

encourage the refurbishment of existing employment sites in order to meet modern business requirements. In some cases the layout and design of existing premises may not be suitable for new enterprises and it may be necessary to redevelop all or part of the site for alternative employment premises.

- 9.24 Residential uses will not normally be considered as there is sufficient brownfield land already identified to meet the Borough's housing target as set out in Policy LP3. However there may be certain circumstances where the development of dwellings on part of the site could be considered acceptable to the Council. Primarily this is when the proposed residential development would enable the refurbishment and/or redevelopment of older industrial buildings in order to create new employment premises. In such cases the applicant would need to demonstrate that the new employment site would create at least the same number of jobs that the existing premises has achieved over the past three years and that it is not viable to redevelop the whole site for employment purposes. The applicant would also need to provide evidence regarding financial viability and that the proposed level of housing is required to refurbish or redevelop the rest of the site. The applicant will also have to demonstrate how the existing premises have been marketed for employment uses.

Live/work units (Point 6 of policy LP16)

- 9.25 Increased levels of working from home have the potential to reduce out-commuting and congestion. The provision of live/work units with local support facilities, known as service hubs, which can include meeting rooms/IT suites will therefore be supported. Such units however will be considered primarily as residential units when determining planning applications and therefore all the policies in the Local Plan relating to residential development will apply.

POLICY LP17: SKILLS

- 1. The Borough Council will require employment and training measures as part of development proposals on appropriate sites.**
- 2. Existing specialist training facilities will be protected unless it can be demonstrated that there is no longer a requirement for such facilities.**
- 3. New training facilities will be permitted provided they accord with other policies in the Local Plan.**

EXPLANATION OF POLICY LP17

- 9.26 The need to improve the skills of the local population is considered one of the most critical issues for the Borough's economy and its residents. The need to address this issue has heightened due to the recession as competition for work intensifies and there is an increasing requirement for re-training.
- 9.27 The Solent LEP's Strategic Economic Plan¹⁵³ and the PUSH Economic Development Strategy¹⁵⁴ recognise that South Hampshire needs to have a sufficiently trained workforce to achieve higher levels of productivity. The

¹⁵³ http://solentlep.org.uk/uploads/documents/Solent_Strategic_Economic_Plan.pdf

¹⁵⁴ PUSH Economic Development Strategy (DTZ October 2010).

Gosport economy continues to have a strong defence dependency and related skills base with high levels of employment in the high technology manufacturing sector. Despite these strengths there are growing concerns over skill shortages with deficiencies in basic skills as well as academic and vocational attainment levels. This is underpinned by low participation levels in further education, training and lifelong learning opportunities. It is recognised that there are numerous barriers for residents to overcome in order to gain access to employment opportunities including poor health, low skills and family responsibilities. Improving the skills base will help residents to retain employment and progress with greater prospects for higher wages. Appropriate training and support can ensure more people can gain employment and thereby help improve social and economic well-being. Developing the local skills base is necessary to help attract investment, provide new job opportunities and reduce the need to out-commute. The alternative of relying on workers from outside the Borough will not ease local deprivation and represents a missed opportunity to improve skills at the same time as regenerating the Borough's brownfield sites.

- 9.28 There are a range of measures which can enhance access to jobs including: training to develop skills and achieve qualifications; lifelong learning; apprenticeships; advice to help apply for jobs; guaranteed interviews; training/work experience; childcare provision; and transport measures.
- 9.29 There are a number of initiatives at sub regional and local levels to increase the educational attainment and skills in the area and reduce barriers to learning and employment. This includes measures to improve local access to training. The Borough Council recognises that there are a number of agencies working in partnership to increase skill levels and reduce barriers to work and it will continue to work with these organisations.
- 9.30 The Borough Council recognises that initiatives will need to:
- Meet the anticipated growth in demand for workers with qualifications of NVQ Level 2 and above (i.e. those with equivalent of 5 GCSEs A-C Grade);
 - Reduce the number of young people not in education, employment or training (NEETs);
 - Deliver inclusive learning opportunities in community and workplace settings, targeting those with no qualifications or NVQ Level 2 and below;
 - Address skill shortages in priority sectors (e.g. marine); and
 - Assist in retaining people in employment and encourage progression.
- 9.31 There are a range of organisations which will have a role in delivering education and training initiatives including: Hampshire County Council, as the local education authority; local secondary schools and colleges which deliver a variety of academic and vocational training services including the Centre of Excellence for Engineering, Manufacturing and Advanced Skills Technology (CEMAST) College at Daedalus; the Gosport Discovery Centre; the Employment Access Centre¹⁵⁵; the significant training and education role undertaken by MoD establishments; as well as a range of private training providers across a number of industries.

¹⁵⁵ which is a joint initiative between the Wheatsheaf Trust and Gosport Borough Council.
<http://www.gosport.gov.uk/sections/your-council/council-services/housing/council-tenants/resident-involvement/the-employment-access-centre/>

Securing training opportunities as part of new development (Point 1 of policy LP17)

- 9.32 Where appropriate the Borough will negotiate with a developer to secure training opportunities as part of the development of a site. The Borough Council has produced its own practice guide outlining the process for securing training and employment in relation to major development which relate to local priorities¹⁵⁶. Key measures the Borough Council will seek include:

- Work placement (14-16 yrs & 16-19 yrs)
- Career advice
- Work trials and Interview guarantees
- Vocational training
- Leadership and management training
- Support with transport, childcare and work-equipment
- Financial contributions towards relevant training schemes within the area
- Curriculum Support Activities
- Pre-employment training
- Apprenticeships
- Supervisor training
- Health and safety
- Construction skills certificate scheme

- 9.33 This policy applies to major employment generating developments including retail, leisure and office development greater than 1,000 sq. m; industrial development greater than 2,000 sq. m; warehouse development greater than 4,000 sq. m (all figures gross); and any other development likely to generate 50 full time equivalent jobs or more. The policy will also apply to construction jobs related to residential schemes of 40 or more dwellings¹⁵⁷.

- 9.34 Measures will be negotiated to be appropriate to the specific development and secured by a legal agreement in the form of a training and employment plan. It is envisaged that for most commercial developments the Borough Council will seek to secure 'in-kind' measures rather than financial contributions, which will only be sought where it is not possible to secure 'in-kind' measures.

- 9.35 For residential developments of 40 or over the Borough Council will seek to secure training measures relating to the construction industry. In some cases it may be appropriate to secure a financial contribution towards training schemes in the area which in principle could be accessed by residents of the new housing.

Existing and new premises for training purposes (Points 2 and 3 of policy LP17)

- 9.36 It is important for the Borough Council to facilitate the creation of improved and new facilities to enable training and learning. This can be achieved by ensuring that sufficient land is made available in accessible locations.

- 9.37 The Borough has had a strong tradition for training the armed forces which is still evident at HMS Sultan and Blockhouse. However the contraction of the MoD presence in the Borough and uncertainties regarding the future training function at HMS Sultan could potentially reduce this role. It is important that significant training assets including specialist facilities such as the Diving

¹⁵⁶ See GBC practice guidance.

<http://www.gosport.gov.uk/sections/your-council/council-services/planning-section/pre-application-advice/>

¹⁵⁷ See GBC practice guidance for further explanation of how these thresholds were derived.

Tank at Blockhouse and specialist engineering facilities at HMS Sultan are retained unless it can be demonstrated that they are no longer required by alternative training providers.

- 9.38 It is considered that if, or when, these sites are released by the MoD it will be important to assess whether any of the specialist training facilities and support facilities (for example classrooms, catering and accommodation) could be utilised by other organisations for training purposes. It will also be appropriate to safeguard other premises used for training in the Borough which are not related to military use. There may be scope on certain sites for new facilities to be built to meet modern training requirements for other sectors.
- 9.39 The Daedalus site, in addition to the CEMAST College, has the potential to include training facilities to support local clusters. The provision of skills and training facilities at Royal Hospital Haslar, particularly for medical and care sectors will be supported as well as any high-tech training in connection with uses at the Haslar Marine Technology Park.
- 9.40 Any additional training sites will be permitted provided they accord with the other Local Plan policies.

POLICY LP18: TOURISM

- 1. Proposals that develop the tourism sector will be supported in the Borough as they can assist in diversifying the local economy, creating additional jobs and providing a wider range of recreational activities.**
- 2. Hotel and tourism proposals have been identified in policies LP4 - LP5 and LP9A. Outside of these areas proposals for these uses will need to pass the sequential test as indicated in the National Planning Policy Framework.**
- 3. Planning permission will not be granted for proposals which will result in the loss of existing tourism accommodation with 6 or more tourist bedrooms unless it can be demonstrated that the use is no longer viable in this location and that there have been reasonable attempts to let/sell the property for tourism accommodation.**

EXPLANATION OF POLICY LP18

- 9.41 The tourism industry in Gosport Borough has been a growing sector with almost 1.5 million visitors a year, spending almost £78.7 million and sustaining over 1,770 jobs (Tourism South East 2010)¹⁵⁸. However staying visitors make-up only a small proportion of these visits (10%) and expenditure (23%) and therefore there is considerable scope for this element of the market to bring greater economic benefits. The Borough itself has sufficient attractions to encourage over-night stays and serve as a base to explore the Portsmouth Harbour area, particularly those with an interest in the rich maritime heritage or those who enjoy marine activities (sailing and other water sports). Currently there is the potential for more weekend tourism as hotel occupancy rates are significantly weaker than mid-week.

¹⁵⁸ Research carried out by Tourism South East using the Cambridge Economic Impact Model.