

Tamworth Borough Council

Employment Land Review

Stage 1: Assessment of existing employment land situation

And

Stage 3: Identification of Suitable Portfolio of Employment Land for the future

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Introduction

In accordance with guidance Local Planning Authorities are required to undertake a regular review of existing employment land and future development land to establish both the continued suitability of sites for employment development and to ensure the continuing supply of readily available and attractive sites. This forms part of the evidence base to assist in the production of the Core Strategy.

This is the second version of the Employment Land Review (ELR) and provides an update to the previous ELR completed in November 2009. This update, whilst following the guidance note on Employment Land Reviews (DCLG, 2004) also has regard to Planning Policy Statement 4: Planning for Sustainable Economic Development.

The study is set out into 3 sections; it provides an assessment of the existing employment land situation, examines how much land may be required for the future (using work carried out on behalf of Tamworth Borough Council by Staffordshire County Council) and identifies a portfolio of sites for the future.

Policy Context

National Planning Policy

Planning Policy Statement 4, Planning for Sustainable Economic Growth (2009)

Policy EC1 sets out requirements for local planning authorities to use evidence to plan positively. As part of this process, policy EC1.3 sets out that the evidence base should:

- a. Be informed by regional assessments
- b. Assess the detailed need for land or floorspace for economic development, including for all main town centre uses over the plan period
- c. Identify any deficiencies in the provision of local convenience shopping and other facilities which serve people's day-to-day needs
- d. Assess the existing and future supply of land available for economic development, ensuring that existing site allocations for economic development are reassessed against the policies in PPS4, particularly if they are for single or restricted uses. Where possible, any reviews of land available for economic development should be undertaken at the same time as, or combined with, strategic housing land availability assessments

- e. Assess the capacity of existing centres to accommodate new town centre development taking account of the role of centres in the hierarchy and identify centres in decline where change needs to be managed

It is important to note that this study focuses on employment land in relation to existing employment areas, therefore focusing on points b and d. Points c and e have been covered by the Retail study. This study simply assesses the existing employment land portfolio (existing available supply) for B1, B2 and B8 uses and compares this to an assessment of the Boroughs future requirements (demand). This will be submitted alongside the Core Strategy as part of the evidence base supporting it.

Policy Context

West Midlands Regional Spatial Strategy (WMRSS)

The Coalition government stated its intention to abolish Regional Spatial Strategies and this was taken forward by the Localism Bill. However it is still important to consider the evidence which underpins the RSS in the context of overall requirements for Tamworth.

The Phase 2 Revision Draft identified a requirement for Tamworth Borough for a 14 ha rolling five year reservoir and an indicative long term requirement of 42 ha over the period 2006 to 2026.

The Panel Report identified that this requirement should be increased to provide 56 ha over the period 2006 to 2026. The report also made specific recommendation to Tamworth related to working with neighbouring authorities in that for Tamworth's reservoir and indicative long term requirement "part of the provision may need to be located in Lichfield and North Warwickshire Districts"

Local Plan

The Tamworth Local Plan 2001-2011 was adopted in July 2006. In November 2007, as a consequence of a high court challenge the allocated sites were removed. These consisted of the following sites amounting to 4 hectares in total:

- North of Bonehill Road 1 0.7 hectares
- Land off Magnus, Tame Valley Industrial Estate 0.4 hectares
- Land off Sandy Way 0.3 hectares
- Stonydelph (Retained Land) 2.6 hectares

In July 2009 certain policies within the Local Plan were saved, however as a result of the High Court challenge the following policies were removed;

- EMP1: Provision of Employment Land
- EMP2: Provision of Employment Land – Allocated Sites

The saved policies consist of:

- EMP3: Uses within Established Employment Areas. This policy highlights that within established employment areas
- EMP7: Working from Home

Furthermore EMP4 and EMP5 were removed as they are adequately covered by EMP3.

Economic Background

Employment Base

Tamworth's Employment base has developed from coal mining, textiles and heavy metal working. Manufacturing has been an important employment sector for Tamworth and has included agricultural machines, papermaking, aluminium ware and motor vehicles. The car maker Reliant produced cars in Tamworth until 1999.

However, in the mid to late 1990s Tamworth experienced job losses in a number of the Town's larger manufacturing firms including:

- Reliant Cars
- Britvic Soft Drinks
- Camlaw
- Darwell Engineering
- Doultons
- Tame Valley Alloys
- Newell Furnishings

This led to an economic restructuring of the Town's employment base with a shift from a manufacturing to service sector based economy.

Focusing on the economic structure as at 2006 (NOMIS), Tamworth Borough had 31,500 employee jobs, the third lowest number of employee jobs of the eight districts councils in Staffordshire. However when focusing on these figures relative to working age population, the position is more favourable, at 2006 Tamworth had a working age population of 48,400, 0.65 jobs

per resident of working age this is comparable to Lichfield with a working age population of 58,400 and 37,000 employee jobs, 0.63 jobs per resident. Tamworth Borough has grown modestly in terms of jobs with an additional 800 jobs in the District between 2001 and 2006, which equates to a 2.6% increase. This is similar to an increase of 2.5% but lower than a 5.7% increase in Staffordshire as a whole.

Focusing on sector based trends over the same period, the most significant changes are in the banking, finance and insurance sector, transport and communications, construction and manufacturing sectors. The banking, finance and insurance sector has the highest number of employee jobs in the Borough with 8,200 jobs representing 25.9% of the total jobs, significantly higher than the average for Staffordshire (14.9%), the West Midlands (17.8%) and Great Britain, between 2001 and 2006 this increased significantly by 2,200 jobs, 34%.

The manufacturing sector has declined by 34%, with a reduction of 2,300 jobs. This sector accounts 14.3% of the total which is slightly lower than the average for Staffordshire (15.6%) and the West Midlands (14.7%) but above the UK average (10.9%).

The transport and communications sector has increased by 19% and accounts for 8.0% of jobs and the construction sector has increased by 57% accounting for 7.1% of all jobs.

In addition there has been a slight decline in the distribution, hotels and restaurants (-200 jobs, 2.4%) which now accounts for 25.6% of all jobs, and public administration education and health sectors (-200 jobs, 4%) which accounts for 14.5% of all jobs. This sector is significantly under represented compared to Staffordshire (25.9%), the West Midlands (26.6%) and the UK average (26.9%).

Employment Rates

Focusing on current unemployment rates (Staffordshire Economic Bulletin, August 2011), relative to Staffordshire and specifically Tamworth at August 2011. Tamworth has the second highest level of Job Seekers Allowance (JSA) claimants in Staffordshire at 3.7% second to Cannock Chase at 4.0%. However there is evidence across Staffordshire that these trends are fluctuating on a monthly basis highlighting a particularly volatile economy during the current economic downturn which is not necessarily an indication of the long term situation.

Transport Links

Tamworth's transportation links are excellent, as it is located close to the M6 Toll Road, Junction 10 of the M42, the A38 and A5, with a 25 minute road journey to Birmingham. Tamworth Railway

Station is positioned on the West Coast Main Line and the Cross Country route. Services run to nearby Lichfield Trent Valley and direct to London, Crewe, the North and local stations to Birmingham. These operate frequently within the day, promoting access to Tamworth.

Improvements through the West Coast Mainlines' Modernisation Programme have been completed, reducing journey times and increasing the number of passengers and freight capacity through Tamworth.

In addition, Tamworth is situated within close proximity to two airports, Birmingham International, (Solihull) and East Midlands, (Nottingham), both of which serve Europe and intercontinental routes as well as holiday destinations.

Tamworth's accessible location by road, rail and air connections makes the Town a viable and therefore, important location for business development. Tamworth's proximity to major population centres and the East and West Midlands transport infrastructure opens up local, national and international business markets. In particular the M6 Toll road represents a significant development opportunity for Tamworth as well as the M42.

Commuting Patterns

The following information comes from the Staffordshire Journey to Work analysis based on 2001 Census:

- Tamworth has a significantly smaller workforce compared with number of employed residents living in the town
- Tamworth has very strong linkages with North Warwickshire and Lichfield District, but the strongest linkage is between the Borough and Birmingham, with a third of residents that travel out from the Borough for work purpose commuting to Birmingham
- Of all the Districts in the County, Tamworth has the lowest percentage of residents working from home in the County with 7.5% of employed residents working from home
- In total 20% of employed residents living in Tamworth travel in excess of 20km to work, this is the second highest proportion in the County. Therefore out-commuting is an issue for Tamworth.
- In terms of transport modes (ONS, 2001), the car is the dominant mode of transport with 72.1%, 7.3% use public transport (5.8% bus and 1.5% train) and 11% use 'green' modes (8.2% walk and 2.8% bicycle). This is demonstrated in Table 1 below, showing the travel to work patterns of Tamworth residents.

Table 1 Travel to Work Patterns

Work mainly from home	7.5%
Train	1.5%
Bus	5.8%
Motorcycle	1.1%
Car (as driver or passenger)	72.1%
Taxi	0.8%
Bicycle	2.8%
Walk	8.2%
Other	0.2%

Source: 2001 Census, ONS

Stage 1: Assessment of existing employment land situation

This review of employment land within Tamworth Borough has been undertaken using current monitoring data, an assessment of existing sites with planning permission and a comprehensive update of established employment areas as outlined in the Tamworth Local Plan.

New Land Available for Development

Table 2, the 2010-2011 'Availability of Employment Land' shows requirements against the RSS requirements. Location maps of the sites included in the table are located in Appendix 1.

Table 2 Employment Land Availability

RSS Phase 2 Revision Preferred Option requirement, 1 April 2006 - 31 March 2026	42 ha
Completions, 1 April 2006 - 31 March 2010	1.55 ha
New Completions , 1 April 2010 - 31 March 2011	0
Redevelopment Completions, 1 April 2010 - 31 March 2011	0
Under Construction, New Employment (position as at 31 March 2011)	0.89 ha
Under Construction, Redevelopment (position as at 31 March 2011)	0.08 ha
New Employment Land Commitments (position as at 31 March 2011)	14.17 ha
Redevelopment Commitments (position as at 31 March 2011)	0.69 ha
Local Plan Allocation Sites (excluding those with planning permission, under construction and completed)	0
Total Provision	17.38 ha

In terms of available employment land, the table shows that within Tamworth there is currently 14.86 hectares of additional employment land available, this has declined as a consequence of a substantial site (Land South of the A5-9.7 ha) lapsing. Alongside sites completed and under-construction, the total provision of readily available employment land in accordance with the RSS (since 2006) is 17.38 ha. Therefore there is sufficient supply in terms of the rolling five year reservoir requirement, but a significant undersupply of 24.62 ha of employment land to be found within the Borough based on the requirement of 42 ha (as at July 2009).

Focusing on Local Plan sites, the table gives reference to a high court challenge in November 2007. Prior to their removal, the Local Plan sites amounted to 4 hectares.

In order to address the shortfall in identified long term employment land requirement a review of existing employment land is required and an assessment of the need for redeveloped employment land and new employment land. As part of this process a comprehensive assessment of the current employment areas has been carried out. This was based on site visits carried out during June 2011. The assessment of market supply and demand was based on current data and interviews with the main letting agents who operate in the Borough.

Existing Employment Areas Profile

Methodology

The data was collected through site visits in mid 2011 carried out by members of the Development Plan and Economic Development Team and updates the previous date collected in 2009.

The methodology followed the same approach as in 2009; during the site visits the use class of units was collected through visual assessment and discussion with site managers. This information was used to update the employment area database. Furthermore, an overall quality assessment was carried out as per the Planning Guidance on Employment Land Reviews¹. This report is set out to reflect the 'clusters' of industrial estates that are located throughout the Borough.

The unit's size was derived from GIS therefore reflecting the floor space of the unit at ground level rather than the gross or net floors space for the units as a whole.

¹ Employment Land Reviews Guidance Note (DCLG 2004, page 56)

When analysing types and quantity of commercial property in Tamworth, and occupancy rates, we have broken this down into 4 separate size categories.

- 0-300 sqm
- 301-3000 sqm
- 3001-9000 sqm
- 9001 sqm and above

These categories are based on those used by Staffordshire's inward investment agency Invest Stoke and Staffordshire, and also replicates patterns of enquiries received from smaller locally based business to larger national organisations.

Furthermore the quality assessment, carried out on site is outlined in Appendix 2. It is based on criteria set out in Planning Guidance on Employment Land reviews (DCLG, 2004, p. 56) and assesses the following in order to assist in evaluating employment area performance and redevelopment potential:

- Strategic Access
- Site prominence (signage)
- Local Amenities
- Character of Area
- Environmental Quality
- Security

The Market viewpoint is derived from discussions with letting agents responsible for a large proportion of the employment areas in Tamworth.

Overall Situation

There are 11 Employment Areas in the Borough of Tamworth, listed as follows;

- Tame Valley Employment area
- Lichfield Road Employment area
- Amington Employment area
- Bonehill Road Employment area
- Cardinal Point Employment area
- Kettlebrook Employment area
- Beauchamp Employment area
- Two Gates Trading area

- Hedging Lane Employment area
- Relay Park (incorporating Relay Point)
- Centurion Park Employment area

Appendix 3 shows the locations of all 11 Employment areas in the Borough of Tamworth.

There are 3 further employment areas located outside Tamworth's boundary that contribute to Tamworth's employment market

- Riverside Industrial Estate, Fazeley
- Drayton Manor Business Park
- Birch Coppice Business Park

Tamworth Borough Employment Area –Overall Analysis

The following section provides an overall analysis of Tamworth Boroughs Employment Area.

Land Use

The following graphs show the use class for Tamworth Employment Areas. Based on both floorspace and the number of units, the predominant use class is B2 (49% and 53%). There is some variation between B1 and B8 in terms of floorspace and number of units. In terms of floorspace, B8 accounts for 26% and B1 19%. This pattern reverses for the number of units, 24% B1 compared to 10% B8. This pattern is not surprising given the considerably greater land requirement for B8 uses compared to B1.

Figure 1

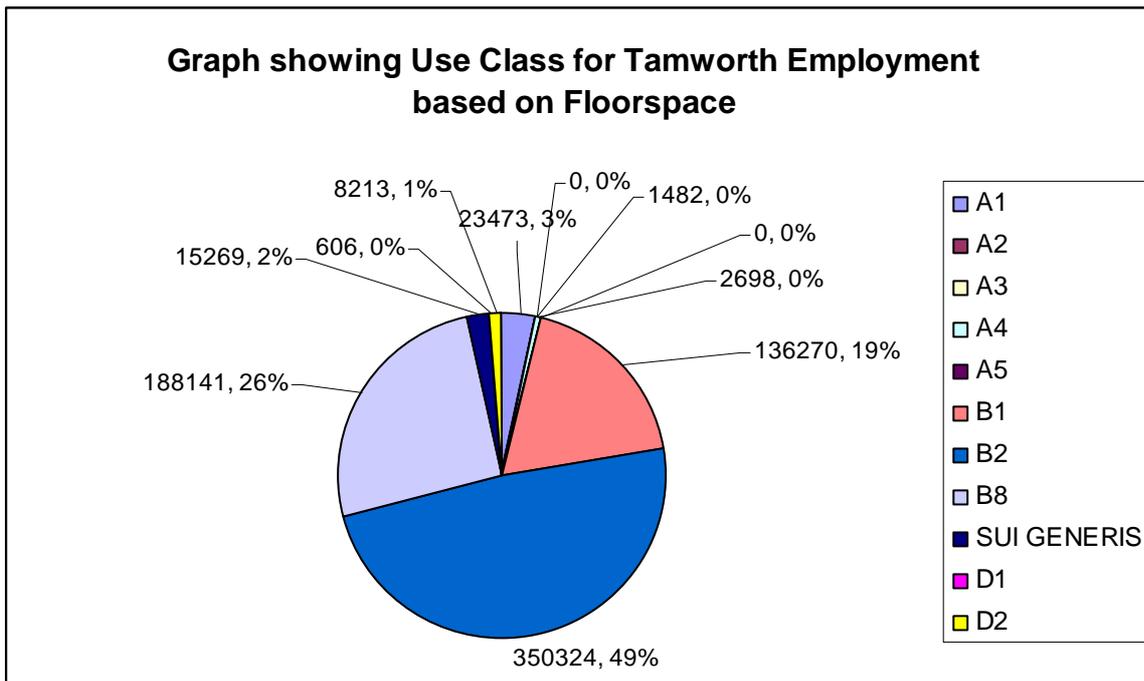
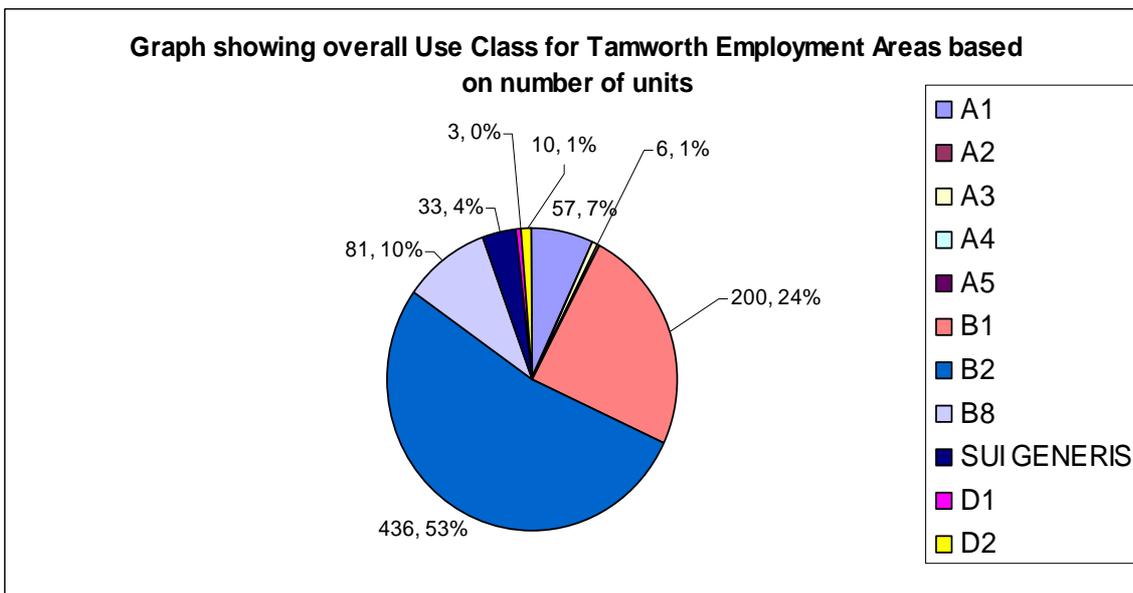


Figure 2



Unit Mix

Table 3 outlines the Unit mix for employment areas in Tamworth. There is a dominance of small and medium unit with 60% of the stock made up of units of 300 sqm or less, essentially starter units. 35% of the stock is made up of small to medium sized premises between 300 and 3000 sqm. There is far less stock of large units with less than 5% of the stock over 3001 sqm.

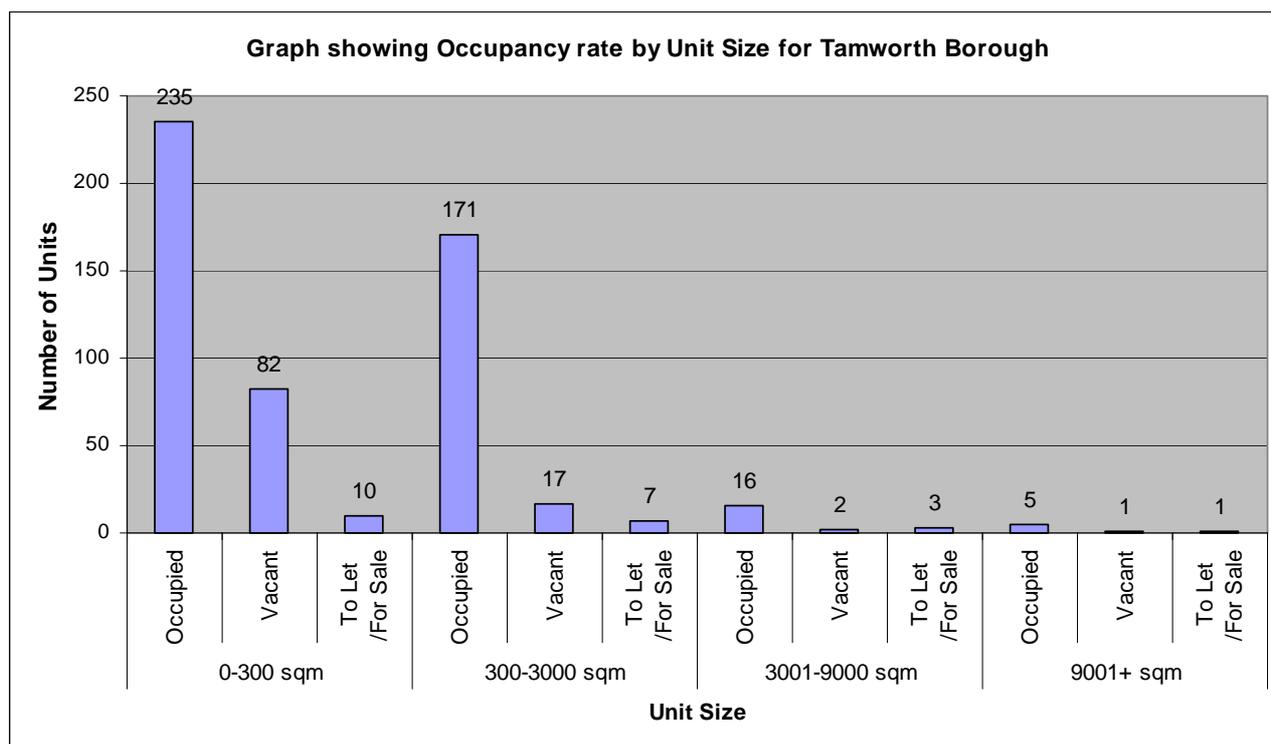
Table 3 Unit Mix for all employment areas

Unit Size (sqm)	Number of Units
0-300	492
300-3000	195
3001-9000	21
9001+	12

Occupancy

Based on assessments made during site visits, Tamworth's employment areas have an overall occupancy rate of 82%. 10% of units were vacant or currently 'inactive' with 8% of units For Sale or available To Let, a slight rise (1%) in vacancy from 2009.

Figure 3



Individual Employment Area Analysis

The following section provides analysis of each of the employment areas. Appendix 4 contains maps of the employment areas.

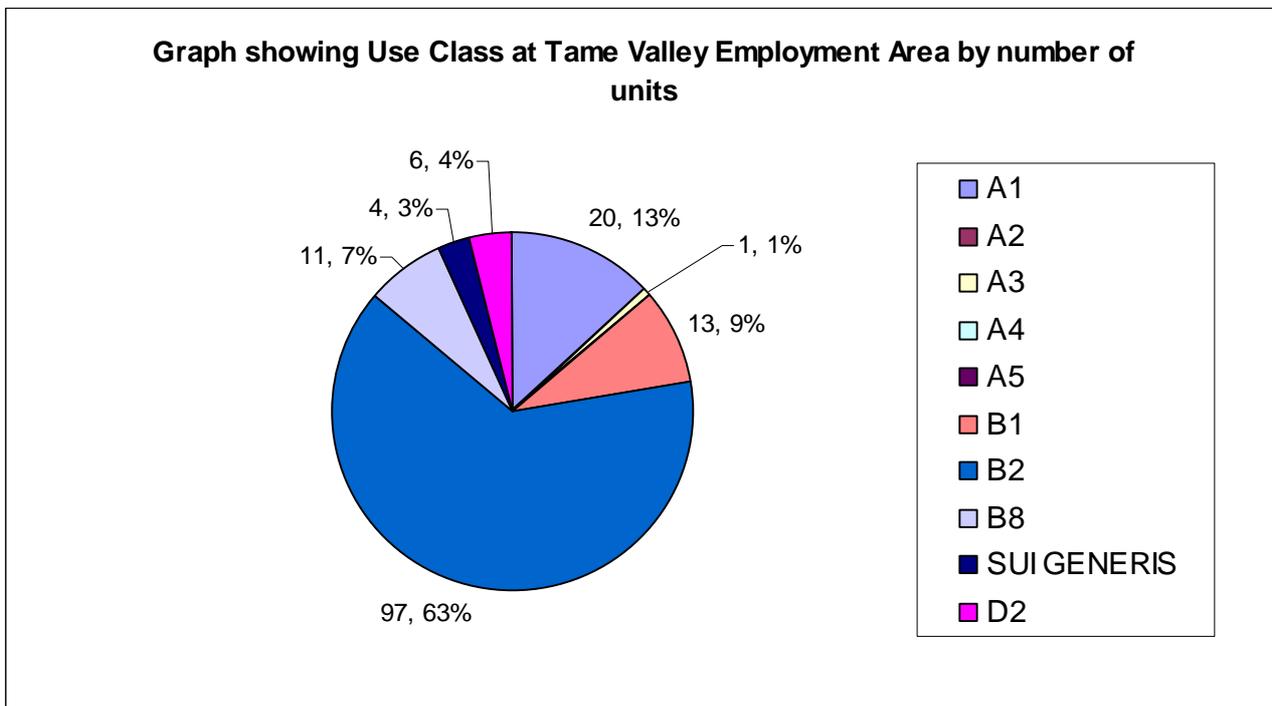
Tame Valley Employment Area

Tame Valley Employment Area is the third largest in Tamworth Borough at 30.01 hectares in size and 152 units which occupy a number of smaller 'sub-estates'. It is located towards the South of the Borough, located South of Watling Street, bordered by Ninian way to the East and the Birmingham to Nottingham train line to the West.

Land Use

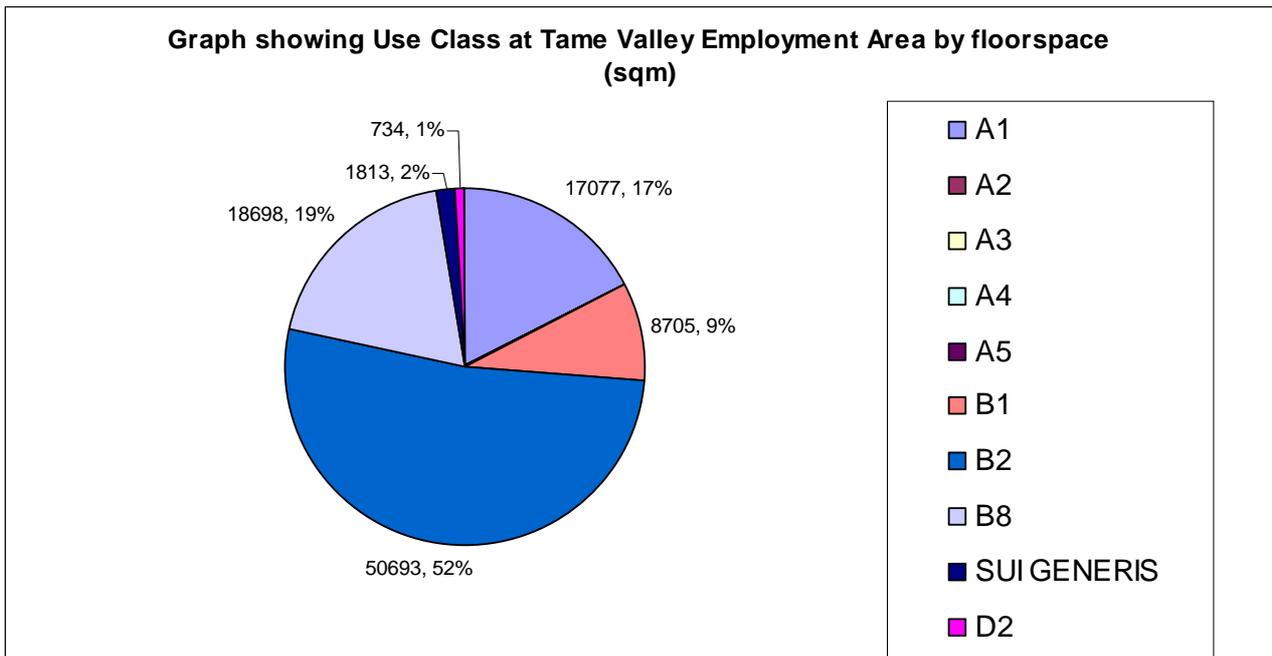
The most dominant form of use class at Tame Valley Employment Area is B2 with 97 units or 63% of all units within the site. The second largest number of units is within the A1 category with 20 units or 13% of the whole site. The layout of the site consists of small and medium units. This is shown in figure 4.

Figure 4



The size and layout of the units is an important feature of any Employment Area. Figure 5 shows the use classification by floorspace in square metres. The dominant use class in the employment area is B2, General Manufacturing, which accounts for 50% of all floorspace with 50,250sqm. B8 accounts for 20,354 or 20%, A1 accounts for 19% or 18,696sqm. The large amount of A1 retail space is attributed to the Co-op superstore which sits in the Middle of the site. Furthermore B1 (office) only accounts for 9% or 13sqm.

Figure 5



Tame Valley's Employment Area is made up of mainly small and medium sized units. Table 4 below shows the size and frequency of the units.

Table 4 Unit Mix for Tame Valley Employment Area

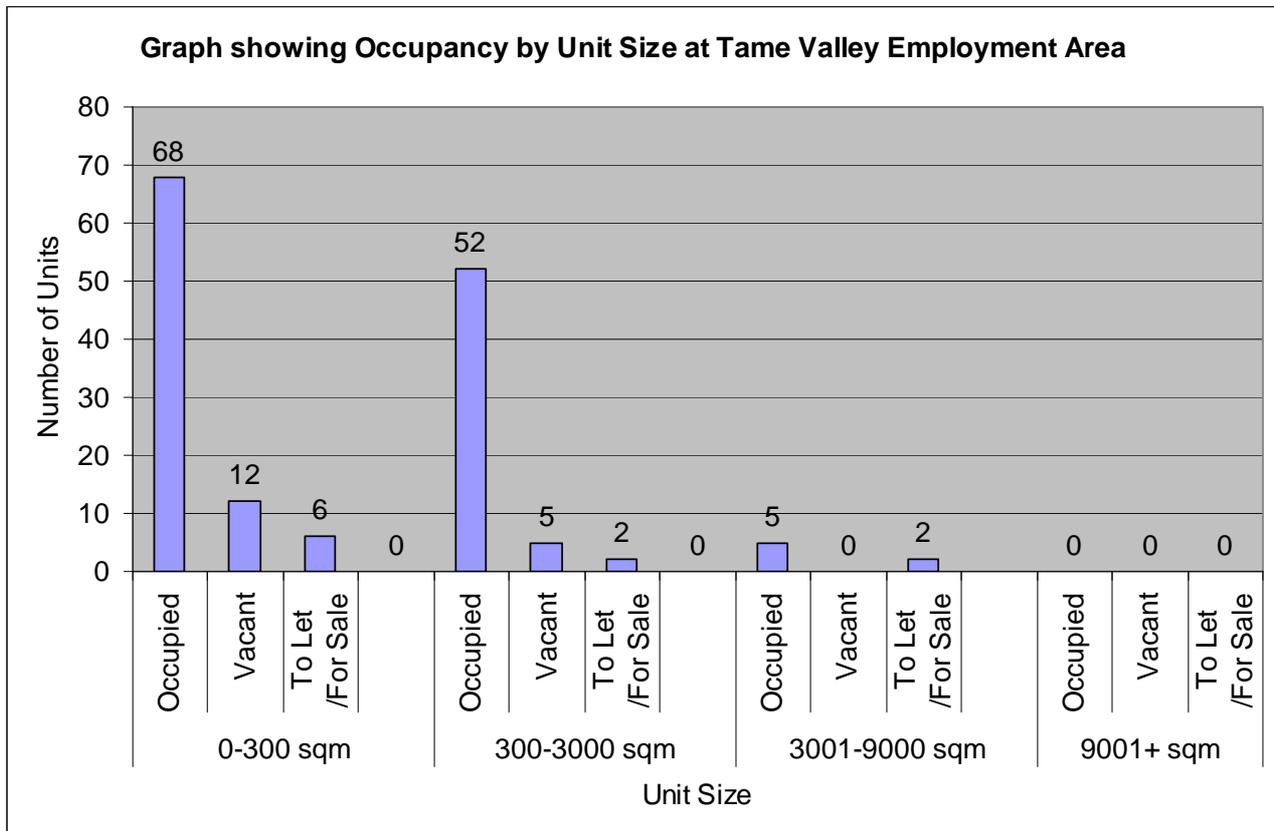
Unit Size	Number of Units
0-300 sqm	86
300-3000 sqm	59
3001-9000 sqm	7
9001+ sqm	0

Occupancy

In total, 78% of the units are occupied, 13% are available on the market (For Sale / To Let) and 9% are vacant. The majority of occupied units are under 300sqm in size, while 51 units are between 301-3000sqm. Units above 3001sqm in size amount to 5.

The number of units vacant is 12 in the smallest size (0-300sqm), 5 in the medium size (300-3000sqm) and 0 in the large size (3001-9000sqm). Units to let or for sale amounted to 10 in total; 6 in the smallest size and 2 of the medium and large size units were also for sale. This is demonstrated in figure 6.

Figure 6



Recent Planning Application History

The majority of applications were either to remain in Employment Use or to change from A1 to employment, i.e. B1, B2, B8. There have also been applications for change of use out of employment, including change to a fitness centre and to a dance studio.

Transport Links

In terms of strategic road access, there is indirect access to the strategic road network, however, there may be issues over road capacity for heavy good vehicles travelling along Watling Street to the M42 junction.

There are also issues with the lack of a direct bus service running through the site and the nearest bus stop is on Watling Street, the 766 bus service, this service only runs twice, at 09:45 and 12:45. There is also a nearby rail service at Wilnecote Station however this operates a limited service.

Quality Assessment

Table 5

Tame Valley Employment Area (1=low, 5=high)	
Criteria	Score
Security	2
Strategic Access	3
Prominence (signage)	2
Local amenities	3
Character of area	4
Environmental Quality	4
Average Score	3
Development Potential	3
Additional Comments	Security is above 3 on 2 sub estates on the site (Vanguard and Ninian). Landscaping is only prominent on 2 sub estates, Tame Park and Ninian.

The quality assessment portrays Tame Valley as a site of average quality, with an average score of 3. There is potential for re-development over the medium term, largely due to the high rate of occupancy on the estate causing problems of relocating businesses alongside the higher number of small and medium sized units. The major issues for the site is the poor quality of the signage for the estate as a whole and the accessibility to certain units is poor due to a lack of car parking and limited public transport provision on the site (outlined above).

Market View

Based on discussion with letting agents, Tame Valley is regarded as a good location within Tamworth and there is an adequate level of demand on the site. The site also has potential for alternative use, in particular trade, to build on the existing cluster of trade units located within the centre of the site. However the letting agents highlighted the over supply of small units leading to the lack of potential for expansion.

Spatial Implications

The employment estate appears to be performing well and the low vacancy rate, the small and medium unit sizes (offering limited scope for sub-division) all contribute to a limited potential for site regeneration at this current stage. However the site is becoming increasingly dated and therefore is likely to require remediation work in the short term with potential for redevelopment in the

medium to long term. The overall capacity at the site for land from potential redevelopment is 3.61 hectares.

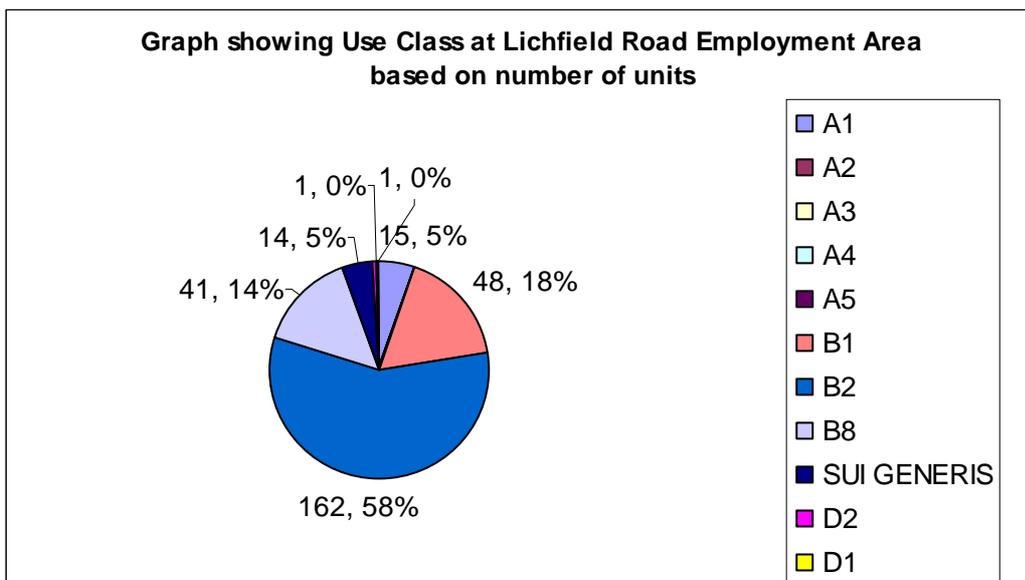
Lichfield Road Employment Area

Lichfield Road Employment Area is located off Lichfield Road to the north west of the Borough, 5 minutes walk west of the town centre. The site is surrounded by the West Coast Mainline Railway line to the north and the southern edge borders housing, a set of allotments and the River Tame.

The Employment area is the largest in the Borough at 59.35 hectares and consists of various small 'sub estates' alongside large units, with 276 units in total.

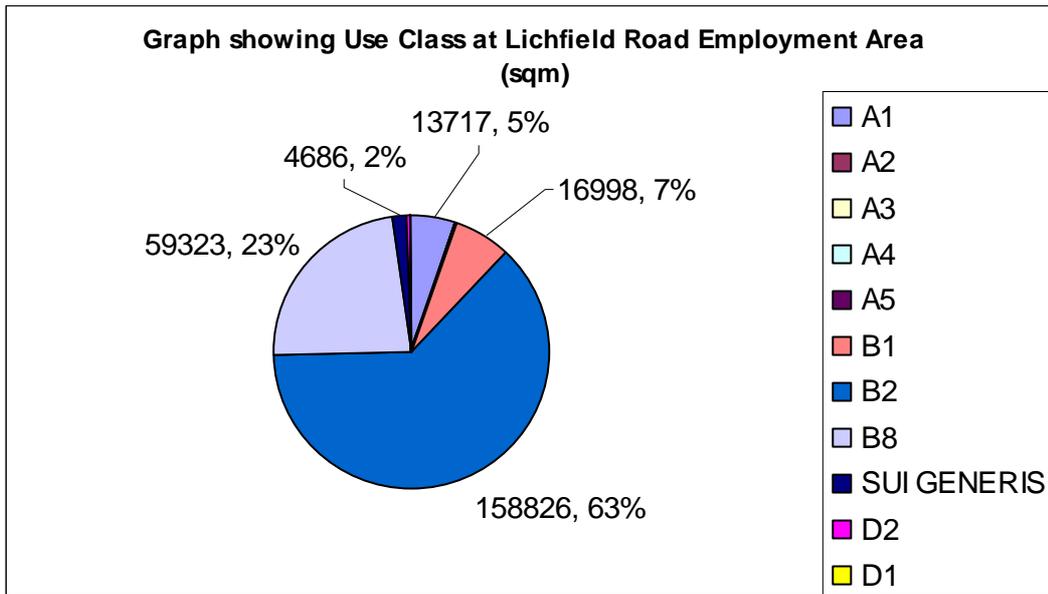
Land Use

Figure 7



Lichfield Road Employment Area has 283 units. Figure 7 shows the distribution of use classification within the site. The dominant use class is B2 with 162 units or 58%. This is followed by B1 (office) with 48 units or 18% of the site. Storage and Distribution or B8 classification is the third most popular for of use with 41 units or 14% of the whole site. The rest of the site is distributed with Sui Generis, A1 (Retail) and A3, restaurant or café.

Figure 8



The size of the units at Lichfield Road Employment Area is shown in figure 8. The largest space is for B2, General Industrial with 158,826 sqm or 63% of the whole site. The second largest floorspace belongs to the B8 classification (Storage and Distribution) with 59,323sqm or 23% of the site.

The largest number of units in the same use classification is B2 with 162 units or 58% of all units. This reflects a similar position to Tame Valley Employment Area with a high proportion of small and medium units which are not offices. The second highest form of use class is B1 (offices) with 48 units or 18% of all units.

Focusing on the unit mix, the following table outlines the unit mix at Lichfield Road Employment area. The table shows the majority of units are small to medium in size.

Table 6 Unit Mix at Lichfield Road Employment Area

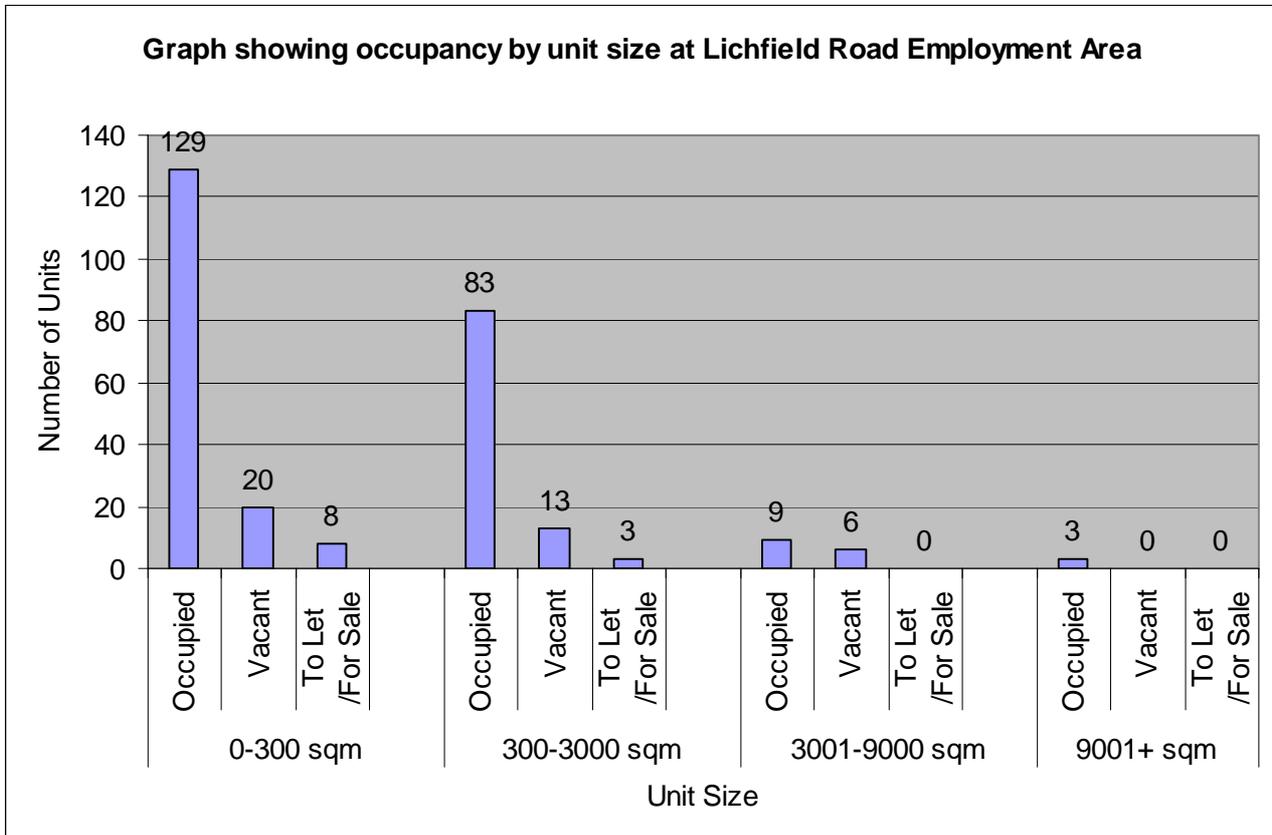
Unit Size	Number of Units
0-300 sqm	161
300-3000 sqm	99
3001-9000 sqm	15
9001+ sqm	5

Occupancy

In total 86% of the site is occupied, 10% is vacant with 4% available on the market (To Let /For Sale). The most significant proportion of vacant units is amongst the larger units, 33% of units in

the 3001 sqm to 9000 sqm are Vacant compared to 22% of properties under 300 sqm. This is portrayed in figure 9.

Figure 9



Recent Planning Application History

The majority of recent applications were changes of use to remain within employment use, principally 3 applications from B1 or B2 to B8. In addition there were applications for change of use out of employment use, including change of use from B1 to wholesale warehouse and to B2/B8 to car sales. A temporary consent for a gym was granted in 2011.

Transport Links

In terms of strategic road access, the site has indirect access to the strategic road network. Furthermore there are congestion issues with access to the A5 via the A51 and Tame Drive where there are congestion issues at Ventura Park island during peak periods.

Focusing on public transport provision, the site is served by one stop at the south of the site. This stop is served by the 1, 1E, 3 and 765 buses. The earliest service to the site is at 06.50 and the

latest is at 23.00. The frequency of the service is good, with buses running every 15 minutes. The site is also in close proximity to the Town Centre and therefore has access to its wider transport links, in particular access to the national rail network. The employment area does have good cycle access, with cycle routes through the centre of the site.

Quality Assessment

Table 7

Lichfield Road Employment Area	
Criteria	Score
Security	2
Strategic Access	3
Prominence (signage)	3
Local amenities	4
Character of area	5
Environmental Quality	3
Average Score	3.33
Development Potential	4
Additional Comments	Large site containing numerous sub-estates, scores reflect an average score for the site

The quality assessment portrays Lichfield Road as site of average quality (average score 3.33) with potential for re-development over the short to medium term. Some of the units have been vacant for a number of years and are consequently of poor quality and therefore potential redevelopment opportunities. In terms of their spatial distribution, these units are located to the South East of the site. This links to distinct clusters of units of a particular size with larger units located towards the South East corner and smaller units on sub-estates to the North East of the site.

Further issues on the site are poor road quality both on main access roads and on sub-estate roads, this has a negative impact on the accessibility of the site and the environmental quality.

Market View

Based on discussion with letting agents, Lichfield Road is an employment area in a good location and is currently performing adequately. The site does have some issues, in particular units which are dated in appearance and design. This is currently causing issues in terms of vacant units above 2000 sqm and the site is becoming less attractive for businesses at the higher end of the market, such as Research and Development, Medical Technology and Communications. This links to the above data regarding occupancy rates as 33% of units in the 3001 sqm to 9000 sqm are Vacant compared to 22% of properties under 300 sqm.

Moreover the area has a large degree of multiple ownership at sub-estate (micro) level. This causes environmental problems such as poor road and verge maintenance due to a lack of site management which causes the areas to become less attractive. A further market issue is poor security measures on the site which is likely to have design considerations for future development.

Spatial Implications

Although the occupancy rate is relatively high (higher than Tame Valley) there is potential for redevelopment of larger units to the South East of the site, in particular those that are currently vacant or on the market.

Amington Employment Area

Amington Employment Area is located to the East of the Borough, surrounded by Amington Golf Course to the East, Glascote Road (B5000) to the South and residential properties to the North and West. The employment area is the second largest in the Borough at 40.28 hectares and consists of 243 units.

Table 8 outlines the unit mix at Amington. The area is dominated with small and small to medium sized units.

Table 8 Unit Mix at Amington Employment Area

Unit Size	Number of Units
0-300 sqm	160
300-3000 sqm	75
3001-9000	5
9001+	0

Land Use

B1 and B2 are the two dominant use classes on the site with 46% and 42% of units, as shown in figure 10.

Figure 10

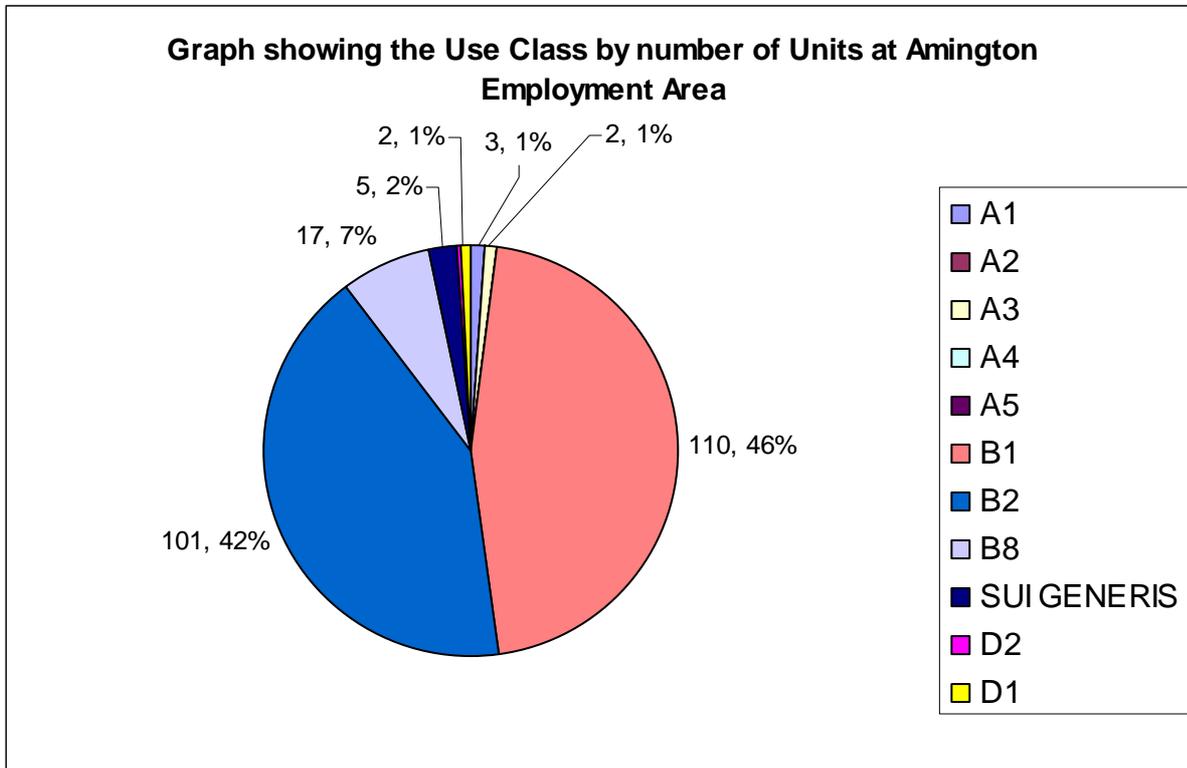
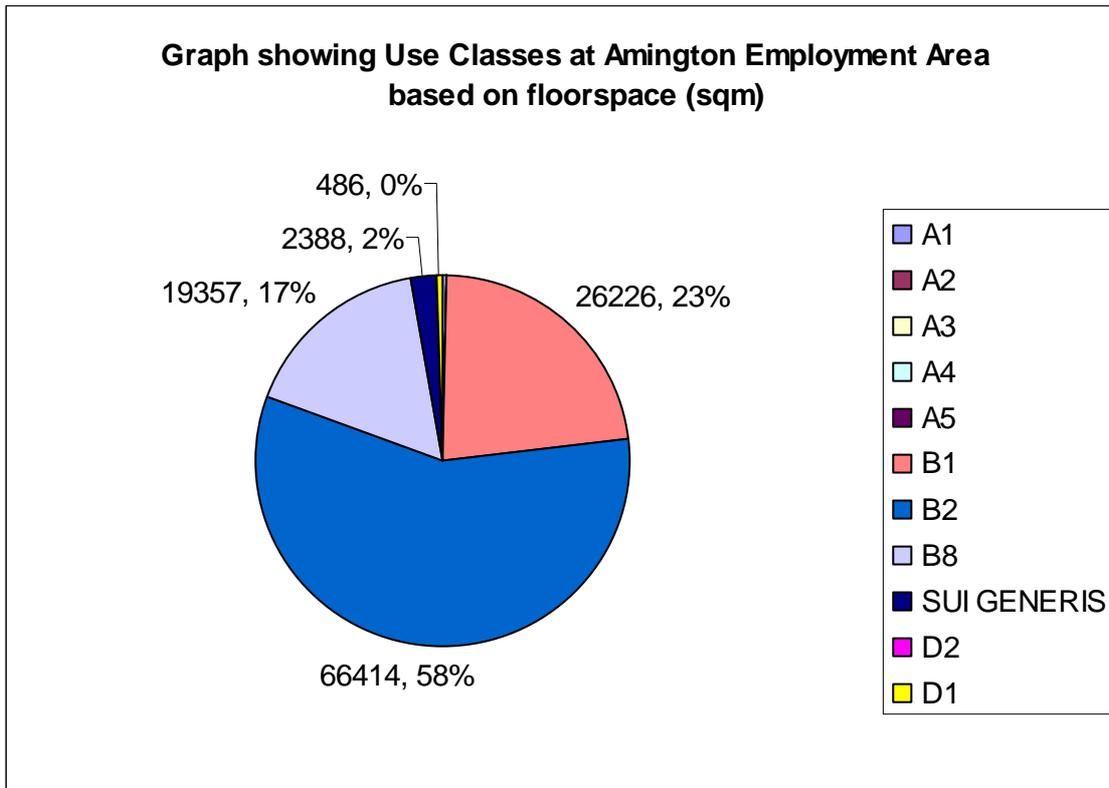


Figure 11 shows the use classification in terms of floorspace. B2 is the dominant use class with 59% compared to B1 (22%) and B8 (17%). This pattern reflects the land requirements of B2 compared to B1 and also Amington contains a large number of small office clusters to the North of the site.

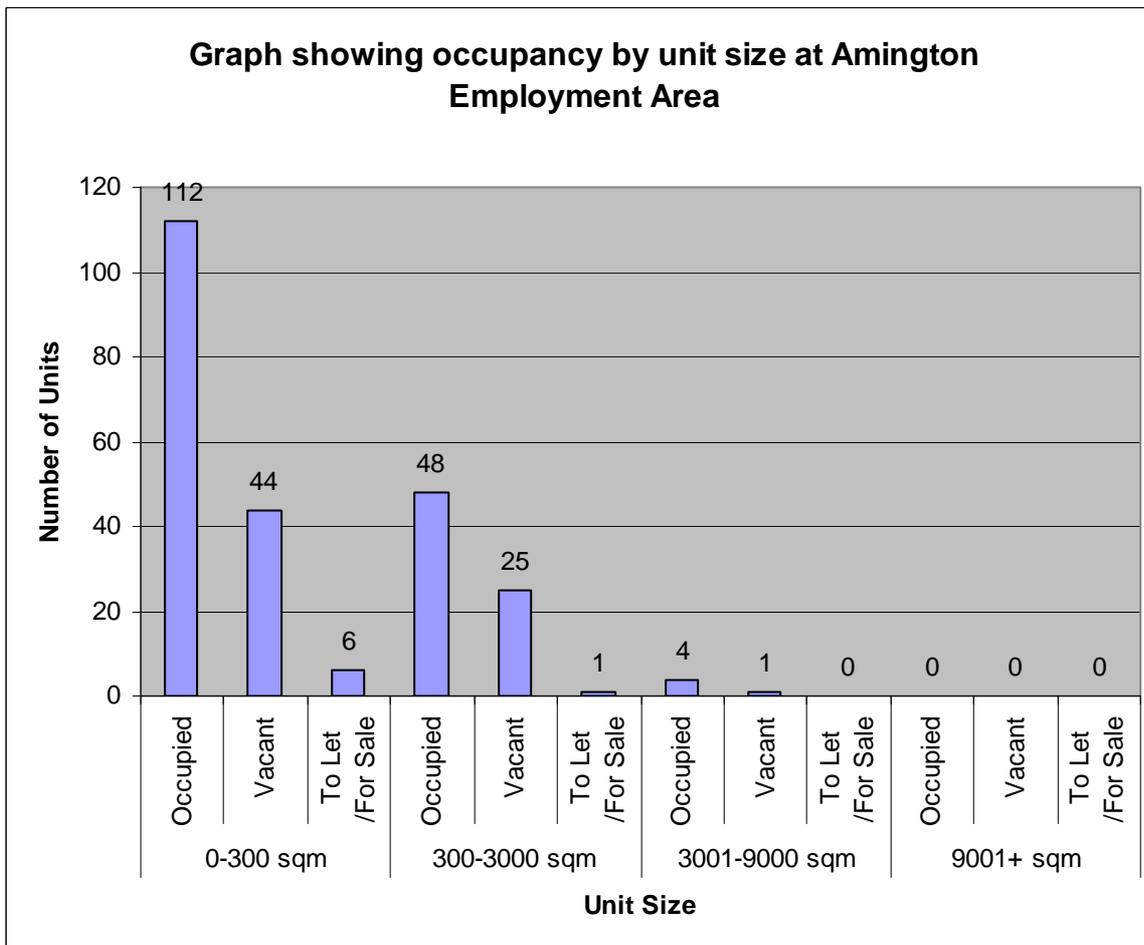
Figure 11



Occupancy

80% of the site is occupied, 18% appears vacant with 2% on the market. Based on unit size, the greatest numbers of vacant units are amongst the small units, which correspond with the greatest proportion of units on the site which are made up of B1 offices and small B2 units. This is demonstrated in figure 12.

Figure 12



Recent Planning Application History

All the planning applications have been within employment use. The two main applications consist firstly of a redevelopment site for B1 use; Calico Business Park, 3922 sqm which has now been completed. Secondly a new site for B1 use; Sandy Hill Business Park, 1.31 ha has been complete or is under construction (Phase 3, 5000 sqm) with further phases amounting to 1.22 ha yet to start. There has also been an application for a further 0.47 ha of land for offices.

Transport Links

In terms of strategic transport links, there is no direct link to the A5 or the M42 and the access roads are B roads running through the either the Stonydelph or Glascote Heath residential areas. The road surface at most of the site is of good quality and there are varied speed restrictions on the site.

Focusing on public transport provision, the site is served by public transport and this is quite well located relative to the whole site. There are 4 bus stops, the 780 runs at the north of the site along Mercian Way and onto Sandy Way in the middle of the site. Also the 7, 776 and 786 bus runs from

the south of the site. this operates regular services to the Town Centre and Stonydelph and also to Atherstone and Nuneaton. The earliest service is at 6:50 and the latest at 23:42. It would appear that with 4 bus stops at the site, Amington Industrial Area is well connected in terms of public transport. However the 780 bus, which serves the north and centre of the site does not go directly to the town centre but to Ventura park. However the bus services running at the south of the site runs to the town centre at regular intervals.

The employment area has an advisory cycle route through the centre of the site, along Sandy Way.

Quality Assessment

Table 9

Amington Employment Area (1=low, 5=high)	
Criteria	Score
Security	4
Strategic Access	3
Prominence (signage)	3
Local amenities	3
Character of area	5
Environmental Quality	3
Average Score	3.5
Development Potential	4
Additional Comments	Environmental quality is high at Pebble Close and Amber Business Village but low at Sandy Way and Tamworth Business Centre

The quality assessment portrays Amington as an employment area of slightly above average quality (3.5). The environmental quality of the site varies notably between different sub estates thus reflecting the average score. The cluster of Office units towards the North of the site has good environmental qualities with well maintained landscape features. In contrast, the B2 units at Tamworth Business Centre and Sandy Way appear run down with substantial remediation work require.

However a further issue with the office clusters is a lack of parking spaces which reflects their small size and thus may lead to capacity issues for business expansion.

Market View

Amington employment area has been described as a good quality site but there are some important issues. A key issue raised is the lack of services on the site which is likely to cause problems for additional office developments. Furthermore a large proportion of the existing office stock (clusters of offices to the North) are quite dated, inadequate for contemporary requirements, e.g. ICT and are too small. This could be linked to the proportion of small vacant units. In addition, the poor quality B2 units are likely to continue to have a negative impact in attracting high-end businesses to the area.

A further issue highlighted was the location, with indirect access to the A5 bypass and the M42 junction through residential areas which may cause problems for attracting distribution businesses.

Spatial Implications

Based on both the recent level of applications portraying a demand for office development on the employment area and the vacant units of poor quality at Sandy Way and Tamworth Business Centre there is capacity for some redevelopment at Amington Employment Area. There is additional capacity on the formerly allocated local plan site, 0.3 hectares.

Bonehill Road Employment Area

Bonehill Road Employment Area is located to the West of the Borough and is surrounded by greenfield (floodplain) to the North and West (the west is predominantly Lichfield District) and a combination of retail and residential to the East. The south of the site is bordered by Bonehill Road.

The mix of units within Bonehill Road Employment Area is given below.

Table 10 Unit mix at Bonehill Road Employment Area

Unit Mix	Number of Units
0-300 sqm	0
300-3000 sqm	7
3001-9000	0
9001+	2

Bonehill Road Employment Area has 2 very large units in the 9001+ sqm category and 7 in the 300-3000sqm category.

Land Use

The most dominant use class is B1 (office use) with 5 units or 50% of the whole site. This is followed by B2 use classification with 2 units or 20% of the site.

Figure 13

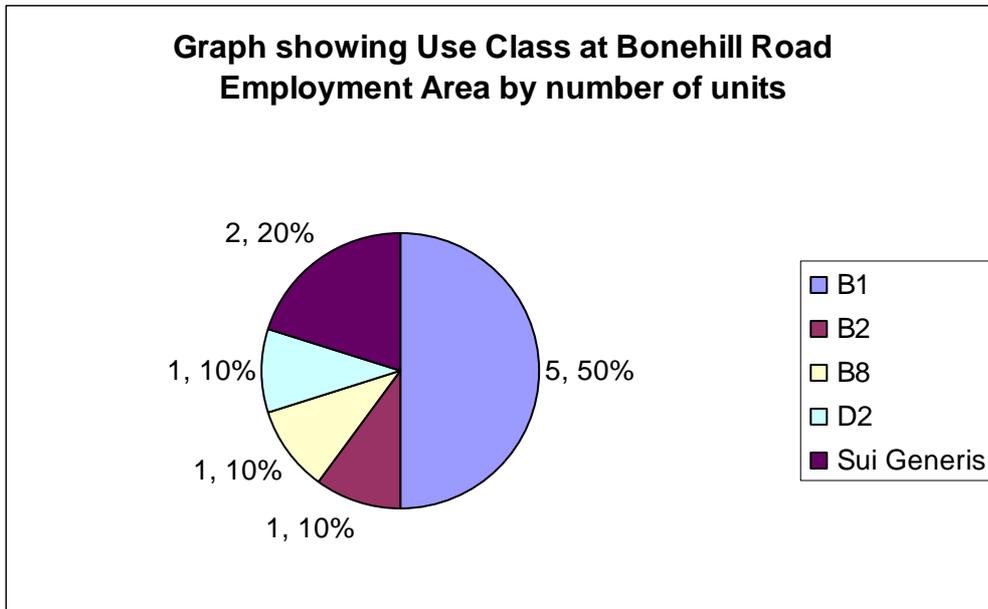
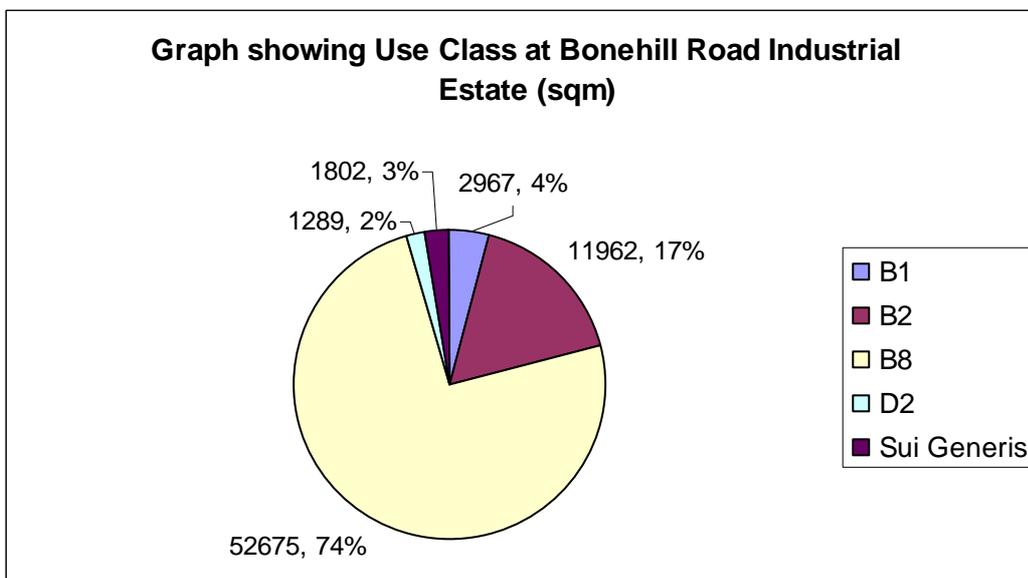


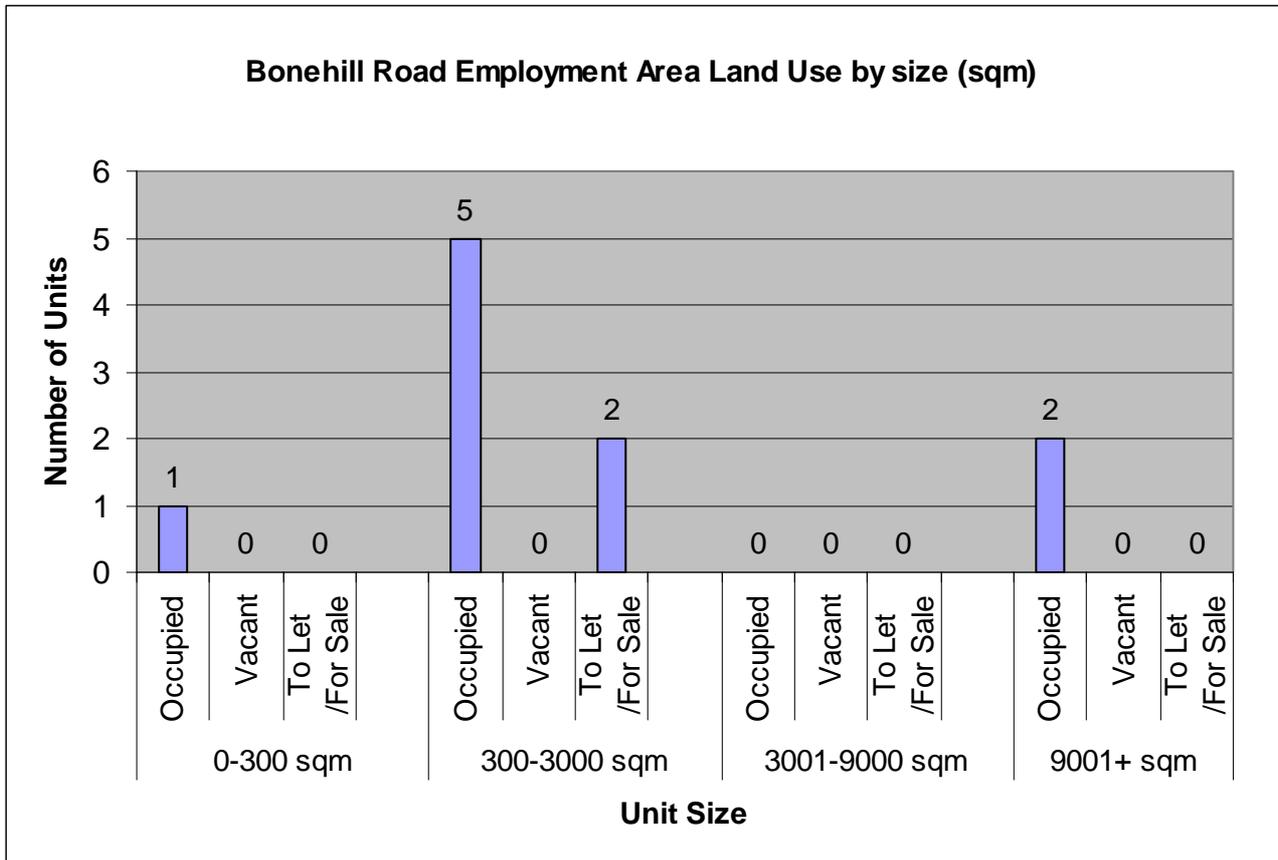
Figure 14 shows the space each use classification covers. The dominant form of space is covered by B8, storage and distribution, amounting to 52675sqm or 74%, while B2 is the second highest with 11,962sqm or 17%

Figure 14



Occupancy

Figure 15



The number of units at Bonehill Road amounts to 10. Figure 15 shows the number of units by status of occupancy and size. Five of the units are occupied and between 300-3000sqm, while two units are occupied in the larger category of 3001-9000sqm. One unit is in the smaller size category whilst two units in the 300-3000sqm range are on the market for sale or rent.

Recent Planning Application History

The planning application history features development of land to the north of the site along Dunstall Lane, 11.9 hectares for B1, B2 and B8 use which has recently commenced (March 2009). In addition a redevelopment for office use has recently been completed. There is also known interest in expanding the approved site.

Transport Links

The area is good strategic transport links with good access to the A5 bypass. In terms of public transport there is no service running through the site but the nearest service is the 115 bus, located on Bonehill road near to Ventura Park. The earliest service is at 07.40 and the latest is at 19.25, with services on an hourly basis. There is a cycle route passing through part of the site.

Quality Assessment

Table 11

Bonehill Road Employment Area	
Criteria	Score
Security	5
Strategic Access	4
Prominence (signage)	3
Local amenities	5
Character of area	4
Environmental Quality	5
Average Score	4.33
Development Potential	5
Additional Comments	

The quality assessment portrays Bonehill Road as an employment area of good quality (4.33) with some development potential in the short term. The area has good strategic access with close proximity to the A5 bypass, good local amenities at the Jolly Sailor retail park. Furthermore the area is of excellent environmental quality and the units have high quality security consisting of CCTV, secure fencing and gate houses on the 2 larger distribution units. However signage on the area is an issue as there is no clear signage at the entrance points to the employment area.

Market View

Bonehill Road has been highlighted as an attractive area with excellent transport links and excellent links to local services, at Jolly Sailor and Ventura Retail Parks.

Spatial Implications

Due to the high rate of occupancy on the site there is little scope for redevelopment however there is capacity for additional employment land (0.7 hectares) on the formerly allocated local plan site.

Furthermore there is potential for expansion of the site towards the North with a maximum capacity of 18.93 hectares (along Dunstall Lane). Furthermore it may be considered appropriate to combine Bonehill road with Cardinal Point as a larger strategic employment area.

Cardinal Point Employment Area

Cardinal Point Employment area is located off Ventura Park Road in the West of the Borough. The site is in close proximity to the A5 bypass with access to Lichfield and the M42. The site lies adjacent to the two main out of town retail parks, Jolly Sailor and Ventura.

The site is 9.49 hectares in size and consists of 8 units. The mix of units is outlined below. The area consists of medium sized units with one large one.

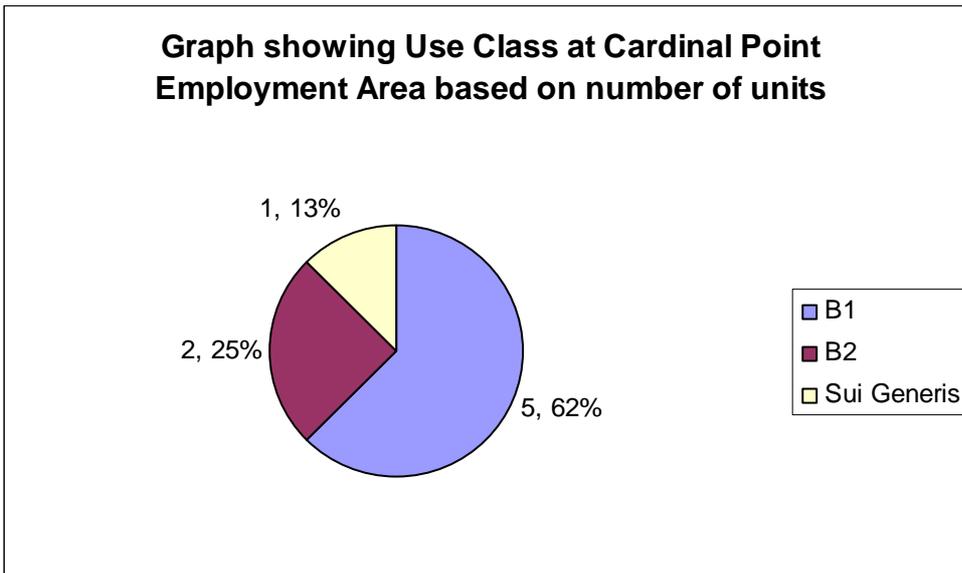
Table 12 Unit Mix at Cardinal Point Employment Area

Unit Size	Number of Units
0-300 sqm	0
300-3000 sqm	7
3001-9000	1
9001+	0

Land Use

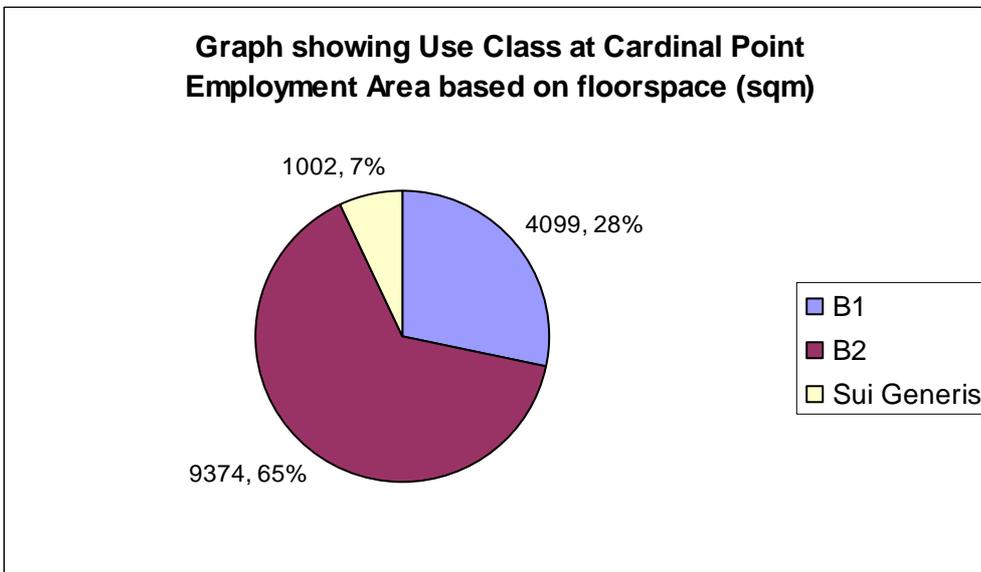
Cardinal Point has 8 units with the dominant use being B1 or office space with 5 units or 62% of the site. The second highest is B2, general industrial with 2 units or 25% of the site.

Figure 16



The amount of floorspace from the dominant use classification is 9,374sqm or 65% for land use classification B2. The second highest is for office space (B1) with 4,099sqm or 28% of all units. This is shown in figure 17.

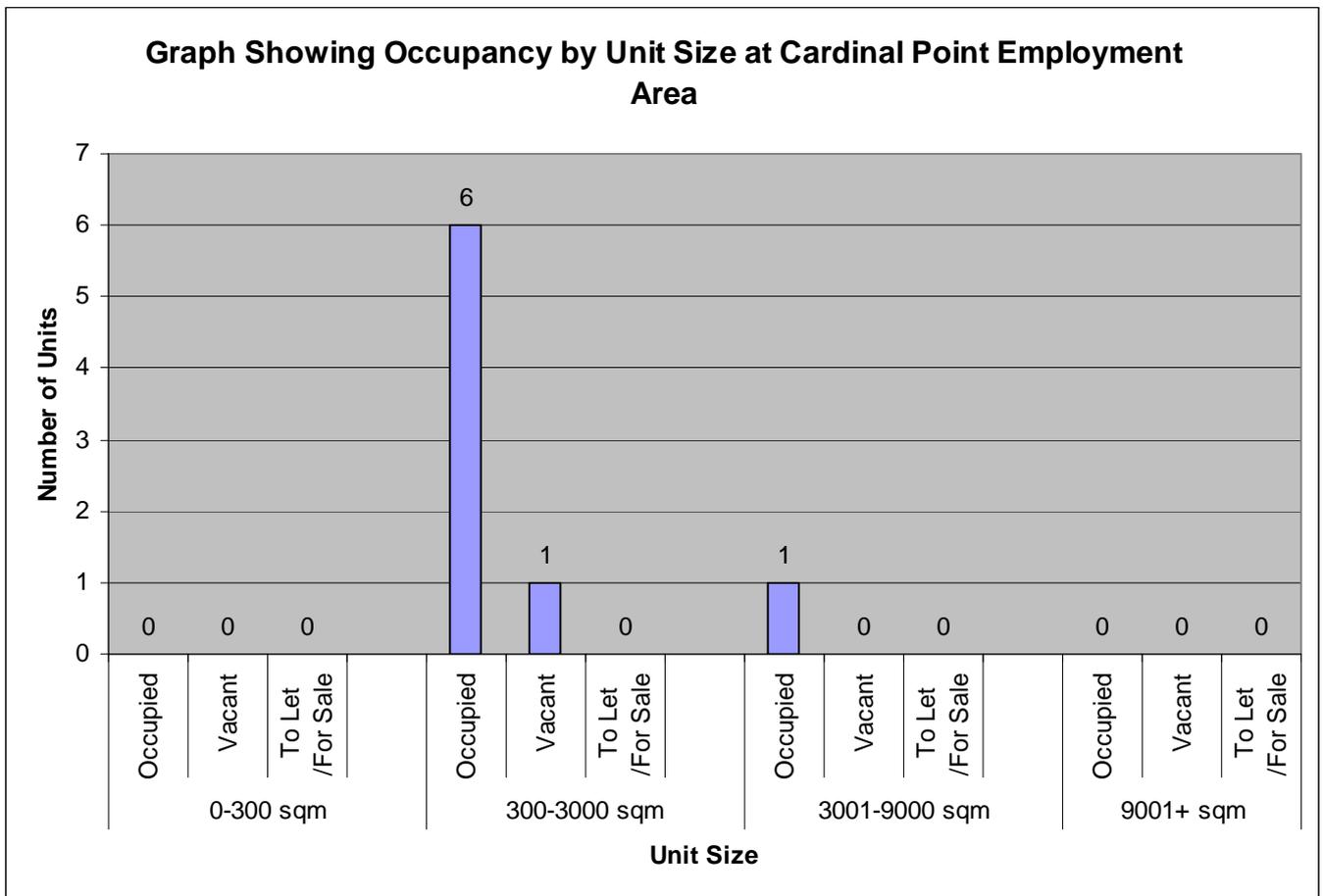
Figure 17



Occupancy

Cardinal Point Employment Area has a total of 9 units. The majority of them are occupied in the medium size (300-3000sqm) while there is 1 unit in the large size, (3001-9000sqm). One unit was vacant in the 300-3000 size category. This is portrayed in figure 18.

Figure 18



Recent Planning Application History

It is evident from recent planning applications that there is pressure on Cardinal Point for non-employment uses. Two applications for car sales have been approved, of which one has commenced. Also a large A1 non-bulky retail has been given planning approval. The majority of these application have now been completed and are occupied for retail use.

Transport Links

Cardinal Point has excellent access to the A5 bypass. Looking at public transport, the site has 2 bus stops located at both ends of the site on Ventura park road, of which the 115 bus service operates from. The earliest service is at 07.40 and the latest is at 19.25, with services on an hourly basis. The site has a cycle route running through the middle of the site.

Quality Assessment

Table 13

Cardinal Point Employment Area	
Criteria	Score
Security	4
Strategic Access	5
Prominence (signage)	3
Local amenities	5
Character of area	4
Environmental Quality	5
Average score	4.33
Development Potential	5
Additional Comments	Part of the site is being developed for A1 non-bulky goods. Congestion on Ventura Park road caused by on-road car parking

Cardinal Point is a site of good quality (average score 4.33) with development potential in the short term. The site has good transport links, excellent access to the strategic road network, excellent access to local amenities at Jolly Sailor and Ventura Retail Parks. The existing units also have high environmental quality with well established landscaping and the units have secure fencing and CCTV cameras in place.

Market View

Cardinal Point has been highlighted as an attractive area with excellent transport links and excellent links to local services, at Jolly Sailor and Ventura Retail Parks.

Spatial Implications

There is little scope for redevelopment of existing units however there is potential for 2.22 hectares of additional employment land on vacant land on the site. In addition, based on planning history (see page) there is pressure on the existing employment area for uses outside of employment, i.e. non B1,B2 and B8, consequently additional development beyond that already granted should be retained in employment use. Furthermore related to the development of this site for alternative use it may be appropriate to combine the employment area with Bonehill Road into a strategic employment area.

Kettlebrook Road Employment Area

Kettlebrook Road is an employment area located in the centre of the Borough. It is surrounded by residential to the West and the cross country railway line to the East. The area is 2.66 hectares in size and consists of 38 units.

The unit mix is portrayed in the following table, showing a dominance of small units.

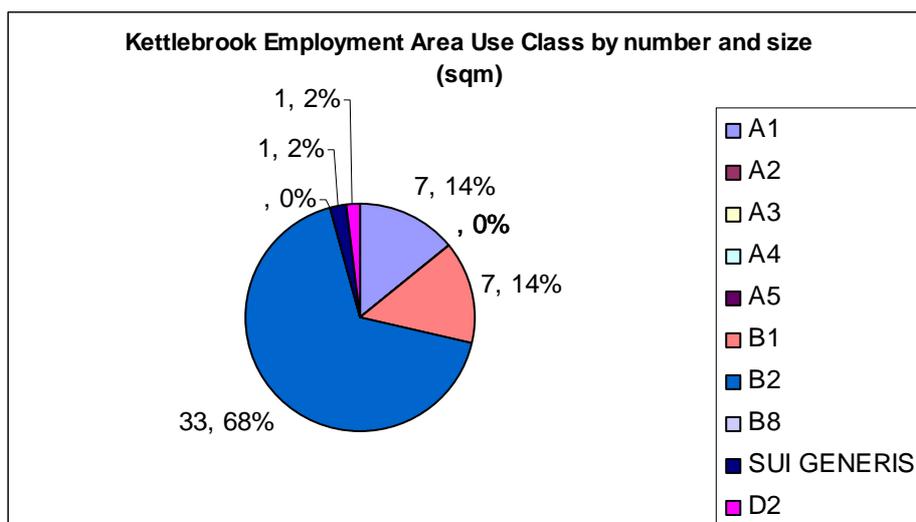
Table 14 Unit Mix at Kettlebrook Employment Area

Unit Size	Number of Units
0-300 sqm	31
300-3000 sqm	7
3001-9000	0
9001+	0

Land Use

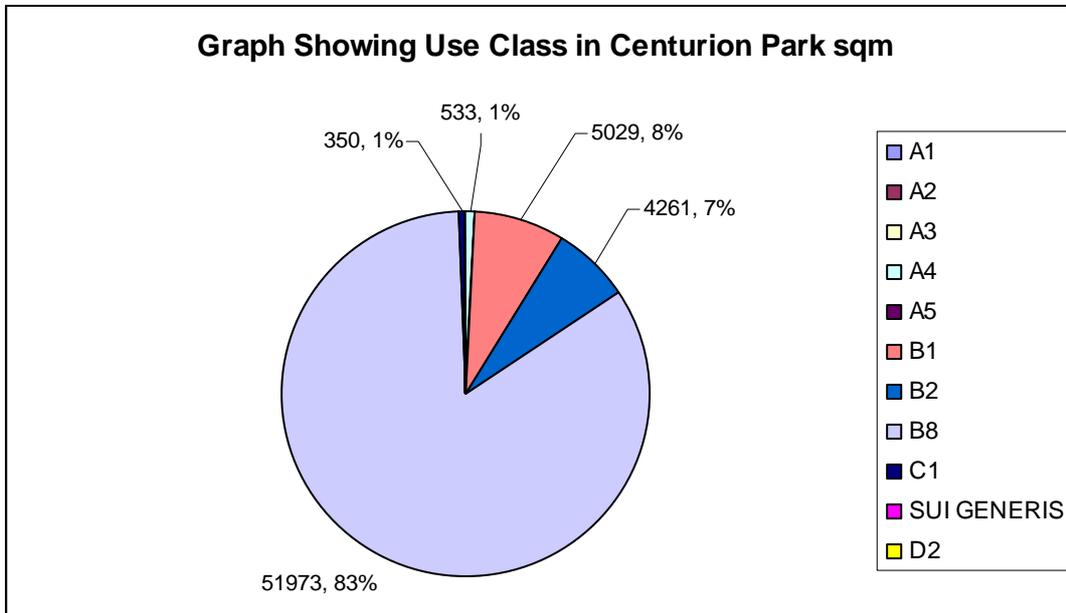
Figure 19 shows the Use Class of the units at Kettlebrook Employment Area. The dominant form of use is B2 with 33 units or 68% of the site. The second largest is B1 (office) with 7 units or 14% of the site.

Figure 19



The majority of units at Kettlebrook are under the B2 land use classification with 6,668sqm or 68% of all units. The second type of land use classification is B1 (office) with 1,975sqm or 14% of all units.

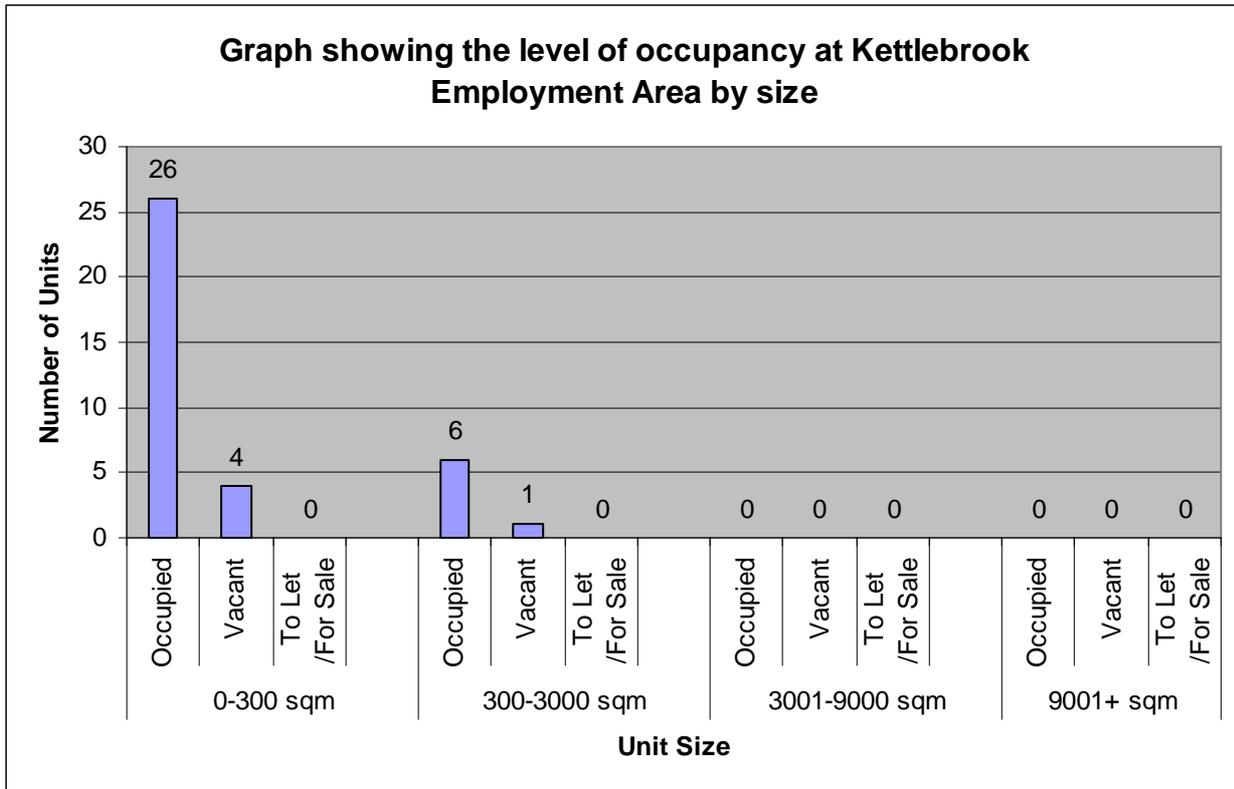
Figure 20



Occupancy

Figure 21 shows the number of units per size category and their occupation status. The majority of the units are small to medium in size, with no units over the size of 3001sqm. The number of occupied units in the 0-300sqm category is 26 with 4 units being vacant. Slightly larger units amounted to 6 within the 300-3000sqm range with only one unit vacant.

Figure 21



Recent Planning Application History

There have been two applications, both to remain within employment use

Transport Links

The site has poor strategic road access and limited capacity for access to and from the site for heavy goods vehicles. However the site does have good public transport access with the 116 bus operating at the north end of the site. The earliest service is at 06:25 and the latest is at 19.41 running at least every hour.

Quality Assessment

Table 15

Kettlebrook Road Employment Area	
Criteria	Score
Security	2
Strategic Access	2
Prominence (signage)	2
Local amenities	4
Character of area	4
Environmental Quality	3
Average Score	2.83
Development Potential	4
Additional Comments	

Kettlebrook Road can be interpreted as an employment area of below average quality (2.83). There is some potential for redevelopment in the medium to long term. The site suffers from poor strategic access, limited security measures and poor quality signage. The site does have good access to some local amenities located in the residential area adjacent to the site.

Market View

Kettlebrook Road is described as a site of lower demand as a consequence of access issues to the site. This could be linked to the introduction of the A5 bypass resulting in the redirection of the A51 which reduced the flow of traffic past the site.

Spatial Implications

Based on the unit mix (predominantly smaller units) and high occupancy rate there is limited potential for redevelopment. However based on the age of the units on the site there could be redevelopment potential in the medium to long term but as a consequence of access issues to the site it is considered that this could be for alternative uses, in particular residential as a result of the surrounding residential uses.

Centurion Park Employment Area

Centurion Park is located next to the M42/A5 junction at the south east edge of the Borough. The site is surrounded by greenfield land to the east (North Warwickshire Borough), residential land to the west, the A5 bypass to the north and Kettlebrook Local Nature reserve to the South. The employment area is 16.44 hectares in size consisting of 12 units.

Centurion Park consists of medium to large units with no units less than 300 sqm in size as shown in the table below.

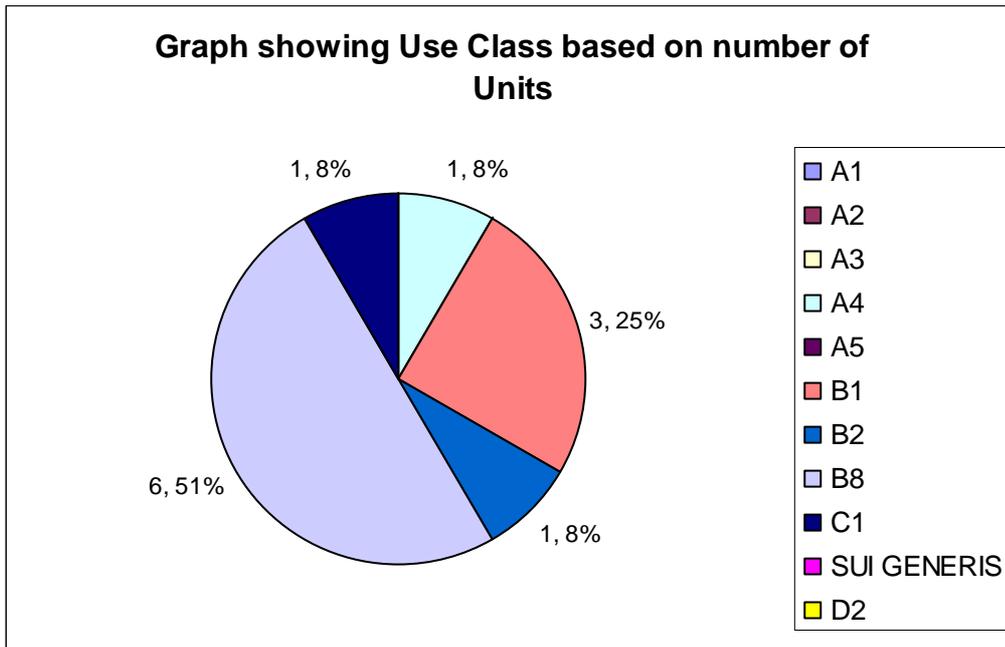
Table 16 Unit Mix at Centurion Park Employment Area

Unit Size	Number of Units
0-300 sqm	0
300-3000 sqm	5
3001-9000	4
9001+	3

Land Use

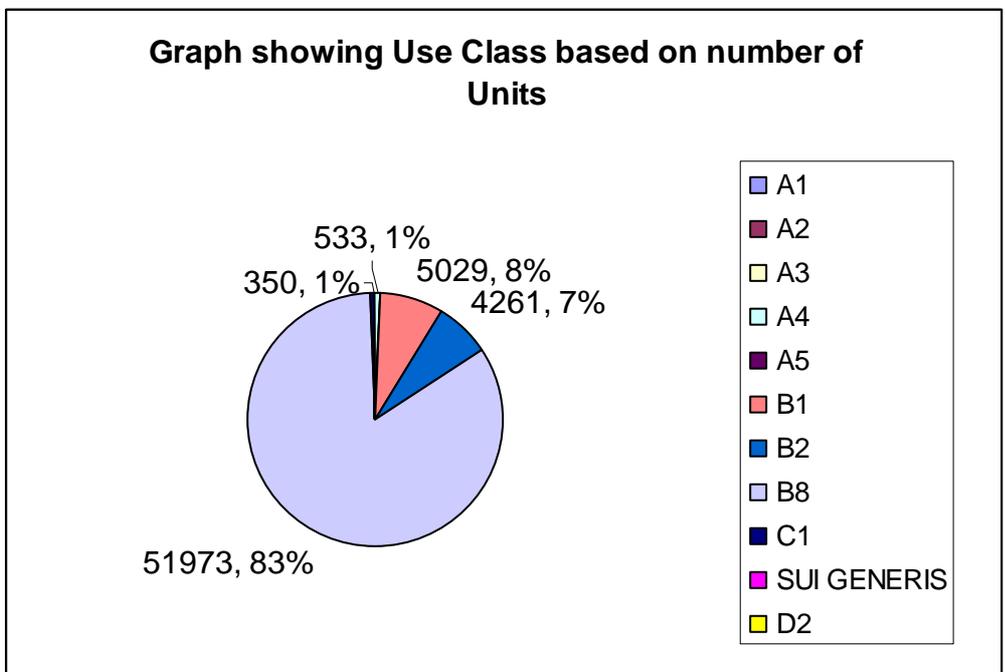
There are 12 units at Centurion Park Employment Area. The pie chart below shows the land use classifications for the site. The majority of units are B8 (storage and distribution) with 6 units or 51%. The second highest is B1, (offices) with 3 or 25% of the site. In addition, A4, C1 and B2 are represented on this site with one unit each.

Figure 22



The floorspace of the site is given below. The most space is used by B8, storage and distribution units with 51,973sqm or 83% of the total site. The second highest space is used by the B1, offices classification with 5.029sqm or 8% of the site.

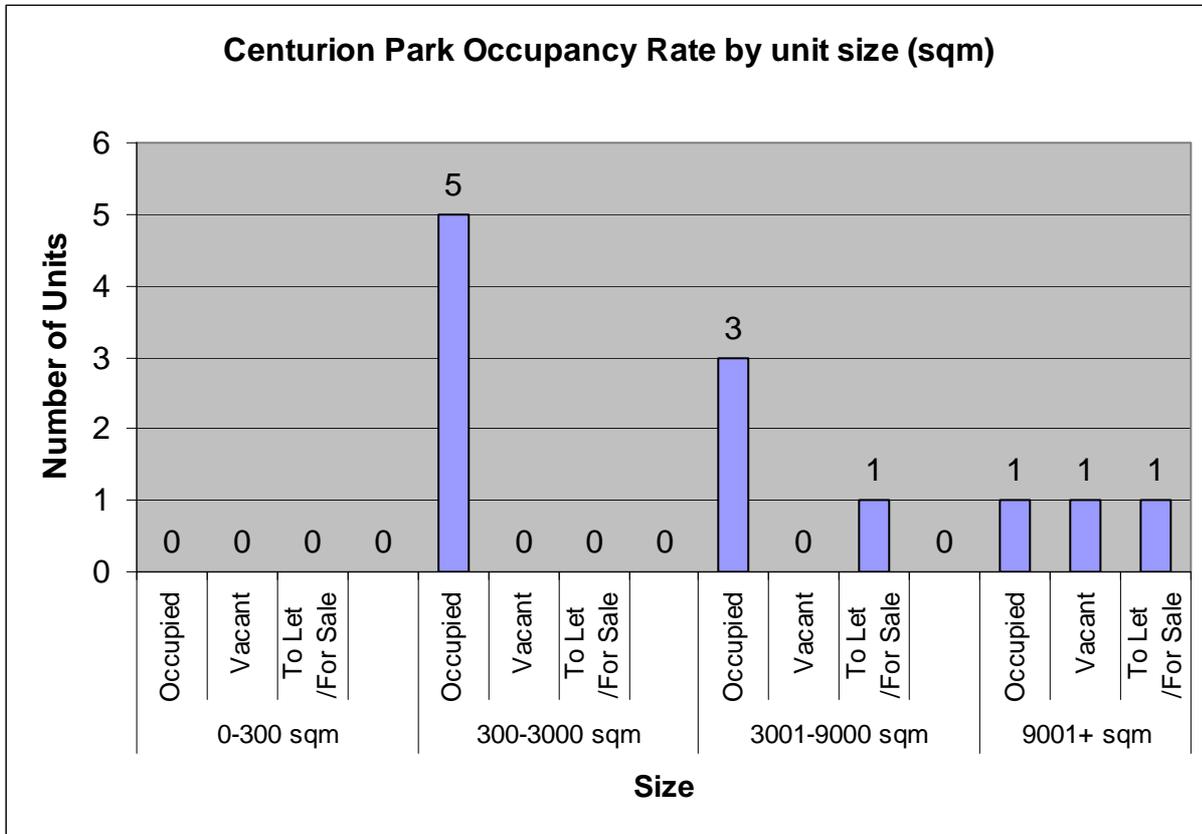
Figure 23



Occupancy

Focusing on the occupancy rate by unit size, the highest level of occupation is the medium sized units. Furthermore there are potential spatial implications of the 2 large units which are unoccupied.

Figure 24



Recent Planning Application History

There have been 2 significant applications recently. One was a hotel which has been completed on the car park of the centurion inn pub; the other is an extension of an existing unit.

Transport Links

The employment area has excellent transport links due to its location off Junction 10 of the M42 with excellent links North and South and East and West from the A5. The public transport provision at the site is poor however, only the 766 runs at the north of the site but this is at least 5 minutes walk away and not easily accessible. The 766 operates a service to the town centre only twice daily, at 1018 and 1318.

Quality Assessment

Table 17

Centurion Park Employment Area	
Criteria	Score
Security	5
Strategic Access	5
Prominence (signage)	4
Local amenities	3
Character of area	4
Environmental Quality	5
Average Score	4.33
Development Potential	5
Additional Comments	

Centurion Park employment area is a good quality employment site (4.33). Additionally there is some development potential in the short term. The site also has excellent strategic road access, environmental quality and security. However there is limited access to local amenities. There is concern given the lack of correlation between the high environmental quality and the high occupancy rate. However based on discussion with letting agents, the current occupancy rate is not perceived to be a long term issue at the site.

Market View

Centurion Park has been described as a site of excellent location however it does suffer from a lack of local services. Furthermore the current vacant units are not interpreted as a long term problem but are simply as a consequence of the current economic downturn.

Spatial Implications

There is limited potential for redevelopment at the site however there is 0.74 hectares of land which could come forward for development in the short to medium term.

Relay Park Employment Area

Relay Park is located adjacent to Centurion park to the South East of the Borough, surrounded by greenfield land (North Warwickshire Borough to the East) and the M42 Junction 10 services. The site covers an area of 20.08 hectares and consists of 9 units

Relay Park consists of medium and large units as shown in table 18.

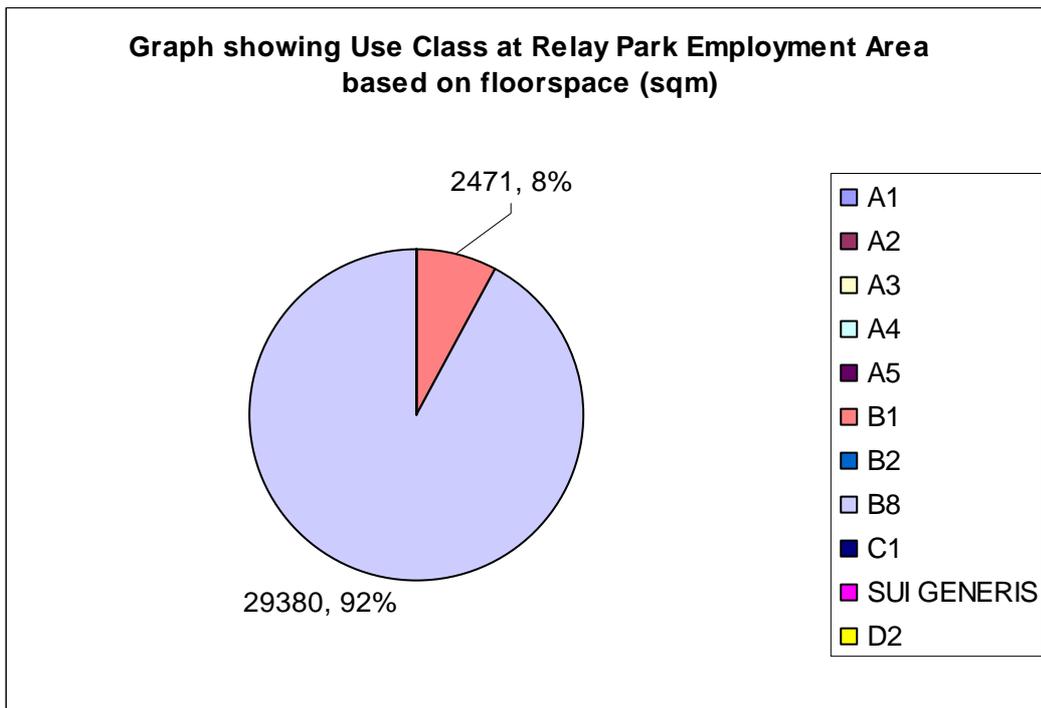
Table 18 Unit Mix at Relay Park Employment Area

Unit Size	Number of Units
0-300 sqm	0
300-3000 sqm	5
3001-9000	2
9001+	2

Land Use

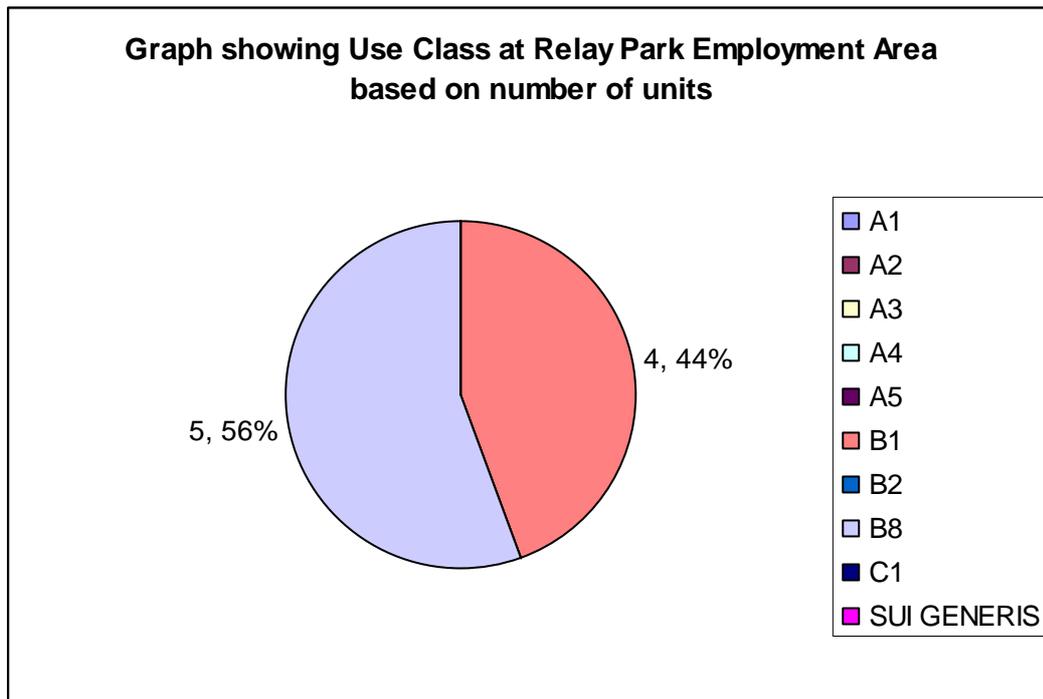
The units at Relay Park are divided between B8 use and B2. The dominant form of industry is warehousing and storage with 92% of the site taken up with this land use. The other form of land use is B1 with only 8%, as shown in figure 24.

Figure 24



However in terms of the number of units (figure 25), the Use Class is more evenly spread between B1 and B8 use classes. This pattern conforms with the nature of B8 uses requiring large areas of land. In addition, there is some office (B1) at each of the B8 uses which have not been counted as part of the analysis.

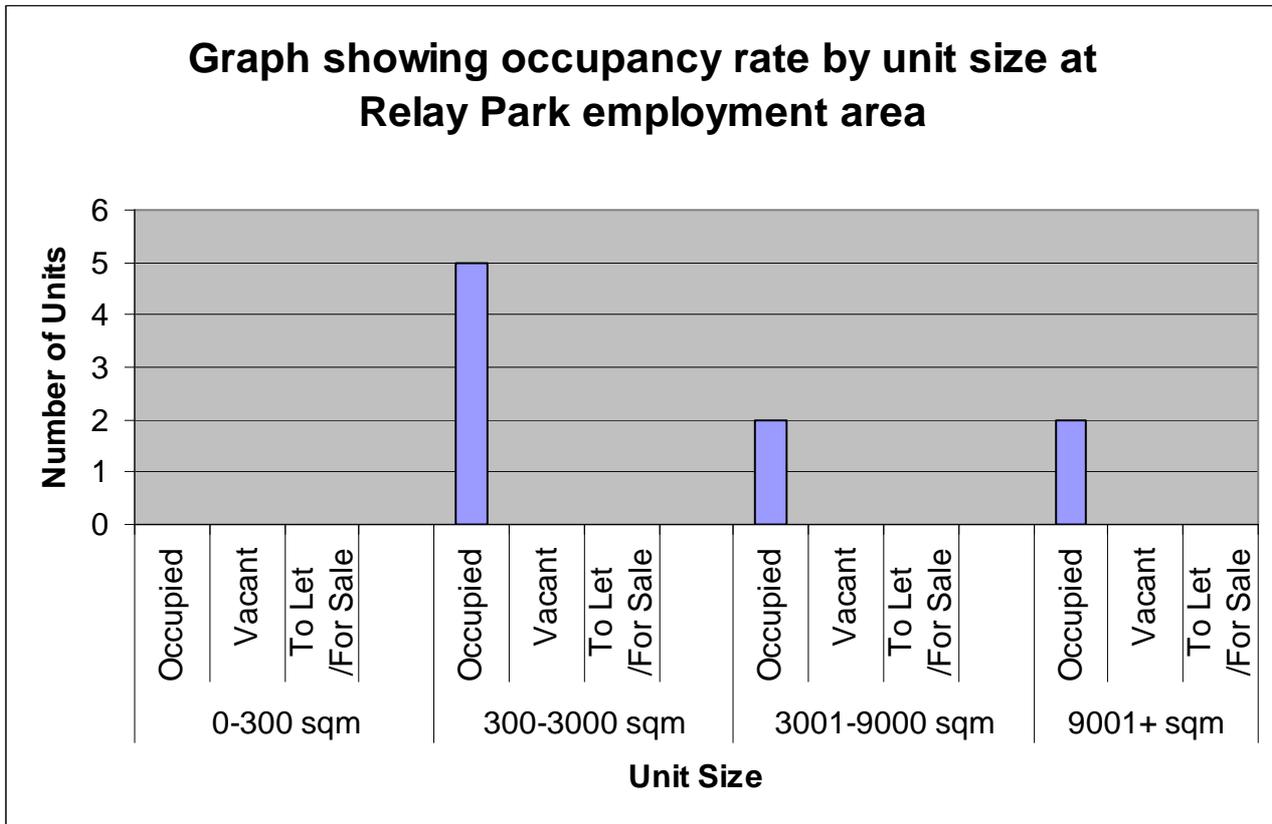
Figure 25



Occupancy

Relay Park has 100% occupancy rate, with the majority of units being occupied in the 300-3000sqm category, shown in figure 26.

Figure 26



Recent Planning Application History

There have been no recent planning applications at Relay Park

Transport Links

The employment area has excellent transport links due to its location off Junction 10 of the M42 with excellent links North and South and East and West from the A5. The public transport provision at the site is poor however, only the 766 runs at the north of the site but this is at least 5 minutes walk away and not easily accessible. The 766 operates a service to the town centre only twice daily, at 1018 and 1318.

Quality Assessment

Table 19

Relay Park Employment Area	
Criteria	Score
Security	5

Strategic Access	5
Prominence (signage)	4
Local amenities	4
Character of area	5
Environmental Quality	5
Average Score	4.66
Development Potential	4
Additional Comments	

Relay Park is an employment area of good quality (4.66). The site has excellent transport links, secure units and a high environmental quality. However the site does have poor access to local services. There is no potential for redevelopment but potential for additional development on the formerly allocated local plan site (2.6 hectares).

Market View

Relay Park has been described as a site of excellent location however it does suffer from a lack of local services. There is demand for units at the site.

Spatial Implications

There is no potential for redevelopment at the site, however given the high level of demand there is potential for additional employment land on the formerly allocated local plan site of 2.6 hectares.

Beauchamp Employment Area

Beauchamp Employment area is located centrally within the Borough, surrounded by a new residential development to the North and the A5 (Watling Street) to the South. The site is 0.63 hectares with 22 units.

Beauchamp Employment Area is made up of small units, with 22 units up to the size of 300sqm.

Table 20 Unit Mix at Beauchamp Employment Area

Unit Mix	
0-300 sqm	24
300-3000 sqm	2

3001-9000	1
9001+	0

Land Use

Beauchamp Employment Area has 27 units with the distribution of units shown in figure 28. A1 has the highest proportion with 10 units or 38% of the site followed by B2, 8 units or 31%.

Figure 28

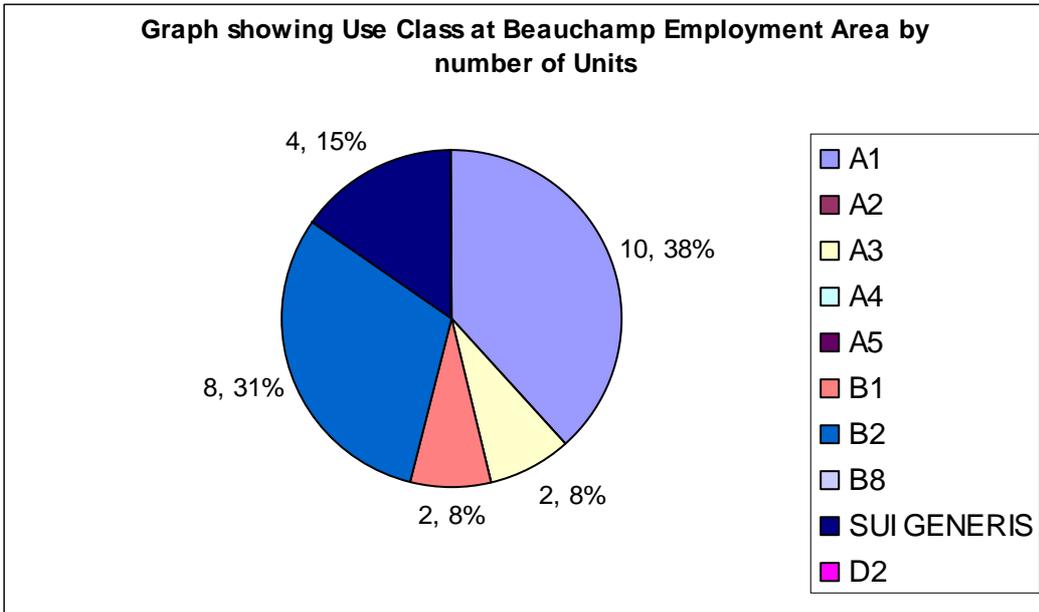
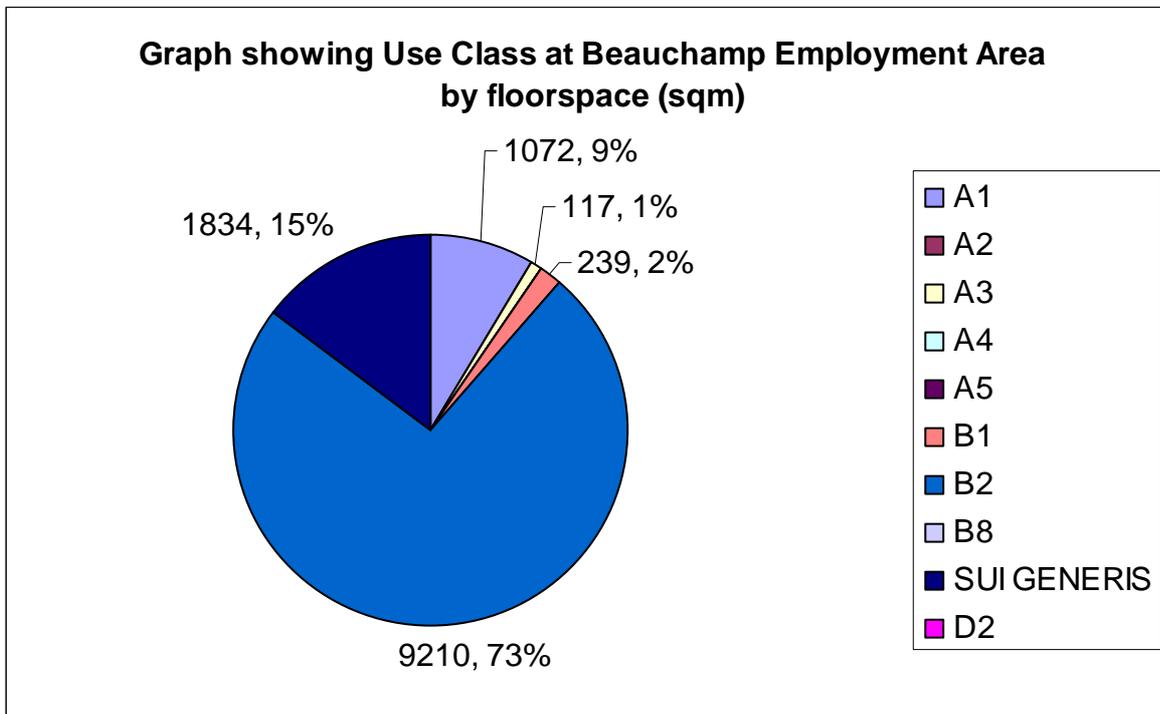


Figure 29 shows the distribution of space within each land use classification. The most space is taken up by B2, 9210 sqm or 73%. Sui Generis takes up 1834 sqm (15%) followed by A1 (9%). This is in direct contrast to the previous graph which shows the greater equality between A1 and B2 use.

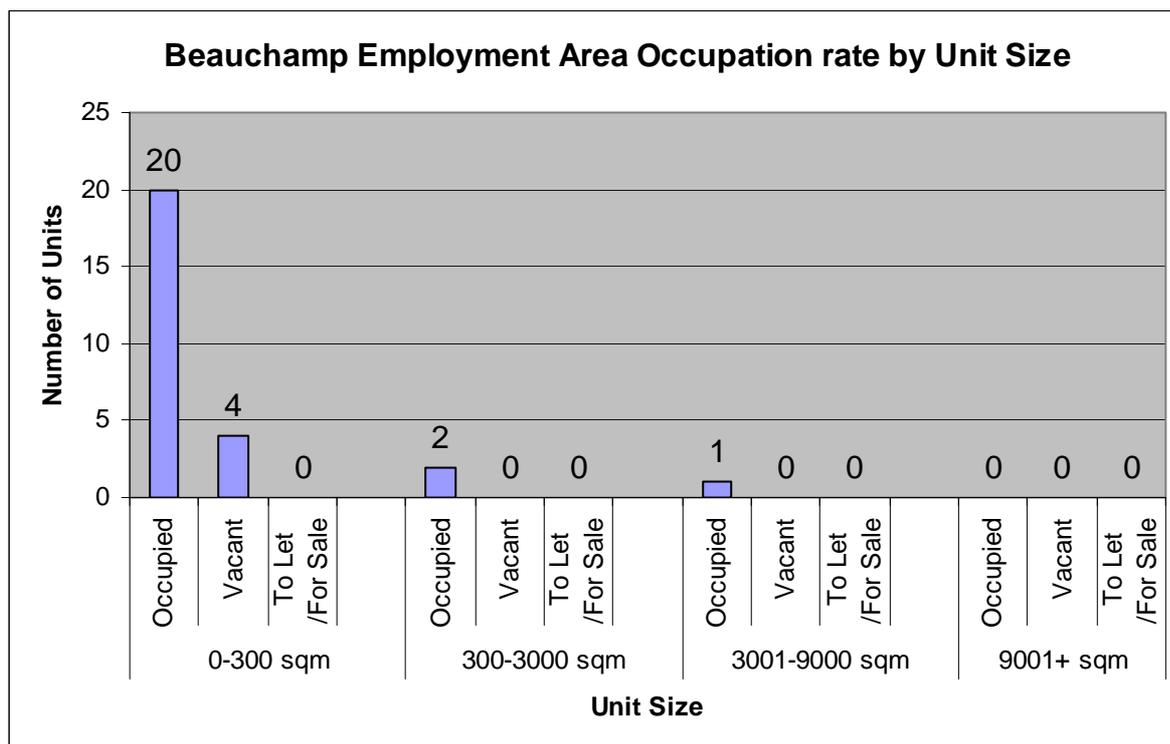
Figure 29



Occupancy

Figure 30 shows the number of units by status and size. The majority of the units are occupied with only 4 remaining vacant. The majority of units are small units with only 3 units over 300 sqm in size.

Figure 30



Planning Application History

There has been one application for a drive thru restaurant granted on appeal and a large site to the North of the Employment Area was previously granted permission for housing at the site of the former Doulton Works, this development has nearly been completed.

Transport Links

The transport links of the site are adequate for the size of the site. Watling Street offers direct access to Junction 10 of the M42. Focusing on public transport, the 766 bus service operates on Watling Street and there are also rail links at Wilnecote Station. The 766 bus only runs twice, at 09:45 and 12:45.

Quality Assessment

Table 21

Beauchamp Employment Area Quality Assessment	
Criteria	Score
Security	2
Strategic Access	3

Prominence (signage)	4
Local amenities	3
Character of area	4
Environmental Quality	2
Average Score	2.83
Development Potential	3
Additional Comments	

Beauchamp Employment Area is a site of average quality (3). It has poor security and poor environmental quality, in particular poor road quality on the site. The site does have adequate access to local services. Overall there is limited potential for redevelopment in the short term but potential for long term development as the site becomes increasingly dated.

Market View

Beauchamp Employment Area has been described as a low demand employment area with limited capacity to attract new businesses.

Spatial Implications

The site is identified as part of the Wilnecote Regeneration Corridor and it is considered that there may be some potential for redevelopment for employment uses.

Two Gates Employment Area

Two gates employment area is located centrally within the Borough, surrounded by the A5 (Watling Street) to the North and Tame Valley Employment Area to the south. The site is 2.42 hectares with 29 units.

The majority of the units at Two Gates Employment Area are below 300sqm in size, with 20 units fitting in this category. The remaining 9 units were of medium size in the 300-3000sqm category.

Table 22 Unit Mix at Two Gates Employment Area

Unit Size	Number of Units
0-300 sqm	21
300-3000 sqm	10
3001-9000	0
9001+	0

Use Class

The number of units at Two Gates Employment Area is 31, with the majority of them being in the B2 (General Industrial) Use Classification, while 3 units are A1 (retail), 2 units are Sui Generis, the remaining one unit was a B8 Classification which is Storage and Distribution. This is shown in figure 31.

Figure 31

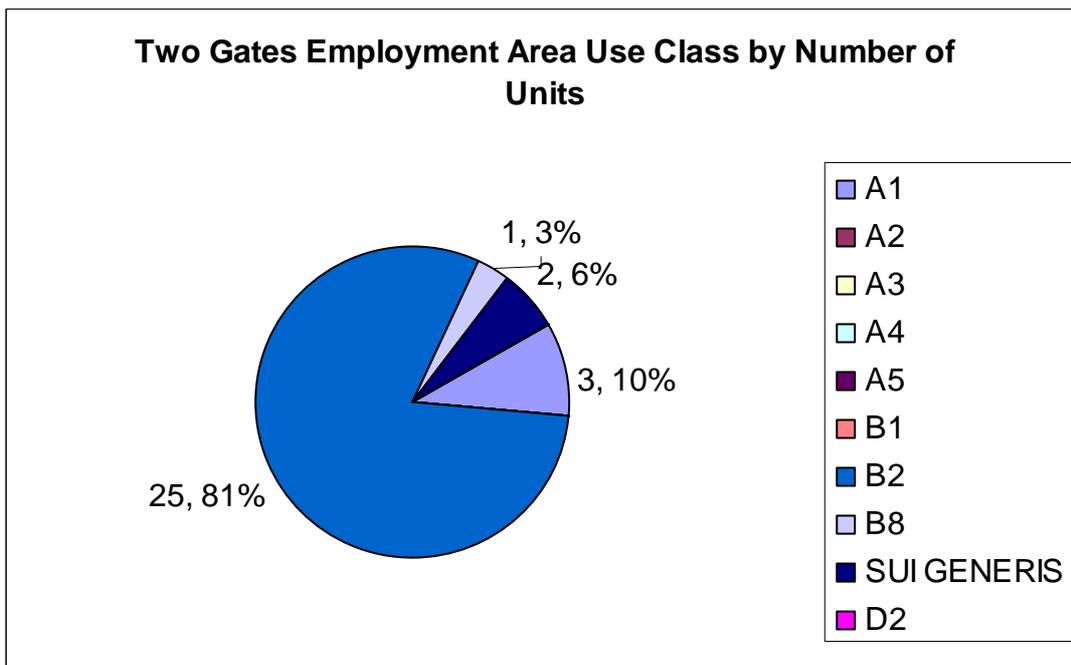
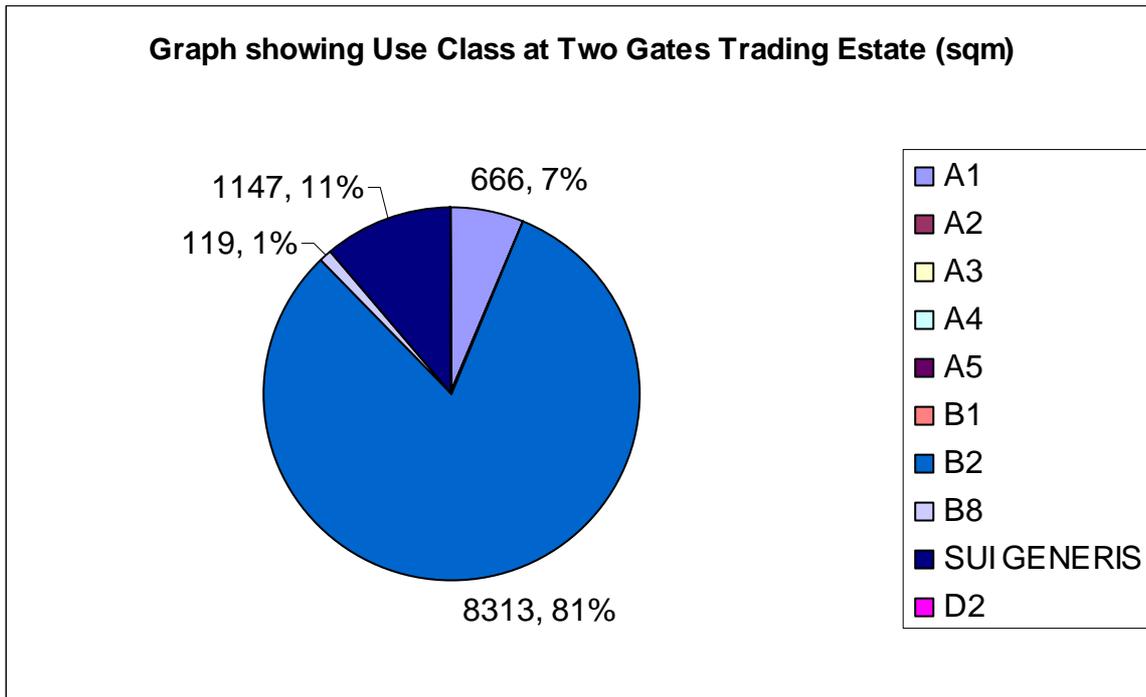


Figure 32 shows the area of units at Two Gates Employment Area per land use classification. The highest floorspace is for B2, General Industrial with 8,313sqm or 81% of the whole site. Sui Generis is the second largest floorspace with 1147sqm or 11%.

Figure 32



Occupancy

Figure 33

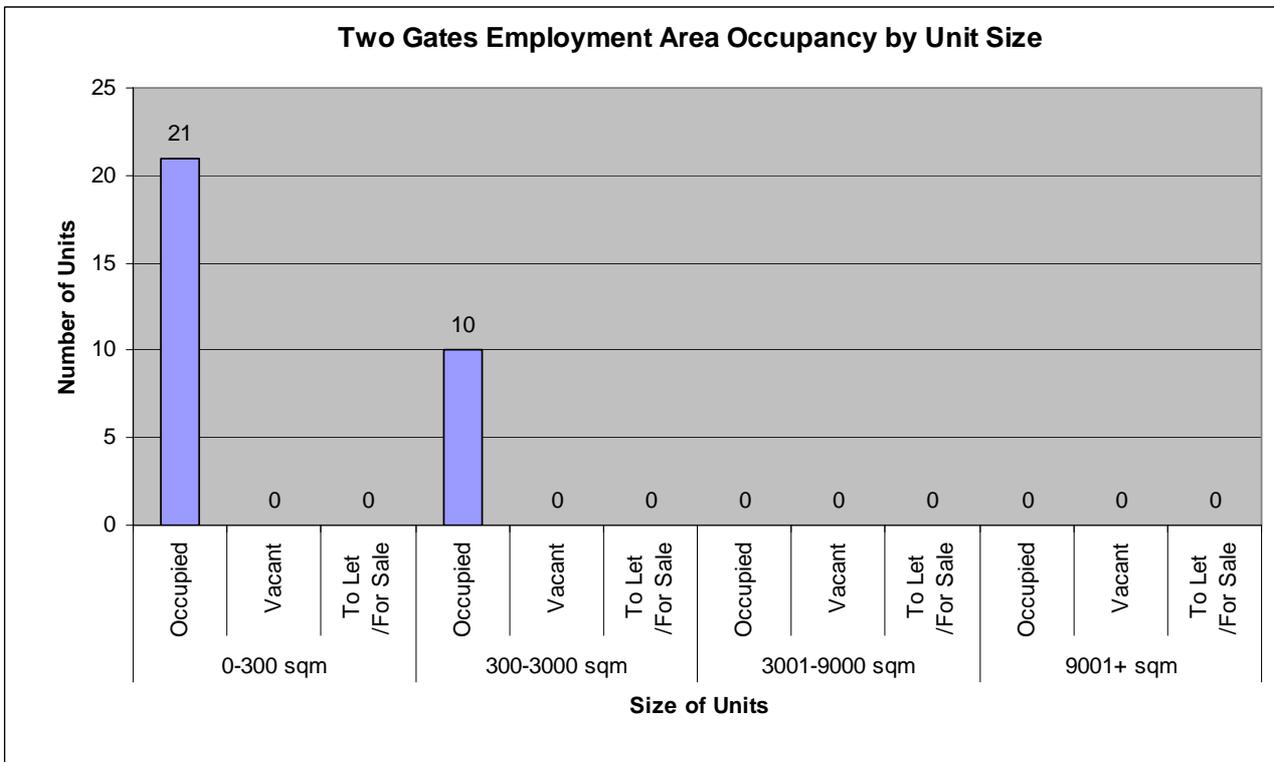


Figure 33 highlights the occupancy status of the units by size category. There are no vacancies or units for let or sale. The highest number of occupied units is in the 0-300sqm category, while a further 10 are found in the 300-3000sqm category.

Recent Planning Application History

There have been no planning applications.

Transport Links

The nearby transport links are adequate for the size of the site. Watling Street offers direct access to Junction 10 of the M42. Focusing on public transport, the 766 bus service operates on Watling Street and there is also rail links at Wilnecote Station. The 766 bus only runs twice, at 09:45 and 12:45.

Quality Assessment

Table 23

Two Gates Employment Area Quality Assessment	
Criteria	Score
Security	4
Strategic Access	3
Prominence (signage)	3
Local amenities	3
Character of area	4
Environmental Quality	2
Average Score	2.83
Development Potential	2
Additional Comments	

Two Gates Employment Area is a site of average quality (3.16). There is limited potential for redevelopment at the site and the site has average access to local services, adequate signage and good security. There are access issues to the site due to the small nature of the site. Furthermore the site appears to be at full capacity based on the occupancy rate and inadequate parking provision on the site causing additional access issues.

Market View

The employment area is not considered by the agents to be an attractive location and there is limited demand from new employers for site because of capacity and access issues. A key strength of the site was the creation of a management company responsible for site maintenance and the introduction of secure fencing on the site.

Spatial Implications

There is limited potential for any development in the foreseeable future at the site.

Hedging Lane Employment Area

Hedging Lane is located to the south of the Borough. It is surrounded by Hedging Lane to the North and Wilnecote Quarry to the South. The development is one of the smallest industrial areas in the Borough, 2.08 hectares in size and consists of 13 units.

The mix of units at Hedging Lane Employment Area is mainly medium and small units. The largest amount of units at this site were in the 301-3000sqm category with 11 units and 2 in the smaller category of 0-300sqm.

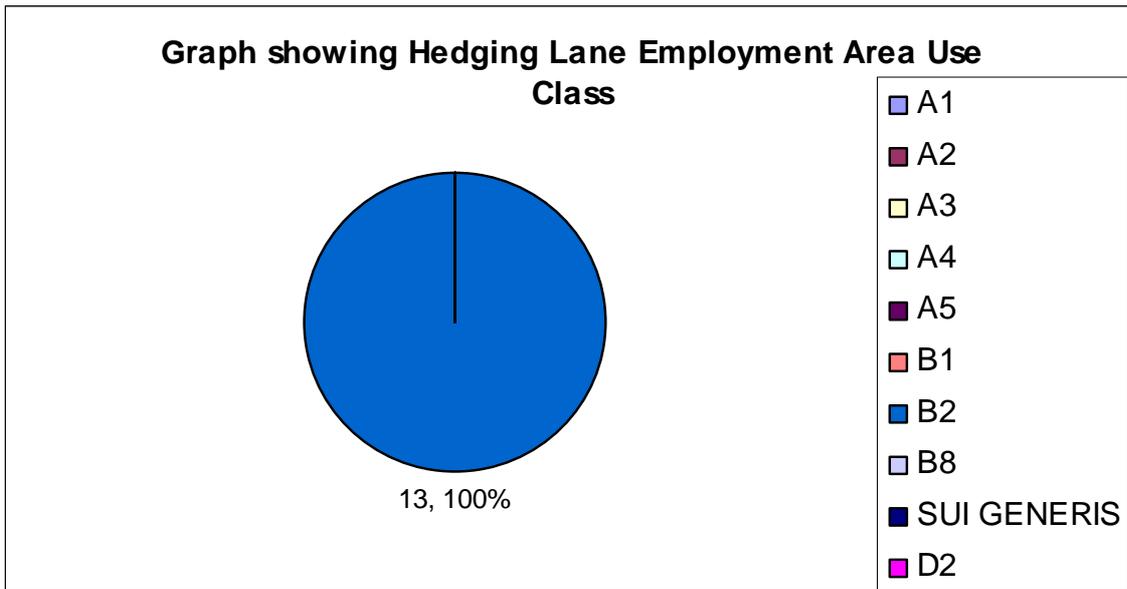
Table 24 Unit Mix at Hedging Lane Employment Area

Unit Size	Number of Units
0-300sqm	2
301-3000sqm	11
3001-9000sqm	0
9001+	0

Land Use

The whole site of 13 units at Hedging Lane are all B2 use or General Industrial.

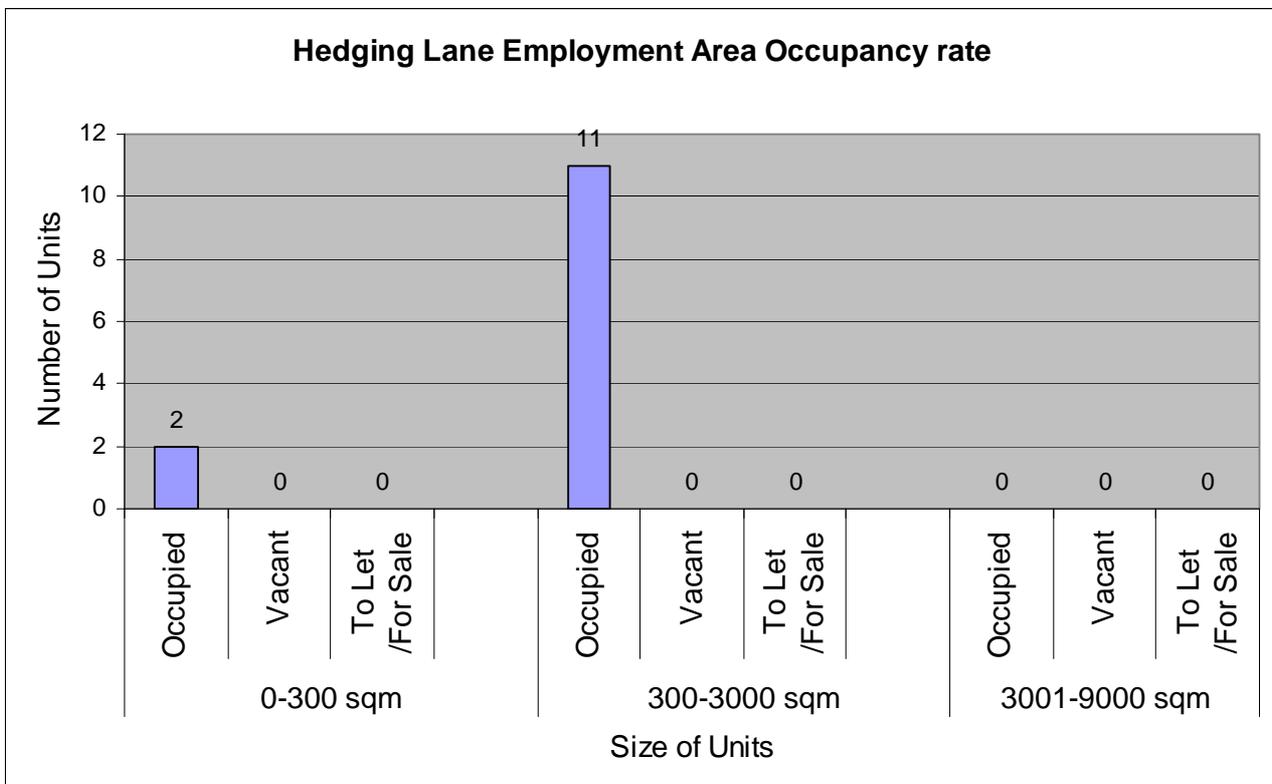
Figure 34



Occupancy

Hedging Lane Employment Area has a 100% occupation rate.

Figure 34 Hedging Lane Employment Occupancy rate



Recent Planning Application History

There have been no recent planning applications. However to the East of the site, Outline planning permission was granted in 2006 for 78 houses.

Transport Links

In terms of transport links, the site is poorly located with regards to the A5 and M42. However because the site is so small traffic generation is unlikely to cause an issue in the area. Furthermore the public transport links at the site are poor and the nearest bus service is over 10 minutes walk away.

Quality Assessment

Table 25

Hedging Lane Employment Area Quality Assessment	
Criteria	Score
Security	3
Strategic Access	3
Prominence (signage)	3
Local amenities	2
Character of area	5
Environmental Quality	2
Average Score	3
Development Potential	2
Additional Comments	

Hedging Lane is an employment area of average quality. There is limited development potential on the site due to the occupancy rate and the proximity of the site to Wilnecote quarry. The site has adequate security, but has poor transport links and access to local services and poor environmental quality.

Market View

Hedging Lane has been described as a low demand employment area with limited capacity for attracting new businesses.

Spatial Implications

There is currently limited scope for redevelopment and the site should be expanded to incorporate the brickworks to the West.

Quality Assessment Summary

Table 26 Quality Assessment Summary

Employment Area	Average Score
Tame Valley Employment Area	3
Lichfield Road Employment Area	3.33
Amington Employment Area	3.5
Bonehill Road Employment Area	4.33
Cardinal Point Employment Area	4.33
Kettlebrook Road Employment Area	2.83
Centurion Park Employment Area	4.33
Relay Park Employment Area	4.66
Beauchamp Employment Area	2.83
Two Gates Employment Area	2.83
Hedging Lane Employment Area	3

Table 26 summaries the quality assessment for all the employment areas within the Borough. Although some are performing under average and therefore require improvements, none of the employment areas are performing at a low enough level for them not to currently be retained in employment use. There are also a number of employment areas performing well, these are located in clusters at the M42 junction to the East and in Bitterscote to the West of the Borough.

Stage 2: Future Land Estimation Study

The Future Land Estimation study (appendix 6) examined the amount of employment land required in Tamworth focusing on using 3 approaches in line with national guidance, first done in 2008 this was revised in November 2010 and amended in 2012 to cover the period 2006-2028. The first approach focused on a 'continuation of past development trends' which analysed employment land completions over recent years to establish annual building rates which were factored towards estimating land requirements. The second approach looked at different 'labour demand' scenarios which focused on the amount of employment land required as generated by the demand of forecasted employment change from published employment forecasts. The third approach related to 'labour supply' focused on the amount of land required generated by likely changes to labour forces in the district including additional housing growth. It was not considered appropriate to revise the 'labour supply' approach as this had previously generated minimal results.

The findings from the (2012) latest future land estimation study are summarised in the following table:

Approach	Requirement (ha)
Continuation of past trends - 5 year build rate	6.82
Continuation of past trends - 10 year build rate	36.78
Labour Demand- Preferred Approach	47.4
Labour Demand- Scenario A	133.7
Labour Demand- Scenario B	146.6
Labour Demand-Scenario C	34.1
Adjusted Labour Demand	37.4

Table 27

The 2 methods yielded quite different results. In order to attempt to select an appropriate figure for employment for Tamworth it is important to focus on these results and also assess each approach.

The first approach, the continuation of past trends, highlights a requirement of 6 ha based on a 5 year build rate and 37 ha based on a 10 year build rate. There has been a significant decrease in the 5 year build rate requirement (at 2010 the figure was 20 hectares) which is as a consequence of the recession, starting in 2008 lasting a greater period of time and thus having an increased affect on these figures. The 10 year build rate is significantly higher but is considered to more accurately reflect 'normal market conditions'. This figure relates to a period of a higher proportion of development in the distribution and warehousing sector, with some notable developments at

Bonehill Road and towards the M42 at Centurion and Relay Park. In contrast to recent years where due to a number of factors, including the aforementioned economic downturn, a lack of allocated sites and capacity issues in Tamworth for larger schemes there has been limited development of new B2 and/or B8 schemes.

As a consequence of the reliance on previous data and the impact of the economic downturn in the latest figures, in particular the 5 year build rate, it is considered that there are issues over the suitability of this approach in generating an appropriate figure for the Core Strategy to take forward, especially as the Core Strategy should plan for future development in 'normal market conditions'. However the 10 year build rate does provide a more accurate portrayal of the possible requirement for Tamworth, especially given the anticipated demand for storage and distribution related to Tamworth's strategic location at the heart of the motorway network.

The second approach, the labour demand led approach highlights a variety of requirements. Scenarios A and B are not considered realistic as they account for all sectors being located on B class land which is not considered realistic given the future policy direction promoting office, retail and leisure uses in the Town Centre. The scenarios which allocate a proportion of land to B class land are considered more appropriate and these identify a range of requirements from 34 to 47 hectares. The former figure takes a trend based approach, which adjusts the default forecast for the 'distribution, hotels and catering; sectors to take account for limited capacity for significant growth in the hotel industry. It also takes into account cuts in employment in local government. Therefore this approach could be considered the most locally specific to Tamworth and possibly the most appropriate in establishing a long term requirement.

However there should be a degree of caution in using a sector based approach over such a long period of time, to fully understand this requires further detailed work on sector based growth for Tamworth which is difficult when there is the potential for significant economic restructuring as a result of the economic recession.

The third approach focusing on labour supply, gave different results dependant on different scenarios of housing growth. The RSS preferred option of 2,900 dwellings leads to a negative requirement of 26.7 hectares, 6,000 dwellings leads to a negative requirement of 12.3 hectares with 9,000 additional dwellings leading to a positive requirement for employment land of 1.9 hectares. Consequently this approach could lead to a potential to de-allocate land. However there are potential sustainability issues if these figures were used as a target for employment land. With high levels of out-commuting to Birmingham by existing residents (Evidence Base, 2009) this could continue if existing employment land is lost through de-allocation. A key priority for Tamworth as

outlined in the Sustainable Communities Strategy is to be an attractive place for businesses to locate and invest which will in turn provide additional jobs. Therefore maintaining a sufficient supply of employment land will be central to providing sufficient jobs to current and future residents and in assisting Tamworth to be competitive regionally in the job market.

It is clear therefore that there are issues with each approach however there appears to be a correlation between the adjusted labour demand figures (37 ha) and the past trends 10 year build rate (37 ha), both of which can be considered to provide the most Tamworth specific figures for a indicative figure for long term employment land. The former approach is adjusted to reflect Tamworth's capacity in the hotel sector and the latter accounts for targeted investment in storage and distribution (related to significant build rates over 10 years in this sector), although this requires significant land provision which could be limited within the Borough it does reflect Tamworth's central location and proximity to the motorway network, further reflected by continued growth in logistics at Birch Coppice and Fradley and therefore could be a potential growth sector in the future.

However it will be important to continually monitor the provision of employment land alongside the economic situation for the Borough in order to review supply and demand in the future. In moving towards establishing a suitable portfolio of Employment Land it will be important to look at the suitability, availability and achievability of sites to further inform the appropriateness of this target with further consideration of market conditions and associated demand. As part of this process it will be important to examine the potential for the phased delivery of sites as part of a flexible approach.

Stage 3- Identification of Suitable Portfolio of Employment Land for the future

The consideration in Section 2 of future land requirements for the Borough showed that a range of methods of predicting need give rise to quite different potential requirements however this is some correlation indicating that 36 hectares of employment may be required in the future.

Due to the constrained nature of the Borough, for the identification of the future portfolio of employment land it is important to focus on both new employment land and the redevelopment of existing employment sites. The following section focuses on the appraisal of new development and redevelopment sites to assist in highlighting a portfolio of sites for the future. It adopts broadly the same methodology used in 2009.

Development/ Redevelopment Appraisal: Methodology

The following sites have been identified from the following sources:

- Sites with previous planning permission
- Sites previously allocated in the Local Plan
- Sites with a known interest from developers
- Sites selected based on survey work and discussions with agents. Specifically sites that were not performing well due to, high levels of vacancy over a sustained period of time, poor or inadequate design for current requirements and poor quality.
- Sites with planning permission.

The sites have subsequently been appraised in accordance with their Suitability, Availability and Achievability. This is based on the following:

- Suitability:
 - Policy Restrictions- such as designations, protected areas, existing planning policy
 - Physical problems or limitations such as access, infrastructure, ground conditions, flood risk, hazardous risks, pollution or contamination
 - Potential Impacts, including effect upon landscape features, conservation and amenity of residential and neighbourhoods.
- Availability
 - Site can be considered available for development where there are no legal or ownership problems such as multiple ownerships or ransom strips. In addition the land owner or developer has expressed a desire to develop the site
- Achievability

- The site is considered achievable for development where there is a reasonable prospect that employment will be developed at a particular point in time and the site is economically viable

In addition to align the study with the Strategic Housing Land Availability Assessment each site has been given time scale based on whether the site is classed as deliverable, developable, or not currently developable set against appropriate time scales:

- 0-5 years, Deliverable site in the short term: Site is available now, offers a suitable location for employment now and there is a reasonable prospect that employment will be delivered on the site in the short term.
- 6 10 or 11-15 years, Developable site in the medium or term: Site is in a suitable location for employment and there should be reasonable prospect for development in the medium or long term.
- 15 years +, Not currently developable site: Site may be in a suitable location however there are a number of constraints to overcome which are likely to delay the development and therefore they are not considered to come forward until beyond the plan period.

Table 28 provides an appraisal of potential employment sites. This includes both new sites and redevelopment sites. A map featuring the sites is included in appendix 5. The appraisal provides detail relating to the suitability, availability and achievability of each site and estimates when the site is likely to come forward.

Table 28: Appraisal of potential employment sites									
GIS Ref	Site	Name /Location	Size (ha)	Uses	Suitability	Availability	Achievability	Timescale	Greenfield /Brownfield
EMP1	Bitterscote	Land south of A5, Bitterscote South	9.70	B1(b,c)/B2/B8	Although there is no saved policy on new employment land the site was previously granted planning permission for B1/B2/B8 use and the site is still considered suitable for B class uses but predominantly related to B2/B8 uses linked to its close proximity to the A5. There are potential physical constraints, specifically access problems from the A5 junction and discussions between the Agent and the Highways Agency are on going. Design will need to consider the impact on residential development to the South through form, layout and massing. Site is situated in flood zone 3a and would require a FRA however the site benefits from existing flood defences and therefore this is not considered to make the site unsuitable. Site is considered suitable at present.	Although the planning permission for the site expired on 12/07/2009 the agent has confirmed intention to develop the site and therefore the site is considered to be achievable.	Although there are issues relating to the access the site is considered to be achievable based on the agent confirming that there remains intent to develop the site.	ST:0-5	Greenfield
EMP2	Bitterscote	Cardinal Point, lapsed site of previous permission 0412/2006	2.80	B1(b,c)/B2/B8	Site is situated within Cardinal Point employment area and is therefore considered to be suitable for employment (B1 (b,c) B2, B8) uses. Part of the site is located in flood zone 3a and would require an FRA however this is not considered to make the site unsuitable as a consequence of the site benefiting from existing flood defences.	Site is currently vacant but previous permission has expired.	Land owner currently discussing potential for site to be used for retail purposes however it is not considered that the site would be suitable based on need outlined in the 2011 Retail study. Recent completion of B2/B8 units on adjacent site suggests there is demand and therefore the site is achievable in the short term for B1(b,c), B2, B8 uses.	ST:0-5	Greenfield
EMP3	Bitterscote	Dunstable Lane, Site A, north of Dunstable Farm	15.51	B1(b,c)/B2/B8	No saved policy on new employment land. There are significant issues regarding the location of the site in terms of the significant impact on landscape in a rural greenfield location and impact on residential amenity and setting of Hopwas village. There are further issues relating to the sustainability of the site given its proximity to existing bus/cycle networks and as a consequence of the greenfield nature of the site and its proximity to the Canal it is considered that there may be potential biodiversity impacts. Although the site would benefit from potential links with the site to the south it is not considered that a site of this size would be suitable.	Developer had submitted site as part of Issues and Options consultation expressing an interest in development, no planning application.	Site is not considered to be achievable in the format indicated as a result of issues related to the suitability of the site. A reduced site might impact on viability and therefore it is not considered that the site is developable at present but may be suitable for small scale extension to site EMP31 at a later stage.	Not Currently Developable	Greenfield
EMP31	Bitterscote	Land off Dunstable Lane	11.80	B1(b,c)/B2/B8	Site has planning permission (reserved matters) for B1/B2/B8 and although development has commenced it has stalled under the current economic climate. It is still considered that the site is in a suitable location for employment development and is therefore suitable.	Site has commenced but development has stalled as a result of current economic downturn. Site is still available for development for employment uses.	Agent has indicated that there is still an intent to complete development.	ST:0-5	Greenfield

GIS Ref	Site	Name /Location	Size (ha)	Uses	Suitability	Availability	Achievability	Timescale	Greenfield /Brownfield
EMP4	Bitterscote	Dunstall Lane, Site B, South of Dunstall Farm	3.43	B1(b,c)/B2/B8	No saved policy on new employment land. The site has potential impact on landscape however it is considered this could be resolved through design and is limited by the sites context with existing Warehousing to the South. Furthermore as planning permission has been granted on an adjoining site (EMP31) it is considered that this impact is further reduced. Part of site is situated in flood zone 3a and would require a FRA however this is not considered to make the whole site unsuitable.	Developer had submitted site as part of Issues and Options consultation expressing an interest in development, and confirmed this through a developer intent form in November 2011. Site is therefore considered to be available.	Due to location (close proximity to existing employment area) in relation to an adjacent site it is considered that the site could be developed in the medium term as part of an extension to site EMP31.	MT:6-10	Greenfield
EMP7	Bitterscote	North of Bonehill Road, part of Bonehill Road employment area. Former Local Plan allocation	0.70	B1(b,c)/B2/B8	Site is situated in an existing employment area and is therefore considered suitable for employment use specifically B1 (b,c) B2, B8. Part of site is located in flood zone 3a and therefore a FRA would be required. However site benefits from natural flood defences and is therefore suitable.	Site is currently vacant and developer intent is currently unknown.	Agents indicate site is in a high demand location. Site is achievable in the medium term as a result on limited intent to develop, however size of site may limit opportunities.	MT:6-10	Greenfield
EMP8	Relay Park	Stonydelph (retained land), adjacent to Relay Park. Former local plan allocation	2.60	B1(a,b,c)/B2/B8	Site was previously allocated in Local Plan. It is adjacent to Relay Park employment area and has suitable infrastructure. Site is therefore suitable for B1/B2/B8 uses.	Part of site is currently occupied by single dwelling of the land owner. Agent acting on behalf of the owner has identified intention to bring the site forward in the medium term when the owner moves from the site.	Site is considered to be achievable in the medium term when the site becomes immediately available for development.	MT:6-10	Greenfield
EMP9	Centurion park	Centurion Park	0.74	B1(a,b,c)/B2/B8	No saved policy on new employment land. Site is located within existing employment area and is considered to be suitable for employment use. Site opposite is existing head office development. Site is	Site is part occupied by a car park and part vacant. Agent has identified previous interest in development but none at present.	Site is achievable in medium term. No known constraints	MT:6-10	Greenfield
EMP10	Amington	Sandy Way 1, Amington Employment Area	0.68	B1(a,b,c)/B2/B8	Site is situated on existing employment area however Residential properties to the West of site will need to be considered through design and setting. Site is considered suitable.	Site is currently vacant and it is understood it has recently been sold to a developer. Site is considered to be available.	Market information and recent completions to the South of the site indicate that the site is achievable in the short term. No application at present.	ST:0-5	Brownfield
EMP11	Amington	Sandy Way 2, Amington Employment Area	1.60	B1(a,b,c)/B2/B8	Site is situated on existing employment land and is considered to be suitable for redevelopment for employment use. The low occupancy is considered to relate to the quality of the stock rather than strategic issues relating to the location, accessibility etc.	Site is owned by the Council and is of mixed level of occupancy. However site is in need of renovating and therefore is considered to be available in the medium term provided that existing business are relocated.	The agent has indicated that the area is in a good location and therefore redevelopment could be achieved in the medium term.	MT:6-10	Brownfield
EMP12	Tame Valley	Tame Valley Business Centre, Amington Employment Area	0.51	B1(b,c)/B2/B8	Site is situated on existing employment land and is considered to be suitable for redevelopment for employment use. The occupancy rate is considered to relate to the quality of the stock rather than strategic issues relating to the location, accessibility etc.	Site is currently vacant and is being marketed on Council owned land, no strategy is currently in place for future redevelopment therefore site is not considered available at present.	Achievable in the long term because of the limited intent to redevelop the site at present however the site is suitable for employment uses.	LT:11-15	Brownfield

GIS Ref	Site	Name /Location	Size (ha)	Uses	Suitability	Availability	Achievability	Timescale	Greenfield /Brownfield
EMP18	Lichfield Road	Kepler, Lichfield Road Employment Area	2.51	B1(b,c)/B2/B8	Site is within employment area and suitable for redevelopment for employment use. Site currently has access issues due to poor road quality, but these could be overcome as part of a redevelopment.	Site is partly occupied with some vacant units. Site is also in multiple ownership and therefore it is not considered to be available at present.	Identified by agent as having access and quality issues but it is considered these could be overcome as part of comprehensive redevelopment. Land assembly would be required to facilitate this and therefore the site is considered achievable in the long term.	LT:11-15	Brownfield
EMP20	Tame Valley	Part of Co-op car park, Tame Valley Employment Area	0.83	B1(a,b,c)/B2/B8	Site is within employment area considered to be suitable for redevelopment for B1/B2/B8 uses. Although the site is a car park of existing Co-op supermarket it is not considered that redevelopment would have a detrimental impact on the retail operation. Site is considered suitable.	Site is occupied (car park for Co-operative superstore) however is under-used. One owner with no awareness of desire to release land for redevelopment	Achievable in medium term. No known constraints	MT:6-10	Brownfield
EMP22	Lichfield Road	Tripark, Lichfield Road Employment Area	3.73	B1(b,c)/B2/B8	Site is within employment area, previously received planning permission for change of use from B1,B2,B8 to Car Sales. However this has yet to be implemented and the site is still considered to be suitable for employment use.	Part of site is currently occupied but we understand this is on a short term lease. Site is in single ownership but unaware of desire for redevelopment at this stage. Unsure of market demand for unit of this size and therefore subdivision could be attractive based on alterations to similar premises. Site is considered available in the medium term.	The Agents view of site is that currently its design is inadequate for current requirements but they confirmed the location is good and redevelopment is likely to achieve occupier in employment use. Achievable in medium term.	MT:6-10	Brownfield
EMP24	Amington	Car Park North West of Amber Close	0.09	B1(b,c)/B2/B8	Site is within employment area and is considered suitable for employment use however the small nature of the site could affect potential uses.	Site is occupied for a car park but is on Council owned land and it is understood there is the potential for redevelopment in the medium term but site is not currently available..	Agents view is that there is demand in this location and that redevelopment could attract higher rents, however unsure of viability due to small size of sites and therefore the site is considered achievable in the medium term.	MT:6-10	Brownfield
EMP25	Amington	Car Park and units East of Sandy Way (adjacent to EMP11)	0.27	B1(b,c)/B2/B8	Site is within employment area. Site is currently partly occupied but is of poor quality. However it is considered that the quality issues relate to the quality of the unit rather than strategic issues and therefore the site is suitable	Site is partly occupied but is on Council owned land with plans for redevelopment.	Achievable in short term. Agents view is that there is demand in this location and redevelopment could attract higher rents.	ST:0-5	Brownfield
EMP26	Amington	Land adjacent to Sandy Hill Business Park	1.22	B1(b,c)/B2/B8	Site has planning permission for B1 uses, part of the site has already been completed. Site is considered to still be suitable for employment use.	Remaining site is vacant and available for employment use.	As a result of recent completions on the site it is considered to be achievable. No known factors as to why site will not be completed.	ST:0-5	Greenfield
EMP27	Amington	Silica Road, Site A	2.23	B1(b,c)/B2/B8	Site is within an employment area, it is currently vacant and of poor quality but the vacancy is considered to relate to the quality of the unit rather than strategic issues and the site is considered to be suitable for B1/B2/B8 uses.	Site is vacant, pre application discussions indicate interest in redeveloping the site.	As a result of pre-application discussions relating to redeveloping the site it is considered achievable in the short term.	ST:0-5	Brownfield

GIS Ref	Site	Name /Location	Size (ha)	Uses	Suitability	Availability	Achievability	Timescale	Greenfield /Brownfield
EMP28	Amington	Silica Road, Site B	0.60	B1(b,c)/B2/B8	Site is within an employment area, it is currently vacant and of poor quality but the vacancy is considered to relate to the quality of the unit rather than strategic issues and the site is considered to be suitable for B1/B2/B8 uses.	Site is vacant, uncertain of intent to develop the site at present	As a result of limited knowledge of intent to redevelop the site, site is considered achievable in the medium term	MT:6-10	Brownfield
EMP29	Amington	Site off Felspar Road	0.40	B1(b,c)/B2/B8	Site is within an employment area, it is currently vacant and of poor quality but the vacancy is considered to relate to the quality of the unit rather than strategic issues and the site is considered to be suitable for B1/B2/B8 uses.	Site is vacant, uncertain of intent to develop the site at present	As a result of limited knowledge of intent to redevelop the site, site is considered achievable in the medium term	MT:6-10	Brownfield
EMP30	Amington	Vacant Land off Sandy Way	0.47	B1(b,c)/B2/B8	Site has planning permission for B1 use, no work has commenced but site is considered suitable for employment uses.	Site is vacant and remains available to be developed for employment use.	No knowledge of reasons for site to not be developed and therefore site is considered developable in the short term.	ST:0-5	Brownfield
EMP17	Lichfield Road	North of Gerard, Lichfield Road Employment Area	3.72	B1(b,c)/B2/B9	Site is within employment area and suitable for redevelopment for employment use due to high proportion of vacant units which have been vacant for a period of year.	Part of the site is occupied and part of the site is vacant, also in multiple ownership	Site is achievable in long term. Current market view shows site as adequate location however poor quality on part of the site is affecting the ability to attract new occupiers. Redevelopment could achieve higher rents and is therefore desirable.	LT:11-15	Brownfield
EMP31	Bitterscote	Site off Bonehill Road	0.57	B1(b,c)/B2/B10	Site is within employment area and is suitable for development for employment use. Market information has indicated site is in a high demand location. Site previously had planning permission for a car dealership but this has lapsed. Infrastructure has already been completed on the site.	Site is currently vacant.	Site is achievable in medium term, unsure of intent to develop this site but limited constraints.	MT:6-10	Greenfield
EMP32	Bitterscote	Site off Bonehill Road	0.77	B1(b,c)/B2/B11	Site is within employment area and is suitable for development for employment use. Market information has indicated site is in a high demand location and infrastructure has already been completed.	Site is currently vacant.	Site is achievable in medium term, unsure of intent to develop this site but limited constraints.	MT:6-10	Greenfield

Overall Supply

Based on the evidence forthcoming in the future land estimation study and as a result of the impending abolition of the RSS, Tamworth's requirement can be considered to be a minimum of 36 hectares of employment land.

Since 2006 and as at 31 March 2011: 1.55 hectares have been completed and 0.97 hectares are under construction, therefore 0.59 ha have been completed and 0.4 ha were under construction, a total of 2.52 hectares, therefore 33.48 ha are required up to 2028.

The site appraisal has indicated that approximately 51.97 hectares of employment land could be provided up to 2028 as they are considered either deliverable or developable, this supply includes 34.33 ha of Greenfield land and 17.64 ha of brownfield land.

This appraisal has included sites which benefit from planning permission; these amount to 13.49 hectares of employment land. There are a further supply of small sites with planning permission not identified in the appraisal above which primarily consist of extensions to existing units, which amount to 1.27 ha. All of these are considered to be deliverable in the short term. Therefore a total of 14.76 ha has planning permission. There remains a supply of 37.21 hectares which does not have planning permission but which is considered can meet the remaining requirement of 19.02 hectares (remaining requirement minus existing commitments).

The following table provides a breakdown of the supply against the outlined requirement and demonstrates that there is a surplus of 18.53 ha of employment land which is either deliverable or developable.

Requirement (ha)	36
Minus Completions and UC (2.56 ha)	33.44
Minus Commitments (14.76 ha)	18.68
Minus Remaining Supply (37.21 ha)	-18.53
Residual (above or below)	-18.53

However it is important to consider the short, medium and long term capacity of sites to provide a more accurate representation of the supply against the demand. Furthermore in doing so it is important to breakdown the sites by new (Greenfield) and redevelopment (brownfield) sites to provide a clear spatial indication of the supply to inform the Core Strategy. This has been outlined in the following table:

Assessment/ Time Period		Brownfield	Greenfield
Deliverable ST	0-5 years	3.65	25.52
Developable MT	6-10 years	7.25	8.81
Developable LT	11-15 years	6.74	0.00
Sub Total		17.64	34.33
Not currently developable		0.00	15.51
Total		17.64	49.84

It is evident that there is a significant reliance on Greenfield sites to deliver the requirement. Furthermore the supply of brownfield sites can be considered to provide a flexibility allowance for additional sites. Especially as establishing when a redevelopment site comes forward is dependant on a number of factors such as:

- Relocation of occupied units
- Land assembly of units in multiple ownership
- Economic Viability including Market Conditions

Focusing on location, It is also important to breakdown the supply of deliverable and developable site by location:

Employment Area	Brownfield	Greenfield
Bitterscote	0.00	29.77
Tame Valley	1.34	0.00
Amington	6.34	1.22
Lichfield Road	9.96	0.00
Centurion Park	0.00	0.74
Relay Park	0.00	2.60
Total	17.64	34.33

It is evident that there is a significant supply of Greenfield sites at Bitterscote which make up a significant proportion of deliverable sites. There is a further supply of greenfield sites at Relay Park and Centurion, both located adjacent to Junction 10 of the M42.

In terms of redevelopment, both Amington and Lichfield Road have a significant supply of brownfield sites.

Overall Tamworth has sufficient capacity to meet the requirement of 36 hectares however there is a reliance on Greenfield sites to meet this requirement.

Conclusions and Recommendations

Overall Employment Position

As highlighted in stage 1 it is evident that Tamworth's employment areas are currently performing sufficiently to be retained in their current use, with the exception of Kettlebrook Road which has been identified as a potential site to be released. There are also issues with the existing stock in particular an oversupply of small units, although market evidence suggests there is still sufficient demand at the majority of the employment areas. In terms of quality, this varies across the Borough with some areas suffering from issues such as a poor quality environment and inadequate security measures whereas other areas offer an excellent surrounding environment with sufficient contemporary security measures. These variations in quality occur at various scales both between employment areas and within employment areas with marked differences in quality at this scale. There are a number of recommendations for each employment area which are included at the end of this section. In addition the Council will need to continually monitor and assess the quality and performance of each Employment Area on an annual basis.

The study has so far demonstrated that there are sufficient sites to meet the outlined requirement of 36 hectares. However this target should be seen as a minimum figure especially based on uncertainties in using the labour forecasts into the long term. Furthermore there is significant reliance on greenfield sites which account for 25.52 hectares of the deliverable supply. Furthermore the total supply of greenfield sites account for approximately 34 hectares of employment land, although this places less reliance on brownfield sites it will still be important to ensure that these come forward as they provide sufficient flexibility to cope with market demand for additional employment land.

In terms of the spatial distribution of the employment land supply, it is evident that the greenfield supply is concentrated at Bitterscote and the M42 Junction (Relay Park and Centurion Park), with brownfield sites at Lichfield Road, Amington and Tame Valley. It will be critical to protect and promote all of these employment areas as a result of their strategic importance in the borough.

In terms of the portfolio of sites identified, the Core Strategy will need to decide which sites come forward in terms of their appropriateness, focusing at issues such as sustainability, economic viability and compatibility with the chosen strategy. In addition the Core Strategy will also need to look at when sites will come forward with regards to their phasing over the plan period. This demonstrates that there are choices for the Core Strategy to take in considering Tamworth's Employment Land requirements for the future.

Recommendations for specific employment areas

Tame Valley Employment Area

The area should be retained in employment use however there is potential for release of some units for trade purposes. Physical improvements are required to the following sub-estates; Roman Park and Claymore. In addition security improvements should be made at Roman Park, Viking Park and Falcon Park. Further short term improvements include improved signage at sub-estates and the main entrance points to the employment area and to create a business forum for businesses to highlight issues and to explore potential for measures such as car sharing schemes to alleviate congestion. The site has developable capacity on brownfield sites for 0.83 hectares in the medium term and 0.51 hectares in the long term.

Lichfield Road Employment Area

The area should be retained in employment use. Physical improvements are required to existing roads and sub estates showing signs of disrepair including poor road quality, in particular re-surfacing along Apollo and Mariner and also at Lovell, Kepler and Tamworth Enterprise Park. Furthermore improvements to security measures are recommended at; the Apex centre, Kepler, Tamworth Enterprise Park, Sovereign Centre and Ariane. Signage should also be improved at key entrance points and the potential of creating a business forum for the employment area should be explored.

The site has developable capacity on brownfield sites for 3.73 hectares in the medium term and 6.74 hectares in the long term.

Amington Employment Area

The area should be retained in employment use. Specific improvements include improved signage at entrance points to the area. Due to the high proportion of council owned land it is recommended that a strategy is created for the future management or development of this land, in particular Sandy Way and Tamworth Business Centre. This will help determine the potential for redevelopment or assist in remediation work which is required. Such as improving road quality on site and increased security measures. There might also be the potential for some small scale release of employment land for A3 or A4 use to improve access to services on the employment area, provided this does not lead to a detriment of the overall function of the employment area. Increased public transport access is recommended to improve links to nearby local centres.

There is 4.87 ha deliverable capacity in the short term, consisting of sites with planning permission (EMP26 and EMP30) and a site where there has been pre-application discussions to redevelop the

site (EMP27). In addition there is capacity for 2.69 ha of developable employment land in the medium term.

Bitterscote Employment Area (Bonehill Road and Cardinal Point)

This employment area should be retained in employment use. Specific improvements include improved signage at the entrance to the site. The site has significant capacity of deliverable sites, 24.30 ha. A further 5.47 ha are developable and considered likely to come forward in the medium term.

Centurion Park Employment Area

The area should be retained in employment use and a key recommendation is to improve bus service provision to create greater links to the town centre via the residential areas north of the employment area, Stonydelph, Glascote and Amington. There is one developable site in the medium term of 0.74 ha.

Relay Park Employment Area

The area should be retained in employment use and bus service provision should be improved to provide greater links with the town centre via residential areas to the North of the employment area in conjunction with recommendations for Centurion Park. The site has capacity for 2.60 hectares of employment land, situated on the former allocated site which is considered developable in the medium term.

Beauchamp Employment Area

This area should be retained in employment use but there may be some flexibility for the type of uses to ensure that the site is developed appropriately to assist with the regeneration of Wilnecote Regeneration Corridor.

Two Gates Trading Area

This area should be retained in employment use. In addition measures such as car sharing should be encouraged at the site through appropriate means to reduce congestion caused by on-site parking. The site could be included as part of the Tame Valley Employment Area.

Hedging Lane Employment Area

This area should be retained in employment use over the short term and physical improvements need to be carried out on the access road through the site. The site could be included as part of the Tame Valley Employment Area and should be extended to include the brickworks to the west.

Kettlebrook Road Employment Area

In the short term the area should be retained in employment use and physical improvements should be carried out on all access roads on the employment area. All sub-estates with the exception of Swan Park require security improvements and improved signage.

Towards the long term, due to capacity issues, the age of the site and access issues there is potential for some of the land to be released for alternative uses.