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Local Community Impact Assessment

HASLAR IMMIGRATION REMOVAL CENTRE

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Executive Summary

This Executive Summary outlines the results of the Local Community Impact Assessment (LCIA) conducted to evaluate the potential effects of the expansion of the Haslar Immigration Removal Centre (IRC) across the Gosport Borough. The assessment analyses the socio-economic and health impacts of the IRC focussing on how the project will influence the quality of life and sustainability of the area.

There is no specific guidance available which establishes a methodology for undertaking LCIA of the socio-economic and health effects of a development like the IRC. Accordingly, the approach adopted for this assessment is based upon professional experience and best practice, with a consideration of the following technical guidance:

- Homes and Communities Agency's (HCA's) Additionality Guide, 2014
- HCA Employment Densities Guide, 2015
- The Department of Communities and Local Government (DCLG) Appraisal Guide, 2016
- HCA's Calculating Cost Per Job Best Practice Note, 2015

The Home Office is redeveloping the former Haslar IRC in Gosport, Hampshire. The project involves refurbishing the existing IRC to provide accommodation for around 130 residents, with works currently underway. This will be followed by an expansion of the IRC to provide capacity for up to 470 additional residents, creating a total capacity of up to 600.

The outline planning application comprises of:

- The erection of up to four new buildings for accommodation.
- The erection of a single-storey dining hall.
- The erection of a single-storey care and separation unit (CASU) block.
- The refurbishment/replacement of the perimeter fences, erection of internal zonal fencing, vehicular, service and pedestrian gates, creation of internal road, and staff/visitor car parking (new car parking and resurfacing of existing car park area).
- Installation of lighting columns and roof top solar PV panels.
- Creation of recreational space for residents, landscaping and improvement of the coastal path through the existing car park land.

This assessment considers the incremental impacts associated with the expansion of the IRC only, hereafter referred to as the 'Proposed Development'. The refurbishment of the existing IRC is expected to generate impacts broadly comparable to those experienced prior to the facility's closure in 2015, albeit at a reduced initial capacity of 130 residents compared with the former 198.

The site is located 1.5km south of the centre of Gosport. The site is accessed via Dolphin Way to the north, which runs along the site's northern boundary. Beyond Dolphin Way are the walled gardens of Haslar Terrace, which is an 18th century naval hospital building converted into terraced houses. To the west of the site is Fort Road, along which are modern, semi-detached properties. The site is bounded to the southeast by the seawall of the Solent, and to the southwest by land used by the Ministry of Defence (MoD) at Fort Monckton.

The local area overall can be characterised as largely residential with some governmental land in particular land owned by the MoD which is common for the area.

For this study, the spatial area of impact is defined as the area surrounding the existing Haslar IRC. This will include the residential properties on Fort Road. It will also consider the impact on the nearby Gosport & Stokes Bay Golf Club and MoD Fort Monckton.

The availability of socio-economic data has meant that Gosport Borough has been defined as the spatial area for the overview of baseline conditions (Section 4). Hampshire County, the South East and England are other spatial areas which have been used to provide context and comparison in the baseline review.

Legislation & Policy

The assessment outlines the relevant national and local policy context to gain an understanding of the policies associated with the Planned Development and related social, economic and health outcomes. The assessment also aligns with national and local planning policy, and therefore the Proposed Development meets the required guidelines. Given that the site has previously been used as an IRC, this is expected.

The following legislations / policies were identified and summarised:

- *National:*
    - National Planning Policy Framework (February 2025).
    - The Levelling Up White Paper (February 2022).
    - The Levelling-up and Regeneration Act 2023.
    - Public Health England Strategy 2020 – 2025 (September 2019).
    - Public Health Outcomes Framework (July 2017).
    - Equality Act (October 2010).
- *Local (Oxfordshire County and Gosport Borough):*
    - Hampshire County Council Strategic Plan 2025 – 2028 (September 2022).
    - Hampshire Health & Wellbeing Strategy 2025 – 2035.
    - Gosport Borough Local Plan 2042 Publication Draft (Regulation 19) (March 2026).
    - Equality Impact Assessment (Gosport Borough Local Plan 2011-2029) December 2012.

Methodology

The impact assessment is a desk-based exercise, drawing on information provided for the expansion of Haslar IRC only.

A set of baseline conditions are established through the consideration of the socio-economic landscape of Gosport Borough, with overall demography, employment, health and economic climate of the area taken into consideration. The data utilised was from reputable and publicly available resources such as Nomis, ONS and the 2021 Census.

The outcomes of the Proposed Development are assessed through the additionality approach i.e. the extents to which the outcomes and benefits of the development would not have occurred without its implementation. This is measured using the Ministry of Housing, Communities & Local Government's (MHCLG) Appraisal Guide, which covers the net impact of the development. This is done through assessment of the Gross Direct Impacts i.e. any construction phase employment and three types of additionality including local leakage, displacement and substitution levels (see section 3.2) to capture the net impact to the local economy (e.g. jobs created). Economic multipliers are also considered for example; these multipliers highlight the number of indirect jobs that are created for each net job directly created by the intervention.

Socio-Economic Context

A review of the existing socio-economic environment for Gosport Borough is undertaken to show general trends in the local economy according to data availability in the area.

Demographics

- Gosport Borough total population in 2024 (latest date) was estimated to be 82,921. Hampshire counties population was estimated to be 1,447,214, the South East's estimate to be 9.64 million and England's estimated to be 58.62 million. In the past decade Gosport Borough's population has decreased by 1.1%. This is lower than the growth rate for Hampshire County (6.5%), the South East (7.5%) and England (7%).

- The Gosport Borough is estimated to decline from a total population of 82,277 in 2024 to 79,043 by 2047.

Workforce

- Gosport Borough has an economic activity rate of 76.1% in 2026. This is below the rate for Hampshire (81.7%), the South East (81.6%) and England (79.1%).

- The unemployment rate for Gosport Borough is estimated to be 4.8%. This is higher when compared to the South East (3.5%) and England (4.4%) and Hampshire (3.1%).

- The key sectors include Health, Education, Manufacturing, Accommodation and Food Services and Retail. These sectors demonstrate the variety of jobs available in the area surrounding the site development. There are also 1,250 employees in the Construction sector in Gosport Borough, making up 6.6% of the total workforce.

- Gosport Borough has higher levels of employment in the Manufacturing, Health and Accommodation and Food Services sectors when compared to Hampshire, the South East and England.
- Gosport Borough has lower levels of employment in the Financial and Insurance sector and Business Administration and Support Services when compared to Hampshire, the South East and England.
- Gosport Borough has higher levels of employment in the Public administration and Defence sector (6.6%) compared to Hampshire (4.4%), the South East (4.1%) and England (4.5%).

Deprivation

- Gosport Borough shows a higher level of deprivation relative to many local authorities in England. According to the Index of Multiple Deprivation (IMD) 2025, Gosport ranks as the 97th most deprived local authority out of 296. This places it among the more deprived areas nationally and makes it the most deprived non-city district in Hampshire, behind only Portsmouth and Southampton.

- The Haslar IRC is surrounded by areas that rank lower on the IMD, as seen in Figure 4-3. The latest IMD data release (2025), which is mapped by the Consumer Data Research Centre, illustrates that the IRC is surrounded by areas within the 7th decile of deprivation and therefore only slightly deprived in comparison to the rest of England.

- While as a whole Gosport performs worse than England on several health and deprivation indicators, A key contributing factor for the high burden of poor health in Gosport is lifestyle, where the percentage of physically active adults based on 2023/24 data is relatively low (65.8%), and the percentage of overweight or obese adults is higher than the county, region and national averages (68.4%).

Potential Impacts

The potential impacts of the Proposed Development will arise during both the construction and operational phases. These effects are expected to be incremental, as the site operated as an IRC until 2015 and re-opening of the refurbished existing IRC will broadly mirror previous activity, albeit at a reduced initial capacity of 130 residents compared with the former 198. The Proposed Development will generate additional impacts during the construction of the expanded accommodation block and associated facilities required for the increased capacity.

Socio-Economic Impacts

Construction Phase

The main socio-economic impact felt during the construction phase will be the additional employment created, represented as Person Year Equivalents (PYE). These jobs will be not only created directly through employing construction works but indirect jobs which will be created through supply chain linkage and income multiplier effects.

- Employment estimates:
    - Through assigning leakage, displacement and economic multipliers **341 PYE net additional jobs** are considered to be created because of the construction phase.
    - This employment boost has the potential to provide opportunity to local people who are currently unemployed or with poor labour market contributions, as well as through apprenticeship opportunities providing wider social value in the borough.
    - The Gross Value Added (GVA) uplift for the construction of the scheme can be estimated at approximately **£19.7 million** per annum reflecting the net direct and indirect employment in the local authority.

- Temporary Construction-related Disruption
    - This has been considered as a temporary adverse effect in this assessment. It covers the traffic, property and service access, along with noise and vibration effects throughout the construction period.
- The Transport Assessment and Travel Plan for the expansion of the IRC suggest that the Proposed Development would not have a severe impact upon the operation of the local highway network surrounding the IRC. It is also suggested that the overall level of disruption impact is well within the daily variation that could be expected in terms of traffic flow.
- Disruption will be for three groups; workers and residents within the refurbished Haslar IRC (i.e. 130 residents), which will remain operational whilst the Proposed Development is in construction, residents living along Fort Road and potentially those residents of Haslar Terrace and nearby entities such as Gosport & Stokes Bay Golf Club and MoD Fort Monckton.

Operational Phase

- Employment estimates
    - An employment profile was provided by the Home Office for expansion of the IRC. This suggested that at the end of the Proposed Development approximately 265 jobs would be created.
    - After assigning leakage, displacement and economic multipliers, an estimate of **243 net additional jobs** could be generated across the operational phase after the Proposed Development is completed.
    - Given the nature of accommodation jobs, this employment level has the potential to provide opportunity to local people who are currently unemployed or with poor labour market contributions.

Local Socio-Economic Impacts

- The residents of the IRC will not have any socio-economic impact on the businesses surrounding the site, or in the surrounding Gosport Borough. This is due to the site being a secure IRC. The residents at the IRC will be accommodated within the secure IRC and will not be able to access the local area.

Health Impacts

During construction, there is potential for the following to be affected by the expansion of the existing Haslar IRC which could have various impacts for human health.

Construction Phase

- Affected communities
    - The location of the site means that there will be some communities affected during the construction phase of the Proposed Development.
    - There is a residential community along Fort Road which are likely to be impacted during the construction period.

- There will likely be changes to the neighbourhood and/or disruptions to access, changes to environmental conditions, and/or safety. Slow moving traffic on Fort Road during delivery of construction materials would likely also impact users of the Gosport & Stokes Bay Golf Club and those accessing MoD Fort Monkton via Military Road.

- Affected Groups

    - As outlined, it is intended that part of the IRC (refurbished areas for up to 130 residents) will be open for operation throughout the period of the Haslar IRC expansion construction works. Therefore, the residents alongside the workers at the IRC plus residents on Fort Road would be the groups of people primarily impacted by the construction phase of the Proposed Development. Living and working near a construction site can affect health, social and mental well-being through changes in air pollutants, noise and vibration levels. Further to this the users and workers at the nearby Gosport & Stokes Bay Golf Club and MoD Fort Monckton could be similarly impacted, but to a lesser extent due to proximity.

- Ambient Air Quality

    - Impacts from construction activities, such as the release of dust and pollutants, and changes in emissions from increased vehicle movements on the highways network will potentially affect exposure to pollutants that could impact human health.

    - The Air Quality Assessment for the expansion of the IRC concludes that, due to the Proposed Development complying with relevant local and national planning policy, air quality should not present a constraint. In line with the relevant guidance, the overall potential impacts are assessed as not being significant.

- Ambient Noise

    - The construction phase has the potential to result in health impacts from changes in exposures to noise and vibration.

    - Noise and vibration (unwanted sound and movement) from construction vehicles, construction plant, machinery and construction processes is a pathway for health effects relating to annoyance, sleep disturbance, cardiovascular and physiological effects.

    - The Noise Impact Assessment for the expansion of the IRC found the impact to be relatively low, with predicted noise from the car park remaining below both the existing ambient and background noise levels at the nearest noise-sensitive receptor. The assessment concluded that the expansion of the IRC would not give rise to significant adverse effects at nearby dwellings, and no harm to residential amenity is anticipated.

- Sources of pollution and environmental exposures

    - The construction activities of the Proposed Development works will give rise to a range of other environmental exposures such as those relating to ground conditions, the water environment, odour, lighting, changes to views, wind and microclimate, detailed in section 5.

- Risk of injuries and death
    - The introduction of construction activities, construction compounds, construction sites and construction traffic as with any construction project, carries an inherent low risk of injury or death to the general public and construction workers. However, there is no identified risk to residents, as they will not be impacted by the construction phase.

Operational Phase

There are minimal health impacts on the local population once the expansion of the Haslar IRC has been completed. However, local healthcare facilities and local population health impacts are considered to ensure a complete assessment.

Social Impacts

Construction Phase

There are opportunities for the expansion of the Haslar IRC to provide positive and impactful social value. This will be through the construction phase with the appointment of the Contractor to deliver the construction works. The Contractor will be required to provide social value activities and deliverables which will meet the strategic priorities of the local area (see section 5.3).

Operational Phase

The social value process established for the construction phase will also be applied during the appointment of an Operations Service Provider (OSP) that will operate the IRC in the operational phase. However, the delivery of certain social value themes (tackling economic inequality, fighting climate change, equal opportunity, and wellbeing (see section 5.3)) may be less likely once the site is operational. The supplier contract places an emphasis on engaging local companies within the supply chain and providing opportunities for local employment.

Wider Impacts

Wider impacts cover considerations such as increased demand on public services, the need for ongoing community engagement and considerations around maintaining the safety of local residents.

Construction Phase

There are no wider impacts considered during the construction period, as it is only anticipated to be 19 months long and therefore wider impacts will not come into effect.

Operational Phase

All wider impacts identified are non-material. The design of the IRC expansion further reduces the likelihood of any additional impacts by incorporating feedback from a public engagement event held on 10 October 2025. This engagement is documented in the Engagement Report for the expansion of the IRC, which has been submitted as part of the outline planning application for the Proposed Development.

Summary

The results of the LCIA of the expansion of the Haslar IRC find that the main socio-economic impact across both construction and operational phases is employment creation. 341 PYE net additional jobs are to be created during the construction phase with a further 243 Full-time Equivalent (FTE) jobs created during the operational phase. Alongside this, the main health impacts considered are during the construction period, which are expected to impact the workers and residents of the IRC, along with residents on Fort Road in terms of noise and air quality. There is also a low risk of injury or death for the general public and construction workers. Despite this, there is an overall social value opportunity as any government Contractor would be mandated to carry out meaningful and impactful activities and measures to improve the local community in line with its needs and priorities.

1. Introduction

The Home Office is planning the development of the former IRC at the Haslar site in Gosport, Hampshire. The development comprises the refurbishment of the existing IRC to accommodate up to 130 residents followed by an expansion of the IRC to accommodate up to 470 additional residents (resulting in a total capacity of up to 600 residents). The Proposed Development relates to the expansion of the IRC only.

The outline planning application comprises of:

- The erection of up to four three-storey buildings for accommodation.
- The erection of a single-storey dining hall.
- The erection of a single-storey care and separation unit (CASU) block.
- The refurbishment/replacement of the perimeter fences, erection of internal zonal fencing, vehicular and pedestrian gates, new service site entrance gates and barrier, creation of internal road, and staff/visitor car parking (new car parking and resurfacing of existing car park area).
- Installation of lighting columns and roof top solar PV panels.
- Creation of recreational space for residents, landscaping and improvement of the coastal path through the existing car park land.

The completed Haslar IRC will comprise of a fully operational and expanded IRC, featuring a combination of refurbished and new-build accommodation. The IRC will provide safe, secure and fit for purpose accommodation for residents who are subject to removal from the United Kingdom. The site is located in Gosport within the county of Hampshire.

The following report considers the local community impacts of the expansion of the Haslar IRC only, hereafter referred to as the Proposed Development.

Refurbishment of the existing site is already under construction with the site previously operational as a youth offenders' facility, which became a removal centre in 1989 and an IRC in February 2002, which was then operational until its closure in 2015 accommodating up to 198 residents. Consequently, the impacts felt during and after the completion of the expansion of the IRC will be assessed, with some impacts only seeing an incremental increase from the previous facility before its closure.

1.1 Study Area

The area of impact is defined as the area surrounding the existing Haslar IRC. This will include the residential properties immediately on Fort Road. It will also consider the impact on the nearby Gosport & Stokes Bay Golf Club and Ministry of Defence (MoD) Fort Monckton.

Figure 1-1 highlights where the existing site is, with the residential properties to the West and North alongside the Gosport & Stokes Bay Golf Club and MoD Fort Monckton in the South West.

The availability of socio-economic data has meant that Gosport Borough has been defined as the spatial area for the overview of baseline conditions (Section 4).

Figure 1-1 shows the Haslar IRC site in relation to Gosport Borough.

Figure 1-1 - Study Area



The baseline review will also consider other spatial areas for comparison to highlight key characteristics of the area. These will be Hampshire County, the Southeast (region) and England (national).

1.2 Existing Site

The site is located 1.5km south of the centre of Gosport. The site is split into two areas: the existing IRC and the expansion to the IRC (Proposed Development) arranged north to south across the site.

The existing site is occupied by Haslar IRC, which is currently undergoing refurbishment. The Proposed Development area includes an open green space formerly used as a sports and leisure area for residents, located within the secure boundary fence. It also incorporates an access route running through the existing IRC, along with an adjoining parcel of land comprising an existing car park and open area that have recently been acquired by the Home Office.

The site is accessed via Dolphin Way to the north, which runs along the site's northern boundary. Beyond Dolphin Way are the walled gardens of Haslar Terrace, which is an 18th century naval hospital building converted into terraced houses. To the west of the site is Fort Road, along which are modern, semi-detached properties. The site is bounded to the southeast by the seawall of the Solent, and to the southwest by land used by the MoD at Fort Monckton.

The local area overall can be characterised as largely residential with some governmental land in particular land owned by the MoD which is common for the area.

1.3 Report Structure

The remaining sections of this report are structured as follows:

Section 2 summarises the relevant national and local policies and strategies associated with this assessment,

Section 3 sets out the methodology used to undertake the assessment and details the determinants of socio-economic and health impacts considered.

Section 4 provides the socio-economic context for the local area, considering the wider spatial area of Gosport Borough. It considers indicators within demographic, work force, deprivation and healthcare themes.

Section 5 describes the potential impacts of the expansion of Haslar IRC during both construction and operational phases. It considers socio-economic, health, social and wider impacts.

Section 6 summarises the report and the overall conclusions of the assessment.

2. Legislation & Policy

Table 2-1 below summaries the policies, legislation and regulations applicable to the socio-economics and health topics. This considers national and local (Hampshire County Council and Gosport Borough Council) policy documents related to socio-economic and health impacts.

Table 2-1 – Policy, Legislation and Guidance for Socio-Economics and Health topics

Policy / Legislation / Guidance	Summary of requirements
National	
National Planning Policy Framework (NPPF) February 2025	The updated NPPF requires local plans and planning decisions to balance economic, social and environmental objectives. It reinforces the need to build a strong and competitive economy by ensuring the planning system actively supports productivity, business growth and long-term economic resilience. Effective use of land is encouraged, particularly the re-use of previously developed (brownfield) land of low environmental value. To support growth and innovation, the NPPF requires local authorities to ensure sufficient land of the right type is available in the right locations and at the right time.
The Levelling Up White Paper February 2022	A key objective is to spread opportunities and improve public services, especially in those places where they are weakest. The focus of this objective is to improve education, skills, health, and wellbeing. The White Paper aims to boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging. The key areas of this objective covers living standards, R&D, transport infrastructure, and digital connectivity. The Levelling Up White Paper also pledges to restore a sense of community, local pride and belonging, especially in those places where they have been lost. The focus of this is pride in place, housing, and crime.
Levelling Up and Regeneration Act October 2023	Every local authority will need to produce design requirements that should be met for planning permission for development to be granted. This will be part of the local plan or as a new supplementary plan document.
Public Health England Strategy 2020 – 2025 September 2019	The strategy outlines the Public Health England (PHE) approach to protect people and help people live longer in good health. The strategy outlines the opportunities for public health improvements, the role of PHE and the priorities to be focused on in the next 5 years to have the biggest impact on health. How PHE will develop as an organisation to deliver these targets and priorities is also set out.
Public Health Outcomes Framework	The Public Health Outcomes Framework comprises indicators that are intended to help health and care

July 2017	professionals and the public to understand trends in public health. The indicators seek to translate the national vision and targets for public health, focusing on improvement and protection. Relevant target indicators include reducing the percentage of the population affected by noise; increasing utilisation of outdoor space for exercise/health reasons; increasing the proportion of physically active adults; reducing the fraction of mortality attributable to particulate air pollution; reducing mortality rate for causes considered preventable; and reducing numbers of 16- to 18-year-olds not in education, employment, or training.
Equality Act October 2010	The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It establishes who is protected from discrimination, defines different types of discrimination, and explains the different ways in which it is unlawful to treat someone. The Equality Duty on the public sector emerged as a provision of the Equality Act in April 2011. This means that all public bodies must consider all individuals when carrying out their day-to-day work, such as in shaping policies and delivering services. Of particular relevance is the need for public bodies to have due regard to the need to foster good relations between different people when carrying out their activities.
Local	
Hampshire County Council Strategic Plan (2025 – 2028) September 2022	The plan sets out the Council's priorities and commitments for the coming years, focusing on delivering high-quality public services, improving long-term financial sustainability, and supporting the wellbeing of Hampshire' residents. The Plan outlines how the Council will continue providing essential services while preparing for significant structural changes in local government and opportunities linked to future devolution. Key areas of focus include children's social care, adult health and care, public health, education, transport infrastructure, countryside and environmental management, and economic development.
Hampshire Health & Wellbeing Strategy 2025 – 2035	The strategy is underpinned by collaboration across Hampshire's public sector partners, Integrated Care Boards, voluntary organisations and communities to improve the health and wellbeing of residents. It is built around two overarching principles: tackling health inequalities and strengthening the building blocks of health, such as housing, education, environment, transport, and community resilience. The strategy also incorporates a preventative, whole-system approach, aligning with evidence from the Joint Strategic Needs

	Assessment to intervene early and reduce avoidable ill-health.
The Gosport Borough Local Plan 2042 Publication Draft (Regulation 19) March 2026	The Gosport Borough Local Plan 2042 sets the statutory framework for planning across the Borough, outlining a long-term vision for sustainable growth, climate resilience and the protection of natural, historic and coastal assets. It identifies realistic, deliverable sites for housing, employment and other land uses, prioritising brownfield regeneration in a highly constrained area, and sets out the infrastructure and environmental measures needed to support development. Prepared in line with national policy and backed by an up-to-date evidence base, the Plan includes policies on climate adaptation, open space and heritage protection, and promotes efficient land use, sustainable transport and the safeguarding of sensitive environmental designations shaped by Gosport's coastal geography and limited land availability. Area-specific policies guide development and support new homes, jobs and leisure opportunities while maintaining local character, aiming to deliver balanced, sustainable growth and a resilient, well-supported community up to 2042.
Equality Impact Assessment (Gosport Borough Local Plan 2011-2029) December 2012	The Equalities Impact Assessment provides a systematic review of how Local Plan policies may affect individuals and groups with protected characteristics and ensures compliance with the Public Sector Equality Duty under the Equality Act 2010. It evaluates how the Local Plan may eliminate discrimination, advance equality of opportunity and foster good relations across Gosport's diverse communities.

3. Methodology

The following impact assessment is a desk-based exercise, drawing on information provided for the Haslar IRC expansion. All impacts have been determined based on the consultant's professional judgement and through a public engagement that occurred on 10th October 2025, which is represented in the Engagement Report that has been submitted as part of the outline planning application for the Proposed Development.

3.1 Determining the Baseline

The baseline conditions have been identified by considering the socio-economic conditions of the Gosport Borough and by considering the demography, employment, health and economic climate of the area, as set out in Section 4. This baseline is important in setting the context for the spatial area, as well as to understand the scale and significance of any estimated effects. The socio-economic data discussed in Section 4 were obtained from several reliable sources e.g. ONS, Nomis and the 2021 Census.

- Nomis was used as a source for the following data sets: Population Estimates and Forecasts, Population Survey, Census, Business Register and Employment Survey, business counts and Survey of Hours and Earnings.
- ONS was used as a source for the following data sets: Population and Community and Regional GVA Added.
- The 2021 Census was used to attain the following data sets: Household projections and English Indices of Deprivation.

3.2 Additionality

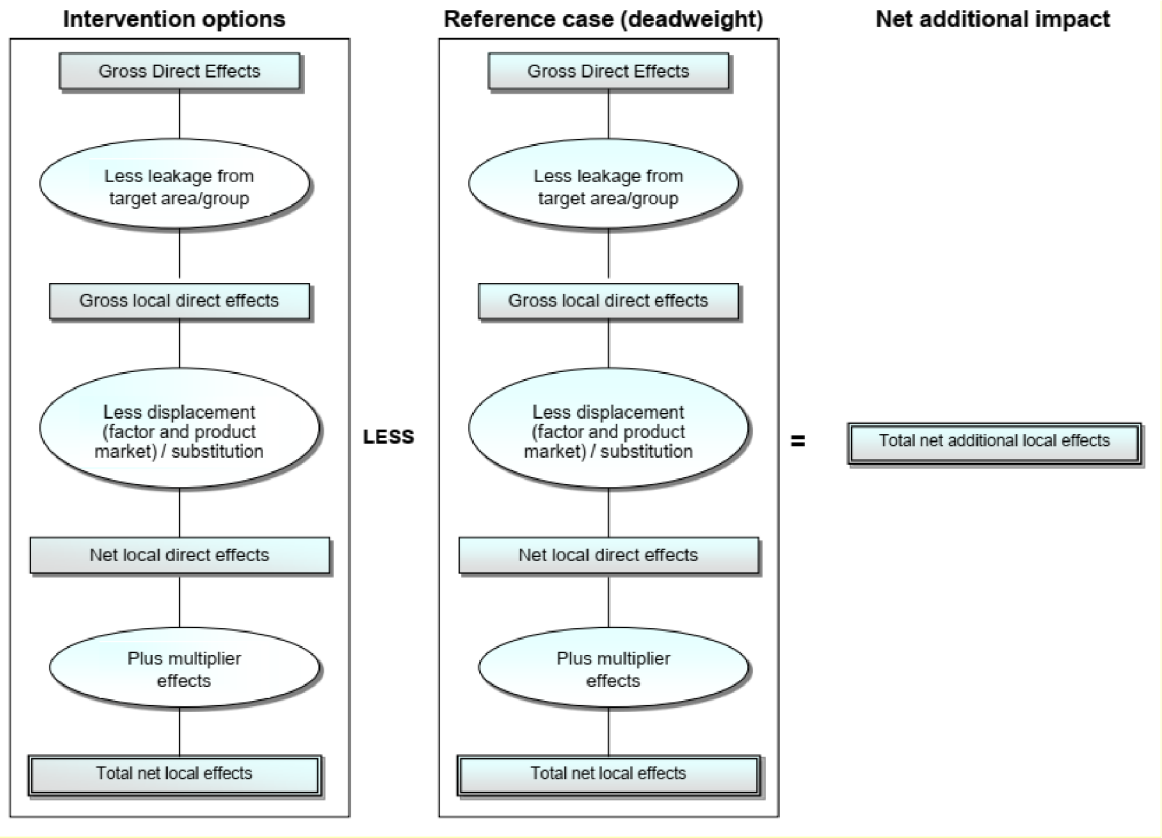
To assess the additionality of the Proposed Development, the following steps outlined below will be followed.

The gross direct impacts have been assessed, such as employment during the construction phase, and then the total net impacts have been generated by accounting for additionality. Additionality covers

a) three types of additionalities including local leakage, displacement and substitution levels (defined below), to capture the net impact to the local economy (e.g. jobs created), rather than gross; and,

b) economic multipliers to capture the indirect and induced impacts, following UK additionality guidance. For example, these multipliers highlight the number of indirect jobs that are created for each net job directly created by an intervention.

Figure 3-1 – Net additionality impact steps



Source: Appraisal Guide, Department of Communities and Local Government, 2016

Leakage is the proportion of outputs that benefit those outside the defined intervention area, as defined in Section 1.1. In this case, leakage is considered to be that which is beyond the observed Gosport Borough. For example, employees in the construction, who are residents from outside the defined area will withdraw a portion of the economic benefits away from the observed area.

Displacement regards the proportion of outputs accounted for by reduced outputs elsewhere is the area. For example, a job which hires construction workers who would have otherwise been hired on another project, or increased business activity in one place reduces activity elsewhere as is often the case with new retail. If this is the case, an increase in demand for construction workers may even cause delays elsewhere where there is short supply.

Substitution is where the project causes an employed factor to be replaced by a currently unemployed factor. For example, a firm which recruits an unemployed worker through a government scheme, but let's go of its current employees, or where a firm stops one activity to take advantage of subsidised activities.

The Home & Communities Agency (HCA) Additionality Guidance includes 'ready reckoners' for additionality, which consider these additionality factors at either none, low, medium, high or very high levels with respective percentage markers of 0%, 10%, 25%, 50% and 75%. Where there is no specific evidence available, the impact context and socio-economic environment can be used to apply professional judgement to select the appropriate levels to use on gross impacts.

These 'ready reckoner' levels relate to the following outcomes presented in Table 3-1 for leakage and Table 3-2 for displacement.

Table 3-1 - HCA Additionality ready reckoners - Leakage

Level	Description	Leakage effect
None	All the benefits go to people living in the study area	0%
Low	Most benefits will go to people living within the study area	10%
Medium	A reasonably high proportion of the benefits will be retained within the study area	25%
High	Many of the benefits will go to people living outside the area of benefit	50%
Very high	A substantial proportion of those benefiting will live outside of the area of benefit	75%
Total	None of the benefits go to members of the study area	100%

Source: HCA Additionality Guidance, 2014

Table 3-2 - HCA Additionality ready reckoners - displacement

Level	Description	Displacement effect
None	No other firms/demand affected	0%
Low	There are expected to be some displacement effects, although only to a limited extent	25%
Medium	About half of the activity would be displaced	50%
High	A high level of displacement is expected to arise	75%
Total	All the activity generated will be displaced	100%

Source: HCA Additionality Guidance, 2014

Additionality also considers the economic multiplier effects, which are composed of the further indirect and induced impacts.

Indirect impacts capture the supply linkages, over the construction and operation of the Proposed Development, which will require further purchases (raw materials, labour, goods and service), increasing economic output along the supply chain.

Induced impacts capture the effects on income where there are knock on effects caused through supply chain income changes, where additional incomes can drive increases in local expenditure, because of both worker wages and business turnover.

4. Socio-Economic Context

This section provides a review of the existing socio-economic environment in the study area, defined as Gosport Borough, to show general trends in the local economy and according to data availability in the area. To provide further context to the study area, the following baseline analysis provides a comparison of larger geographical areas. The areas considered are:

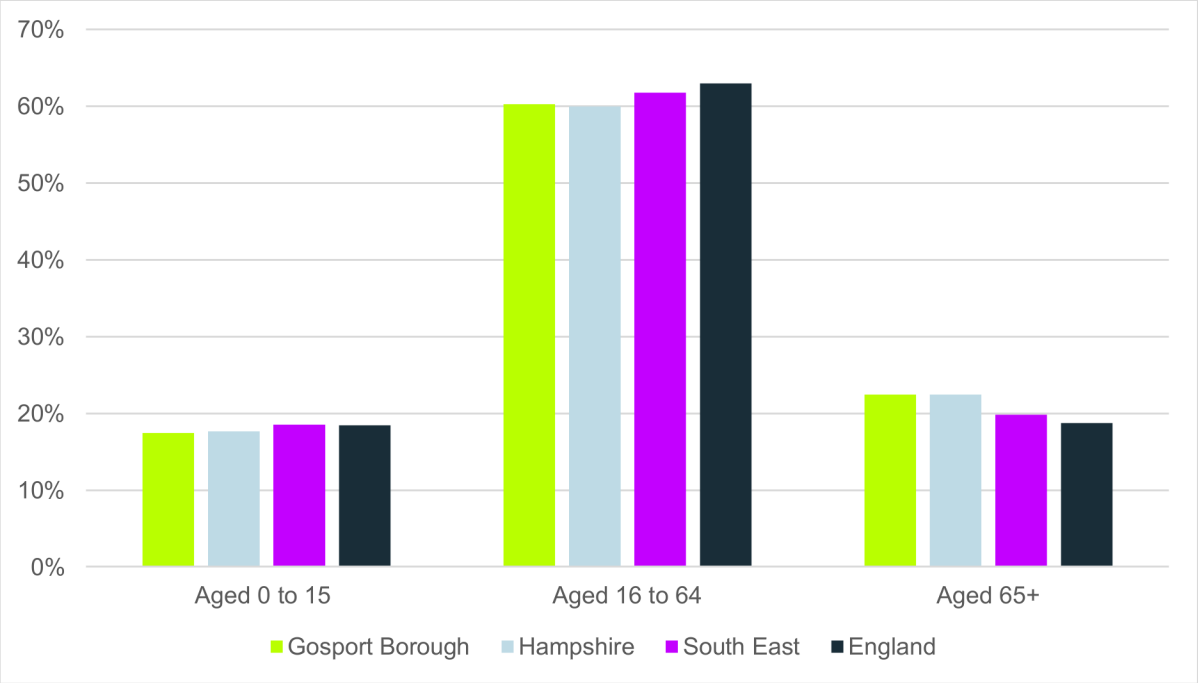
- Hampshire County,
- South East; providing a regional comparison,
- England; providing a national comparison.

4.1 Demographics

Gosport Borough's total population in 2024 (latest date) was estimated to be 82,921. Hampshire County's population was estimated to be 1,447,214, the South East's estimate to be 9.64 million and England's estimated to be 58.62 million. In the past decade Gosport Borough's population has decreased by 1.1%. This is lower than the growth rate for Hampshire County (6.5%), the South East (7.5%) and England (7%).

Figure 4-1 shows the breakdown of population across the four geographical areas. The population trends across age groups are relatively similar for all the areas surveyed.

Figure 4-1 - Age Profile of Population, 2024

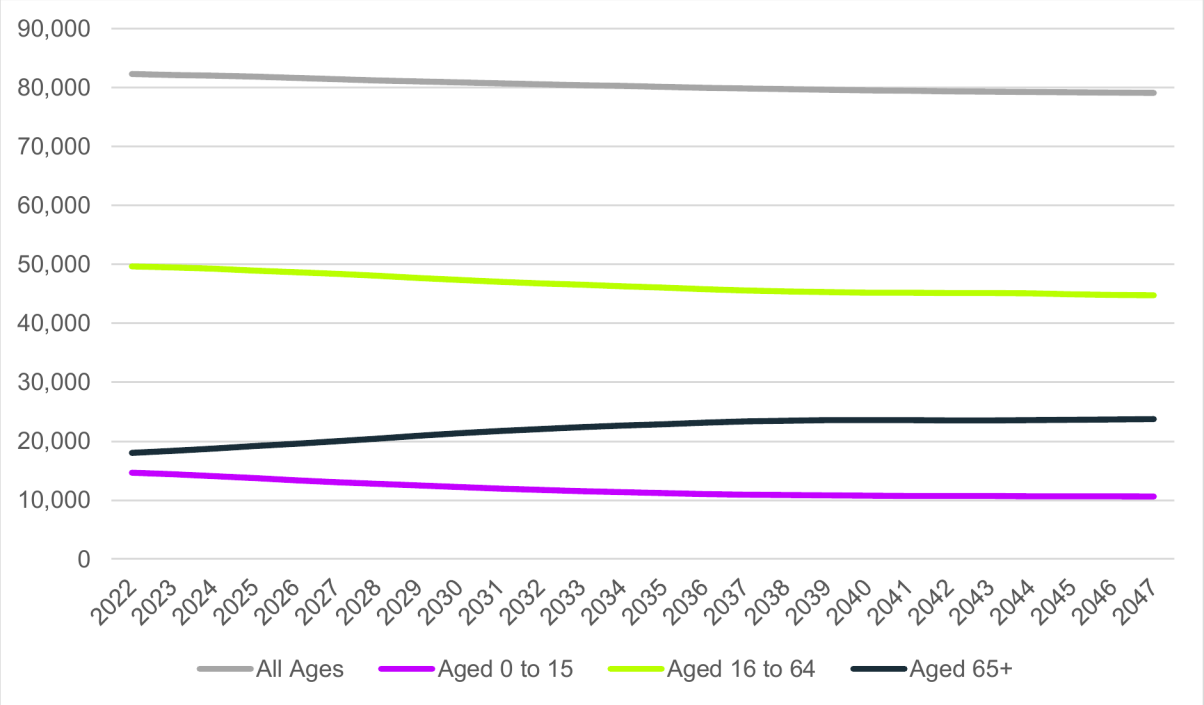


Source: NOMIS, ONS Population Estimates, 2024

The Gosport Borough is estimated to decline from a total population of 82,277 in 2024 to 79,043 by 2047. Figure 4-2 highlights the population projection for Gosport Borough. It shows that there will be a slight decrease in the population aged 0-15 and 16-64, whilst the largest proportion increase will be in

the population aged over 65. This implies a shift towards an aging population in Gosport Borough. However, this is not unlike the rest of the UK, where improvements to healthcare enable people to live longer.

Figure 4-2 - Gosport Population Projections 2022-47



Source: NOMIS, ONS Population Projections

4.2 Work Force

Gosport Borough has an economic activity rate of 76.1% in 2026. This is below the rate for Hampshire (81.7%), the South East (81.6%) and England (79.1%).

The unemployment rate for Gosport Borough is estimated to be 4.8%. This is higher when compared to the South East (3.5%) and England (4.4%) and Hampshire (3.1%).

Table **4-1** below shows the percentage of employees employed in each sector within the borough, county, region and national level. Within Gosport Borough the key sectors include Health, Education, Manufacturing, Accommodation and Food Services and Retail. These sectors demonstrate the variety of jobs available in the area surrounding the site development. There are also 1,250 employees in the construction sector in Gosport Borough, making up 6.6% of the total workforce.

Within Hampshire, the South East and England the key sectors are Health, Education and Professional, Scientific and Technical.

The key differences between the Gosport Borough, Hampshire, the South East Region and England are:

- Higher levels of employment in the Manufacturing, Health and Accommodation and Food Services sectors when compared to Hampshire, the South East and England.

- Lower levels of employment in the Financial and Insurance sector and Business Administration and Support Services when compared to Hampshire, the South East and England.

Table 4-1 - Employment by Industry, 2024

Industry	Gosport Borough	Hampshire	South East	England
1 : Agriculture, Forestry & Fishing (A)	0.1%	0.7%	0.9%	0.7%
2 : Mining, Quarrying & Utilities (B,D and E)	0.8%	1.3%	0.0%	0.1%
3 : Manufacturing (C)	11.8%	7.1%	5.6%	6.7%
4 : Construction (F)	6.6%	6.0%	0.4%	0.4%
5 : Motor Trades (Part G)	1.6%	2.4%	0.7%	0.6%
6 : Wholesale (Part G)	3.2%	4.5%	7.3%	6.3%
7 : Retail (Part G)	10.5%	10.1%	13.7%	12.7%
8 : Transport & Storage (inc postal) (H)	3.7%	4.5%	5.4%	5.4%
9 : Accommodation & Food Services (I)	11.8%	8.0%	7.0%	7.1%
10 : Information & Communication (J)	1.8%	5.7%	5.3%	4.7%
11 : Financial & Insurance (K)	0.5%	2.8%	2.2%	3.1%
12 : Property (L)	1.2%	1.8%	2.0%	2.0%
13 : Professional, Scientific & Technical (M)	6.6%	9.3%	9.6%	9.9%
14 : Business Administration & Support Services (N)	4.2%	7.6%	8.2%	8.5%
15 : Public Administration & Defence (O)	6.6%	4.4%	4.1%	4.5%
16 : Education (P)	11.8%	7.8%	9.2%	8.4%
17 : Health (Q)	15.8%	11.0%	12.8%	13.4%
18 : Arts, Entertainment, Recreation & other services (R,S,T and U)	4.7%	5%	5.7%	5.6%

Source: NOMIS, Business Register and Employment Survey, 2026

Table 4-2 overleaf illustrates employment by occupation between within the borough, county, region and national level. When considering employment by occupation, 17.1% of Gosport Borough's population work in Associate Proffessional and Tech Occupations. This is higher than Hampshire (16.1%), the South East (15.6%) and England (15%). A lower percentage of Gosport work in Professional occupations (16,5%) compared to Hampshire (27.1%), the South East (27.8%) and England (27.2%), where professional occupations are the biggest occupation. Other significant trends include:

- Gosport Borough has a significantly higher percentage of employment within Elementary Occupations (14.9%) and the Sales and Customer Service Occupations (10.9%) when compared to Oxfordshire, South East and England.
- Gosport Borough has a significantly lower percentage of employment within the Managers and Senior Officials (10.7%) when compared to Hampshire, South East and England.

Table 4-2 - Employment by Occupation, 2025

Occupation	Gosport Borough	Hampshire	South East	England
Managers and Senior Officials	4,200 (10.7%)	89,300 (12.7%)	604,400 (12.8%)	3,283,700 (11.7%)
Professional Occupations	6,600 (16.5%)	190,6000 (27.1%)	1,313,400 (27.8%)	7,669,100 (27.2%)
Associate Prof and Tech Occupations	6,800 (17.1)	113,500 (16.1%)	739,200 (15.6%)	4,217,900 (15%)
Administrative and Secretarial Occupations	3,400 (8.4%)	63,600 (9%)	434,700 (9.2%)	2,587,500 (9.2%)
Skilled Trades Occupations	2,800 (6.9%)	59,900 (8.5%)	402,800 (8.5%)	2,327,600 (8.3%)
Personal Service Occupations	3,700 (9.2%)	59,500 (8.5%)	388,800 (8.2%)	2,392,100 (8.5%)
Sales and Customer Service Occupations	4,300 (10.9%)	40,200 (5.7%)	267, 600 (5.7%)	1,569,000 (5.6%)
Process, Plant and Machine Operatives	2,200 (5.4%)	29,700 (4.3%)	212,700 (4.5%)	1,565,100 (5.6%)
Elementary Occupations	5,900 (14.9%)	57,100 (8.1%)	355,500 (7.5%)	2,467,900 (8.8%)
Total	39,900	703,400	4,719,100	28,079,900

Source: Annual Population Survey, Nomis 2026

4.3 Deprivation

Gosport Borough shows a higher level of deprivation relative to many local authorities in England. According to the Index of Multiple Deprivation (IMD) 2025, Gosport ranks as the 97th most deprived local authority out of 296. This places it among the more deprived areas nationally and makes it the most deprived non-city district in Hampshire, behind only Portsmouth and Southampton.

The Haslar IRC is surrounded by areas that rank lower on the IMD, as seen in

Figure 4-3. The latest IMD data release (2025), which is mapped by the Consumer Data Research Centre, illustrates that the IRC is surrounded by areas within the 7th decile of deprivation and therefore only slightly deprived in comparison to the rest of England.

Figure 4-3: Index of Multiple Deprivation



Source: UK Index of Multiple Deprivation, Consumer Data Research Centre, 2025

4.4 Healthcare

As much of the UK, Gosport Borough is anticipating pressures on local health facilities with an ageing population forecasted over the next twenty years. The Haslar IRC is surrounded by four medical practices within approximately 3km of the site. These include Gosport Medical Centre, Stoke Road Medical Centre, Forton Medical Centre, and Waterside Medical Centre. The closest hospital to the IRC is the Gosport War Memorial Hospital, approximately 1.7km northwest of the site.

Figure 4-4 - Medical Facilities near the IRC



While as a whole Gosport performs worse than England on several health and deprivation indicators, A key contributing factor for the high burden of poor health in Gosport is lifestyle, where the percentage of physically active adults based on 2023/24 data is relatively low (65.8%), and the percentage of overweight or obese adults is higher than the County, region and national averages (68.4%).

5. Potential Impacts

The potential impacts caused by the Proposed Development will be felt across both the construction and operational phase. These impacts will be incremental given the site was operational until 2015, with the Proposed Development generating additional impacts through the construction of new accommodation blocks and supporting facilities. The following section sets out the key social, economic and health impacts felt during the construction and operational phases.

5.1 Socio-Economic Impacts

5.1.1 Construction Phase

The main socio-economic impact felt during the construction phase will be the additional employment created. These jobs will be not only created directly through employing construction works but indirect jobs which will be created through supply chain linkage and income multiplier effects. These additional effects are derived from the flow of money from the construction down to the firms who supply materials and equipment, and the spending of the workers' wages in the local area. This impact is represented in Person Year Equivalent (PYE) jobs.

The construction period for the Haslar IRC expansion is anticipated to span a period of approximately 19 months.

Employment Estimates

To establish the level of labour input associated with the total construction work, an average turnover/ employee parameter is used for the sector and area. This delivers an estimate for PYE to construct the development.

In this case, the Proposed Development will create an estimated 440 gross direct construction PYEs. Over an anticipated construction period of 19 months, this will support 220 gross direct construction jobs per year.

Given the scale of gross direct jobs created during the construction of the Proposed Development, and the total construction employment (1,250) in Gosport Borough, the expectation is that most of the jobs created will be kept within the local authority. Therefore, the local authority is expected to have medium levels of leakage (25%) and low levels of displacement (25%) (see Section 3.2). This is down to the high pool of employees who work in construction (6.6%) within the local authority, and thus a reasonably high proportion of the direct economic benefits from the construction phase will be felt by those within the local authority. A low displacement level was also assigned, with this being based upon the nature of the firms supplying construction services in the local authority. This project is comparable on scale with the rest of Gosport's construction pipeline, as seen in the updated Local Plan, and as such market shares and service demand is unlikely to be impacted significantly.

A local multiplier was chosen from HCA Additionality Guidance as 2.2 for the construction sector, reflecting physical regeneration, for the indirect and induced impacts. This selection considers that additional outputs and outcomes will occur through purchases along local supply chains and employee spending rounds.

The construction sector has a notable presence of local businesses and employment in supporting services to the construction work, such as transportation and storage, and a significant supply of food and retail services for on-site employees' spending during the workday.

After assigning leakage, displacement and economic multipliers the estimates for total net additional PYEs for the local area are presented in Table 5-1 below.

Table 5-1 - Construction works – net additional PYEs

PYE estimates	Gosport Borough
Gross direct	275
Net direct	155
Net indirect and induced	186
Total net additional	341

The employment estimates of 275 PYEs relate to temporary work and is a relatively significant boost to the local economy in comparison to the current local labour market size and of the current construction employment in the local authority (1,250).

This employment level has the potential to provide opportunity to local people who are currently unemployed or with poor labour market contributions, as well as through apprenticeship opportunities providing wider social value in the borough.

Furthermore, using the average GVA per worker for Gosport Borough (£53,261), the GVA for the construction of the scheme can be estimated at approximately £19.7 million per annum reflecting the net direct and indirect employment in the local authority.

Disruption

Disruption has been considered as a temporary adverse effect in this assessment. It covers the traffic, property and service access, along with noise and vibration effects through the construction period. The Transport Assessment and Travel Plan for the expansion of the IRC suggests that the Proposed Development would not have a severe impact upon the operation of the local highway network surrounding the IRC suggesting that the overall level of disruption impact is well within the daily variation that could be expected in terms of traffic flow.

Disruption will be for three groups; workers and residents within the refurbished section of Haslar IRC (i.e. 130 residents), which will remain operational whilst the Proposed Development is in construction, residents living along Fort Road and potentially those residents of Haslar Terrace and nearby entities such as the Gosport & Stokes Bay Golf Club and MoD Fort Monckton.

As the refurbished Haslar IRC will remain open and fully operational throughout the construction period of the extension, there may be some disruption impacts felt on the workers and residents of the IRC. However, access to and from the site will be maintained accordingly, especially for workers who travel to and from the site each day. Noise and vibration effects may also be felt by these groups during the construction period.

The residential community of Fort Road, Clayton Road and Haslar Terrace is likely to experience temporary disruption during the construction period. This may include increased noise and vibration and occasional delays due to construction traffic. However, access to and from Fort Road will be

maintained at all times, supported by a Construction Management Plan and traffic management measures. Residents will still be able to leave for work and other activities, although they may need to allow a little extra time during peak construction deliveries. These impacts are expected to be minimal and short-term and are considered in more detail in Section 5.2.1.

Gosport & Stokes Bay Golf Club can also be affected by construction works through the impact on customer, worker and goods movements to and from the site, due to increased traffic, access effects and the general unattractiveness of the area to visit (i.e. noise, congestion and visual site works).

Construction of the Proposed Development is anticipated to generate relatively few construction vehicle trips over the construction programme. Peak construction traffic generation will be in the early stages of construction when construction materials will need to be delivered to site. Mitigation measures will need to be implemented before construction works begin through a Construction Management Plan. Such measure are indicated in the Outline Environmental Management Plan (OEMP) that has been submitted as part of the outline planning application for the Proposed Development.

5.1.2 Operational Phase

Employment Estimates

The socio-economic impact of the Proposed Development during the operational phase is primarily the employment generated on the IRC through the expansion and the additional accommodation block and support facilities. As the previous site closed in 2016, the employment that existed before the Proposed Development - including jobs associated with the former 198 resident facility - is not considered, as these roles were lost when the site closed.

This employment will be for residents in Gosport Borough and the surrounding area who will work at the IRC as cleaners, security and general support staff. The following employment profile has been provided by the Home Office.

Table 5-2 - Haslar IRC Expansion Employment Profile

	Employment Numbers
OSP	[redacted]
Health Care	
Home Office	
Total	265

Using the above, the Proposed Development will support 265 gross direct FTEs during the operational phase.

Gosport Borough is assumed to have low levels of leakage for these accommodation-type jobs, relating to a 10% ‘ready reckoner’ leakage level (Section 3.2). This has been judged as the local authority has a large pool of employees who work in the accommodation and food services sector (2,250 employees 11% of total employment). This large pool includes high areas of employment in

Gosport Town and nearby Lee-on-the-Solent due to its coastal location. However, these are easily accessible by car from the IRC and therefore most employees for the IRC are likely to be from the local authority.

There is also expected to be a low level of displacement given the nature of the IRC employment. Most jobs will be additional to the economy and are unlikely to cause a decrease in employment elsewhere. The jobs are likely to be shift jobs and thus be for people that are working multiple jobs or currently have capacity to work more hours. Therefore, the 'ready reckoner' for displacement is 25%.

A local multiplier was chosen from HCA Additionality Guidance as 1.36 for the accommodation sector.

After assigning leakage, displacement and economic multipliers, the estimates for total net additional FTEs can be seen in Table 5-3.

Table 5-3 - Operational Phase jobs - accommodation-based, net additional FTEs

FTE estimates	Gosport Borough
Gross direct	265
Net direct	179
Net indirect and induced	64
Total net additional	243

The employment estimates of 243 FTEs net additional to the local area related to long-term employment from the accommodation-based jobs created as part of the Proposed Development. However, this is a relatively insignificant boost to the local economy in comparison to the current local labour market size and of the current accommodation and food services employment in Gosport Borough.

Given the nature of accommodation jobs, this meaningful increase in employment has the potential to provide opportunity to the local people who are currently unemployed or with poor labour market contributions.

Local Socio-Economic Impact

The residents of the IRC are unlikely to have any socio-economic impact on the businesses surrounding the site and within Gosport Borough. This is due to the site being a secure IRC; with those at Haslar IRC being held under immigration powers meaning they will not be free to leave the centre or access the local economy. The most recent figures (year ending June 2025) on immigration shows that most people (98%) who left detention were detained for less than 6 months, 66% were detained for 1 month or less, and 28% were detained for 7 days (1 week) or less.

In line with Detention Services Order 05/2018, IRC residents are provided with a mobile phone and have access to landline telephones on request, email and video calling facilities which can be used to contact legal representatives, family, or friends. However, this assessment has assumed that the residents of Haslar IRC cannot use them for ordering food or services from the local area.

However, there may be socio-economic implications on the local area through the expansion of the IRC. Given the short residency within an IRC, there is also the possibility of further disruption from the

consistent transportation of people to and from the IRC. This is likely to slightly impact the local residents, especially those on Fort Road.

The Transport Assessment and Travel Plan for expansion of the Haslar IRC suggest that the Proposed Development would not have a severe impact upon the operation of the local highway network surrounding the IRC suggesting that the overall level of disruption impact is well within the daily variation that could be expected in terms of traffic flow.

5.2 Health Impacts

5.2.1 Construction Phase

During construction, there is potential for the following to be affected by the expansion of the IRC, which could have various impacts for human health.

Affected Communities

The location of the site means there will be some communities affected during the construction of the Proposed Development. There is a residential community along Fort Road which are likely to be impacted during the construction period. There will likely be changes to the neighbourhood and/or disruptions to access, changes to environmental conditions, and/or safety. Slow moving traffic on Fort Road during delivery of construction materials would likely also impact users of the Gosport & Stokes Bay Golf Club and those accessing MoD Fort Monckton via Military Road.

Affected Groups

As outlined, it is intended that IRC will be open for operation throughout the construction period of expansion therefore the residents alongside the workers at the IRC plus residents on Fort Road would be the groups of people primarily impacted by the construction phase of the Proposed Development. Living and working near a construction site can affect health, social and mental well-being through changes in air pollutants, noise and vibration levels. Further to this the users and workers at the nearby Gosport & Stokes Bay Golf Club and MoD Fort Monkton could be similarly impacted, but to a lesser extent due to proximity.

Ambient Air Quality

Impacts from construction activities, such as the release of dust and pollutants, and changes in emissions from increased vehicle movements on the highways network, including construction vehicles and queuing traffic, will potentially affect exposure to pollutants that could impact human health. The key pollutants are nitrogen dioxide (NO2) and particulate matter (PM).

Air quality effects predominantly relate to physical health outcomes that can change mortality rates and the burden of disease within the exposed population. This includes the onset of new health conditions or health related states, changes in existing health conditions and changes to day-to-day functioning. Poor environmental quality and increased exposure to traffic derived pollutants could increase the risk to physical health, including respiratory and gastrointestinal problems, and lower mental health outcomes. Those with existing issues would be more susceptible, noting the high incidence of existing conditions such as respiratory diseases within the study area.

The Air Quality Assessment for the Proposed Development considers the effects of air pollutant emissions from traffic using the adjacent road network, as well as emissions associated with the operation of the Proposed Development. The site is assessed as low risk with respect to

construction-phase dust and pollutant emissions. Taking this into account, and noting the proposal's alignment with relevant planning policy, air quality effects are assessed as not significant for the Proposed Development.

Ambient Noise

The construction phase for the expansion of the IRC has the potential to result in health impacts from changes in exposures to noise and vibration. Noise and vibration (unwanted sound and movement) from construction vehicles, construction plant, machinery and construction processes is a pathway for health effects relating to annoyance, sleep disturbance, cardiovascular and physiological effects, mental health and behavioural effects, including poor school performance by school children. Vibration impacts have the potential to also give rise to increased stress and anxiety and sleep disturbance.

This is particularly relevant to the study area given the close proximity of the residents and workers within the IRC and of residents along Fort Road alongside the workers and users of the Gosport & Stokes Bay Golf Club and MoD Fort Monckton.

A Noise Impact Assessment for the Proposed Development assessed noise levels to be relatively low with the predicted noise from the car park expected to be below both the existing ambient and background noise levels at the nearest noise-sensitive receptor. The assessment concluded that the impact from the expansion of the IRC is acceptable with no significant adverse effects anticipated at nearby dwellings and no resulting harm to residential amenity.

Sources of Pollution and Environmental Exposures

The construction activities of the Proposed Development will give rise to a range of other environmental exposures such as those relating to ground conditions, the water environment, odour, lighting, changes to views, wind and microclimate. Exposure effects are strongly linked to proximity, with the greatest effects expected for those close to the construction activities. Construction effects are considered as a single health issue due to the interrelated nature of both the exposures and the potential physical and mental health outcomes.

Risk of Injuries and Death

The introduction of construction activities and the introduction of construction compounds and construction sites will increase the risk of injuries and death for the general public and construction workers. The introduction of construction traffic, changes to traffic levels, increased conflict between different modes, and an unawareness of altered traffic movements could potentially increase the risk of injury and death from road traffic accidents.

In addition, unfamiliar layouts, and changes to surfacing, and impacts on water flow paths etc. could increase the risk of injury from slips and trips. The nature of the health effects (injury or death) means that a single accident or incident has the potential to influence health across short, medium and long-term timescales.

Characteristics of the Transport Network

The Proposed Development may affect people's health through changes in access and accessibility, road conditions and vehicle numbers. For example, altering the route of the English Coastal Path, the introduction of construction traffic and traffic management measures have the potential to cause temporary disruptions, changes to access, changes to travel patterns, journey quality and reliability, and/or result in inconvenience. This could have particular impacts on elderly and mobility impaired

residents, and the other vulnerable groups identified in the baseline, who require safe and easy access. In relation to the Proposed Development, there are no permanent changes to the transport network and therefore no direct increases in levels of illness or changes to people's health, rather the effects are most likely in terms of disruption or temporary changes to everyday movement patterns.

Community Assets Supporting Human Health

For nearby services and facilities, continuity will generally be maintained; however, construction activities and associated traffic management during the expansion of the IRC is likely to result in some temporary disruptions to the way services are accessed. These disruptions may include increased traffic and occasional congestion on local roads, short-term changes to access routes or entry points for residents, staff and visitors, and elevated noise and vibration levels in the vicinity of the site. Local businesses and community services may also experience minor interruptions due to these changes.

The introduction of a non-home-based construction workforce can increase demand for certain public services and may require service providers to adapt their response, particularly at the peak of construction activity. However, for the Proposed Development, the non-home-based workforce is expected to be relatively small in the context of the wider permanent and temporary workforces in this edge-of-city centre location, and most of these workers are anticipated to reside outside the local area. As a result, any additional pressure on local services is expected to be limited and manageable.

5.2.2 Operational Phase

There are minimal health impacts on the local population once the expansion of the Haslar IRC has been completed. The following have been considered to ensure a complete assessment.

Local Healthcare Facilities

Primary healthcare provision for the IRC will be delivered on-site within the existing refurbished medical facilities and will be sufficient to accommodate the full population of up to 600 residents. An additional new single-storey Care and Separation Unit (CASU) will be provided as part of the Proposed Development to deliver additional, specialist services for those residents who require further care and/or separation from the main site population.

Healthcare services at the IRC are commissioned by NHS England, which has confirmed that provision will be delivered to a standard at least equivalent to that available within the community and will not place any additional pressure on local primary healthcare services. Emergency care will continue to be provided by Gosport War Memorial Hospital. On this basis, the existing and proposed medical facilities, operating in partnership with NHS England, are expected to be capable of meeting any additional healthcare needs arising from the expanded IRC population.

Local Population Health Impacts

There may be some effects on the health and wellbeing of the local population once the Haslar IRC becomes operational. These impacts are expected to be experienced primarily by local residents and IRC staff, as living close to or working within an IRC may be associated with heightened levels of stress. It is assumed that staff and IRC residents will have access to appropriate employer-provided mental health and wellbeing support to help mitigate any adverse effects arising from their working environment.

For people living near the IRC, any potential concerns can be mitigated through clear communication and community-facing measures, including the provision of a dedicated point of contact, regular

updates on site operations, and established channels for reporting issues. These measures are intended to maintain transparency, support community reassurance, and minimise any indirect effects on local residents.

5.3 Social Impacts

5.3.1 Construction Phase

There are clear opportunities for the expansion of the Haslar IRC to deliver positive and measurable social value through the construction of the additional accommodation block and associated support facilities. This will require the appointment of a Contractor to undertake the works, with all procurement responses subject to the United Kingdom's Central Government Social Value Policy and Cabinet Office Procurement Policy Note (PPN) 06/20, which mandates a minimum 10% weighting for social value in tender evaluations. The PPN introduces a model for embedding social value across government-procured goods, works and services, and the redevelopment of the IRC meets this threshold. In addition, the scheme aligns with Development Plan policy on employment and training, which encourages major development to support local job creation, apprenticeships and skills development through mechanisms such as Employment and Training Plans.

The Contractor will be required to implement a Social Value Action Plan. The Contractor will be required to deliver social value activities and measurable outcomes that align with the strategic priorities of the local area, specifically those of Gosport Borough Council, including community regeneration, skills and employment pathways, environmental improvement, and strengthening community cohesion, as well as the priorities of Hampshire County Council, which include sustainable economic growth, carbon reduction, improved public health, stronger communities, and support for vulnerable residents.

These commitments must also align with the Central Government's social value themes of tackling economic inequality, fighting climate change, equal opportunity, and wellbeing. Activities which sit within these themes include creating employment and training opportunities for the local community during the construction phase and supporting environmental awareness, protection and improvement through the delivery of the contract.

5.3.2 Operational Phase

The approach to social value established during the construction phase will continue during the operational phase, with the appointed operator expected to emphasise engagement with local employment and the use of local businesses within the supply chain. Beyond these ongoing commitments, the provision of additional IRC accommodation is anticipated to deliver wider social benefits to the local area. These include the creation of sustained employment opportunities and support for local economic activity. The expanded accommodation also supports national priorities for secure borders.

5.4 Wider Impacts

5.4.1 Construction Phase

There are no wider impacts considered during the construction period, as it is only anticipated to be 19 months long and therefore wider impacts will not come into effect.

5.4.2 Operational Phase

The following is a brief overview of the wider impacts caused by the redevelopment and expansion of the Haslar IRC for the local area.

[redacted]

Strain on Public Services: While the previous IRC at Haslar closed in 2015 following a range of operational challenges, the expansion of the facility may result in some additional demand on local emergency services, such as police. However, the outline planning application incorporates enhanced security measures and improved on-site facilities such as the refurbishment/replacement of the perimeter fences, erection of internal zonal fencing, which are expected to significantly reduce the likelihood and potential impact of such incidents, thereby helping to mitigate any strain on local public services.

Safety of local residents: A key concern for local residents is for their own personal safety. The Home Office released a factsheet stating that the site will be a secure IRC with robust physical security measures and appropriate security procedures in place to ensure the facility operates safely and securely with all services available on-site (including medical services). This should reduce the concern by local residents for their safety.

6. Conclusions

This impact assessment has considered the following study area, spatially defined as the Haslar IRC and the surrounding residential properties along Fort Road, the nearby Gosport & Stokes Bay Golf Club and MoD Fort Monckton. The impacts considered are social, economic, health and wider impacts. These impacts are incremental given the previous facility was open until 2016.

The baseline assessment, considering socio-economic and health indicators, uses Gosport Borough as the spatial area for assessment, have been assessed using data from several reliable sources including the ONS, NOMIS and the 2021 Census. This baseline is important in setting the context to the scale and significance of any estimated socio-economic and health effects generated by the expansion of the IRC through the construction and operational phases.

The approach adopted for this assessment is based upon professional experience and best practice, with a consideration of Her Majesty's Treasury (HMT) compliant technical guidance e.g. HCA's Employment Densities Guide and Additionality Guide 2014. Additionality assumptions were used across both the construction and operational phases as part of the Proposed Development.

The main socio-economic impact across the expansion of the IRC is employment creation. During the 19-month construction period, an estimated 275 Person Year Equivalent Gross Direct FTE will be created. Through assigning leakage, displacement and economic multipliers 341 PYE net additional jobs are considered to be created as a result of the construction phase. This represents a temporary boost to the local economy, although some construction-related disruption is anticipated during the expansion at Haslar IRC, particularly for workers and residents at the operational IRC and in the immediate vicinity, including residents on Fort Road and potentially entities nearby such as Gosport & Stokes Bay Golf Club and MoD Fort Monckton.

There are also an estimated 243 FTEs net additional to the local area created during the operational phase. These will be permanent roles across a wide range of functions and levels, including facilities management, security, administration and specialist support services once the expansion to Haslar IRC is operational. The recruitment and operational strategy is intended to maximise local employment opportunities and deliver sustained economic benefits.

The primary health impacts associated with the construction phase relate to those most directly affected, including workers and residents in refurbished IRC, as well as residents of Fort Road. While there may be temporary increases in noise and changes in air quality, these effects are expected to be limited. Additionally, as with any major construction project, there is a potential risk of accidents or injuries involving workers, residents, or members of the public in the vicinity. However, these risks are carefully managed through robust Contractor health and safety protocols, which are designed to minimise the likelihood and severity of such incidents. Overall, with appropriate mitigation measures in place such as those outlined in the OEMP, the health impacts are anticipated to be minor and well controlled.

Finally, the expansion of Haslar IRC accommodation presents an opportunity to deliver meaningful and lasting social value to the local community. During the construction phase, the appointed Contractor will be required to implement a Social Value Action Plan, which is expected to generate positive outcomes such as local employment, apprenticeships and training opportunities, thereby supporting economic inclusion and skills development within the area. Once operational, the additional accommodation will provide further social benefits by creating long-term employment for local residents in a range of roles, supporting local businesses through the procurement of goods and services, and increasing demand for local amenities.



Furthermore, the enhanced capacity will enable the Home Office to manage removals more effectively, supporting national priorities for secure borders and safer communities. Overall, the expansion of Haslar IRC is intended not only to meet operational requirements but also to contribute positively to the social and economic fabric of the local area.

7. Glossary and Acronyms

Table 7-1 lists the acronyms used in the above report.

Table 7-1 – Local Community Impact Assessment Acronyms

AQMA	Air Quality Management Areas
CPO	Compulsory Purchase Order
FTE	Full Time Equivalent
GVA	Gross Value Added
HCA	Homes and Community Agency
HEqIA	Health and Equalities Impact Assessment
HGVs	Heavy Goods Vehicles
HLE	Healthy Life Expectancy
HMT	His Majesty's Treasury
IMD	Index of Multiple Deprivation
IRC	Immigration Removal Centre
fLSOAs	Lower-layer Super Output Areas
LURB	Levelling Up and Regeneration Bill
NHS	National Health Service
NO2	Nitrogen Dioxide
NPPF	National Planning Policy Framework
NTRG	National Tactical Response Group
OEMP	Outline Environmental Management Plan
ONS	Office for National Statistics
OSP	Operations Service Provider
PHE	Public Health England
PM	Particulate Matter
PPN	Procurement Policy Notice
PYE	Person Year Equivalent
RIBA	Royal Institute of British Architects
R&D	Research and Development

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AtkinsRéalis

[redacted]
AtkinsRéalis UK Limited
2 Chamberline Square
Birmingham
B3 3AX

Tel: +44 (0)20 7121 2000
Fax: +44 (0)20 7121 2111

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