considered to remain applicable to the interim assessment year; the impact is assessed as very low across all the study areas. Combined with the sensitivity of the receptors in the LSA and FEMA, this results in **negligible effects on community cohesion in both the LSA and FEMA**.

Further Mitigation

17.9.117 No further mitigation measures beyond those outlined in Section 17.8 are proposed.

Future Monitoring

17.9.118 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

17.9.119 The significance of effects would remain as presented above.

Design Year: 2038

17.9.120 No construction impacts are assessed at this stage of the Project as all construction works are anticipated to have been completed by 2038.

Operation 2038

Employment

17.1.1 The employment growth figures assessed in this section relate to the net direct employment estimates set out in the Local Impact Assessment (Appendix 17.9.2).

Table 17.9.11: Design Year Direct Employment (On-site Employment)

Geography	Direct Jobs (2038)
LSA	3,220

Source: Oxera (2023) Note: figures rounded

17.9.121 In 2038 it is anticipated that, the Project would lead to an increase of c.3,220 direct jobs over the base case, which is the highest across the entire assessment period.

17.9.122 The Project in 2038 would generate a further £262.8m of GVA.

Table 17.9.12: Design Year Direct GVA

Geography	Direct Economic Output (GVA)
LSA	£262.8m

Source: Oxera (2023) Note: figures rounded

17.9.123 On this basis and in line with Table 17.4.6, the magnitude of the impact is high. Combining the above with the receptor's sensitivity as defined in Table 17.6.6, the significance of the effect is **major beneficial (significant in EIA terms) in the LSA**.

Indirect, Induced and Catalytic Employment

17.9.124 The Project is estimated to generate 13,460 indirect, induced and catalytic jobs in the design year with further details being provided in Appendix 17.6.1 Table 3.1.2. A large proportion of these jobs are expected to be captured within the Six Authorities Area (Table 17.9.13). This also applies to the economic output generated in 2038 (see Table 17.9.14 and Appendix 17.6.1 Table 3.1.3).

Table 17.9.13: Design Year Indirect, Induced and Catalytic Employment

Geography	Indirect, Induced and Catalytic Jobs (2038)
LSA	1,070
FEMA	1,970
LMA	6,330
Six Authorities Area	10,520
Total (Nationally)	13,460

Source: Oxera (2023) Note: figures rounded

Table 17.9.14: Design Year of Opening Indirect and Catalytic GVA

Geography	Indirect, Induced and Catalytic GVA (2038)
LSA	£80.6m
FEMA	£148.2m
LMA	£475.8m
Six Authorities Area	£791.7m
Total (Nationally)	£1,012.5m

Source: Oxera (2023) Note: figures rounded

17.9.125 On this basis and in line with Table 17.4.6, the magnitude of the impact is medium for the LSA, FEMA and the Six Authorities Area and high for the LMA. Combining the above with the receptors sensitivity as defined in Table 17.6.6 Receptors Sensitivity, this results in:

- **moderate beneficial (significant in EIA terms) effect in the LSA, FEMA and LMA**
- **minor beneficial in the Six Authorities Area**

Labour Market

17.9.126 Table 17.9.15 shows the modelled size of the labour market in 2038 across each relevant study area (i.e. modelled unemployment figure based on long-term trends and forecast working-age population increase). In addition, the table presents the total increment net employment generated by the Project (combining direct, indirect, induced and catalytic employment) and estimates the impact that these could have in the labour market in 2038. It has been estimated that 960 of the direct jobs would be filled by people residing in the LSA, 1,330 in the FEMA, 2,250 in the LMA and 2,490 in the Six Authorities Area.

Table 17.9.15 Design Year Labour Market Impact

Geography	Labour Market (i.e. unemployed population – ILO definition)	Incremental Total Employment generated by the Project	Potential decrease in unemployed population
LSA	5,810	2,030	34.8%
FEMA	11,520	3,300	28.6%
LMA	102,130	8,570	8.4%
Six Authorities Area	211,310	13,020	6.2%

Source: ONS (2022), Oxera (2023) / Lichfields analysis Note: figures rounded

17.9.127 Considering that the incremental total jobs could decrease unemployment from 6.2% in the Six Authorities Area to 34.8% in the LSA and based on Table 17.4.6, this results in high magnitude for the LSA and FEMA, low for the LMA and medium for the Six Authorities Area. Once these are combined with the receptors' sensitivities as set out in Table 17.6.6, it results in the following effects on the labour market:

- **moderate beneficial (significant in EIA terms) effects in the LSA and the FEMA**
- **minor beneficial effects in the LMA and the Six Authorities Area**

Business Disruption

17.9.128 The traffic and transport assessment does not assess the impacts in 2038. On this basis, we have assumed that the impacts as identified in 2032 would remain at the same level (see paragraph 17.9.104). Chapter 14: Noise and Vibration indicates that the effects are mainly minor or negligible in relation to business disruption.

17.9.129 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6**)** these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.130 No displacement is anticipated during this period.

Population

17.9.131 The labour market analysis above has shown that there would still be a surplus of people who could potentially take up the jobs that would be generated by the Project. However, for the purposes of the assessing population effects and in order to assess the maximum impact, it is assumed that all the jobs would be occupied by people who would move into the relevant study areas due to their new employment. On this basis, the total employment (as presented in Table 17.9.15) would increase the population in 2038 by 1.2% in the LSA (+2,030 people against a baseline future population of 171,728 people in 2038), 0.7% in the FEMA (+3,300 people against 473,573 people) and 0.4% in the LMA (+8,570 people against 2.4m people).

17.9.132 Following this analysis, the magnitude of impact as defined in Table 17.4.6 is low across the LSA and very low in the FEMA and LMA, and combined with the receptors' sensitivity as presented in Table 17.6.6 Receptors Sensitivity, the effects on the population are:

- **minor adverse in LSA**
- **negligible in the FEMA and LMA**

Housing

17.9.133 Adopting the same approach outlined above in 17.9.64 to 17.9.67, across the Northern West Sussex HMA (which corresponds to the FEMA and LSA), in 2038 (as shown in Appendix 17.9.3 Table SR3 in 2038) current housing trajectories are expected to yield sufficient labour to support operational employment associated with the CE forecast with a surplus of 18,173 workers; the inclusion of the Project would reduce this surplus to 15,192; a change of -2,982. In 2038 the FEMA is expected to have a total labour supply (based on planned housing growth) of 262,046 (Appendix 17.9.3 Table A7.7) giving a magnitude of impact of 1.1% (low).

17.9.134 Across the LMA the Project would reduce a labour surplus (based on current housing trajectories) from 44,057 to 34,217 (see Tables SR2/3 referred to above) in the context of an overall labour supply of 1.47m, giving a magnitude of impact of 0.7% (very low).

17.9.135 As noted in 17.9.67 above, the amount of affordable housing need associated with the Project is unlikely to place any further upward pressure on affordable housing delivery beyond pressures that already exist.

17.9.136 On this basis and aligned with Table 17.4.6**,** this has a low magnitude in the LSA and FEMA, and a very low magnitude in the LMA, and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **minor adverse effects in the LSA and the FEMA**
- **negligible effects in the LMA**

Resident Disruption

17.9.137 The traffic and transport assessment does not assess the impacts in 2038. On this basis, we have assumed that the impacts as identified in 2032 would remain at the same level – i.e. could cause minor or negligible effects. On a similar basis, Chapter 14: Noise and Vibration states that a detailed assessment of the 2038 effects is not necessary because the effects of the Project would be lower than in 2032 and any mitigation provided for the impacts in 2032 would also be adequate in 2038. On this basis, the potential for the Project to disrupt residents is considered to be lower than those in 2032 – i.e. very low impact across all the study areas and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **negligible effects in the LSA and FEMA**

Community Facilities and Services

17.9.138 Considering the effect on the population (see paragraphs 17.9.134 to 17.9.135) is considered minor adverse in the LSA, the magnitude of the impact is judged as low. Once this is combined with the low sensitivity of the receptor (Table 17.6.6) this results in a **minor adverse effect on community facilities in the LSA**.

Community Cohesion

17.9.139 The conclusions for the interim assessment year are considered to remain applicable to the design year; the impact is assessed as very low across all the study areas. Combined with the sensitivity of the receptors in the LSA and FEMA, this results in **negligible effects on community cohesion in both the LSA and FEMA**.

Further Mitigation

17.9.140 No further mitigation measures beyond those outlined in Section 17.8 are proposed.

Future Monitoring

17.9.141 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

17.9.142 The significance of effects would remain as presented above.

The Long-term Forecast Year: 2047

Operation 2047

Direct Employment

17.9.143 The employment growth figures assessed in this section relate to the net direct employment estimates set out in the Local Impact Assessment (Appendix 17.9.2).

Table 17.9.16: Long-term Forecast Year Direct Employment (On-site Employment)

Geography	Direct Jobs (2047)
LSA	3,100

Source: Oxera (2023) Note: figures rounded

17.9.144 In 2047 it is anticipated that, the Project would lead to an increase of c.3,100 direct jobs over the base case, which is lower compared to both the design year (2038) and the interim assessment year (2032).

17.9.145 The Project in 2047 is anticipated to generate a further £285.7m of GVA.

Table 17.9.17: Long-term Forecast Year Direct GVA

Geography	Direct Economic Output (GVA)
LSA	£285.7m

Source: Oxera (2023) Note: figures rounded

17.9.146 On this basis and in line with Table 17.4.6, the magnitude of the impact is high. Combining the above with the receptor's sensitivity as defined in Table 17.6.6, the significance of the effect is **major beneficial (significant in EIA terms) in the LSA**.

Indirect, Induced and Catalytic Employment

17.9.147 It is anticipated that the Project is estimated to generate 12,580 indirect, induced and catalytic jobs in 2047 with further details being provided in Appendix 17.6.1 Table 3.1.2. A higher number of these jobs are expected to be captured within the Six Authorities Area (Table 17.9.18). This also applies to the economic output generated in 2038 (see Table 17.9.19 and Appendix 17.6.1 Table 3.1.3).

Table 17.9.18: Long-term Forecast Year Indirect, Induced and Catalytic Employment

Geography	Indirect, Induced and Catalytic Jobs (2047)
LSA	1,010
FEMA	1,850
LMA	5,870
Six Authorities	9,740
Total (Nationally)	12,580

Source: Oxera (2023) Note: figures rounded

Table 17.9.19: Long-term Forecast Year of Opening Indirect and Catalytic GVA

Geography	Indirect, Induced and Catalytic GVA (2047)
LSA	£85.8m
FEMA	£156.7m
LMA	£497.4m
Six Authorities	£826.1m
Total (Nationally)	£1,066.2m

Source: Oxera (2023) Note: figures rounded

17.9.148 On this basis and in line with Table 17.4.6, the magnitude of the impact is medium for the LSA, FEMA and the Six Authorities Area and high for the LMA. Combining the above with the receptors sensitivity as defined in Table 17.6.6, this results in:

- **moderate beneficial (significant in EIA terms) effect in the LSA, FEMA and LMA**
- **minor beneficial in the Six Authorities Area**

Labour Market

17.9.149 Table 17.9.20 shows the modelled size of the labour market in 2047 across each relevant study area (i.e. modelled unemployment figure based on long-term trends and forecast working-age population increase). In addition, the table presents the total net incremental employment generated by the Project (combining direct, indirect, induced and catalytic employment) and estimates the impact that these could have on the labour market in 2047. It has been estimated that 920 of these direct jobs would be filled by people reside in the LSA, 1,280 in the FEMA, 2,170 in the LMA and 2,410 in the Six Authorities Area.

Table 17.9.20 Long-term Forecast Year Labour Market Impact

Geography	Labour Market (ie unemployed population – ILO definition)	Increment Total Employment generated by the Project	Potential decrease in unemployed population
LSA	5,750	1,930	33.6%
FEMA	11,510	3,130	27.2%
LMA	102,200	8,040	7.9%
Six Authorities	210,910	12,150	5.8%

Source: ONS (2022), Oxera (2023) / Lichfields analysis Note: figures rounded

17.9.150 Considering that the incremental total jobs could decrease unemployment from 5.8% in the Six Authorities Area to 33.6% in the LSA and based on Table 17.4.6, this results in high magnitude for the LSA and FEMA, low in the LMA and medium in the Six Authorities Area. Once these are combined with the receptors' sensitivities as set out in Table 17.6.6**,** it results in the following effects on the labour market:

- **moderate beneficial (significant in EIA terms) effects in the LSA and the FEMA**
- **minor beneficial effects in the LMA and the Six Authorities Area**

Business Disruption

17.9.151 Chapter 12: Traffic and Transport indicates the Project would have either negligible or minor effects on driver delays together with the rest of the traffic impacts. Therefore, it is likely businesses would experience limited disruption to operations because of increased journey times. In addition, Chapter 14: Noise and Vibration indicates that the noise effects identified in 2047 are also either minor or negligible.

17.9.152 Synthesising the above, the magnitude of this impact is considered to be very low in all the study areas as the number of the potentially affected businesses is very limited. Combined with the receptors' sensitivity (Table 17.6.6 Receptors Sensitivity) these result in:

- **minor adverse effects in the Project site boundary and the LSA**
- **negligible effects in the FEMA, LMA and Six Authorities Area**

Business Displacement

17.9.153 No displacement is anticipated during this period.

Population

17.9.154 The labour market analysis above has shown that there would still be a surplus of people who could potentially take up the jobs that would be generated by the Project. However, for the purposes of the assessing population effects and in order to assess the maximum impact, we have assumed that all the jobs would be occupied by people who would move into the relevant study areas due to their new employment. On this basis, the total employment (as presented in Table 17.9.20 is anticipated to increase the population in 2047 by 1.1% in the LSA (+1,930 people against a baseline future population of 177,521 people in 2047), 0.6% in the FEMA (+3,130 people against 506,940 people) and 0.3% in the LMA (+8,040 people against 2.5m people).

17.9.155 Following this analysis, the magnitude of impact as defined in Table 17.4.6 is low across the LSA and very low in the FEMA and LMA. Combined with the receptors' sensitivity as presented in Table 17.6.6, the effects on the population are:

- **minor adverse in LSA**
- **negligible in the FEMA and LMA**

Housing

17.9.156 Adopting the same approach outlined above in 17.9.64 to 17.9.67, across the Northern West Sussex HMA (which corresponds to the FEMA and LSA), in 2047 (as shown in Appendix 17.9.3 Table SR3 in 2029) current housing trajectories are expected to yield sufficient labour to support operational employment associated with the CE forecast with a surplus of 32,638 workers; the inclusion of the Project would reduce this surplus to 29,815; a change of -2,823. In 2047 the FEMA is expected to have a total labour supply (based on planned housing growth) of 281,121 (Appendix 17.9.3 Table A7.7) giving a magnitude of impact of just above 1.0% (i.e. 1.00041%, low magnitude).

17.9.157 Across the LMA the Project would reduce a labour surplus (based on current housing trajectories) from 103,990 to 94,973 (see Tables SR2/3 referred to above) in the context of an overall labour supply of 1.56m, giving a magnitude of impact of 0.6% (very low).

17.9.158 As noted in 17.9.67 above, the amount of affordable housing need associated with the Project is unlikely to place any further upward pressure on affordable housing delivery beyond pressures that already exist.

17.9.159 On this basis and aligned with Table 17.4.6**,** this has a low magnitude in the LSA and FEMA, and very low magnitude in the LMA, and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **minor adverse effects in the LSA and the FEMA**
- **negligible effects in the LMA**

Resident Disruption

17.9.160 Chapter 12: Traffic and Transport indicates the Project would have either negligible or minor effects on drivers delay and the rest of the traffic impacts and on a similar basis, Chapter 14: Noise and Vibration indicates that the noise effects identified in 2047 are also either minor or negligible. Therefore, the potential for the Project to disrupt residents is considered to be similar

to the one identified in 2038 – i.e. very low impact across all the study areas and combined with the receptors' sensitivity (Table 17.6.6) results in:

- **negligible effects in the LSA and FEMA**

Community Facilities and Services

17.9.161 Considering the effect on the population (see paragraphs 17.9.159 to 17.9.160) is considered minor adverse in the LSA, the magnitude of the impact is judged as low. Once this is combined with the low sensitivity of the receptor (Table 17.6.6) this results in a **minor adverse effect on community facilities in the LSA**.

Community Cohesion

17.9.162 The conclusions for the design year are considered to remain applicable to the long-term forecast year; the impact is assessed as very low across all the study areas. Combined with the sensitivity of the receptors in the LSA and FEMA, this results in **negligible effects on community cohesion in both the LSA and FEMA.**

Further Mitigation

17.9.163 No further mitigation measures beyond those outlined in Section 17.8 are proposed.

Future Monitoring

17.9.164 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

17.9.165 The significance of effects would remain as presented above.

17.10. Potential Changes to the Assessment as a Result of Climate Change

17.10.1 Climate change is not considered to have a direct impact on the socio-economic topics assessed in this chapter.

17.10.2 Changes to greenhouse gas emissions could arise through changes in economic activity related to the Project; however, this would depend on the nature of the activity, which is hard to predict considering the range of economic activities directly on the airport and the indirect, induced and catalytic activities in the wider supply chain. An assessment of the likely significant effects on climate change and greenhouse gases is presented in Chapter 15: Climate Change and Chapter 16: Greenhouse Gases.

17.11. Cumulative Effects

Zone of Influence

17.11.1 The zone of influence (ZoI) for socio-economics has been identified based on the spatial extent of likely significant effects. For this topic, the ZoI is considered to be 8 km from the Project site boundary covering and extending beyond the LSA which is the area where receptors are most likely to be impacted upon by the Project and contain the cumulative schemes that are also most likely to impact upon the receptors.

Screening of Other Developments and Plans

17.11.2 The Cumulative Effect Assessment (CEA) takes into account the impacts associated with the Project together with other developments and plans. The developments and plans selected as relevant to the CEA presented within this section are based upon the results of a screening exercise undertaken as part of the 'CEA shortlist' of developments (see Appendix 20.4.1). Each development on the CEA long list has been considered on a case-by-case basis for scoping in or out of this chapter's assessment based upon data confidence, effect-receptor pathways and the spatial/temporal scales involved.

17.11.3 In undertaking the CEA for the Project, it is important to bear in mind that the likelihood of other developments and plans being constructed varies depending on how far along the planning process they are. For example, relevant developments and plans that are already under construction and near completion are not likely to contribute to a cumulative impact with the Project. In addition, developments and plans not yet approved or not yet submitted are less certain to contribute to such an impact, as some may not achieve approval or may not ultimately be built due to other factors. For this reason, all relevant development and plans considered cumulatively alongside the Project have been allocated into 'Tiers', reflecting their current stage within the planning and development process. Appropriate weight is therefore given to each Tier in the decision-making process when considering the potential cumulative impact associated with the Project (e.g., it may be considered that greater weight can be placed on the Tier 1 assessment relative to Tier 2 and Tier 3). Further details of the screening process for the inclusion of other developments and plans in the shortlist and a description of the Tiers is provided in Chapter 20 Cumulative Effects.

17.11.4 The specific developments scoped into the CEA for assessing socio-economic effects are outlined in Table 17.11.1, most of which are in Tier 1 together with key strategic developments and site allocations in proximity that fall in Tier 2 and Tier 3. Full details of each of the developments are provided in Appendix 20.4.1.

Table 17.11.1: List of Other Developments and Plans Considered within Socio-Economic CEA

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
Tier 1					
CR/2018/0894/OUT: Allocation within Crawley Local Plan 2021-2037 (Regulation 19). Outline Application for up to 185 residential dwellings with associated vehicle and pedestrian access via steers lane, car parking and cycle storage and landscaping (all matters reserved except access)	103	Approved 21/02/2020	0.7 km	2022	No
22/01989/F Land at Laburnum and No 50 Haroldslea Drive Horley RH6 9DU -	233	Awaiting decision	1.0 km	n/a	All assessment periods

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
Demolition of existing buildings and erection of 33 homes					
CR/2017/0128/ARM: Persimmon Homes Thames Valley application for approval of reserved matters for phase 4b for 434 dwellings and associated works in relation to CR/2015/0552/NCC for a new mixed-use neighbourhood (amended scheme - revised plans and documents received -9th June 2021).	99	Awaiting decision	1.1 km	n/a	All assessment periods
22/02450/F Saxley Court 121 - 129 Victoria Road Horley Surrey RH6 7LT - Construction of a 6-storey building for residential use (Class C3)	237	Awaiting decision	1.3 km	n/a	All assessment periods
CR/2019/0322/FUL: Demolition of existing buildings and structures and comprehensive redevelopment to provide a new care home with associated landscaping and access works (amended plans, noise assessment and flood risk assessment received).	104	Approved 21/07/2020	1.4 km	n/a	All assessment periods
2019/548/EIA: Request for screening opinion for the Proposed Development of circa 360 residential units and a small amount of commercial development of circa 7,000 sq ft.	248	Screening Decision on 30/04/2019 EIA 7	1.5 km	c.2026	Initial Construction
20/02017/S73: Part demolition of existing building, conversion of upper floors of existing building to residential with additional floor, connected 5 storey new build residential building. To provide total 43 apartments. (14/00317/F, 14/02653/S73)	192	Approved 30/12/2020	1.5 km	n/a	All assessment periods
CR/2016/0858/ARM: Persimmon Homes Ltd application for Approval for Reserved Matters for Phase 3 Employment Building, car parking, internal access roads, footpaths, parking and circulation areas, hard and soft landscaping and other	70	Approved 31/0/2019	1.6 km	2022	No

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
associated infrastructure and engineering works.					
CR/2015/0718/ARM: Allocation within Crawley Local Plan 2021-2037 (Regulation 19). Approval of Reserved Matters for Phase 2B for 169 dwellings and associated works pursuant to outline permission CR/2015/0552/NCC for a new mixed-use neighbourhood.	69	Approved 31/01/2019	1.6 km	2027	Initial Construction
CR/2021/0174/FUL: Proposed demolition of existing buildings and construction of a new warehouse building with ancillary offices, associated service yard, parking, access alterations, infrastructure, landscaping and ancillary works	109	Approved 08/04/2022	1.7 km	n/a	All assessment periods
CR/2016/0083/ARM: Persimmon Ltd & Taylor Wimpey Ltd application for approval of reserved matters for phase 2c for the erection of 249 dwellings, car parking including garages, internal access roads, footpaths, parking and circulation area, hard and soft landscaping and other associated infrastructure and engineering works (revised description and amended plans received). NMA app - CR/2016/0083/NM1	72	Approved 31/0/2019	2.1 km	2022	No
2022/0093 Horse Hill Well Site, Horse Hill, Hookwood, Horley, Surrey RH6 0RB	51	Scoping Opinion 25/07/2022	2.1 km	n/a	All assessment periods
CR/2012/0134/OUT: Part of the Manor Royal Main Employment Area Site Allocation under Local Plan. The site has an extensive planning history. Outline PP CR/2012/0134/OUT was granted for a mixed-use employment park in 2012. Reserved matters CR/2015/0286/ARM was approved in 2015. Applications for the approval of the design for the spine road,	75	Approved 22/08/2012	2.4 km	2023	No

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
linking Crawley Avenue to Manor Royal, and details required by some of the conditions attached to this Outline Planning Permission, and in particular the Landscape Master Plan, have also been approved under references.					
Land West of Copthorne Applications (DM/18/4321, DM/19/5175, DM/18/3874): Land West of Copthorne Applications (DM/18/4321, DM/19/5175, DM/18/3874): Land west of Copthorne Phase 1 - 303 units. Reserved Matters application for the approval of the layout, scale, appearance, landscaping, and internal access for residential phases 1 and 2 pursuant to condition 1 (reserved matters) of outline planning permission 13/04127/OUTES, comprising 303 residential dwellings	335 /33 8/3 40/ 341	Permissions approved 18/01/2019 and 8/04/20	2.5 km to 7.0 km	n/a	All assessment periods
CR/2017/0997/OUT: Allocation within Crawley Local Plan 2021-2037 (Regulation 19). Hybrid application for construction of a new town hall and offices, associated car parking, 182 residential units and commercial space (ca. 15,000m2 of non-residential floor space).	78	Approved 14/02/2019	3.3 km	2023	Initial Construction
DM/21/0644: Reserved Matters Planning Application for the approval of appearance, landscaping, layout and scale for residential development on phases 3 and 4 pursuant to Outline Planning Permission 13/04127/OUTES (as amended), comprising 197 dwellings, internal access roads, public open space, landscaping and associated infrastructure works	306	Approved 13/09/2021	3.5 km	Under construction	Initial Construction Period
CR/2018/3002/EIA: Clarion Housing Group application for screening opinion for proposed mixed-use residential-led redevelopment providing up to 315 flats	118	EIA Advice Given on 28/09/2018	3.6 km	n/a	All assessment phases

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
with associated landscaping and under-croft parking and up to 1,000 square meters of non-residential floorspace					
CR/2019/0542/FUL: Demolition of existing nightclub and redevelopment of site providing 152 apartments, ground floor commercial/retail space (class A1, A3, A4, B1 and/or D2 uses) split between 2 to 4 units, new publicly accessible public realm (including pocket park), new publicly accessible electric vehicle charging hub, car club and associated works.	128	Approved 04/05/2020	4.0 km	n/a	All assessment periods
Kilnwood Vale Applications DC/10/1612/OUT - Outline approval for the development of approximately 2,500 dwellings including access and infrastructure as well as DC/17/2481/OUT (250 units); DC/20/2223/REM (168 units); DC/21/2246/FUL (116 units); DC/19/1508/REM (101 units)	289 to 291	Approved all from 2011 to 2021 except for DC/21/2246/ FUL awaiting decision	5.3 km to 5.8 km	Under Construction	All assessment periods
DC/17/2481: Outline planning application for the development of approximately 227 dwellings (between 204 and 250 dwellings) with the construction of a new access from Calvert Link, a pumping station and associated amenity space (all matters reserved except for access).	290	Approved 04/10/2018	6.3 km	n/a	Al assessment l periods
2022/0091, 22/01796/CON Land At Woodhatch Place 11 Cockshot Hill Reigate Surrey RH2 8EF - The erection of a part one, part two and part three storey building to provide a 5-form entry junior school and other facilities	52 and 238	Awaiting decision	7.1 km	n/a	All assessment periods

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
DM/20/4127: Outline application for an expansion of the existing commercial estate with up to 7,310 sq m of new commercial space. There is currently 3,243 sq m of existing commercial space, of which 2,530 sq m would be retained and 713 sq m of lower-quality, temporary buildings and portacabins removed. The proposed increase over the existing commercial floor space is 6,597 sq m and the total amount of commercial space available on the site post expansion would be up to 9,840 sq m. They are also seeking permission for a replacement of the existing dwelling, and the creation of a new public footpath. The application is in outline, with all matters reserved except for access. Additional highways information submitted on 5th January 2021, 6th February 2021, 27th April 2021, 12th May 2021 and 7th June 2021.	312	Approved 20/07/22	7.3 km	n/a	All assessment periods
Tier 2					
EIA/20/0004: EIA Scoping for West of Ifield - allocated site. EIA Scoping for West of Ifield - allocated site. The proposed development is on a site of 194 hectares in size with a minimum of 3,250 homes and up to 4,000 homes along with social infrastructure, green infrastructure and highway links.	354	EIA Advice Given on 07/12/2020	1.5 km	n/a	All assessment periods
2023/482 - Land south of Crawley Down Road, Felbridge. Demolition of existing structures and erection of 200no. 1, 2, 3 and 4 bedroom homes (30% affordable) with new vehicular accesses via Crawley Down Road together with associated car parking, open space and landscaping.	n/a	Awaiting decision	7.5km	n/a	All assessment periods
Tier 3					

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
Land west of Balcombe Road, Horley Strategic Business Park: Horley Employment Park - Strategic Employment Site - 83ha with 200,000 sqm office space. Development Management Plan 2018-2027 (Adopted)	453	n/a	0.4 km	2040	Beyond the Project period – Operational Phase
DS42 Land at Povey Cross Farm, Hookwood: Site identified in Reg 19 consultation draft local plan for 84 dwellings (ref: DS42). Mole Valley Proposed Submission Local Plan (Regulation 19)	501	n/a	0.4 km	n/a	All assessment periods
DS41 Land west of Reigate Road, Hookwood: Site identified in Reg 19 consultation draft local plan for 446 dwellings (ref: DS41) and at least 4 gypsy and traveller pitches OR 2 plots for travelling showpeople Mole Valley Proposed Submission Local Plan (Regulation 19)	502	n/a	0.5 km	n/a	All assessment periods
DS43 Land adjacent to Three Acres, Hookwood: Site identified in Reg 19 consultation draft local plan for 20 dwellings (ref: DS43) Mole Valley Proposed Submission Local Plan (Regulation 19)	503	n/a	0.7 km	n/a	All assessment periods
DS44 Land south of Kennel Road, Hookwood: Site identified in Reg 19 consultation draft local plan for 13 dwellings (ref: DS44) Mole Valley Proposed Submission Local Plan (Regulation 19)	504	n/a	0.8 km	n/a	All assessment periods
Land off the Close and Haroldslea Drive: Residential allocation, up to 40 new homes. Reigate and Banstead Development Management Plan 2018-2027 (Adopted Sept 2019)	454	n/a	1.2 km	n/a	All assessment periods
Tinsley Lane: Key Housing Site Allocation for 120 dwellings and community uses under Local Plan. Outline application CR/2018/0544/OUT for 150 units and community uses submitted in July 2018	381	n/a	2.2 km	n/a	All assessment periods

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
which was refused. Crawley Local Plan 2030 (Adopted)					
Land East of London Road, Northgate: Land identified as broad location for housing development circa 171 net dwellings Crawley Local Plan 2030 (Adopted)	382	n/a	2.3 km	n/a	All assessment periods
Former GSK Site, Manor Royal: Part of the Manor Royal Main Employment Area Site Allocation under Local Plan. The site has an extensive planning history. Outline PP CR/2012/0134/OUT was granted for a mixed-use employment park. Reserved matters CR/2015/0286/ARM was approved in 2015. Applications for the approval of the design for the spine road, linking Crawley Avenue to Manor Royal, and details required by some of the conditions attached to this Outline Planning Permission, and in particular the Landscape Master Plan, have also been approved under references CR/2012/0134/ARM, CR/2012/0134/CC1 and CR/2012/1034/CC2. The spine road is complete. Reserved matters were approved last year for the remainder of the site under reference CR/2014/0415/ARM. This permission is partially built out. A new application (CR/2021/0249/FUL) has been received seeking permission for the erection of three x B8 warehouse units on the vacant southeast plot (14,938sqm total).	384	n/a	2.4 km	n/a	All assessment periods
Land east of Balcombe Road and South of the M23 Spur - 'Gatwick Green': Allocated for an industrial-led development - Land to the southeast of Heathy Farm, Balcombe Road: Strategic Employment Location that would provide as a minimum 24.1ha new	385	n/a	2.5 km	n/a	All assessment periods

Description of Development	ID Ref	Planning Progress	Distance	Completion (assumption)	Overlap with the Project?
industrial land, predominantly for B8 storage and distribution use. Crawley Local Plan 2021-2037 (Regulation 19)					
Land at Plough Road and Redehall Road, Smallfield 160 residential units, 5 hectare site under Proposed Plan. Tandridge Local Plan 2033 (Regulation 22)	484	n/a	3.6 km	n/a	All assessment periods
Land North of Plough Road, Smallfield: 120 residential units, 9.2 hectare site under Proposed Plan. Tandridge Local Plan 2033 (Regulation 22)	486	n/a	4.0 km	n/a	All assessment periods
Crawley College: Town Centre Key Opportunity Site - Housing allocation for 400 dwellings. Crawley Local Plan 2021-2037 (Regulation 19)	392	n/a	4.7 km	n/a	All assessment periods
Telford Place/ Haslett Avenue: Town Centre Key Opportunity Site – Housing allocation for 300 dwellings. Crawley Local Plan 2021-2037 (Regulation 19)	394	n/a	5.0 km	n/a	All assessment periods
Land adjacent to Desmond Anderson: Housing allocation for 150 dwellings Crawley Local Plan 2021-2037 (Regulation 19)	398	n/a	6.6 km	n/a	All assessment periods
Land North of Horsham, comprising the area north of the A264 (between Langhurst Road and Wimlands Road) - Strategic Site allocated for mixed use strategic development to accommodate at least 2,500 homes and a business park. Adopted Local Plan - Horsham District Planning Framework (2015)	356	n/a	8.7 km	n/a	All assessment periods

17.11.5 Due to uncertainty around the third runway at London Heathrow Airport (Heathrow R3), this development has not been included in the main cumulative effects assessment. However, as Heathrow R3 remains Government policy, it has been considered separately and a qualitative assessment is provided in Chapter 20 Cumulative Effects and Inter-relationships.

Cumulative Effects Assessment

17.11.6 A description of the significance of cumulative effects upon socio-economic receptors arising from each identified impact is given below.

17.11.7 Information is not publicly available in relation to the build costs and construction period for all of the cumulative schemes. As a result, it has not been possible to assess the cumulative impact of the construction periods of all developments that are planned in the local area. However, the impacts of these schemes in terms of temporary construction employment generation and gross value added (GVA) generation would be beneficial for the economy of the local study area and labour market impact areas. With the absence of information, it is not possible to provide an assessment for other construction socio-economic effects.

Initial Construction Period: 2024-2029

17.11.8 For the purposes of this CEA, it is assumed that all the permitted schemes in Tier 1 would be under construction within the Project's initial construction period to 2029. The construction details, and in particular the construction costs, of those schemes are not publicly available (primarily for commercial sensitivity reasons) and, therefore, it is not feasible to estimate the potential construction impacts on the economy of the local study area that could be generated as a result of an increased direct, indirect and induced construction employment and economic output.

17.11.9 It can be expected that the construction activity generated by these cumulative schemes is likely to overlap to some degree with the initial construction period. To some degree this would increase the construction activity taking place within the local study area. However, labour supply issues are not anticipated due to the general scale and mobility of the construction workforce. In addition, it should be note that according to Construction Industrial Training Board (CITB) and Construction Skills Network (CSN) the 'Construction Industry Outlook. The skills construction needs 2023 to 2027' forecasts that infrastructure construction workforce (which currently comprises 10% of South East's construction workforce) will be reduced by -1.5% per annum in the South East for the 2023 to 2027 period. In contrast, housing construction workforce is forecast to increase by 3.6% per annum to 2027 and most of the cumulative schemes relate primarily to housing (and some commercial developments) which by their nature may require construction workforce comprising different skills and trades compared to the profile of workers likely to be demanded by the Project that relates to infrastructure construction workforce.

17.11.10 Considering the above, it is expected that the effect conclusions of the assessment section linked to the construction employment of the Project during the initial construction period would remain the same when considered in the context of the cumulative schemes.

First Full Year of Operation: 2029

Construction (2029 to 2032)

17.11.11 It is expected that by 2032 all the remaining schemes in Tier 1 (i.e. those with awaiting decision) would have commenced, and potentially completed. It is also likely that some of the schemes in Tier 2 and Tier 3 would also commence. On this basis, the construction activity during the 2029 to 2032 period would be further increased, albeit due to limitations on data availability, it is not possible to quantify the impacts on the economy. However, as explained above, it is not anticipated that there would be impacts on the availability of construction labour supply due to the Project being constructed in parallel with these schemes.

17.11.12 Considering the scale of the cumulative schemes, it is expected that the effect conclusions of the assessment section linked to the construction employment of the Project during the first full year of operation - construction period would remain unchanged.

Operation (2029)

17.11.13 The assessment for the operational cumulative effects of the 2029 first full year of the Project's operation is based on projections of future population, jobs, labour supply and housing. For the purposes of the assessment, it is assumed that all the approved Tier 1 schemes would be operational by 2029. The potential effect of the cumulative schemes on the future population, jobs, labour supply and housing in combination with the Project is smaller than the demographic projections assessed in detail in the Assessment of Population and Housing Effects report (Appendix 17.9.3). In particular, it is expected that these schemes would result in the provision of c.2,100 new homes equivalent to an additional population of 5,020 new residents. The commercial schemes would result in the generation of c.200 jobs across a variety of occupations. Compared to the future baseline position in the LSA based on ONS forecasts (see Table 17.6.1) as well as on the FEMA projections based on the dwelling trajectories (Table 17.6.2), the future baseline (as set out in paragraphs 17.6.96 and 17.6.120) expects that the population and labour supply increase to be higher than that resulting from the cumulative schemes to 2029.On this basis, it is not anticipated that the additional employment growth anticipated by the cumulative schemes will have an additional impact on the population and housing than what has been assessed in Section 17.9 for the opening year (see paragraphs 17.9.61 to 17.9.67), Similarly, it is considered unlikely that there would be any significant impacts on the economy, labour market, businesses and community facilities that would change the findings of the assessment at this period.

Interim Assessment Year: 2032

Construction (2032 to 2037)

17.11.14 It is expected that between 2032 and 2037 the schemes that would potentially be under development are those in Tier 2 and 3. Similar as above, it is expected that the increase in the construction activity during this period would not be of a scale to change the findings of the Project's assessment for the interim assessment year. As such, the effect conclusions of the assessment section linked to the construction employment of the Project during the interim assessment year construction period would remain the same as analysed in Section 17.9.

Operation (2032)

17.11.15 For the purposes of the CEA, it is assumed that all the Tier 1 schemes with awaiting decisions would be operational by 2032. The potential effect of the cumulative schemes on the future population, jobs, labour supply and housing in combination with the Project is smaller than the demographic projections assessed in detail in the Assessment of Population and Housing Effects report (Appendix 17.9.3) in 2032. In particular, it is expected that the remaining Tier 1 schemes would result in the provision of c3,300 new homes, 7,900 new residents and 70 new jobs to 2032. As a result, all the Tier 1 schemes cumulatively would generate a population of 12,900 people and 270 new jobs to 2032, which compared with the future baseline Table 17.6.1 and Table 17.6.2 is lower than what has been assessed by the population and housing effects assessed in this chapter. On this basis, it is considered unlikely that there would be any significant impacts on the economy, labour market, businesses, housing and community facilities that would change the findings of the assessment at this period.

Design Year: 2038

17.11.16 For the purposes of the CEA, it is assumed that all the Tier 2 schemes would be operational resulting in up to 4,000 new homes and 9,600 new residents. These are below the increase expected by the dwelling trajectories for the same period (Table 17.6.2) highlighting that much higher population and housing impacts have been assessed by this chapter. Therefore, it is considered unlikely that there would be any significant impacts on the economy, labour market, businesses, housing and community facilities that would change the findings of the assessment at this period.

Long-term forecast Year: 2047

For the purposes of the CEA, it is assumed that all the Tier 3 schemes would be operational resulting in a generation of c4,600 new homes, c20,500 new residents and c12,400 new jobs (including 11,000 new jobs at Horley Business Park[20]). Similar to the above analysis, this level of growth is lower than that assessed by this chapter. As such, it is considered unlikely that there would be any significant impacts on the economy, labour market, businesses, housing and community facilities that would change the findings of the assessment to 2047.

17.12. Inter-Related Effects

17.12.1 The socio-economic effects are not anticipated to have inter-relationships with topics that have not already been included within the assessment section above. Details on the inter-related effects are provided within ES Chapter 20 Cumulative Effects and Inter-relationships.

17.13. Summary

17.13.1 This chapter assesses the potential socio-economic effects of the Project including those on employment, labour market, population, housing, disruption to businesses and residents, and impacts on community infrastructure and community cohesion. The assessment has been conducted following a combination of Government guidance, feedback from consultation and professional judgement, to develop robust conclusions on the significance of effects based on information available at the time of writing.

17.13.2 The receptors include businesses and commercial activity, labour market, existing and new residents and community assets. These are expected to be impacted upon by multiple factors including employment change, the introduction of a temporary construction workforce and disruption to businesses and residents.

17.13.3 The assessment shows that the Project would generate additional construction jobs which can be fulfilled by the existing and projected labour supply within the labour market. The Project is expected to generate some disruption to business and residents (e.g. through changes to traffic and noise levels); however, no significant adverse impacts are expected in any cases. The Project is not expected to increase the need for housing above what is already planned for by neighbouring local authorities.

17.13.4 Significant beneficial effects have been identified including beneficial effects through the generation of construction employment across the initial construction period and the interim

[20] Reigate and Banstead (2021) Business Strategic Development Brief SPD (Accessed via https://reigate-banstead.moderngov.co.uk/documents/s17274/Annex%201%20Draft%20Horley%20Business%20Park%20SPD%20for%20Consultation.pdf, last visited March 2023)

assessment year (i.e. 2024 to 2032). There are also major beneficial (significant in EIA terms) effects in terms of the on-site employment during the operation of the Project between 2032 and 2047. Moreover, moderate beneficial significant effects have been identified in relation to the indirect, induced and catalytic employment in the FEMA and LMA during the operation of the Project across all the assessment periods and between 2032 and 2047 for the LSA.

17.13.5 Furthermore, moderate beneficial significant labour market effects have been identified during the operation of the Project from 2032 to 2047 at the LSA and FEMA levels. These effects would be subject to further enhancement measures as part of the ESBS. No significant adverse effects have been identified in terms of socio-economic effects.

Table 17.13.1: Summary of Effects

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Initial Construction Period: 2024-2029							
Construction business and activity	LSA	Medium	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	FEMA	Low	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	LMA	Low	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	Six Authorities Area	Very Low	Direct employment	Medium	High	Minor beneficial	Not Significant
Construction business and activity	LSA	Medium	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	FEMA	Low	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	LMA	Low	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Supply chain activity	Medium	Low	Negligible	Not Significant
Construction labour market	LSA	Medium	Availability of labour	Medium	Very Low	Minor beneficial	Not Significant
	FEMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
Businesses	Project site boundary	High	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
	FEMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
Businesses	Project site boundary	High	Displacement of business activities	Permanent	Very Low	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Medium	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
	FEMA	Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
	LMA	Very Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
Existing residents	LSA	Low	Disruption of resident activities	Medium	Low	Minor adverse	Not Significant
	FEMA	Low	Disruption of resident activities	Medium	Very Low	Negligible	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Medium	Medium	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Sports Facilities and Open Space	LSA	Low	Access to sports facilities and open space	Medium	Very Low	Negligible	Not Significant
First Full Year of Opening: Construction 2030 to 2032							
Construction business and activity	LSA	Medium	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	FEMA	Low	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	LMA	Low	Direct employment	Medium	High	**Moderate beneficial**	**Significant**
	Six Authorities Area	Very Low	Direct employment	Medium	High	Minor beneficial	Not Significant
Construction business and activity	LSA	Medium	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	FEMA	Low	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	LMA	Low	Supply chain activity	Medium	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Supply chain activity	Medium	Low	Negligible	Not Significant
Construction labour market	LSA	Medium	Availability of labour	Medium	Very Low	Minor beneficial	Not Significant
	FEMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
Businesses	Project site boundary	High	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
	LSA	Medium	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Medium	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
	FEMA	Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
	LMA	Very Low	Housing impact (temporary accommodation)	Medium	Medium	Minor adverse	Not Significant
Existing residents	LSA	Low	Disruption of resident activities	Medium	Low	Minor adverse	Not Significant
	FEMA	Low	Disruption of resident activities	Medium	Very Low	Negligible	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Medium	Medium	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Sports Facilities and Open Space	LSA	Low	Access to sports facilities and open space	Medium	Very Low	Negligible	Not Significant
First Full Year of Opening: Operation 2029							
Business and commercial activity	LSA	High	Direct employment	Permanent	Very Low	Minor beneficial	Not Significant
Business and commercial activity	LSA	High	Indirect, induced and catalytic employment	Permanent	Very Low	Minor beneficial	Not Significant
	FEMA	High	Indirect, induced and catalytic employment	Permanent	Low	**Moderate beneficial**	**Significant**
	LMA	Medium	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	Six Authorities Area	Low	Indirect, induced and catalytic employment	Permanent	Low	Negligible	Not Significant
Labour market	LSA	Medium	Availability of labour	Permanent	Low	Minor beneficial	Not Significant
	FEMA	Low	Availability of labour	Permanent	Low	Minor beneficial	Not Significant
	LMA	Low	Availability of labour	Permanent	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Permanent	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Businesses and commercial activity	Project site boundary	High	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Population impact	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Population impact	Permanent	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Permanent	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Housing impact	Permanent	Very Low	Negligible	Not Significant
	LMA	Very Low	Housing impact	Permanent	Very Low	Negligible	Not Significant
Existing residents	LSA	Low	Disruption of resident activities	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Disruption of resident activities	Permanent	Low	Minor adverse	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Permanent	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Interim Assessment Year: Construction 2033 to 2038							
Construction business and activity	LSA	Medium	Direct employment	Medium	Low	Minor beneficial	Not Significant
	FEMA	Low	Direct employment	Medium	Low	Minor beneficial	Not Significant
	LMA	Low	Direct employment	Medium	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Direct employment	Medium	Low	Negligible	Not Significant
Construction business and activity	LSA	Medium	Supply chain activity	Medium	Very Low	Minor beneficial	Not Significant
	FEMA	Low	Supply chain activity	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Supply chain activity	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Supply chain activity	Medium	Very Low	Negligible	Not Significant
Construction labour market	LSA	Medium	Availability of labour	Medium	Very Low	Minor beneficial	Not Significant
	FEMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Medium	Very Low	Negligible	Not Significant
Businesses	Project site boundary	High	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Medium	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
	Six Authorities Area	Very Low	Disruption to business activities	Medium	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Population impact	Medium	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Medium	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact (temporary accommodation)	Medium	Low	Minor adverse	Not Significant
	FEMA	Low	Housing impact (temporary accommodation)	Medium	Low	Minor adverse	Not Significant
	LMA	Very Low	Housing impact (temporary accommodation)	Medium	Low	Negligible	Not Significant
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Community facilities and services	LSA	Low	Demand on community facilities	Medium	Low	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Medium	Very Low	Negligible	Not Significant
Sports Facilities and Open Space	LSA	Low	Access to sports facilities and open space	Medium	Very Low	Negligible	Not Significant
Interim Assessment Year: 2032 - Operation							

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Business and commercial activity	LSA	High	Direct employment	Permanent	High	**Major beneficial**	**Significant**
Business and commercial activity	LSA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	FEMA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	LMA	Medium	Indirect, induced and catalytic employment	Permanent	High	**Moderate beneficial**	**Significant**
	Six Authorities Area	Low	Indirect, induced and catalytic employment	Permanent	Medium	Minor beneficial	Not Significant
Labour market	LSA	Medium	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	FEMA	Low	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	LMA	Low	Availability of labour	Permanent	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Permanent	Medium	Minor beneficial	Not Significant
Businesses and commercial activity	Project site boundary	High	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
	Six Authorities Area	Very Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Population impact	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Population impact	Permanent	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Permanent	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	LMA	Very Low	Housing impact	Permanent	Very Low	Negligible	Not Significant
Existing residents	LSA	Low	Disruption of resident activities	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Disruption of resident activities	Permanent	Very Low	Negligible	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Permanent	Low	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
Design Year: 2038							
Business and commercial activity	LSA	High	Direct employment	Permanent	High	**Major beneficial**	**Significant**

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Business and commercial activity	LSA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	FEMA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	LMA	Medium	Indirect, induced and catalytic employment	Permanent	High	**Moderate beneficial**	**Significant**
	Six Authorities Area	Low	Indirect, induced and catalytic employment	Permanent	Medium	Minor beneficial	Not Significant
Labour market	LSA	Medium	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	FEMA	Low	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	LMA	Low	Availability of labour	Permanent	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Permanent	Medium	Minor beneficial	Not Significant
Businesses and commercial activity	Project site boundary	High	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	Six Authorities Area	Very Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
Residents/	LSA	Low	Population impact	Permanent	Low	Minor adverse	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
Population	FEMA	Low	Population impact	Permanent	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Permanent	Very Low	Negligible	Not Significant
Housing supply in the HMA(s) relevant to the study areas	LSA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	LMA	Very Low	Housing impact	Permanent	Very Low	Negligible	Not Significant
Existing residents	LSA	Low	Disruption of resident activities	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Disruption of resident activities	Permanent	Very Low	Negligible	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Permanent	Low	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
The Long-term Forecast Year: 2047							
Business and commercial activity	LSA	High	Direct employment	Permanent	High	**Major beneficial**	**Significant**
Business and commercial activity	LSA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**
	FEMA	High	Indirect, induced and catalytic employment	Permanent	Medium	**Moderate beneficial**	**Significant**

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
	LMA	Medium	Indirect, induced and catalytic employment	Permanent	High	**Moderate beneficial**	**Significant**
	Six Authorities Area	Low	Indirect, induced and catalytic employment	Permanent	Medium	Minor beneficial	Not Significant
Labour market	LSA	Medium	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	FEMA	Low	Availability of labour	Permanent	High	**Moderate beneficial**	**Significant**
	LMA	Low	Availability of labour	Permanent	Low	Minor beneficial	Not Significant
	Six Authorities Area	Very Low	Availability of labour	Permanent	Medium	Minor beneficial	Not Significant
Businesses and commercial activity	Project site boundary	High	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	LSA	Medium	Disruption to business activities	Permanent	Very Low	Minor adverse	Not Significant
	FEMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	LMA	Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
	Six Authorities	Very Low	Disruption to business activities	Permanent	Very Low	Negligible	Not Significant
Residents/ Population	LSA	Low	Population impact	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Population impact	Permanent	Very Low	Negligible	Not Significant
	LMA	Very Low	Population impact	Permanent	Very Low	Negligible	Not Significant
Housing supply in the HMA(s)	LSA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	FEMA	Low	Housing impact	Permanent	Low	Minor adverse	Not Significant
	LMA	Very Low	Housing impact	Permanent	Very Low	Negligible	Not Significant

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short/medium/ long term/ permanent	Magnitude of Impact	Significance of Effect	Significant / not significant
relevant to the study areas							
Existing residents	LSA	Low	Disruption of resident activities	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Disruption of resident activities	Permanent	Very Low	Negligible	Not Significant
Community facilities and services	LSA	Low	Demand on community facilities	Permanent	Low	Minor adverse	Not Significant
Residents/ Population	LSA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant
	FEMA	Low	Community cohesion	Permanent	Very Low	Negligible	Not Significant

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17.15. Glossary

Table 17.15.1: Glossary of Terms

Term	Description
APS	Annual Population Survey
BRES	Business Register and Employment Survey
Catalytic employment	Catalytic employment refers to the employment generated by the economic activity of firms that choose to be located near the airport because of the connectivity that it offers. The activity from these firms is not directly related to the

Term	Description
	airport's activities – i.e. not related to direct, indirect, or induced footprint – but they nevertheless benefit from the additional connectivity the airport provides (Oxera, 2023).
CEA	Cumulative Effects Assessment
CITB	Construction Industry Training Board
CoCP	Code of Construction Practice
DLUCH	Department for Levelling Up, Housing & Communities
DMRB	Design Manual for Roads and Bridges
EIA	Environmental Impact Assessment
ES	Environmental Statement
FDI	Foreign Direct Investment
FEMA	Functional Economic Market Area
FTE	Full Time Equivalent
GP	General Practitioner
GVA	Gross Value Added
HMA	Housing Market Area
Indirect employment	The indirect employment refers to the employment supported across the UK as a result of the supply chains of Gatwick and other firms located at Gatwick Airport (Oxera, 2023)
Induced employment	The induced employment refers to the employment generated as a result of individuals working at Gatwick or in its supply chain spending their wages (Oxera, 2023).
IMD	Indices of Multiple Deprivation
LEP	Local Enterprise Partnership
LIS	Local Industrial Strategy
LSOA	Lower Super Output Area
MHCLG	Ministry of Housing, Communities and Local Government (former)
MSOA	Middle Super Output Area
MYE	Mid-Year Estimates
NHS	National Health Service
NPPF	National Planning Policy Framework
NPPG	National Planning Practice Guidance
NPS	National Policy Statement
NVQ	National Vocational Qualification
OA	Output Area
ONS	Office for National Statistics
PEIR	Preliminary Environmental Information Report
PINS	The Planning Inspectorate
SNPP	Sub National Population Projections

Term	Description
SOC	Standard Occupational Classification
sqft	Square foot
TTWA	Travel-to-Work Area
ZoI	Zone of Influence