

require an active commercial frontage facing the main shopping street (see Policy C1).

Policy E2: Skills

POLICY E2: SKILLS

- 1. The Council will require employment and training measures as part of proposals for the following major employment generating developments:**
 - a) retail, leisure and office development greater than 1,000 sqm (gross);**
 - b) industrial development greater than 2,000 sqm (gross);**
 - c) warehouse development greater than 4,000 sqm (gross);**
 - d) residential schemes of 40 or more dwellings; and**
 - e) any other development likely to generate 50 full time equivalent jobs or more.**
- 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 E2

7.34 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 Gosport Infrastructure and Investment Plan (LEP 2019) (GIIP) recognised that the Borough's uncompetitive resident skills position could undermine Gosport's ability to deliver transformative economic growth and change. It proposes a number of key actions:

- provision of higher education facility/facilities within the Borough;
- dedicated marine and maritime skills centre/training academy, potentially linked to existing institutions; and
- dedicated hospitality skills centre/training academy.

7.35 It recognises there needs to be proactive action to develop resident skills in key growth areas for Gosport, enhancing the Borough's competitiveness as a global marine hub and maritime cluster, and more generally as an attractive and viable place to start and grow a business. This is necessary to develop a World Class Centre of Excellence for sailing and yacht technology

and engineering. The report recognises the opportunities to develop such facilities on key sites in the Borough such as at Daedalus, Blockhouse and Sultan.

- 7.36 The former Solent LEP recognised that the sub-region needs to have a sufficiently trained workforce to achieve higher levels of productivity. The 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.
- 7.37 It is recognised that there are numerous barriers for residents to overcome 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 wellbeing. 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.
- 7.38 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.
- 7.39 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 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.
- 7.40 The Council recognises that initiatives will need to:
- Meet the anticipated growth in demand for workers with qualifications of NVQ Level 2 and above²⁵⁰;
 - 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;

²⁵⁰ www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels

- Address skill shortages in priority sectors (e.g. marine); and
- Assist in retaining people in employment and encourage progression.

7.41 There are a range of organisations which 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 Centre²⁵¹; the significant training and education role undertaken by MoD establishments particularly at HMS Sultan; as well as a range of private training providers across a number of industries. Gosport is also a nationally important centre for sail training including: Clipper Round the World Sailing (based at Gosport Marina); Joint Services Adventurous Sail Training Centre (JSASTC) at Blockhouse; Sea Cadets; The Association of Sail Training Organisation; and numerous clubs, charities and companies offering sail training and other watersport training.

Securing training opportunities as part of new development (Point 1 of Policy E2)

7.42 Where appropriate the Council will negotiate with a developer to secure training opportunities as part of the development of a site. The Council has produced its own practice guide outlining the process for securing training and employment in relation to major development which relate to local priorities²⁵². Key measures the Council will seek to secure where appropriate include:

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

7.43 This policy applies to major employment generating developments including retail, leisure and office development greater than 1,000 sqm; industrial development greater than 2,000 sqm; warehouse development greater than

²⁵¹ Which is a joint initiative between the Wheatsheaf Trust and Gosport Borough Council.

²⁵² See GBC practice guidance: www.gosport.gov.uk/article/1220/Pre-application-advice

4,000 sqm (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 dwellings²⁵³.

- 7.44 Measures will be negotiated so they are 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 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.
- 7.45 For residential developments of 40 or more dwellings the 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 development.

Existing and new premises for training purposes (Points 2 and 3 of Policy E2)

- 7.46 It is important for the 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.
- 7.47 The Borough has a strong tradition for training the British Armed Forces which is still the primary function of HMS Sultan and creates a significant number of jobs in its own right. However the contraction of the MoD presence in the Borough and uncertainties regarding the future training function at the base could potentially reduce this role. It is important that significant training assets including specialist facilities such as the Diving Tank at Blockhouse (see Policy RA6) and specialist engineering facilities at HMS Sultan (see Policy RA9) are retained unless it can be demonstrated that they are no longer required by alternative training providers.
- 7.48 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.
- 7.49 The Daedalus site (see Policy RA10), 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 Haslar Hospital, particularly

²⁵³ See GBC practice guidance for further explanation of how these thresholds were derived.

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.

- 7.50 Similarly it is important to recognise the importance of the contribution of sail training to the local economy and therefore important to protect key features of this sector (see also Policy D3). Gosport's existing sail training offer also has significant potential to expand (for instance on key sites such as Blockhouse, Royal Clarence Yard and Victoria Quays, Haslar Gunboat Sheds and Yard) and attract further investment into the Borough by companies and visitors. Any additional training sites will be permitted provided they accord with the other Local Plan policies.

Policy E3: Tourism

POLICY E3: 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. Planning permission will be granted for appropriate tourism and visitor economy proposals in the following locations:**
 - a) within the Regeneration Areas in accordance with Policies RA1-RA10;**
 - b) within other sites allocated for leisure uses including the Gosport Leisure Park in accordance with Policy A4;**
 - c) appropriate proposals to improve and complement existing tourism and visitor attractions and facilities in accordance with other policies in the Local Plan.**

Outside of these areas proposals will need to accord with the sequential test as outlined in the NPPF.

- 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 E3

- 7.51 The tourism industry in Gosport Borough is a significant economic sector, with over 1.4 million visitors a year in 2018 contributing £85.5 million to the