

Employment and Skills Plan

**Land South of Hempsted Lane,
Gloucester**



March 2020

Policy B1 of the Pre-Submission Gloucester City Plan 2021-2031 requires the submission of an Employment and Skills Plan for all planning applications which seek permission for more than 10 dwellings.

Whilst Gladman has no objection to the principle of the preparation of such a plan, it is considered that this would be best done at the Reserved Matters stage. Gladman assists in the delivery of housing development sites through the initial stages of outline application and subsequent approval.

Following the grant of outline planning permission, the site will be marketed and sold to one, or a number of, housebuilders. The housebuilder/s will then progress discussions involving the site's construction and detailed plans for housing completions further through the submission of required Reserved Matters applications. Therefore, with this background in mind, Gladman contend that it is more appropriate for employment and skill plan discussions regarding the Land South of Hempsted Lane site to be carried out once this scheme has progressed to Reserved Matters discussions.

Many housebuilding and construction firms that Gladman approach regarding the acquisition of successfully approved sites are equipped with mandatory training programmes, with future employment and skills for the area taken into account during these programmes' creation. Therefore, the production of any formal documentation that Gloucester City Council may require in terms of the broad scope of potential employment and skill offering related to the Land South of Hempsted Lane site could be easily provided by the eventual applicant on the Reserved Matters application for this site. Gladman is also not averse to this being ensured through a planning condition attached to this outline stage application.