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Posted 2 days ago

Gatwick's lack of workers is already causing major operational issues, with only a single runway. The lack of additional labour markets is going to make a two-runway operation untenable, as found by the Airport Commission research in 2015.

new ⋮

Warehouse/General Assistant,...

A1ts
Gatwick Airport

£10.90 an hour Full-time Overtime +1

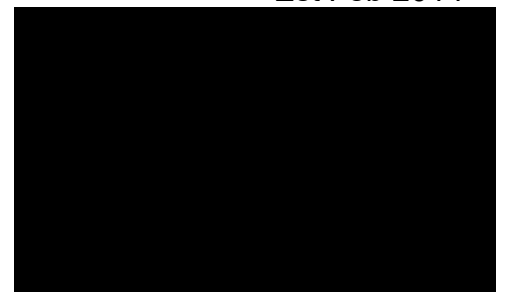
In-person

➤ Easily apply 🕒 Urgently needed

- As a General Assistant, you will play a pivotal role in ensuring that our catering and goods arrive with.
- You will be responsible for handling, preparing and...

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January 2023
Est Feb 2014



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Red Handling UK
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From £13.68 an hour **Full-time +1** **Day shift +2**

➤ Easily apply

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Gatwick Airport annual report - *'The largest year-on-year reduction was in staff costs. This cost category represented 27.5% of total operating costs in 2022 and was £65.3 million lower in the year ended 31 December 2022 than in the same period in 2019, when staffing represented 35.7% of total costs.'* (2019 being the busiest year to date for Gatwick)

7th October 2023 sample of job vacancies at Gatwick Airport advertised by Indeed. ⁱ

Gatwick state they would create 14,000 jobs with a new runway, but what type of jobs, where will workers come from, and where can they afford to live?

Seasonal work -

Cabin Crew, out of season work in Beauty & Fragrance: GATWICK AIRPORT ✕

 Artisan People  Crawley

[View Salary & More Info](#)

*Have you just finished your season as Cabin Crew at Gatwick Airport? **Are you looking for work to fill the gap? **If the answer...

Can workers afford to live near Gatwick Airport?

Property details – Rightmove October 2023



£650,000



£950 pcm

£219 pw

Aviation seeks to reduce the workforce, and surrounding areas do not need rejuvenating.

Sussex Gatwick suffers now –

- A lack of workforce locally and in surrounding counties
- Salaries can't afford staff to live locally so placing a far greater burden on the lack of affordable housing, healthcare, and amenities.

Introduction

Aviation is generally known as the poorest industry for job-creation in the economy, due to the type of jobs and the average salaries offered for most workers.

The number of staff at Sussex Gatwick expected to be required for 2-runway operation would appear to offer a significant challenge, with potential for a vast influx of migrating workers to fulfil the roles – but where are they to come from?

The Airport Commission in 2015, concerning the pool of labour that Heathrow could access, commented in their final report that new job creation from a new runway would be a '*positive contribution rather than a significant challenge*'.

Gatwick is repeating much of what was proposed to access labour markets, as in their 2015 proposals, but with its lack of public transport, the AC commented that '*Gatwick would not, however, have a direct rail link to anywhere further east*' thus excluding Kent and East Surrey regions from job creation opportunities.

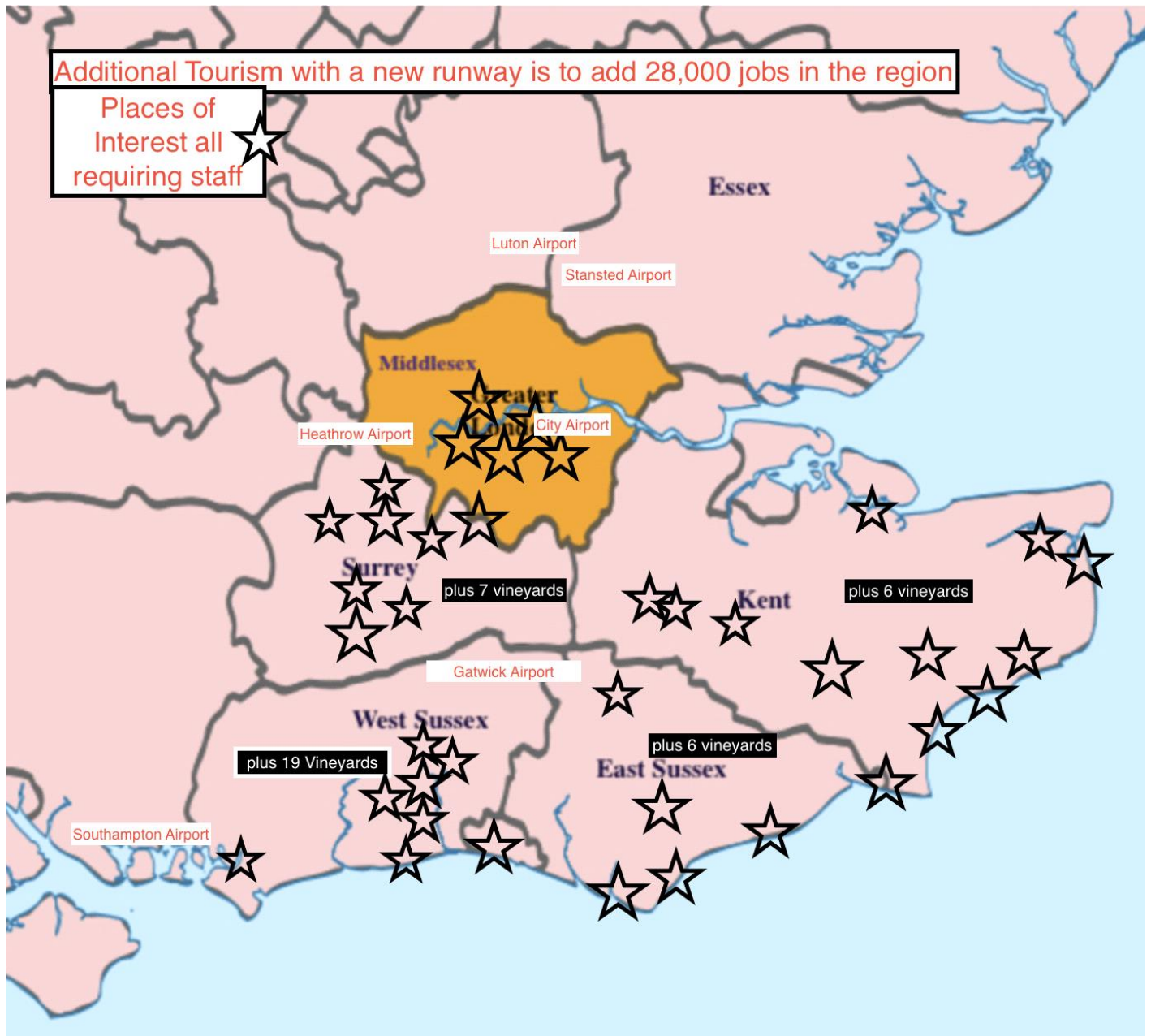
The Airport Commission found in 2015 that for Gatwick *'with the exception of Crawley and Mole Valley, the nearby local authority areas have comparatively low levels of unemployment, suggesting that there would be fewer regeneration benefits.'*

These factors have not changed. If anything, it has become harder to find workers post-COVID, partially due to the ramifications of Brexit. Mole Valley and Crawley are now exhibiting far lower levels of unemployment than the national average. Gatwick Airport relinquished a significant number of workers when almost grounded during COVID; those workers found better rates of pay and working hours in other sectors, so have not returned to the airport to work.

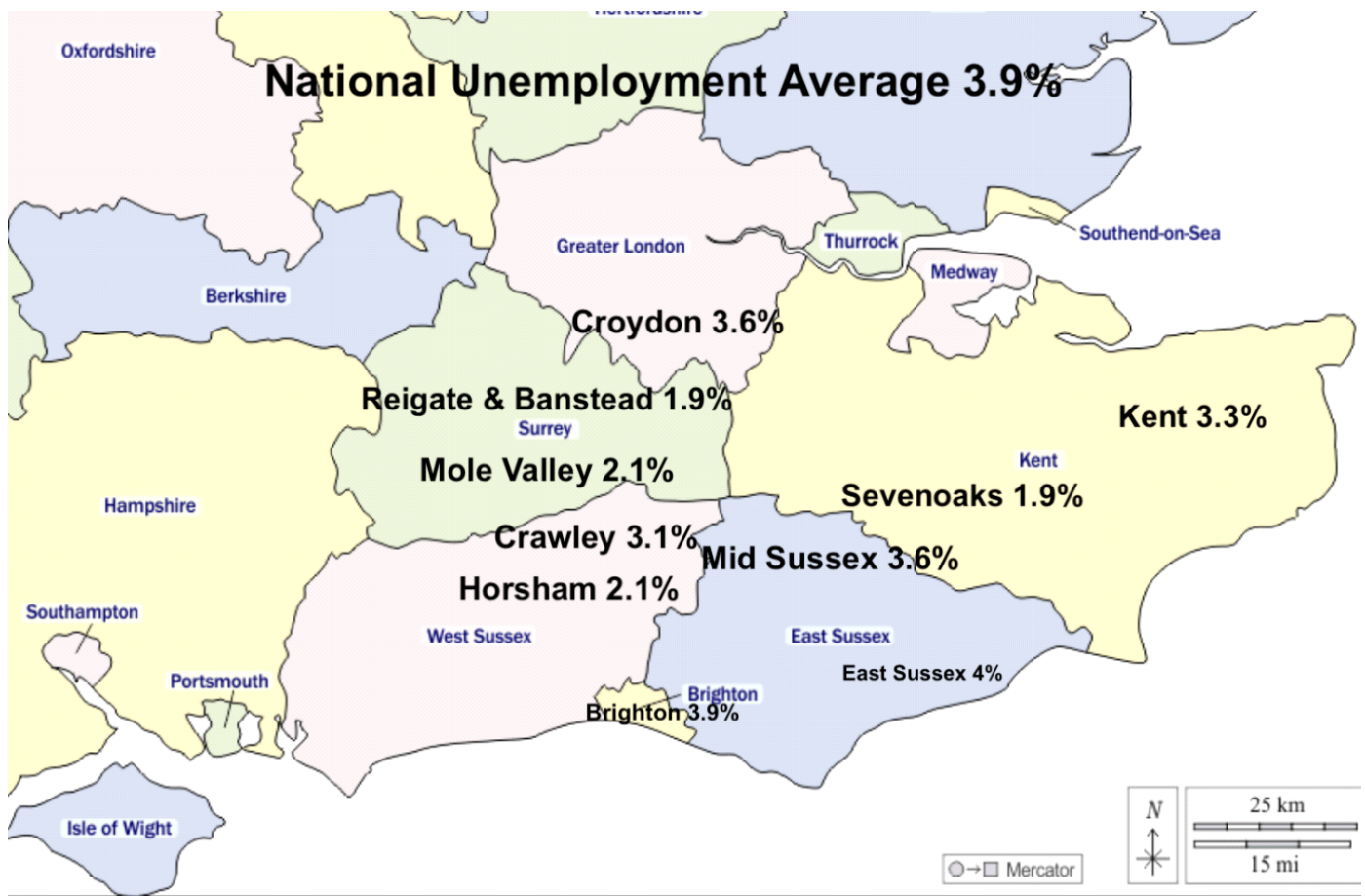
The types of jobs being offered in volume tend to be low-skilled, at both Gatwick and associated businesses. This is also the case for tourism, which Gatwick boasts it will improve with additional income. We believe there has been no separation of the tourism brought in directly by Heathrow (from where central London is easily accessible) and that of Gatwick (being based further out with poor transport links to the capital). It is therefore hard to see what economic benefits actually filter out to the regions (as detailed by Crawley Borough Council) vs London's dominance in attraction. We are therefore not convinced that much of the employment and economic benefits specified by Sussex Gatwick will not be located in London.

We find that the applicant's assessment of housing and population relies on old data. They should be using up-to-date information, given it will impact on labour supply and housing conclusions. The assessment also makes optimistic projections on housing and does not appear to fully consider existing constraints. These are serious considerations for the surrounding areas, so CAGNE offers a comprehensive look at labour markets and the lack of affordable housing and amenities, as well as the unacceptable burden such inward migration of workers would have.

Not enough staff to fill vacancies, either now or with 2 runways or for local job markets.



- **Gatwick seeks maximum workers at peak times** – in the summer. This is the same for places of tourism in surrounding areas and in London – so where will the staff come from?
 - Gatwick claims 630 new jobs
 - 1,400 construction workers
 - 28,000 jobs in tourism
- **Gatwick causes unsustainable competition for workers** and increases salary boundaries.
- **Gatwick creates subsidiary roles with suppliers** – where will these low-skilled workers come from to undertake sandwich-making and lorry-driving for carriers?



Gatwick Seeks New Labour Market

Gatwick claims workers will come from a variety of areas in the Gatwick Diamond region. One such area is Croydon with an unemployment rate of 3.6%, which is 0.3% lower than for England as a whole (3.9%).ⁱⁱ

The cost of housing in Croydon is much higher than in other areas identified by Gatwick for their workersⁱⁱⁱ. A rail fare from Croydon to Gatwick station is £6 single and takes 14 minutes (if no delays) to cover 16 miles. By taxi it can be £120-150.

Walk and Cycle to Work

Gatwick is seeking workers from areas local to the airport, to enable them to walk and cycle to work – areas such as Horley, Ifield, Cophorne, Crawley and Horsham.

Under Gatwick’s sustainable transport ideas, workers will cycle and walk to work, as well as using local transport, to reduce the number of journeys on the road. We witnessed this fiction back in 2015, when BA was seen to operate a scheme to employ workers from a 12-mile radius to the airport – but this scheme failed.

Anyone who has children of school age will have witnessed the rise and fall of car-share schemes, which Gatwick also pins great hopes on.

Gatwick places great emphasis on a shift of passengers and workers onto the railway, yet trains are already crowded and expensive and Gatwick does not force a change in attitude with free bus travel.

Firstly, Gatwick does not connect directly with an east-to-west railway line, so it is hard for anyone from those areas to access the airport without a vehicle. Secondly, rail fares are expensive and unreliable the London to Brighton line is one of the most congested in the country.

Sussex Gatwick is also factoring in associated outside workers, such as the sandwich-makers and freight carriers, as well as tourism. Gatwick is a leisure airport, so exports more sterling overseas than it brings foreign currencies into the UK's heritage sites.

Gatwick also competes with the Redhill Hospital for staff, with the hospital requiring porters, janitors, and multi-skilled mechanical and electrical technicians with salaries starting at £33-48,000.

Much of the forecast job creation is suggested to come from Gatwick's planned significant growth in freight. However, as we saw against Heathrow, Gatwick is not favoured by cargo companies and does not have freight planes as a rule, due to the location of the airport. Carriers favour Heathrow and Stansted over Gatwick. As nearly 90% of the planes using Gatwick are short-haul (that do not carry cargo), it is difficult to see how this expectation will be achieved and produce the projected jobs and financial benefits for the region. If Gatwick does succeed in attracting any cargo business (and it's a big if), the freight will have to be moved to and from the airport via the single M23 motorway (now classed as dangerous due to it being a smart road). The railway cannot take freight.

Even airlines new to Gatwick are struggling to find workers; for example, Ascend Airways – that are flying old Boeing 737's, known for their noise ^{iv}.

Unsustainable Employment Long-term

Aviation **must** decarbonise and to do this they will have to invest in new technology and greener fuels. This costs money, so we could see low-cost airlines disappearing as ticket prices will have to increase. Fewer flights must surely mean fewer jobs at the airport.

Gatwick's business model is not sustainable as it relies on low-cost airlines leisure flights to Europe. In the 2008 recession, COVID, and now the latest cost-of-living crisis, Gatwick has always been hit the hardest – and redundancies inevitably follow ^v. This roller-coaster of unsustainable employment is not good news for anyone – not the firms that service the airport (that currently write to support expansion), nor the workers at the airport.

Aviation is investing heavily in automation, from baggage handling to air traffic control, from security to self-check-in. These are all jobs that are intentionally disappearing to reduce airport overheads. You will see the jobs figures have reduced over the years and will continue to do so with further computerisation of services, for example -

Digitalisation of air traffic control towers must lead to less job creation

As NATS (National Air Traffic Services) detailed in a recent blog, '*This is much, much more than the idea of simply 'remoting' an airport operation to a location away from the airfield. In fact, we're seeing far more interest now from airports wanting to deploy digital towers on-site, either in a bespoke built digital control facility, or as a hybrid set up ^{vi} where technology is used to augment the airport's existing tower to extend its life and capability*'. ^{vii}

Computerisation of the airspace, as proposed by the modernisation of airspace (government policy of Future Airspace Strategy Implantation South and North), is designed to reduce the human involvement in the flying of aircraft.

In May to July 2023, the UK national average unemployment rate was 4.3%. ^{viii}

It would be preferable to encourage apprenticeships in healthcare and greener forms of transport and energy, than in aviation.

**The local healthcare trust has offered such apprenticeships at SASH ^{ix} –
'As an apprentice at Surrey and Sussex Healthcare NHS Trust you will gain a nationally recognised apprenticeship award whilst working and developing your skills.**

Apprenticeships are a key part of government policy and the NHS Long Term Plan in creating employment opportunities for future health and care workforce. They also support our widening access agenda to help with the recruitment of staff from our local community.'

With the ongoing shortage of nurses and doctors, these apprenticeships must be seen as sustainable and beneficial to the country, unlike the apprenticeships offered by Gatwick in baggage-handling and computerisation of aviation.

Globally, aviation causes a cost to healthcare with sleep deprivation, noise and decline in air quality. More locally, Sussex Gatwick also presents traffic issues in reaching Redhill Hospital, for both patients and staff. This could deter workers, due to the decline in surrounding areas, which are currently promoted as *'a very pleasant area in which to live, with large areas of unspoilt beautiful countryside. There are a number of local beauty spots including the North and South Downs, many places of local interest including historic buildings. There are also good schools, theatres, leisure centres, parks, nature reserves and country pubs in the area.'*

Labour Markets around Gatwick

- **Crawley**

In 2022, 96.9% of the Crawley labour market was recorded as employed – above the 94.8% average rate for England. Over 50% of the Crawley working-age population had at least 2 A-levels (or equivalent), and 7% had no qualifications.

Those figures would seem not to offer the workers that Gatwick says it requires – low-skilled.

The **average salary in Crawley (in 2022) is £45,025**, up by £3,582 from 2021 ^x. This growth rate is **8.64% per year**, which was 6.9% higher than the average salary growth rate in Crawley over the past 10 years.

The fastest-growing industry sector in Crawley is *Professional, Scientific & Technical*, with jobs in the sector increasing by 20% between 2020 and 2021, from 5,000 to 6,000. In England more broadly, the fastest-growing industry sector is *Healthcare*.

Reasons for unemployment in Crawley

Crawley's unemployment rate is 3.1%, which is 2% lower than the average unemployment rate for England as a whole.

The main group within the unemployment population is *Student*, representing 37.3% of the unemployed population. In England as a whole, students comprise the main group of unemployed people, accounting for 28.9% of the unemployed population.

Secondary unemployment classifications in Crawley include groups: *Looking after family, Retired, Other*, all of which represent over 10% of the unemployed population. ^{xi}

- **Mid Sussex**

In 2022, 96.4% of the Mid Sussex labour market was recorded as employed, above the 94.8% average rate for England.

The **average salary in Mid Sussex (in 2022) is £40,624**, up by £2,903 from 2021 ^{xii}. This growth rate is **7.70% per year**, which was 5.4% higher than the average salary growth rate in Mid Sussex over the past 10 years.

Based on the total number of jobs, the largest industry sector in Mid Sussex is *Health*. Other major industries include *Retail*, which represents over 10% of roles in Mid Sussex.

In 2021, Mid Sussex's unemployment rate was 3.6%, which is 3% lower than the average unemployment rate for England as a whole.

The main group of unemployed people is *Retired*, representing 35.7% of the unemployed population. ^{xiii}

- **Horsham**

The average unemployment rate is 2.7% (in 2023), compared to a national average of 3.8% in Great Britain.

Of those employed, 62.4% are management/ professionals, with 15.0% in skilled trades. ^{xiv}

- **Mole Valley**

Statistics from April 2022-March 2023 illustrate that even Mole Valley cannot satisfy Gatwick's shortage of workers.

Unemployment is 2.1% (national average 3.6%). The work force is 69.4% management/professional and 20.3% administration/ trade. ^{xv}

- **Kent**

In Kent regions that are closest to Gatwick Airport (August 2023) – Sevenoaks has 1,375 unemployed (1.9%), while further afield it is 1,765 (2.2%), and overall, as a county, 3.3%. ^{xvi}

- **Brighton**

As of July 2023, unemployment was 3.9% but this may not reflect who is of a suitable age to work at the airport. ^{xvii}

- **Reigate and Banstead**

In July 2023 there was a 1.9% unemployment rate in this area. ^{xviii}

- **East Sussex**

The 2020, the labour force or working-age population in East Sussex was 319,384 or 58.4% of the total population.

In 2022, 96.0% of the labour market was recorded as employed, above the 94.8% average rate for England. Unemployment rate was 4.0% in 2022.

Over 58% of the East Sussex working-age population have at least 2 A-levels (or equivalent), and 7% have no qualifications.

The majority are working in the care sector, with unemployment and wages far-ranging, with coastal regions suffering the lowest paid and most unemployed. ^{xix}

Gatwick Airport's ongoing job reduction strategy

Extracts from the Gatwick 2022 annual report -

'Throughout the year we worked closely with concessionaires to manage this transition smoothly and overcome any operational challenges, including across the summer months when many operators experienced a shortage in staff.

Ahead of the busy summer we recruited over 500 security staff and hundreds of other people to fill critical roles, via a mix of external hiring and internal development. Recruiting for certain sectors, including construction and IT, proved more challenging, reflecting tight labour markets for those skills.'

As of October 2023, Gatwick is still struggling to fill construction roles, so we question how they will fulfil the requirement for 1,400 jobs for construction of the new runway.

'The largest year-on-year reduction was in staff costs. This cost category represented 27.5% of total operating costs in 2022 and was £65.3 million lower in the year ended 31

December 2022 than in the same period in 2019, when staffing represented 35.7% of total costs.'

In 2019 staffing costs at Gatwick rose due to cost-of-living crisis by 0.8% but employment decreased by 1.3% of full-time staff. In view of 2019 being also the busiest year for Gatwick in terms of passenger numbers (46.6m) and subsequently aircraft movements, it would therefore seem reasonable to presume jobs would increase but this is clearly not the case according to Sussex Gatwick financial results ^{xx}. In view of this we find it hard to see how employment opportunities are to be created, as stated by the applicant.

During COVID, ex-workers at the airport found other jobs that paid higher wages and gave stability; they are not returning, so adding to Gatwick's issues with employment, as does the lack of European workers after Brexit.

Gatwick Airport offers (not necessarily directly) seasonal work with wages that do not support living locally. For example, the hourly rate bar staff is £11.50, a barista £7-£9.60, a cleaner £12 and retail £11.40. On those wages, living locally is not affordable when a 1-bed flat can cost £1,200pcm and a 3-bed house £1,750pcm. To buy a 2-bed flat is around £260,000 and a 4-bed house £775,000. Simply put, the jobs offered do not allow workers to afford to live locally without the assistance of local authorities and affordable housing, of which there is a definite lack in areas surrounding the airport.

Those in management roles who are paid significantly more tend not to live close to the airport, mostly driving to work. For example, an air traffic controller travels from Essex, Gatwick Airport's CEO from Limpsfield, East Surrey and Head of Airspace lives near Heathrow. ^{xxi}

Can staff afford to live locally?

In September 2023, one job site offered 54 low-skilled job vacancies at Gatwick, such as: ^{xxii}

- baggage handler @ £15.37 an hour,
- security @ £10 an hour,
- cleaner @ £11.60 an hour,
- kitchen assistant @ £13.64 an hour,
- aircraft cleaner @£13.68 an hour,
- airport lounge porter @£12.14 an hour,
- luxury sales ambassador @ £11 an hour
- check in @ £16 an hour.

Areas identified by the applicant as labour markets to be used have high property values, for example in August 2023:

- Crawley: a 2-bed flat cost £260,000 and 4-bed £775,000, Ifield to rent a 1bed was £900pcm and Horley 3-bed £2,000pcm,
- Charlwood had only 2 properties available to rent ,a 2-bed £1,450pcm and 4bed £3,000pcm plus bills, and
- Copthorne for a 1-bed was £1,025pcm and 3-bed £1,700pcm with a lack of choice available, and
- Croydon a 2-bed flat was £400,000 to purchase with a 3-bed house from £800-1m.
- Horley to rent a 1-bed flat £1,200pcm and 3-bed house £1,750pcm. To buy a 2-bed flat costs in the region of £290,000 and a 4-bed house £750,000.
- Horsham and Reigate area were found to be even more expensive.

These costs are before travel to and from the airport and household bills.

Areas surrounding Gatwick Airport are currently not permitted to build new housing due to the water neutrality issues (the areas are running out of water supply).

When housing is built, it is mostly executive homes that generate more profit, with developers offering the very minimum affordable housing.

The Crawley 2021 Housing Need paper details the issues Gatwick Airport causes ^{xxiii}

'Much of the workforce in the lower-paid, but essential, posts locally, including at Gatwick Airport, also reside within the borough. This forms a critical relationship with the housing stock. A reduction in the supply of affordable housing would exacerbate the current under supply and would provide a disincentive for business relocation to the area. The effects of COVID-19 on the borough has been highlighted by the Centre for Cities report²⁸, highlighting how vulnerable the borough's workforce is to such wider economic issues, particularly the impact on the aviation sector.

3.3.3 The Updated SHMA found that the affordable housing need in Crawley equated to a total of 739 affordable homes per year, of which 563 (76%) dwellings were needed as rented affordable homes, and 176 (24%) dwellings were needed to be provided for affordable home ownership²⁹.

3.3.4 The Submission Draft Crawley Borough Local Plan requires 40% of housing developments outside of the town centre to be affordable. Of these 75% should be in the form of Affordable/Social Rent (i.e. 30% of the total dwellings) and 25% in the form of Intermediate Tenures and or Affordable Home Ownership tenure (i.e. 10% of the total dwellings)³⁰.

3.3.5 The proportions of the tenure split relates directly to the evidence identified by the SHMA (see para. 2.2.3 above). However, this related to the total affordable housing need of 739 dwellings per annum. Crawley's total housing need, identified through the standard method, is 750 (see para. 2.3.1); this includes an uplift to address affordability as part of the calculation. In order to meet Crawley's affordable housing need in full using the standard method as a total housing requirement 98% of all housing development in Crawley would need to be providing as affordable tenures.

3.3.6 Alternatively, retaining the 40% requirement across all new residential developments within the borough, in order to meet the full affordable housing requirement, the total number of dwellings required per annum would be 1,84831. This level of provision has been assessed as part of the SA/SEA³².

*3.3.7 As explained in Topic Paper 4: **Housing Supply, Crawley is unable to meet its full OAHN within its boundaries.** The Crawley Borough Local Plan commits to meeting 44% of the overall housing need, of which 40% outside the Town Centre, would be required to be in the form of affordable housing. **The table below shows the scale of the unmet housing needs, including breaking this down for the affordable housing need and the sub-tenure split within that. The figures below assume 40% affordable housing is secured for all new residential developments within the borough.'***

Table 6: Unmet Affordable Housing Needs

	Full Need (2021 – 2037)	Provision in Crawley Borough Local Plan (2021 – 2037)	Unmet Needs (2021 – 2037)
Overall Housing Need	12,000 dwellings (750dpa)	5,320 dwellings (332.5dpa)	6,680 dwellings (417.5dpa)
Affordable Housing Need (40%)	11,824 dwellings (739 dpa)	2,128 dwellings (133 dpa)	9,696 dwellings (606 dpa)
Affordable Rental Housing Needs (30%)	8,868 dwellings (554.25 dpa)	1,596 dwellings (99.75 dpa)	7,272 dwellings (454.5 dpa)
Affordable Intermediate Housing Needs (10%)	2,956 dwellings (184.75 dpa)	532 dwellings (33.25 dpa)	2,424 dwellings (151.5 dpa)

30 Submission Draft Crawley Borough Local Plan (October 2020) CBC

31 Northern West Sussex Strategic Housing Market Assessment, Table 44, page 88 (November 2019)

Iceni Projects: <https://crawley.gov.uk/sites/default/files/documents/PUB354604.pdf>

32 Crawley Sustainability Appraisal/Strategic Environmental Assessment, Appendix E, pages 203 – 206 (2020) CBC

Gatwick is located close to NHS East Surrey Hospital in Redhill, for the medical healthcare of residents of East Surrey and West Sussex. Access to the hospital is already congested. Gatwick shares roads with this hospital and competes for staff.

A porter at the hospital can expect a salary of £21,000 and administration staff £19,000. ^{xxiv}

Redhill falls into the catchment area of Reigate and Bansted. The 2021 census showed that there was 2.4% unemployment in the region with the national average of 3.6%. ^{xxv}

Air traffic controllers can earn £54,500 at Heathrow London, so Gatwick is competing against other airports for workers in all sectors of pilots and air traffic control.

A trainee air traffic controller will earn £19,847. Once qualified, they can earn £42,000-£47,000 a year. ^{xxvi}

Taken from the Gatwick Airport vacancy website in October 2023 -

Jobs available and salaries were listed as ^{xxvii}

Security staff earn £29-36k a year.

Senior Cyber operation £54,500-£60,500

Three engineer roles, no salary listed

Four jobs in airfield support roles, no salary listed

Nine jobs in construction, no salary listed

An Airline Pilot can expect an average starting salary of £25,000 (newly qualified). The highest salaries can exceed £150,000 ^{xxviii} which tends to be with the major long-haul carriers.

NB Pilots and cabin crew do not necessarily live in the UK but are often included in employment figures.

Cabin crew average salary

Where can a flight attendant earn more? A search shows these figures: ^{xxix}

TUI	£21,797
Ryanair	£21,521
Thomas Cook	£20,885
Wizz Air	£19,968
Norwegian	£19,610
British Airways	£19,234
EasyJet	£17,997 (Gatwick's number one carrier)
Aer Lingus	£14,974

What property can an employee afford with these types of salaries?

Taking an average from lenders -

A mortgage with a £5,000 deposit, a property can be purchased to the total value of £103,780 at 6.84% paying £620.00 per month plus bills.

A mortgage with a £5,000 deposit a property can be purchased to the total value of £325,000 at 5.69% which is £1,013.00 per month plus bills.

Lack of air traffic controllers is already causing issues – 2023 Headlines

Lack of staff and strikes hit Gatwick 2023:

Gatwick Airport flights cancelled, delayed or diverted due to staff absence in air traffic control ^{xxx}

Gatwick flights cancelled after air traffic control staff shortages ^{xxxi}

Gatwick strikes called ^{xxxii}

Due to short-notice staff sickness at the tower at Gatwick Airport, NATS imposed a 800-flight daily limit, reducing the rate of arrivals and departures, producing the following headlines:

Cancelled and delayed flights ^{xxxiii}

Gatwick ATC improvements 'not a quick fix' says Nats ^{xxxiv}

Gatwick Airport departures: airport confirms 150 flights cancelled as cap extended for extra two weeks ^{xxxv}

Anger after latest air traffic control outage triggers Gatwick flight delays ^{xxxvi}

Gatwick plans to proceed with conversion of emergency runway:

"...Gatwick remains the worst affected of European airports in terms of lost passengers during the pandemic" ^{xxxvii}

i [REDACTED]

ii [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

viii <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment>

ix [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

xvi [https://www.kent.gov.uk/_data/assets/pdf_file/0011/148457/Unemployment-in-Kent-bulletin.pdf#:~:text=31,490 people were claiming unemployment benefits in Kent,unemployment rate in Kent is 3.3% \(GB 3.7%\).](https://www.kent.gov.uk/_data/assets/pdf_file/0011/148457/Unemployment-in-Kent-bulletin.pdf#:~:text=31,490%20people%20were%20claiming%20unemployment%20benefits%20in%20Kent,unemployment%20rate%20in%20Kent%20is%203.3%2520(GB%203.7%2520).)

xvii <https://www.ons.gov.uk/visualisations/labourmarketlocal/E06000043/>

xviii <https://www.ons.gov.uk/visualisations/labourmarketlocal/E07000211/>

xix [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

xxiii https://crawley.gov.uk/sites/default/files/2021-01/Topic_Paper_3_Housing_needs.pdf

xxiv [REDACTED]

xxv <https://www.ons.gov.uk/visualisations/censusareachanges/E07000211/>

xxvi [REDACTED]

■ [REDACTED]

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xxx [redacted]

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Est Feb 2014

