

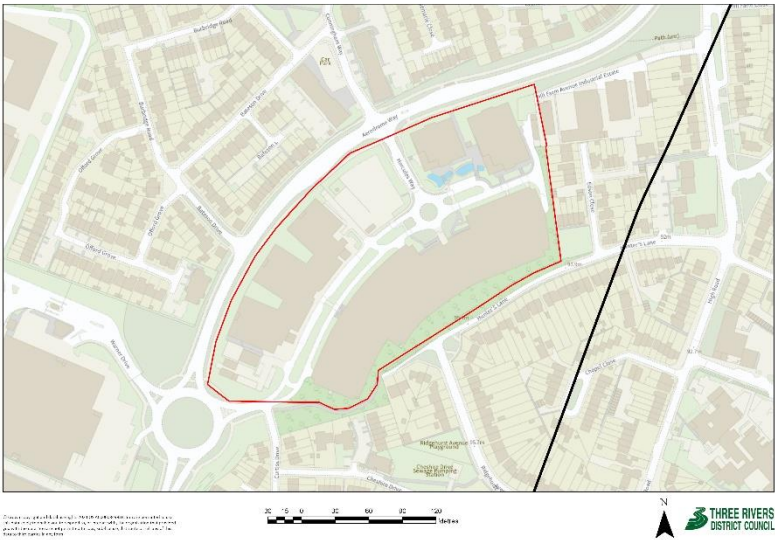
Employment

- 1.1 In order to maintain and improve the economic performance of the District, it is important to make provision for future employment and economic development alongside housing growth and protection of the environment. Economic development includes development within the office uses, industry and warehousing uses, public and community uses, leisure and tourism uses and main town centre uses. It also includes any other development which provides employment opportunities, generates wealth or produces or generates an economic output or product.
- 1.2 The South West Herts Economic Study (2024) has been used to inform the requirements for land or floorspace for economic development over the plan period. This report provides an update to the South West Herts Economic Study (2019). The need for this update was identified as a result of the Covid pandemic in 2020-21 which had a significant impact on the economy and commercial property market in the region. The Study recognises the important role of the existing employment centres which are protected through an Article 4 Direction. It does not identify need for new office space during the Plan period and any demand forthcoming is expected to be met by existing employment centres such as Croxley Park. Therefore, there is a need to safeguard existing employment allocations and to allocate further land to meet future need for employment floorspace.
- 1.3 In terms of industrial and warehousing space there is a total requirement for 622,400 sqm for Hertfordshire which will need to be planned for across the period. Meeting this need would require over 155 ha of land, however most of that need can be met outside Three Rivers. The spare capacity in the existing employment allocations Maple Cross/Maple Lodge employment site allocation (Site E(d) in the Site Allocations LDD) has now been committed (21/0573/FUL). This leaves a need of between two and three hectares of industrial and warehousing land to be planned for allocation.
- 1.4 Preferred Policy Option 7 in Part 1 of the local plan document seeks to safeguard allocated employment sites for business, industrial and storage or distribution uses whilst also focusing new employment provision on allocated employment sites through intensification and expansion where appropriate.
- 1.5 The potential employment allocations which are shown below would meet the requirements for office space over the plan period when combined with existing commitments at Croxley Park and Maple Cross/Maple Lodge. A further 2ha to 3ha industrial and warehousing space will need to be allocated in addition the potential allocations below.

Potential Employment Allocations

Site Ref.	CFS70a	Site	Croxley Business Park, Hatters Lane, Croxley Green	Size (ha):	0.4
				Current Use	Overflow car park (serving employment area)
				Proposed Use	Storage and distribution uses and office uses
				Green Belt	Yes. If allocated, the Green Belt boundary would have to be revised.
Comments The site is proposed as an extension to the existing employment site allocation (Croxley Business Park, Site E(a) in the Site Allocations LDD [adopted 2014]). The site has an existing outline permission for the construction of a storage and distribution building (18/0820/OUT). An 8 metre buffer distance between the main river (adjacent to the western boundary) and any development would be required and no development will be permitted on the area of the site in Flood Zone 3. Development would need to provide suitable mitigation to address surface water flood risk and groundwater flood risk on areas of the site as well as taking account of protected trees on/adjacent to the site. The site is in Groundwater Source Protection Zone 1; a preliminary risk assessment to determine whether there is contamination of the site, and whether remediation works would be needed, would be required at the pre-application stage to support any proposals on the site.					

Site Ref.	CFS70b	Site	Croxley Business Park, Hatters Lane, Croxley Green	Size (ha):	0.4
				Current Use	Grassland, compost area, hardstanding
				Proposed Use	Ancillary space to Croxley Green Business Park
				Green Belt	Yes. If allocated, the Green Belt boundary would have to be revised.
Comments The site is proposed as an extension to the existing employment site allocation (Croxley Business Park, Site E(a) in the Site Allocations LDD [adopted 2014]). The site has an existing permission for leisure use to support Croxley Business Park (18/1415/FUL). An 8 metre buffer distance between the main river (adjacent to the eastern boundary) and any development would be required and no development will be permitted on the area of the site in Flood Zone 3b. Development would need to provide suitable mitigation to address surface water flood risk and groundwater flood risk impacting the site. The site is adjacent to a Site of Special Scientific Interest and Local Nature Reserve (Croxley Common Moor) and measures to avoid adverse impacts and enhance biodiversity would need to be provided. The site is in Groundwater Source Protection Zone 1; a preliminary risk assessment to determine whether there is contamination of the site, and whether remediation works would be needed, would be required at the pre-application stage to support any proposals on the site.					

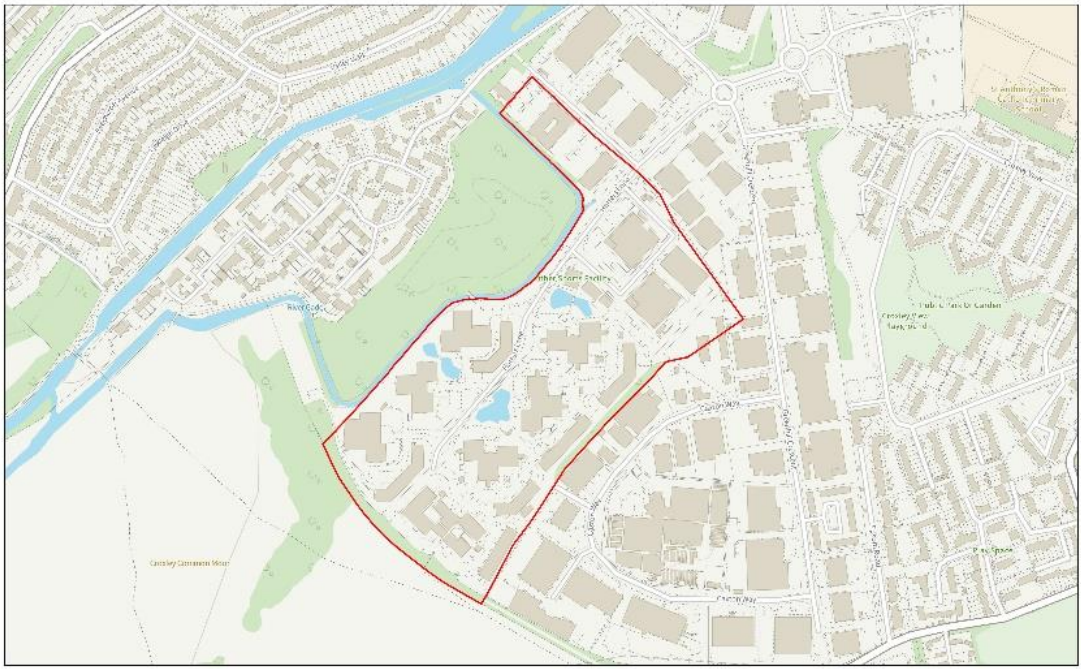
Site Ref.	E(f)	Site	Leavesden Park	Size (ha):	5.3
				Current Use	Offices
				Proposed Use	Offices
				Green Belt	No
Comments An Article 4 Direction has been made by the Secretary of State to remove permitted development rights regarding the change of use from class E use (Commercial, Business and Service uses) to C3 use (dwellinghouses). Leavesden Park is an employment hub created as part of the Leavesden aerodrome redevelopment. The site comprises Leavesden Studios, now owned by Warner Brothers, together with MEPC's Leavesden Park office development. The site supports strategic activities relating to the creative industries sector and the planned investment will enable an enhanced role. The area is protected through Article 4 Direction that came into effect in March 2024. The site is connected to the strategic road network, with access from M25 Junction 19 (restricted) and Junction 20 via the A41, however access by public transport is limited. Any redevelopment should consider impact on nearby residential neighbourhoods including enhanced biodiversity measures.					

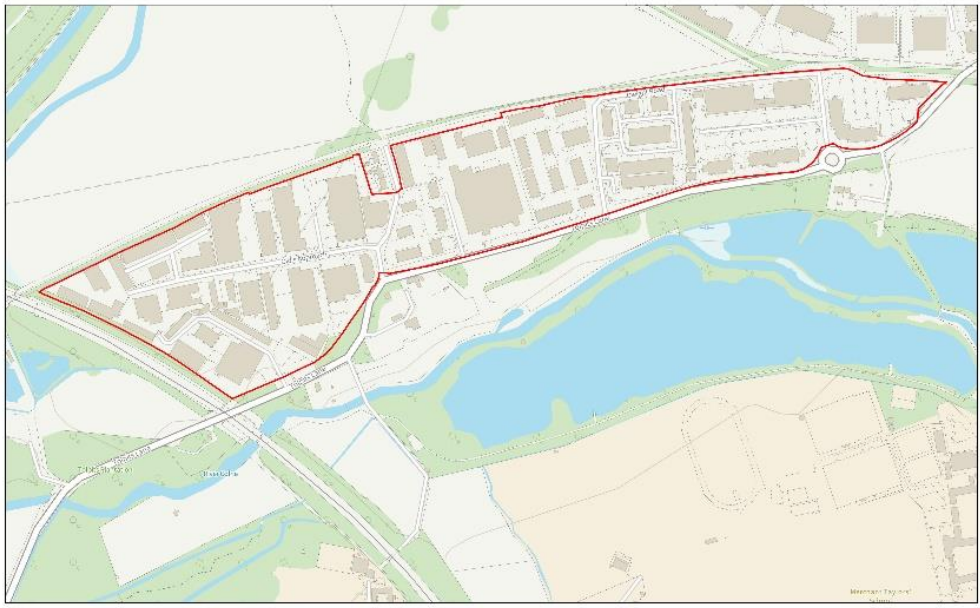
Potential Allocation to be removed

Site Ref.	CFS32a	Site	Land at Lynsters Farm, East of Old Uxbridge Road, Maple Cross	Size (ha):	10.7
				Current Use	Residential dwelling, agricultural buildings, grassland
				Proposed Use	Industry and warehousing
				Green Belt	Yes. If allocated, the Green Belt boundary would have to be revised.
Comments Development would need to satisfactorily address the varied levels of risk of fluvial, surface water and groundwater flooding present across the site and suitable mitigation would need to be provided. A buffer distance from Flood Zone 3b (located to the south of the site) and any development would also be required. The site is in Groundwater Source Protection Zone 1; a preliminary risk assessment to determine whether there is contamination of the site, and whether remediation works would be needed, would be required at the pre-application stage to support any proposals on the site. Mitigation may also be required to ensure acceptability of the development in terms of odour exposure and amenity of future occupants due to the proximity of Maple Lodge Sewage Treatment Works to the north-east of the site. Development should not adversely impact on the continued operation of the operational waste site at Maple Lodge Sewage Treatment Works. A detailed heritage impact assessment and an archaeological assessment would be required prior to any development in order to protect and mitigate any potential adverse impacts to heritage assets. Development would need to take account of protected trees within the site and due to the adjacent Local Wildlife(s) and Local Nature Reserve, measures to avoid adverse impacts and enhance biodiversity would need to be provided. It should be noted that the whole of the site is not proposed for development and retention of the Grade II Listed building on the site would be required.					

Existing Employment Allocations

There are several existing employment allocations in the District which were allocated in the Site Allocations LDD (adopted 2014) and have remaining capacity for employment use. These sites will be carried forward into the new Local Plan.

Site Ref.	E(a)	Site	Croxley Business Park	Size (ha) Allocation Use	15.2 Employment
					

Site Ref.	E(b)	Site	Tolpits Lane	Size (ha) Allocation Use	22.2 Employment
					

Site Ref.	E(d)	Site	Maple Cross / Maple Lodge	Size (ha)	9
				Allocation Use	Employment

Site Ref.	E(e)	Site	Kings Langley Employment Area	Size (ha)	15.5
				Allocation Use	Mixed use – Individual employment sites within the broad area have not been specifically identified.