



# Strategic Planning & Environment ~~Overview & Scrutiny~~ Agenda

**TUESDAY 10 JANUARY 2023 AT 7.30 PM**

## **Conference Room 1 - The Forum**

The Councillors listed below are requested to attend the above meeting, on the day and at the time and place stated, to consider the business set out in this agenda.

### Membership

Councillor Beauchamp  
Councillor England  
Councillor Foster  
Councillor Harden (Chairman)  
Councillor P Hearn  
Councillor Riddick  
Councillor Rogers (Vice-Chairman)

Councillor Stevens  
Councillor R Sutton  
Councillor Taylor  
Councillor Timmis  
Councillor Wilkie  
Councillor C Wyatt-Lowe

For further information, please contact Corporate and Democratic Support or 01442 228209

## **AGENDA**

### **1. MINUTES (Pages 3 - 8)**

To agree the minutes of the previous meeting.

### **2. APOLOGIES FOR ABSENCE**

To receive any apologies for absence.

### **3. DECLARATIONS OF INTEREST**

To receive any declarations of interest.

### **4. PUBLIC PARTICIPATION**

### **5. CONSIDERATION OF ANY MATTER REFERRED TO THE COMMITTEE IN RELATION TO CALL-IN**

### **6. ACTION POINT FROM PREVIOUS MEETING (Page 9)**

7. **FOOD SERVICE DELIVERY PLAN AND RECOVERY PLAN** (Pages 10 - 57)
8. **BIODIVERSITY NET GAIN SPD** (Pages 58 - 65)
9. **SKILLS AND APPRENTICESHIPS SPD** (Pages 66 - 156)
10. **WORK PROGRAMME** (Pages 157 - 158)

## MINUTES

### Dacorum Borough Council

#### Strategic Planning and Environment Tuesday 6 Dec 2022

**Councillors: (14)**

Neil Harden (Chair)  
Jane Timmis  
Anne Foster  
Garrick Stevens  
Adrian England  
Stewart Riddick  
Rob Beauchamp  
Nigel Taylor  
Rosie Sutton

Also in attendance:

**Officers: (6)**

Alex Robinson – Assistant Director Planning  
Trevor Pugh – Assistant Director Neighbourhood Delivery  
James Doe – Strategic Director – Place  
Philip Stanley – Head of Development Management  
Sara Whealan – Head of Hemel Place Strategy \*  
Clare Demspey – Financial Planning Team Lead  
Emma Walker – Head of Environmental & Community Protection

**1 MINUTES**

The minutes from the last meeting were approved and signed by the Chair.

**2 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Anderson, Wilkie, Wyatt-Lowe and Banks

**3 DECLARATIONS OF INTEREST**

There were no declarations of interest.

**4 PUBLIC PARTICIPATION**

There was no public participation.

**5 CONSIDERATION OF ANY MATTER REFERRED TO THE COMMITTEE IN  
RELATION TO A CALL-IN**

None.

The Chair advised that all actions were complete.

It was noted that the Housing and Community Overview and Scrutiny meeting was not quorate and Cllr Wyatt-Lowe was asked to move the Housing meeting.

Cllr Wyatt-Lowe left the meeting.

TPugh presented the Environment Overview, noting that the two most significant areas of the budget are garden waste and depot transformation. On garden waste, it was noted that Cabinet approved the move to a subscription-based service for 2023-24 with an assumption of an initial 30% take-up and that customers will be charged £46 per annum, resulting in an income of around £650k in the next financial year. The subscription will go live at the beginning of January on the DBC website and communication will be sent to residents. The garden waste service starts on 27th February 2023 and collections will only be taken from those who have subscribed and paid the fee.

Looking at depot transformation, TPugh noted the £134k reduction in costs that is projected for next year, which is made up of salary and transport costs through a focus on route optimisation as this was last reviewed in 2014 and a significant number of changes since then. Proposals for new rounds are being discussed with supervisors to ensure these are being sense-checked before going into more formal proposals. There will be several phases to the transformation and work will also include Clean Safe and Green as well as Commercial services to help better improve income.

The Chair asked if the depot transformation would be coming to Scrutiny. TPugh stated that he was unsure though he understood that it had been previously discussed at Scrutiny.

The Chair asked for further clarification on how the £134k saving would be achieved. TPugh advised that optimising would ensure they run fewer rounds and run rounds more efficiently with fewer vehicles and crew. Given that a number of the crew are agency staff, this will provide an opportunity to reduce the number of agency staff hired.

Cllr Taylor suggested it would be better to optimise rounds once the garden waste subscription scheme has been brought in. TPugh advised that they will operate the same garden waste rounds initially until they understand take up, and towards the end of the garden waste season, an assessment will be completed on demand and expectations for the following year before making round optimisations.

Cllr Timmis noted that a number of residents have already commented on the garden waste subscription and asked if residents can pay a pro rata payment if they want to start using the scheme later in the year. It was confirmed that this would not be offered.

Cllr Timmis confirmed that residents in receipt of benefits would receive a £10 reduction on the garden waste subscription and would therefore pay £35 per annum.

It was noted that whilst residents can sign up to the garden waste at any point of the year, the cost will remain the same. The Chair stated that this should help incentivise residents to sign up at the beginning of the year.



Cllr Timmis referred to comments from residents and asked if St. Albans offer a collection all year round. TPugh stated that he was unsure and that other authorities he has worked for would typically pause the service over winter.

Cllr Foster noted the expectation for a 30% take-up of the garden waste service and commented that the reports state a 60% take-up will require further investment. TPugh stated that further investment would not be required.

Cllr Foster commented on the giveaway compost and asked if this could be commercialised and sold to residents. TPugh advised that this is done with the county and is therefore aligned to their scheme though this could be looked at further.

Cllr Foster noted that residents who don't wish to use their green bins have asked how to dispose of them. TPugh stated that they would be initially asking residents to keep their green bins and then, after a period, they will consider how to collect them if they are still not required.

Cllr Taylor asked if the garden waste subscription fee would be charged upfront or on a monthly basis. TPugh stated that it would be upfront. Cllr Taylor queried why it was not charged throughout the 6 months of the collection period. It was noted that this would be costly to manage. Cllr Taylor advised that this is already being done for council tax, to which it was noted that council tax is a much higher sum and administrative costs for this are therefore more cost-effective.

Cllr England noted that some residents have smaller green bins and asked if there would be standardisation of the bin size. TPugh suggested that there should be only one size but would look into this further.

Cllr England commented that whilst the contribution of the green waste subscription service to the budget is significant, he felt they were introducing the scheme too quickly and that they may find some areas more complex.

Cllr England noted the charges in the list are around 10-11% though there is no increase in planning fees. It was noted that planning application fees are set nationally by central government, though an increase is being discussed. On discretionary services, it was noted that they were increased in the last round in excess of 10% and it was felt that that they would remain at the current rate as they are embedded. Increases have been brought in as costs did not meet the staff costs to implement the service.

Cllr England asked if there is likely to be an announcement with regards to an increase in planning fees. It was stated that some correspondence has been received from the Secretary of State regarding a consultation in the new year, though this is yet to be fixed. Cllr England asked what impact there would be on budget if an inflationary increase was applied to planning fees. It was stated that this was unknown though they currently bring in £1.3-1.4m per annum so a £200k increase could be expected.

The Chair noted that the nationally-set fee is not currently enough to cover the work.

Referring back to Cllr England's questions on the size of the green bins, TPugh noted the FAQs that state green bins were provided for smaller storage areas and that the introduction of the service won't change this and that the same price will be applied regardless of the size of the bin. Cllr England commented on the perception of value, to which TPugh stated that costs are calculated on the cost of collection.

A question was raised regarding the consultation on planning fees and it was asked if this was just on fees or also on future planning matters. ARobinson stated that this was unknown and that they have only been informed of a consultation on fees, though there may be further consultations regarding wider aspects of the planning system in the new year. It was noted that the Secretary of State is due to consult on national policy frameworks around local plans though they are unsure when this will take place.

Cllr England commented on the waste transformation strategy and referred to the £1.4m savings over 2 years, noting that this was not highlighted in the presentation. It was stated that this is the saving on costs as there are current pressures on agency spend as well fuel and transport costs, and therefore there will be a saving of £134k on budget rather than actual cash spend.

A comment was raised regarding the suggestion that they would not spend on new wheeled bins until 2027. It was confirmed that there is already a rolling £100k programme on new bins and this is just adding in the fifth year.

Cllr Beauchamp referred to the roll out of the green bin charging structure and suggested that messaging may be lost given that the current focus will be around Christmas rather than garden waste and asked if reminders will be sent out to residents regarding the process. TPugh confirmed that there will be comprehensive communication, including a mail out, advertising on the side of refuse vehicles and via social media. The Chair asked when letters will be sent out. TPugh confirmed that these would be sent out in January and that a pack will be sent to residents once they have signed up and paid for the scheme.

Councillor Timmis commented that some residents have raised concerns on how they sign up to the green bin payment scheme and asked if the letter will provide a manual process for those unable to use IT. It was noted that whilst they don't wish to encourage this, it is possible to sign up by calling the customer contact centre. It was stated that the budget has allowed for additional resourcing to support this. The Chair commented that the online form could also be accessed via libraries and community centres.

Cllr Sutton asked if four houses signed up together if they would share one bin. It was confirmed that it would be up to households to arrange this.

Cllr Foster referred back to the report and the suggestion that a take up of over 60% for the garden waste subscription would require additional investment. TPugh confirmed that the budget is based on a 30% take up.

The Chair asked what level of take up has been seen in areas that have already implemented the garden waste subscription. TPugh confirmed that the 30% take-up rate is based on what has been seen in other areas.

Cllr England commented on the capital bids for the adventure ground improvement programme in appendix C, noting that there is a lot of spending considered for next year with no further spending in the following years and asked if they had considered delaying this. It was confirmed that this was already in the budget and had been realigned having already been delayed.

Cllr Stevens referred to the technology reserve and asked how the digitisation programme is coming along. It was noted that those who could comment on this were in the Finance and Resources meeting. It was confirmed that there is a strategy for this and that there are options to bring this forward. It was also noted that this item links up with mapping.

The Chair commented on the rolling budget for CCTV and asked if this is required. It was stated that this is to replace equipment over time.

Cllr England noted the fleet replacement programme and asked for clarification on the fluctuation in numbers. It was stated that this is due to the rolling programme as there have been delays in the market with some vehicles they intended to purchase this year delayed into next year. Cllr England asked if they are making a less environmentally optimal purchase due to a need to replace vehicles. It was advised that they do not buy vehicles unless it makes sense to do so and the most environmentally beneficial vehicles are purchased to ensure that new vehicles are of a better standard than the ones they are replacing. It was noted that they are not yet in a position to replace current vehicles with electric refuse vehicles, though this is an aim for the future. The Chair asked what the current lifecycle is of a refuse vehicle. It was noted that it is around 7 years.

Cllr England asked if replacing vehicles at the optimum time reflects the difference in reliability of different vehicles. It was stated that it is a judgement call for the fleet manager. In response to a question regarding what happens to vehicles once they are replaced, it was confirmed that they are sold on.

Cllr Beauchamp referred to appendix G regarding the budget for the Water Garden fencing and asked for further clarification on what this fencing is required for. It was confirmed that it is for the benched areas by the Italian beds to replace the temporary and older fencing. Cllr England asked if there was a possibility for an application of SIL funds for this, to which it was stated that they would do this if possible.

The Chair thanked the officers for their attendance and councillors for their contribution.

## **8 WORK PROGRAMME**

The Chair noted the size of the programme for January. It was advised that the KPI item may be moved to February.

In response to a report on the digital strategy, it was noted that a report was not planned. The Chair advised that this would go through Finance and Resources. It was advised that there are a number of work streams that sit beneath the transformation and digital strategy, and whilst some relate to planning, they are primarily related to software and making systems more efficient so there was no intention to bring a report to the Committee. It was agreed a general update on the work underway as part of this strategy could be provided. The Chair asked if this would be included under the quarterly performance update. It was agreed that the work could be expanded upon as part of the digitalisation update in the quarterly report. It was stated that an update on how this will affect the core areas covered by the Committee would be beneficial. It was confirmed that this is not yet on the Finance and Resources Work Programme and it was agreed that the item would be looked at further. The Chair added that councillors could also attend Finance and Resources meetings and that any items of relevance could be brought to the Committee. It was stated that strategies under the master strategy should highlight how officers will drive a better or more efficient service.

Cllr Timmis referred to her request at the last meeting regarding acronyms and asked if they could also include items on climate change given that the Committee also focuses on the environment. The Chair confirmed that each report should have its own set of acronyms listed. LFowell confirmed that she could include the words when officers provide the Work Programme.

Cllr Beauchamp commented that he had attended the Water Resources South East Board as chaired by Affinity and Thames Water where he asked if they would be prepared to speak to borough councils. Cllr Beauchamp confirmed that he would send details of key contacts once the minutes have

been released so that the Committee can invite them. The Chair confirmed that if there is capacity for this subject then they can be included within the Work Programme.

Cllr England asked if there is a regular way to discuss recycling over the years, noting that there is not an annual recycling assessment. Cllr England referred to a previous request from Cllr Hobson on an investigation into recycling. It was noted that councillors went on a tour to see what happens to recycling and that it would be useful to know what is now happening to recycling.

The Chair stated that he is keen for the Work Programme to include items that members want to cover and that he is happy to speak to officers to look into this further.

There being no further business, the Chair closed the meeting at 8:56pm.

**ACTION: Further update on digitalisation to be included as part of the quarterly report.**

### Strategic Planning & Environment OSC Action Points - October

Date of meeting	Action point	Responsible officer	Date action completed	Response
12 October 2022	HPeacock and MParr to check if prediction of 30,000 cars by 2030 includes development of local plan	H Peacock	30/12/22	LF sent to committee 01/12/22
12 October 2022	To circulate the outstanding debt figure.	A Robinson	31/10/22	LF sent to committee 31/10/22
8 Nov 2022	H Peacock to report back complaints figures. (complaints policy)	H peacock	14/11/22	LF sent to committee 01/12/22
8 Nov 2022	Richard Le Brun's team to contact Ashridge about dumping of green waste and invasive species	R Lebrun		Ongoing
6 Dec 2022	Further update on digitalisation to be included as part of the quarterly report.	A Robinson		To be completed on next report cycle



## Strategic Planning and Environment Overview and Scrutiny Committee

<b>Report for:</b>	Strategic Planning and Environment Overview and Scrutiny Committee
<b>Title of report:</b>	Food Service Plan 2022/2023
<b>Date:</b>	10 <sup>th</sup> January 2023
<b>Report on behalf of:</b>	Councillor Julie Banks, Portfolio Holder for Community and Regulatory Services
<b>Part:</b>	I
<b>If Part II, reason:</b>	N/A
<b>Appendices:</b>	<ol style="list-style-type: none"> <li>Food Service Plan 2022/23</li> <li>Food Service Recovery Plan 2021-24</li> </ol>
<b>Background papers:</b>	None
<b>Glossary of acronyms and any other abbreviations used in this report:</b>	<p>ECP - Environmental and Community Protection</p> <p>FSA - Food Standards Agency</p> <p>FHRS - Food Hygiene Rating System</p>

### Report Author / Responsible Officer

Emma Walker, Head of Regulatory Services



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<b>Corporate Priorities</b>	<p>A clean, safe and enjoyable environment</p> <p>Building strong and vibrant communities</p> <p>Ensuring economic growth and prosperity</p> <p>Ensuring efficient, effective and modern service delivery</p>
<b>Wards affected</b>	ALL
<b>Purpose of the report:</b>	<ol style="list-style-type: none"> <li>To provide Members with sufficient information to approve the FSA: COVID 19 Local Authority Food Service Recovery Plan in place of the Food Service Plan 2022/2023.</li> </ol>

<b>Recommendation (s) to the decision maker (s):</b>	1. Approve the continuation of the use of the Food Standards Agency Covid 19 Recovery Plan to guide the work of the Food Safety Team as detailed in the Food Service Recovery Plan.
<b>Period for post policy/project review:</b>	None

## 1 Introduction/Background:

- 1.1. The Service Plan is dedicated to the food law enforcement functions undertaken by the Environmental Health Service, Environmental and Community Protection (ECP), Neighbourhood Delivery Directorate. The Service Plan includes details of works carried out under food safety legislation.
- 1.2. The scope of the service plan covers specific areas relating to:
  - Food safety and hygiene enforcement
  - Infectious disease investigations
- 1.3. The Food Service Plan expresses the Council's commitment to the development of the food service and the requirements set by the Food Standards Agency (FSA) who monitors and audits local authorities' activities on food law enforcement. The Service Plan helps to ensure that the national priorities and standards are addressed and delivered locally.
- 1.4. The FSA, in the Framework Agreement, requires that the Food Service Plan be suitably approved, whether this is by Senior Officers or by members. The format of the service plan is dictated by the Framework Agreement and must cover the following areas:
  - Service aims and objectives
  - Background
  - Service delivery
  - Resources
  - Quality Assessment
  - Review

## 2 Key Issues/proposals

### 2.1 Purpose of the Food Service Plan - Service Aims and Objectives

The service plan outlines the work the council will undertake to ensure they carry out their statutory obligations as the competent food authority within Dacorum. This involves intervention planning and implementation that is undertaken in line with the regulators code in a proportionate, accountable, consistent, transparent and targeted manner.

- 2.2 The Food Safety service plays a fundamental role in ensuring that the residents of Dacorum have an informed choice of where they can safely purchase food and drink. The Food Service also assist food businesses by providing advice on a range of food safety matters that can aid economic growth and prosperity.

- 2.3 The council aims to ensure that the food team is adequately resourced to deliver the food service within Dacorum despite increasing demands and difficulties recruiting permanent staff in recent years. All officers are appropriately trained and authorised to carry out a wide range of statutory functions.
- 2.4 The Food team, working together with other council departments and the public, ensure we have up to date information regarding the food businesses operating within our district. Ensuring this information is up to date enables us to focus on high risk premises and allocate our resources where they are needed most in order to protect the wider public health.
- 2.5 COVID 19 Pandemic - Impact on the Food Service Plan and the Recovery Plan.  
  
The objectives and the implementation of the Food Service plan dated 2021/2022 have continued to be been significantly affected by the COVID 19 Pandemic. The objectives have not been met fully due to the diversion of resources to help with the councils COVID 19 response. This has been the main priority of the Environmental and Community Protection Department as a whole since the pandemic began.
- 2.6 Resources from the food team had been deployed to carry out local contact tracing, workplace outbreak investigations, Covid 19 complaint investigations and a range of targeted campaigns outlined in section 8 of the Food Service Plan.
- 2.7 The Food Standards Agency issued the COVID-19 Local Authority Recovery Plan with associated guidance/advice at the time of writing the service plan for 2021/22. These documents outlined how the FSA expect food and feed enforcement authorities to respond to the impacts of COVID-19 on delivery of official food and feed controls. Dacorum have followed this guidance throughout the pandemic. The guidance and advice outlined in the FSA plan aim to ensure that during the period of recovery from the impact of COVID-19, local authority resources are targeted where they add greatest value in providing safeguards for public health and consumer protection in relation to food. It also aims to safeguard the credibility of the Food Hygiene Rating Scheme (FHRS).
- 2.8 We continue to follow the COVID 19 Local Authority Recovery Plan which covers the period from 1 July 2021 to 2023/24. Dacorum have followed this recovery plan instead of the usual requirements in full of the Food Safety Service Plan 2021/2022 this will be the same for the 2022/23 Service Plan period.
- 2.9 Whilst the team are working to return to business as usual we will continue reporting back to the FSA at regular intervals by completing the Temperature Check surveys to identify at the earliest opportunity any problems that we may have following this plan. Any deviation to the plan will be reported to the Portfolio Holder at regular meetings with the Service.
- 2.10 The team continue to meet or exceed the deadlines for recovery in the FSA Covid 19 Recovery Plan and complete each temperature check as requested by the FSA. Subject to the recovery continuing as outlined we aim to draft and complete a business as usual service plan for the 2024/25 period.

### **3 Options and alternatives considered**

- 3.1 None – this is a continuation of the Food Standards Agency Covid Recovery Plan which covers the period 2021-2024 in line with FSA Guidance and requirement's to ensure we meet our statutory obligations.

### **4 Consultation**

- 4.1 Resident Services Board and Julie Banks- Portfolio Holder for Community and Regulatory Services have been consulted.

### **5 Financial and value for money implications:**

- 5.1 There are no financial or value for money implications associated with this, as the service plan sets out how the Council complies with the requirements of the Food Standards Agency



## 6 Legal Implications

- 6.1 The Framework Agreement on Official Feed and Food Controls by Local Authorities, issued by the Food Standard Agency, provides a way to implement the Food Standards Agency powers under the Food Standards Act to influence and oversee local authority enforcement activity.

The Agreement details:

- Publicly available local service plans to increase transparency of local enforcement services
- agreed feed and food law enforcement standards for local authorities
- enhanced monitoring data with greater focus on inspection outcomes and which provides more detailed information on local authority performance
- An audit scheme aimed at securing improvements and sharing good practice

- 6.2 The Food Service plan is therefore required to meet these requirements, and set out as per the agreement the way the Council will conduct its duties around food safety enforcement, education and compliance.

## 7 Risk implications:

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **N/A**

The following key risks should be taken into account when agreeing the recommendations in this report:

Risk Description	Mitigations	RAG Status
Failure to meet statutory duties under the Framework Agreement	<ul style="list-style-type: none"><li>▪ The Food Service Plan is compliant with these requirements</li><li>▪ The service plan also takes into account FSA requirements and guidance around covid-19 recovery</li></ul>	
Failure for the service plan to be approved through the correct means	<ul style="list-style-type: none"><li>▪ The SPAE OSC report is the first part to ensure compliance, with the report then going to Cabinet for final approval</li></ul>	

## 8 Equalities, Community Impact and Human Rights:

- 8.1 The Food Service Plan documents how legal requirements are to be met, and has no detrimental impact on the areas concerned in this section.

## 9 Sustainability implications (including climate change, health and wellbeing, community safety)

- 9.1 The aspects seeking approval are expected to have a hugely positive impact on health and wellbeing, as well as community safety, by putting in place a proactive scheme that addresses matters evidenced within the area.
- 9.2 The Food Service Plan sets out a risk based approach, in line with the requirements of the Food Standards Agency, to ensure that food produced, manufactured, stored and sold within Dacorum Borough Council is safe for human consumption

## 10 Council infrastructure (including Health and Safety, HR/OD, assets and other resources)

- 10.1 The resourcing necessary to carry out the service plan is detailed within it.

## **11 Conclusions:**

- 11.1 If the Food Service Plan is not approved then it opens the risk of non-compliance to the Food Standards Agency Framework Agreement, and the potential for the Council to be audited and / or action to be taken against it to increase.

Therefore, in conclusion, it is recommended that the draft Food Service Plan is approved to ensure compliance.

# Dacorum Food Safety Recovery Plan 2022/2023

## Introduction

With the covid-19 pandemic, there has been a knock on effect to services especially around where proactive inspection regimes are in place, being mainly:

- Food Safety Inspections
- Health and Safety Inspections

Food Safety and Health & Safety inspections are determined by a risk rating inspection regime and are statutory. For these, the governing bodies (Food Standards Agency and Health & Safety Executive) have set the way forward. Health and Safety inspections have been maintained throughout the covid-19 pandemic, with increased visits related to covid-19 risk assessments, safe operating procedures and general risks. Therefore, no specific recovery plan is required for this element.

## 1. Food Safety Inspections

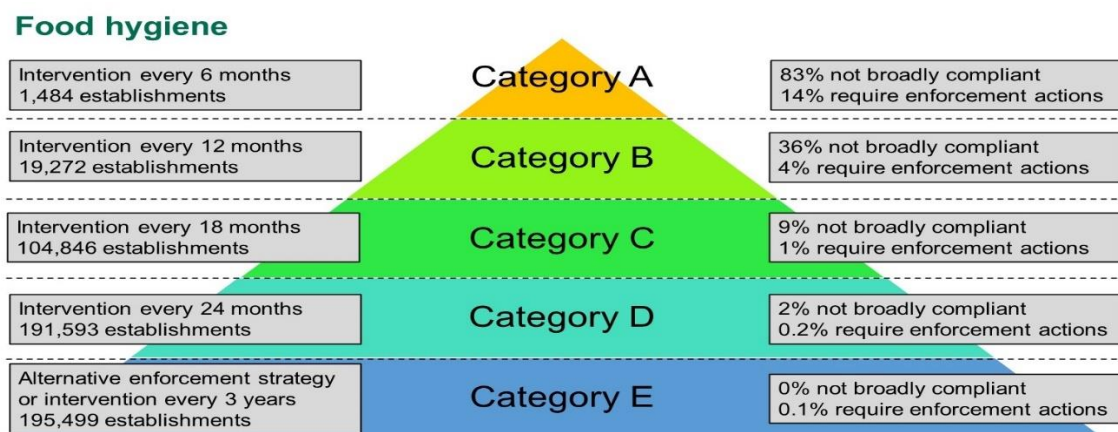
### 1.1 Food Standards Agency Approach

The Food Standards Agency (FSA) set out in June 2021 their proposal for LA recovery around statutory inspections. Dacorum Borough Council made a decision to adopt this plan from the 1<sup>st</sup> July 2021 as the Food Service Plan as the targets outlined for food delivery controls were more realistic during the ongoing pandemic. This plan continues to cover the period from 1 July 2021 to 2023/2024.

The following factors initially shaped the FSA's approach:

- the number of 'new' food businesses has significantly increased – a large proportion of which are home-based – and although some of these may cease trading when the hospitality sector starts to recover, and lockdown restrictions are otherwise lifted, the risks associated with them remain largely unknown as initial inspections have not been undertaken
  - In 2021/2022 Dacorum continued to receive a significant number of new Food Premises Applications with a total of 213 received.
- the number of 'new' food businesses on the 'high street' may increase as some existing businesses may change hands while others may start up to capitalise on potential additional trade from staycations etc over the coming months
- existing businesses will gradually be re-opening, many after prolonged closure, as restrictions in the hospitality sector on eating onsite are lifted, while other businesses will continue to diversify activities to adapt to ongoing changes in the market
- LA resources have been diverted from delivery of food official controls during the pandemic to activities related to reducing the spread of COVID
- the highest risk establishments may have missed one, two or potentially three planned interventions
- LAs are anecdotally reporting that significant resource is currently being used for non-statutory but important wider government priorities such as export certification and support for businesses navigating the new arrangements
- LAs are anecdotally reporting a general trend of reducing hygiene standards in food establishments since the onset of the pandemic.

The FSA approach was also mindful of the profile of establishments across the risk categories, the levels of compliance and the typical annual percentages for enforcement actions within each pre-pandemic. The diagram below shows the national picture pre-pandemic as the basis for the recovery approach.



## 1.2 Objectives and Assumptions of the FSA recovery plan

The approach by the FSA has taken on board the following objectives:

- ensure that LAs:
  - return diverted resources to food teams
  - can identify and focus on those businesses that are trading by continuing to undertake ongoing proactive surveillance
  - revert to the expected inspection frequencies in the Food Law Codes of Practice for those businesses posing the greatest risk to public health/consumer protection
- improve hygiene and standards compliance and reduce risks by focusing activity where non-compliance is identified and by undertaking appropriate follow-up and enforcement action
- Ensure more routine operation of the Food Hygiene Rating Scheme (FHRS).

The FSA assumed the following when devising the recovery plan:

- there will be additional demands and expectations on LAs in relation to compliance and enforcement of COVID rules as sectors re-open over the next few months.

**Going into 2022 the restrictions have been gradually lifted and so this has allowed resources to be slowly diverted back to the Food team.**

- urgent reactive food safety work will increase as restrictions in the hospitality sector are lifted.

**This was not the case in Dacorum, the reactive work was linked more to non-compliance with Covid 19 regulations the hospitality sector.**

- planned interventions for food hygiene and food standards will be more complex to undertake and will take longer as they must be undertaken in a COVID safe way.

**This was initially the case until the restrictions started to lift in early 2022.**

- compliance standards have dropped so levels of required follow-up and enforcement action needed to address the risks to public health/consumer protection will be greater.

**This has been observed in Dacorum with an increased number of compliance revisits being undertaken.**

## 1.3 Timelines

The proposed plan covers 1 July 2021 to April 2023 and beyond with recovery in two phases:

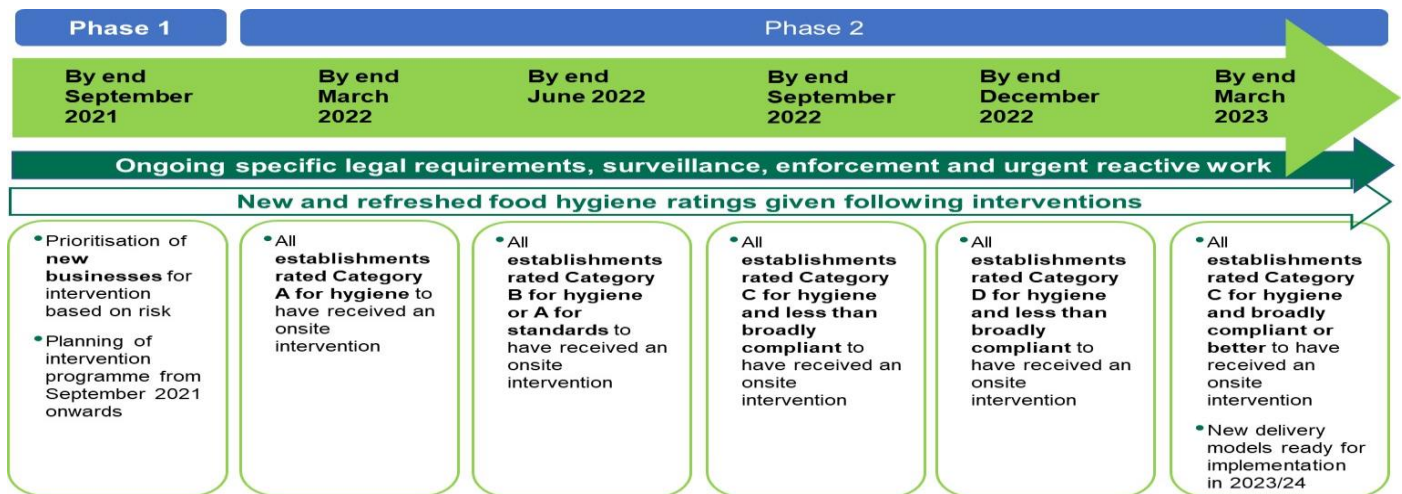
- Phase 1 - 1 July to 30 September 2021. This has now been completed.

- Phase 2 – 1 October 2021 to April 2023 (until the revised food hygiene intervention rating scheme are in place)

There will be a focus on securing compliance in persistently non-compliant businesses. The proposal for recovery aims to reflect that direction of travel.

#### 1.4 Outline of the Recovery Plan

The key elements of the plan are summarised below:



#### 1.5 Principles underpinning the recovery plan

The FSA proposed that the following principles underpin both phases of the recovery plan:

- when intelligence suggests risks have increased – and irrespective of the risk category – interventions should be undertaken to assess and address those risks.
- when an onsite intervention is undertaken, subsequent interventions should be programmed as per the Codes of Practice requirements.
- new food hygiene ratings should be given where appropriate interventions are undertaken
- where non-compliance is found at any intervention, appropriate enforcement action should be taken
- The use of remote assessments will not be used at Dacorum as it duplicated a lot of the work and didn't yield the results expected when tried after Lockdown 1.

#### 1.6 Impact on Dacorum

Based on the FSA **Phase 1 plan**, the priority up to the end of the 2021/22 financial year was:

- conditional and full approval visits (limited for Dacorum - 7 approved premises in total).
- management of food incidents and hazards (including outbreaks of foodborne illness)
- investigation and management of complaints
- enforcement action in case of non-compliance
- ongoing proactive surveillance to obtain an accurate picture of the local business landscape and identify: open/closed/recently re-opened/new businesses; as well as businesses where there has been a change of operation, activities or FBO.

Dacorum was able to:

- Manage the expected increase in necessary reactive work resulting from the lifting of restrictions in the hospitality sector, which included carrying out some of the overdue planned interventions. The table 1.1 below shows the number of premises that were overdue by 30<sup>th</sup> September 2021.

Table 1.1

Risk Band	Number overdue at 30 <sup>th</sup> September 2021
A	0
B	13
C	31
D	185

This did not include the total number of interventions due in 2021/2022, new premises or category E premises, which are dealt with by alternative enforcement interventions. This is shown in Table 1.2 below. The implementation of this recovery plan will stagger the March 2022 due dates in line with FSA guidance. The timeline for each risk band is outlined later in the plan.

Table 1.2

Risk Band	Total number of inspections due by March 2022
A	2
B	25
C	63
D	219
E	144
Unrated	218

Table 1.3 Show's the progress made during the period of the 30<sup>th</sup> September 2021 – 31<sup>st</sup> March 2022

Risk Band	Total Due (as of the 30/9/2021)	Total Remaining
A	2	0
B	25	1
C	63	21
D	219	144

E	144	130
Unrated	218	122

- b) assess new businesses and those with change in operation, activities or FBOs so that onsite visits can be undertaken where there are concerns around public health/consumer protection and, for others, the initial inspection can be prioritised and undertaken in accordance with the Codes of Practice.

**This is continuing to happen in 2022/2023 with high risk premises undertaking high risk operations being prioritised for inspection over those deemed to be low risk e.g. takeaway v's home caterer making cakes.**

- c) plan for resumption of planned intervention programmes for high risk category and non-compliant establishments in Phase 2.

**All inspections currently undertaken by the food team are being integrated back in the planned intervention programme and the next inspection will take place at the appropriate risk rated frequency e.g. A rated premises will be inspected every 6 months, B rated 12 months and so on. In the unlikely event that resources are diverted again the food team will prioritise high risk and non-compliant food businesses for inspection.**

Based on the FSA **Phase 2 plan**, the priority for Dacorum from April 2022 to April 2023 will be:

- a) implementing planned intervention programmes for high risk category and non-compliant establishments, and
- b) implementing an intelligence-based approach for low risk category establishments.
- c) official controls where the nature and frequency are prescribed in specific legislation and official controls recommended by FSA guidance that are undertaken to support trade and enable export
- d) reactive work including, enforcement in the case of non-compliance, managing food incidents and food hazards, and investigating and managing complaints
- e) sampling in accordance with the local authority sampling programme or as required in the context of assessing food business compliance, and any follow-up necessary in relation to the FSA Surveillance Sampling Programme
- f) ongoing proactive surveillance to obtain an accurate picture of the local business landscape and also to identify open/closed/recently re-opened/new businesses, as well as businesses where there has been a change of operation, activities or FBO
- g) for 'new businesses', consideration of registration information and intelligence with appropriate onsite interventions carried out where there are concerns around public health/consumer protection
- h) for 'new businesses' where consideration of registration information and intelligence does not raise concerns about public health/consumer protection, initial visits should be prioritised and undertaken in accordance with the Codes of Practice and Practice Guidance taking account of the flexibilities provided

- i) implementing planned intervention programmes for high-risk category and non-compliant establishments in line with the timelines set out in the Recovery Plan
- j) implementing an intelligence/information based approach for lower risk category establishments

It is to be noted by members that this is the plan to recover the Food Service from the effects of Covid 19. The FSA will continue to monitor the progress being made by requesting local authorities to complete regular temperature check surveys at the end of each milestone set to assess how each local authority is recovering. Due to the length of time the length of time recovery plan covers the objectives may change from time to time.

The department is very much still involved in the Local Outbreak Plan response, it is envisaged that this workload will decrease in 22/23 and at the time of writing this does seem to be the case. However if it does not this plan will need to be revised to take into account the number of available staff that can deliver this project and their important role in dealing with the Outbreak phase of the pandemic response.



## Progress Made:

The above phases are detailed in the table below and the progress made as of the time of writing.

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
Conditional and full approval visits	Ongoing	In accordance with relevant legislative requirements	All approvals visits made and full approval issued for 1 premises in 2021/2022.
Proactive surveillance to obtain an accurate picture of the local business landscape and to identify <ul style="list-style-type: none"> <li>- open/closed/recently re-opened/new businesses</li> <li>- change of operation, activities or FBO</li> </ul>	Ongoing	Consideration of registration information and intelligence on the food business establishment identified through surveillance Undertake appropriate onsite interventions where there are concerns around public health/consumer protection	Basic surveillance conducted as part of LAEMS return.
New food business establishments where consideration of registration information/intelligence indicates low risk	Ongoing	Initial visits should be prioritised and undertaken in accordance with the Codes of Practice requirements	Fed into the inspection programme. All inspections assigned to officers and initial risk assessment conducted. From April 2021 until March 2022 <b>142</b> new businesses have been inspected. PPI contractors are assisting with clearing the backlog of new businesses. Those that remain outstanding have been assessed as low risk.
Management of food incidents and hazards (including outbreaks of foodborne illness)	Ongoing	In accordance with the Food Law Codes of Practice	Business as usual
Investigation and management of complaints	Ongoing	In accordance with the Food Law Codes of Practice	Business as usual
Enforcement action in case of non-compliance	Ongoing	In accordance with the Food Law Codes of Practice and the local authority's enforcement policy	Business as usual

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
FHRS requested revisits	Ongoing	Within three months of request if a charge is made and within six months of no charge but with use of remote assessment in place of onsite visit in limited circumstances on a trial basis (with evaluation in place)	Business as usual
Sampling	Ongoing	In line with local authority sampling programme or as required in the context of assessing food business compliance	Participation in Study 73 undertaken in March 2022. The food team are aiming to participate in STUDY 74: Hygiene in Takeaway Sandwich and Salad bars. This survey is running between April and October 22.
Category A for hygiene	Over the period to end of March 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Target met February 2022.
Category B for hygiene	Over the period to end of June 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Dacorum inspected all B rated premises except one that was temporarily closed (Retirement Village Café) by the end of March 2022 ahead of the recovery plan.
Category C for hygiene – less than broadly compliant (FHRS 0, 1 or 2)	Over the period to end September 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Target met before deadline. Dacorum inspected all Category C -less than broadly compliant food businesses by April 2022
Category D for hygiene – less than broadly compliant (FHRS 0, 1 or 2)	Over the period to the end of December 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	This target will be met.

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
Category C for hygiene – broadly complaint or better (FHRS 3, 4 or 5)	Over the period to the end of March 2023	<p>For establishments with two consecutive food hygiene ratings of 5 (or equivalent stands if outside scope of FHRS) one intervention may be missed and then the establishment put back in the system for interventions in accordance with the Codes of Practice</p> <p>For other establishments – those with hygiene ratings of 3 or 4 (or equivalent of outside the scope of FHRS - should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice</p>	<p>At the time of writing All outstanding C rated premises have been inspected except for 3 premises:</p> <ol style="list-style-type: none"> <li>1. Public house closed for refurbishment.</li> <li>2. Sports club</li> <li>3. Church Lunch Club.</li> </ol> <p>These are all compliant food businesses with a rating of 3 or 4. Dacorum will meet this deadline ahead of the recovery plan target.</p>
Category D for hygiene – broadly complaint or better (FHRS 3, 4 or 5)	Ongoing	No interventions will be required unless intelligence suggests that risks have increased	Dacorum will carry out inspections in D rated premises if capacity allows it. If a complaint is received regarding a D rated premises it will be investigated appropriately. This is ongoing in house and with the assistance of PPI officers.
Category E for hygiene	Ongoing	No interventions will be required unless intelligence suggests that risks have increased	As above, Dacorum will follow up any complaints received regarding premises that are E- rated if received. Recovery funding has enabled a support officer to start working through our AES premises at the time writing this service plan.

# DACORUM BOROUGH COUNCIL

## FOOD SERVICE PLAN

2022-2023

Computer Reference: Controlled Document FS 002g

Updated by: Rebecca Connolly

Plan Reviewed: June 2022

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## COVID 19 Statement

The following food service plan is what the council would generally intend to deliver if we were not recovering from the ongoing Covid 19 Pandemic. It has reviewed the progress made in 2021/2022 while the food team have been following the Covid 19 Local Authority Plan.

The Food Service Plan objectives for 2022-2023 follow that of the recovery plan, where the food team can move at a faster pace they will. Resources have been diverted during the pandemic to activities related to reducing the spread of COVID-19. The lifting of restrictions in early 2022 has seen resources that were diverted to reducing the spread of COVID -19 re-diverted back to the Food team.

The role of the Council and Environmental Health changed significantly during 2020/2021 and continued into 2021/2022. The priority has been given to local contact tracing, investigation of workplace outbreaks of COVID-19 and following up on COVID -19 complaints. These priorities changed slightly in early 2022 in line with government guidance issued in February 2022 Covid 19: Response: Living with Covid-19

(<https://www.gov.uk/government/publications/covid-19-response-living-with-covid-19>)

The Council has followed the COVID 19 Local Authority Enforcement guidance issued by the FSA throughout the pandemic and prioritised business as usual activities in line with this guidance and focused on the risk to public health.

The Council is now continuing to follow the FSA COVID 19 Local Authority recovery plan in order to deliver official controls and related activities in food establishments in Dacorum to ensure that businesses are complying with the requirements of food law and to enforce those requirements where necessary. This guidance covers the period from 1 July 2021 to 2023/24.

There is still a small level of uncertainty at this current time due to the ongoing pandemic and resource planning has still been particularly difficult. This may require that objectives change throughout the year, however the general trend at the time of writing was that the food team were moving back to a more business as usual approach to the delivery of food controls and the focus was on recovery

The Dacorum Food Service Recovery Plan can be found below or in appendix 4



### 1. Introduction

This Service Plan is dedicated to the food law enforcement functions undertaken by the Environmental Health Service, Environmental and Community Protection (ECP), Neighbourhood Delivery Directorate. The Service Plan includes details of works carried out under food safety legislation.

The scope of the service plan covers specific areas relating to:

- Food safety and hygiene enforcement
- Infectious disease investigations

The Food Service Plan expresses the Council's commitment to the development of the food service and the requirements set by the Food Standards Agency (FSA) who monitors and audits local authorities' activities on food law enforcement. The Service Plan helps to ensure that the national priorities and standards are addressed and delivered locally.

The FSA 'Framework Agreement on Official Feed and Food Controls By Local Authorities', provides service planning guidance and provides the format for this document. This is to enable the FSA to assess our delivery of the Service Plan and to enable comparison with (and benchmarking against) other local authorities.

The FSA, in the Framework Agreement, requires that the Food Service Plan be suitably approved, whether this is by Senior Officers or by members. Dacorum Borough Council service plan is approved by senior managers.

## **1.1 Current and Emerging issues**

### Public Health Agenda

The food team is looking into ways in which they can feed into the public health agenda.

The food team will assist UK Health Security Agency (UKHSA) previously known as Public Health England during the ongoing COVID 19 pandemic and with any other emerging/ existing infectious diseases if required e.g. Monkey Pox.

The Food team are currently assisting with all types of contact tracing, workplace outbreaks and infectious disease complaints as and when they arise. The demand for this compared to the beginning of the pandemic has dropped considerably and this has enabled the food team to focus most resources back to delivering the FSA Covid -19 Local Authority Recovery Plan.

### National Food Hygiene Rating Scheme (nFHRS)



The nFHRS operates in partnership with the Food Standards Agency (FSA) providing consumers with an easy to understand single scheme across the UK. After a programmed food inspection a food premises are given a rating (from zero to five) based on the findings of the inspection. The scheme is operated in strict compliance with the nFHRS Brand Standard and monitored to ensure a consistent approach amongst officers. The scope of the FHRS in England extends to establishments supplying food direct to consumers. This includes restaurants, cafes, takeaways, sandwich shops and other places where people eat food prepared outside of the home, as well as food retailers. There are some food businesses within Dacorum that fall outside of the scope of the scheme because they do not sell direct to the final consumer e.g. manufacturers who do not have a retail element and businesses that are not recognised as a food business e.g. childminders.

If the food business thinks their rating following an inspection is wrong or unfair they can appeal in writing or complete an appeal form and send it to the Food and Health and Safety Officer within 21 days of being notified of their rating.

The food business also has the “right to reply” which is different from an appeal. It gives the food business an opportunity to explain if there were unusual circumstances at the time of inspection or what steps they have taken since to rectify contraventions.

The food business also has an opportunity to request a rescore re-visit but only if the improvements to hygiene have been made following an inspection. The council currently charge a fee £185 for this, payable after the request has been accepted and carried out within 3 months of the request/payment.

Of the 1374 registered food premises in Dacorum 1045 are currently rated and the remaining 329 are either awaiting inspection or fall outside the scope of the scheme (sensitive, excluded or exempt) or not yet operating.

### Intervention Planning and Implementation

Whilst primary food hygiene inspections will continue to form an important part of our regulatory function, the Food Standards Agency has enabled a more holistic, targeted approach, by using a range of interventions. These include, Partial Audits, verification visits, Sampling, etc. In broadly compliant premises rated 3 or above we alternate between full and partial inspections and this helps us focus our resources where they are needed most.

### FSA Achieving Business Compliance (ABC) Programme

The Achieving Business Compliance (ABC) programme was set up in January 2020 to modernise how food businesses are regulated by the Food Standards Agency (FSA) and local authorities. This programme is an evolution of The Regulating Our Future Change Programme. Work on this programme slowed due to the pandemic but started to move forward again in September 2021.

The programme has three key work streams:

- 1) Enterprise level regulatory approaches - designing new regulatory models for a set of large businesses that are compliant with regulation and influential in the food chain
- 2) Assurance of online food sales - exploring what type of regulatory approaches will be most suitable for different online food businesses
- 3) Targeted and proportionate regulation for food businesses – making sure local authorities can target their resources to the businesses that need it most including the modernisation of the food hygiene delivery model.

This is a long-term, agile programme of work, expected to take around five years to deliver for the FSA to deliver their objectives. The main work stream that will impact on Dacorum’s food team is the proposed modernisation of the food hygiene delivery model.

Food hygiene delivery model project:

*“The food hygiene delivery model, particularly the intervention rating scheme that drives planned interventions, has remained, for the most part, fit for purpose in terms of protecting public health. However, it has created challenges over recent years as the pace of change in the food industry has increased and against the backdrop of reducing local authority resources. This highlights the need to modernise the system to ensure that it is sustainable, drives continuous improvements in business compliance, provides the assurance needed to facilitate trade and export and maintains public health now and in the future.” (FSA, June 2022)*

The FSA are currently working closely with local authorities to undertake work to modernise the current food hygiene delivery model in England, Wales and Northern Ireland and a local authority/ FSA working group has been established. The FSA anticipate the modernised model being agreed in 2023/24 with full implementation in 2024/25.



To achieve this, the FSA have developed, in collaboration with LAs on the LA/FSA Working Group, a set of proposed principles to evaluate the success of the modernised model.

There are five proposed principles:

- **Effective** – protects public health and provides the assurance needed to maintain consumer confidence, reduce regulatory burdens on compliant and/or low-risk businesses, and facilitate trade and export now and in the future.
- **Risk-based** – provides a proportionate, risk-based and consistent approach for dealing with new and existing food businesses that is compliant with existing legislation and makes effective use of data, information, and intelligence.
- **Adaptable** – adapts to different types of food businesses and takes account of current, emerging, and future risks (local, regional, national and international) in the food system, changing business models and innovation in the food industry.
- **Sustainable** – facilitates resilience and capability within local authorities by providing flexibility, enabling and encouraging them to target their resources effectively to ensure every intervention adds value and drives continuous improvements in business compliance.
- **Considered** – takes account of the food hygiene rating scheme so that it can continue to operate successfully and maintain consumer confidence; and, where appropriate, the food standards delivery model, other ABC programme work streams, and the animal feed intervention rating scheme (where applicable).

In relation to sustainability, the modernisation of the food hygiene delivery model is not about reducing the level of resource required by local authorities, rather it is looking to make the most effective use of resources by ensuring that official controls are focused on the highest risk and/or non-compliant businesses.

- **Considered** – takes account of the food hygiene rating scheme so that it can continue to operate successfully and maintain consumer confidence; and, where appropriate, the food standards delivery model, other ABC programme work streams, and the animal feed intervention rating scheme (where applicable).

At the time of writing of this service plan the FSA have outlined the proposed ‘Headline’ policy for developing the modernised model which includes:

➤ **A targeted intervention rating scheme:**

- focus official controls on the highest risk and/or non-compliant establishments
- reduce regulatory burdens on those that are compliant and/or low risk, including recognition of sustained compliance
- require follow-up interventions to be undertaken, where appropriate, until compliance is achieved
- reflect current and future risk management practices and business models
- align, where appropriate, to the review of the food standards model (recently piloted in England and Northern Ireland)
- clarify the role of food safety culture
- clarify the aspects of allergens to be considered within the food hygiene intervention rating scheme and the division of responsibility for allergens in two-tier local authority areas

➤ **More proportionate approach** – risk-based to timescales for initial official controls of new establishments and due interventions of existing ones.

➤ **Increased flexibility** – as to:

- the methods/techniques of official controls, including use of remote assessment
- who can undertake official controls and other official activities
- **Effective use of data** – enable intelligence ( including industry assurance data, where appropriate) to be used when risk rating establishments
- **Appropriate performance management** – framework for monitoring delivery of official controls which recognises all activities used to achieve compliance

Next steps include:

- Refine the proposed ‘headline’ policy and principles
- Paper to FSA Board in September 2022
- Develop and engage on ‘initial’ policy proposals with local authorities (January 2023)

The guidance and advice in the FSA Covid 19 Recovery Plan for Phase 2 will apply in England until decisions are made in relation to the new proposed revised food hygiene delivery model, and subject to these decisions, until the new model is rolled out.

Local authorities will continue to report to the FSA on performance management. Please see section 4.10 below.

### Health Certificates

We have had a steady request for health certificates in 21/2022. In total 134 certificates were issued. Businesses wishing to export their food items to destinations outside of the EU may require certification, from this department. This is not a statutory duty, however to assist our customers in running their businesses we do provide this service for a fee. The certification process has also been streamlined making it easier for our customers to request and pay for a certificate and reducing the administrative burden on the food team. However we are expecting the number of requests to significantly fall in 2022/2023 due to the relocation in March 2022 of the main food business that utilised this service.

### EU Transition

Exported Products of Animal Origin (POAO) will require Export Health Certificate (EHC) and businesses may request these from the Local Authority. As mentioned above DBC intend to assist our customers in running their businesses and will operate a fee paying service. . All members of the food team have completed OCQ (CO) – FCCO or Food Competent Certification Officer revalidation training in May 2022.

EHO's from DBC have attended Imported Food refresher training to ensure officers are competent to undertake the inlands checks and take the appropriate action if the situation arises DBC are also a member of the Hertfordshire EU Exit Food Resilience Group and attend meetings as and when required.

DBC have ensured that food & drink businesses can access the most up to date Post –EU Exit guidance on our websites relating to importing and exporting food products.

The impact of leaving the EU on the food team's workload and resources has been less than expected. This may be due to the UK government's decision to delay checks on food imports from the EU at the time of writing this service plan until late 2023.

## On-line Food Ordering Platforms

This year a number of the popular on-line food ordering services, including Just Eat and Deliveroo, announced that they would be introducing a minimum FHRs rating in order to be listed on their platforms. This is a positive and welcome move to raise standards in the industry.

Although a welcome move, the announcement has placed additional pressures and demands on the Service, including:

- Requests from food business operators to undertake inspections outside the planned inspection programme. We have continued to see an increase in revisit requests in 2021/2022.
- Direct pressure on officers during an inspection to award higher food hygiene ratings.
- Increase in the number of appeals in relation to FHRs ratings. This has not been demonstrated in 2021/2022 with food businesses opting to request a rescore revisit instead once a conversation has been had with the inspecting officer or Lead Food officer and the reasons for the low ratings explained in full

## **2. Service Aims and Objectives**

### **2.1 Aims and objectives**

- Protection of public health by ensuring the safety of food (including water) used for human consumption
- Preventing the occurrence and spread of infectious disease of environmental origin
- Providing accurate and consistent advice and information to businesses and the public
- Working with food businesses to ensure legal compliance
- Dacorum Borough Council's ECP Department are committed to provide 'a balanced service' in relation to food safety. Our service is driven by the four following criteria and the Regulators Code:
  - ❖ Demand driven – complaints/requests, food alerts for action, food poisoning, etc.
  - ❖ Inspection driven – programmed food visits, sampling programmes
  - ❖ Education driven – home authority principle, primary authority principle, public awareness campaigns, FHRs, FSA initiatives etc.
  - ❖ Intelligence driven – Food Alerts For Action, port health notifications, sampling

### **2.2 Links to corporate objectives and plans**

#### Delivering for Dacorum Corporate Vision

The corporate vision 2020-2025 includes key areas plus an additional internal area.

- A clean, safe and enjoyable environment.
- Building strong and vibrant communities
- Ensuring economic growth and prosperity
- Providing good quality affordable homes, in particular for those in most need.
- Ensuring efficient, effective and modern service delivery
- Climate and Ecological Emergency - working to deliver net zero carbon

**The Food Safety service plays a fundamental role in ensuring that the residents of Dacorum have an informed choice of where they can safely purchase food and drink. The Food Service also assist food businesses by providing advice on a range of food safety matters that can aid economic growth and prosperity.**

### **3. Background**

#### **3.1 Local Authority profile**

The Borough of Dacorum is in West Hertfordshire. It is composed of the main towns of Hemel Hempstead, Berkhamsted and Tring, plus a number of large and small villages. Dacorum in its present form was created in 1974, following a review of local government in England and Wales.

Dacorum has a population of 155,500 living in 59,938 homes. Based on current trends the population is forecast to increase by 15.96% by 2041. One of the most significant features is the growth of the population in the over 65 age group.

Dacorum has much to offer in terms of business location. Hemel Hempstead is only twenty-five miles (40km) outside central London. It sits very closely to motorways, and via the motorway network is well placed for all parts of the country and Channel Tunnel and Channel ports for surface travel to Europe.

The area has always enjoyed diversity of employment and is not dependent upon one employer or industry. This has been a big factor in fending off the worst effects of economic downturn, maintaining relatively low levels of unemployment. The labour pool covers a wide range of skills. Overall levels of deprivation are low (Dacorum is ranked 261 out of 326 English districts). Dacorum is one of the healthiest areas in the country and levels of crime are moderate by national standards and the lowest in the County.

#### **3.2 Organisational structure**

The Council currently implements a Leader with Cabinet style of decision making. (Annex 1 provides a link to DBC's organisational structure.) The Food Safety function sits within Neighbourhood Delivery. It operates under the direction of the Team Leader (Environmental Health) who reports to the Head of Regulatory Services, ECP, who in turn reports to the Assistant Director for Neighbourhood Delivery. (Annex 2 shows the 2022 ECP structure.)

The Team Leader (Environmental Health) and Lead Environmental Health Officer (Food, Health & Safety) share the role of lead food officer. This role will be supported by the Head of Regulatory Services ECP. Specialist services for the food function are provided by external organisations, namely UKHSA as the food examiner and Kent Scientific Services as the public analyst, who has been nominated by Hertfordshire County Council Trading Standards Department.

Formal microbiological analysis of food samples and faecal samples is carried out by UKHSA, whilst Kent Scientific Services carry out physical and chemical analysis.

The Council's Scheme of Delegation filters down the powers to officers to undertake their functions. This is reviewed on a regular basis and Food Officers must meet the competencies set out in Annex 3 relevant to their role at Dacorum and meet all CPD (continuing professional development) requirements set by the Chartered Institute of Environmental Health (CIEH) which all members of the food team are a member of.

### 3.3 Scope of the food service

Protection of public health by ensuring the safety of food (including water) used for human consumption by:

- Undertaking a program of hygiene inspections / interventions of food premises,
- Issuing approvals in wholesale businesses supplying food of animal origin.
- Responding to service requests from food business operators and others
- Undertaking a program of microbiological food sampling
- Enforcing the imported food control legislation
- Implementing an alternative enforcement strategy
- Promoting food safety
- Promoting 'Safer Food, Better Business' as a recommended food safety management system
- Responding to food alerts and product withdrawals, as appropriate
- Continue to issue ratings and stickers under the National Food Hygiene Rating Scheme (nFHRS), enabling members of the public to make an informed choice as to those businesses they choose to purchase food from, and to encourage food business operators to improve and maintain hygiene standards
- Working with businesses to ensure compliance with relevant food safety legislation.
- Take appropriate enforcement action in accordance with the council's Enforcement Policy and Food Law Code of Practice and Guidance

Preventing the occurrence and spread of infectious disease of environmental origin by:

- Investigating and controlling cases and outbreaks of infectious disease and providing information and advice

In addition, the Service undertakes the following related areas of work:

- Carrying out health and safety inspections
- Carrying out proactive interventions in Health and Safety
- Investigating accidents
- Undertakes skin piercing premises and operator inspections on behalf of the licensing department who are responsible for registering all premises/ operators that carry out this function.
- Providing responses to Land Charge Searches and planning applications for new or altered premises
- Responding to Health and Safety consultations for licence applications and variations
- Responding to Freedom of Information requests.
- Responding to Planning Consultations with regard to contaminated land, air quality, noise,

food and health and safety.

- Supporting other Teams within the department as and when required.
- Attending meetings of the Herts and Beds Food Liaison Meetings, Herts and Beds Sampling Sub- Group, Chartered Institute of Environmental Health, UKHSA Liaison Meetings, the Dacorum Safety Advisory Group, EU Exit group, and provide Environmental Health Technical Advice to the Local Resilience Forum.

### **COVID 19 Response**

Working in partnership with the NHS and Hertfordshire County Council to carrying out local contact tracing within the borough. This ceased in late December 2021 and was replaced with carrying out Self-Isolation welfare checks until the legal requirement to do so was revoked.

Investigating workplace outbreaks and COVID 19 complaints (see section 8 below)

Targeted COVID 19 campaigns.

Attending IMT's for specific COVID 19 outbreaks

Attending the COVID 19 subgroups with various other stakeholders/ partners (Internal departments, HCC, Fire, Police, PHE, Hertfordshire District & Borough's)

1. Outbreak Tactical and Co-ordinating Group
2. COVID 19 Health Protection Board
3. District Outbreak Planning
4. Herts Environmental Health Officers' COVID-19 Group
5. Contact Tracing and Self Isolation – Operation Meeting
6. Internal EH Team Covid Meetings

### **3.4 Demands on the food service**

Services are delivered from The Forum, Hemel Hempstead between 8.45 am and 5.15 PM on Mondays to Thursdays and between 8.45 am and 4.45 PM on Fridays. Inspections of businesses trading outside normal working hours are routinely undertaken. There is a duty emergency planning officer appointed, who can contact the Food Team outside of normal working hours should an emergency arise.

### Specific Demands:

The Food Safety Service has specific demands placed upon it, as follows:

- Primary Producers 6
- Food Manufacturers and packers 32
- Importers and exporters 6
- Distributors/ Transporters 29
- Retailers 229
- Restaurants and Caterers 1072
- Within Dacorum there is an ethnic minority of 9.3 % ( Office for the National Statistics, 2011 Census). The number and types of food establishments reflect this cultural diversity. Officers have been specifically trained on equalities and diversity.
- The Food Standards Agency (FSA) encourages local authorities to identify activities in imported food control. There are no airports, seaports nor external temporary storage facilities (ETSF) within Dacorum. 3 importers have been identified in the district from premises registration forms and local knowledge.

### **Distribution of FHRS ratings for Dacorum by establishment type.**

FHRS rating	Restaurant/ Cafe/ Canteen	Hotel/ Guest House	Small Retailer	Superm arket/ Hypermar ket	Caring Premises	Restaura nts and Caterers Other	Distribut ors/ Transp orters	Pub/ Club	Retailer - Other	Take- Away	School/ College	Mobile Food Unit	Manufa cturers and Packers	Importers / Exporters	Primary Producers
5 - Very good	183	7	76	26	83	160	4	96	17	74	75	35	10	1	2
4 - Good	38		19	3	9	10		18	5	18	9	3	4		1
3 - Generally satisfactory	12		6		4	2		5	1	13		1			
2 - Improvement required	2		3			3		2		4					
1 - Major improvement required	3		3					1		5		1			1
0 - Urgent improvement										1					
Total rated establishments	238	7	107	29	96	175	4	122	23	115	84	40	14	1	4

### **3.5 Enforcement policy**

Dacorum Borough Council has a documented Environmental Health Enforcement Policy that was approved by cabinet in 2021. The policy follows the regulators code and has regard to the Crown Prosecution guidelines.

The policy is made available whenever enforcement action is taken and whenever a member of the public requests a copy.

## 4. Service Delivery

### 4.1 Interventions at Food Establishments

The Council is required to follow the Food Law Code of Practice (England) in risk rating premises and setting targets for the inspection program. Within the overall objective of achieving 95% of planned interventions (categories A-D) each year. Low risk premises (category E) are subject to an Alternative Enforcement Strategy and will be re-assessed not less than once in any 3 year period. As mentioned above the food team are currently working towards the FSA Covid 19 Recovery Plan. The milestones that the LA are required to meet are set out in this separate plan. However where resources have allowed the food team have been operating at a faster pace and have reached some of the deadlines more quickly allowing us to carrying out some inspections sooner than anticipated. This is reflected in the table below.

The Food Law Code of Practice defines different types of interventions that local authorities may use in the future and the circumstances in which they may be applied. A range of interventions will be introduced as part of a plan to improve compliance with food law, whilst maximising use of resources. The selection of interventions will be based on risk assessment.

**Table: Food Planned Inspections 2021/2022 – These figures include outstanding inspections from 2020/2021**

	Interventions Due	Interventions Outstanding on 31/3/2022	Percentage Achieved
Premise Rating - A	5	0	100%
Premise Rating - B	41	2	95%
Premise Rating - C	124	21	83%
Premise Rating - D	286	144	49.7%
Premise Rating - E	224	130	42%
Totals	680	*297	56%

*\*The pandemic, subsequent lockdowns and government restrictions significantly impacted on the council's ability to carry out all planned inspections in 2021-2022 which also included a number of outstanding inspections from the previous year. The FSA guidance issued was followed all times. The outstanding inspections mainly relate to food businesses that closed (some permanently) due to restrictions (e.g. public houses, restaurants), residential care homes (generally very complaint vulnerable group settings) and home caterers. In comparison to other Local Authorities within Hertfordshire, Dacorum's food team did exceptionally well to inspect as many food businesses as it did during this period. We have also met the Covid 19 Local Authority recovery plan deadline for B rated premises before the deadline of June 2022.*

In addition to the programmed interventions, new businesses and those trading occasionally in Dacorum are inspected during the year. In 2021/2022 the council received 213 food premises registration application forms. These were predominantly new businesses, the minority were existing businesses updating their food business details. Nationally there has been an unprecedented number of new food business registrations throughout the pandemic and this continued during 2021/2022. These were reviewed on a risk basis

The council was fortunate enough to receive funding from the FSA to assist us with prioritising these new businesses for inspection in the summer of 2021. The use of the PPI contractors above have also been fundamental in inspecting these premises. A majority of the premises that have yet to be inspected are low risk or where not



currently operating when contacted despite giving a specific opening date on the food premises registration form. A number of the businesses contacted to arrange an inspection had never started trading or had ceased trading at that point.

The move back to business as usual as restrictions have lifted in early 2022 and ongoing use of PPI contractor's will enable the council to clear the remaining back log in due course. In the meantime the food premises registration acknowledgement letter sent to food businesses provides lots of information and advice about operating a food business safely and what is required to comply with the law. This is still a key area for prioritisation in line with the Covid 19 LA Recovery Plan.

There are a number of premises that fall outside of the inspection programme where the risk is considered to be so low, regulation is unnecessary, such as vending machines, a florist selling chocolate. We also keep a record of premises where the application of FSA Guidance on the application of EU food hygiene law (adopted in to national law) relating to community and charity food provision 3A para 2 & 3 is applicable. These types of premises are recorded as businesses that fall outside of the food planned inspection programme. We do not carry out any interventions within these businesses unless we receive a complaint.

We made successful bids to Hertfordshire County Council Public Health for funding to appoint a contractors to help backfill the occupied roles who were redeployed/ diverted to assist with the COVID -19 response in 2020. The council also engaged another contractors on a Paid per inspection (PPI) basis. The contractors started in August 2020 and started working through the backlog of inspections. Further restrictions and business closures in November 2020-January 2021 meant that some businesses were unable to be inspected and a significant number had yet to re-open since the easing of restrictions has commenced e.g. licensed premises without outside seating. This resulted in number of outstanding inspections going into 2021/2022. One of the contractors appointed finished in September 2021, but the PPI contractors remained and continued to assist the council with inspecting predominantly new businesses but as quickly as these were inspected new food premises applications were received.

The main focus throughout 2021/2022 has been the C19 response, dealing with workplace outbreaks, complaints and local contact tracing that has pulled significant resources from the food team.

In addition to the food complaints and food premises registration application forms received throughout 2021/2022 the food team has also received a steady number of general food service requests, including requests for Health Certificates (not due to EU exit as countries are outside the EU), nFHRS queries, new business advice, trading standard complaints etc.

The Council's priority has been the C19 response but we have followed the FSA guidance and undertaken approval visits due or new, rescore revisits and followed up on complaints. We have taken the relevant enforcement action where deemed necessary and continued to serve notices, undertake closures and conduct interviews under caution.

Due to the amount of work that using remote assessments generated in the initial lockdown and the level of unsatisfactory responses received, this is an intervention option that the council has decided not to use in 2021/2022.

The food team have been operating a reactive service in order to protect public health and responding to complaints as and when they arise. This has resulted in a number of notices being served, voluntary closures and PACE interviews by post.

**Table: Enforcement Action Taken 2021/2022**

Voluntary closure	3
Seizure, detention & surrender of food	0
Improvement notices	5
Written warnings	227
Simple Cautions	1
Prosecutions concluded	0

Compliance revisits are undertaken in less than broadly compliant businesses where enforcement action would be warranted if compliance is not achieved in line with the Food Law Code of Practice (England) and the nFHRS. If further non-compliance is identified formal action following DBC's EH enforcement policy is taken.

The emphasis of the service is to protect public health by enabling businesses to understand their legal obligations and measures which they must take to ensure food safety, rather than the blind pursuit of inspection targets. Advice and assistance are provided, particularly during programmed inspections / interventions, and training opportunities offered, to help businesses to control food safety hazards.

We have adopted a risk based approach in line with the Food Law Code of Practice (England) when making decisions to focus our limited resources when delivering the food service in conjunction with assisting with the council's Covid 19 response and delivering the Covid 19 LA recovery plan

#### **4.2 Food complaints**

The purpose of investigating complaints regarding food sold within the borough, (whether the food originated within the UK or elsewhere) is to:

- Provide a service to the public
- Resolve problems which pose a risk to public health
- Provide information to the food industry in order to raise and maintain standards
- Offer advice and guidance, where appropriate, in food hygiene matters to food businesses and consumers
- Carry out appropriate enforcement action, where required
- Prevent future complaints
- Identify whether there is a wider national issue

It is difficult to predict the level of complaints for 2022/2023, but there has been a slight increase since restrictions have lifted and people are able to eat out again.

Overall, more customers seem to be contacting food companies directly regarding complaints about food, as a means of being compensated for their inconvenience.

The Council's procedure on food complaints is to investigate where there is a genuine public health implication or where an offence may have been committed and the complainant is willing to give evidence in court. Customers are referred back to the retailer if compensation only is being sought. The Council has procedures for dealing with food complaints. Depending on the nature, anonymous complaints are not usually investigated but the complaint is entered on the premises database and considered on the next scheduled inspection.

Other complaints relating to hygiene at premises are risk rated by the receiving officer and an investigation visit may be made if deemed necessary.

(Many requests for general advice and information are also received from the public, local organisations, businesses and new food operations, see 4.4 below.)

#### Food Safety requests received

	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Food Hygiene Complaint	20	3	10	10	11	7
Hygiene of premises complaint	106	124	81	60	46	53

### **4.3 Home Authority and Primary Authority Principles**

Dacorum Borough Council recognises the importance of constructive partnerships with food businesses that can deliver reliable advice and coordinated and consistent enforcement.

The Council's policy is to support:

- The Local Government Association (LGA) Home Authority Principle
- The Office of Product Safety and Standards, Primary Authority Principle

All food officers follow the Primary Authority (PA) principle.

Before undertaking a planned routine food hygiene inspection, members of the Food Team will check the online Primary Authority Register to see if the business has a primary authority partnership.

The officer will check if there is a specific inspection plan or assured guidance that they must take note of. The officers will feedback as required to both the PA and the business once the inspection has concluded

If enforcement action is warranted the officer will ensure they notify the PA before taking action within the designated time period or retrospectively if the event of an imminent risk to health.

### **4.4 Advice to business**

The advisory and training elements of the service are viewed as key to the Service's effectiveness (see section 3).

The main objectives are to:

- provide advice and information to food business operators and food handlers

- recommend practical, good food hygiene practices, in accordance with any Industry Guides or codes of practice where appropriate
- promote continuous improvements in food hygiene standards

Most contact with businesses arise during inspections, where the opportunity is taken to provide advice and information and to promote training opportunities. Small and medium size enterprises (and the voluntary sector when information is requested) are targeted, as expert advice is often not readily available to them. Close liaison is maintained with Council service providers, such as Adventure Playgrounds.

The council have recently introduced a fee for Food Hygiene advisory visit request (preopening/ new businesses/ pre inspection) with a report of £85 per hour.

The Food Safety page of the Council's website is reviewed annually. This is currently being updated.

The council continues to promote Safer Food Better Business to businesses that require support in producing a documented food safety management system. New premises are also identified at the planning stage, and when the applicant may be targeted with food safety information. The council have recently introduced a 3 Hours Safer Food Better Business Coaching session for a fee of £125 (plus 50% fee per additional person from the same business).

An Environmental Health Officer or Technical Officer regularly attends Dacorum Safety Advisory Group meetings, where the organisers of events due to be held in Dacorum are invited to attend to obtain relevant food safety guidance.

218 general food requests were received in 2020/2021, many from existing businesses or from people considering setting up new businesses. (The press, local publications and planning application lists are also used as methods to contact new and potential businesses.)

**608** total Food Service requests (Including General Food Safety Requests, Hygiene of Premises Complaints, Food Alerts, Food Hygiene Rating System Requests and Health Certificate Requests) were received in 2021/2022

#### **4.5 Food sampling**

The Council's policy is to undertake sampling where required by statute and where appropriate, to participate in sampling programme organised by the Public Health England and the Herts and Beds Food Liaison Group. Samples are also collected in outbreak situations or where there is an allegation of food poisoning. Follow up action is taken as a result of unsatisfactory results.

##### Food samples taken

Year	2015-16	2016-17	2017-18	2018-19	2019-2020	2020/2021	2021/2022
Total Samples	38	24	6	0	0	0	7

The Herts and Beds Food Liaison Group, is represented by the Team Leader (Environmental Health) or the Lead Officer (Food, Health and Safety) or an allocated deputy from Dacorum Borough Council.

There is also a sampling sub group that has a representative from Dacorum Borough Council.

All local authorities have a budgetary provision with UKHSA for sampling.

## **2021/2022**

During 2020/2021 we have followed the FSA Covid 19 Local Authority Enforcement Guidance in terms of what official controls need to be undertaken while we also divert resources to assist with the council's ongoing COVID 19 response. As a result of this we have not been in a position to participate in many National or Local sampling studies, but as restrictions lifted in early 2022 the food team were able to participate in National Study 73: Salmonella and Listeria in pork, lamb, chicken and duck scratchings/crackling. All samples submitted returned satisfactory results.

We have, however, always ensured that we are able to undertake formal sampling as part of an outbreak/ complaint investigation if and when necessary

### **4.6 Control and investigation of food related infectious disease**

The service will investigate food related infectious disease notifications in accordance with procedures agreed with UK Health Security Agency (UKHSA). Investigations of outbreaks will be undertaken in accordance with the Joint Plan for the Control of Communicable Diseases in Hertfordshire. When viral outbreaks are identified general guidance is offered to control the spread of the disease.

Notifications of persons in high-risk groups such as food handlers, those working in health care, children under 5 years and older children and adults who may find it difficult to implement good standards of personal hygiene, will be actioned as quickly as possible, together with more serious infections such as E.coli O157:H7, Typhoid, Botulism and cryptosporidium.

#### **Reported infectious diseases**

##### **Year 2022/2023**

Salmonella	0
Campylobacter	0
Cryptosporidium	0
E.coli O157	1
ID/FP Enquiries	1

UKHSA stopped referring individual routine infectious disease cases to local authorities during this time period due to the COVID 19 pandemic. The small number of cases above were UKHSA had a particular concern.

The resource implications of such incidents in the forthcoming year are difficult to predict particularly as the pandemic continues. In the last pre-pandemic operational year we received the following number:

##### **Year 2019/2020**

Salmonella	23
Campylobacter	75
Cryptosporidium	14
ID/FP Enquiries	5

#### 4.7 Food safety incidents

The Food Law Code of Practice (England) details steps that must be taken when a Food Alert is issued or a food safety incident occurs within the borough.

Procedures are in place to ensure that the Council complies with the Code of Practice. These include:

- Ensuring all members of the food team are members of the FSA Smarter Communications platform and receive the Food Alerts by email.
- That the secure ECP mailbox is monitored daily for any FAFA received which is then forwarded to the duty officer to action.
- Maintaining emergency planning arrangements to respond to out-of-hours emergencies.
- Determining action to be taken in response to a food alert
- Notification of the relevant Central Government department when required if an incident occurs within Dacorum
- Invoking the Joint Outbreak Control Plan where an incident involves communicable disease

Date	2016-17	2017-18	2018-19	2019-20	2020/2021	2021/2022
No of Food Alerts For Action	3	1	2	3	1	1

In June 2010 the Food Alert system was changed. This resulted in a decline in the numbers as the Food Alerts For Information became Product Recall Notices instead and do not need to be recorded for audit by the FSA. The Food Alerts for Action continue to be recorded in the same way.

#### 4.8 Liaison with other organisations

The Council has made various arrangements to ensure that enforcement action taken within the Borough is consistent with that of neighbouring local authorities.

It is an active participant in:

- The Herts and Beds, Food Liaison Group (and Sampling Working Group)
- Inter-Authority Audits organised by the Food Liaison Group
- The Dacorum Safety Advisory Group

Liaison with other bodies includes:

- FSA
- Office of Product Safety and Standards
- LGA
- Hertfordshire County Council Trading Standards
- Chartered Institute of Environmental Health
- Ofsted (child care and nurseries)
- UK Health Security Agency (UKHSA)
- Community Action Dacorum

- Affinity and Thames Water Companies
- Hertfordshire Interpreting and Translation Service

Arrangements are in place for liaison with Planning and Building Control where Environmental Health input is required. Partner and cross departmental working also takes place with other Council services e.g. Licensing, Legal and Corporate services, Community Safety, Housing, Land Charges, Environmental Services, Resident Services, Strategic Housing, Tenants and Leaseholders.

#### **4.9 Food safety promotion**

Officers keep up to date with all of the FSA Food Safety Campaigns and make sure that they are promoted/advertised on the Councils Social Media Platforms by working closely with the council's communications team.

#### **4.10 – Local Authority Enforcement Monitoring System (LAEMS)**

The annual Local Authority Enforcement Monitoring System return 2021/2022 (due May 2022) provides a summary of local authority activity in relation to food law enforcement at food establishments. The completion of the LAEMS return is the mechanism in which the LA feedback to the FSA on annual performance.

In 2021/2022 a bespoke Food Hygiene – Local authority end of year return was devised by the FSA to take in to account Covid-19's impact on Local Authorities Food delivery service. The purpose of the return was to provide information on resources and on the delivery of food controls in 2021/22, including the ability of local authorities to meet the minimum expectations of the Covid 19 LA Recovery Plan, or as evidence that the local authority has been able to move at a faster pace. The information provided would also be used to inform the FSA's ongoing review of the Recovery Roadmap and guidance.

Due to the ABC programme and the development of the new food hygiene delivery model and the implementation of the Covid 19 LA Recovery plan that covers the period of the 1<sup>st</sup> July 2021 to 2023/24 the bespoke end year return will remain in place until the new food hygiene delivery model is implemented.

In order to monitor the progress against the milestones in the Covid 19 LA recovery plan all local authorities are required to complete short interim surveys at certain times throughout the year. The first one is expected at the end of June 2022.

### **5. Resources**

#### **5.1 Financial allocation**

Financial provision has been made for 4 full time equivalent (FTE) posts (excluding the Group Manager ECP and Team Leader (Environmental Health), within the Food, Health and Safety Team.

Officers also undertake specific duties not directly related to the activities considered in this plan (see 3.3 above) and contribute to the work of the department as a whole. Based on this 3.75 FTE professional posts are allocated to undertake food hygiene controls for 2022/2023.

Approximately 5% of the Head of Regulatory Services work time is directly attributed to food safety work. The Team Leader, Environmental Health spends approximately 30% of their time on Food Safety Work.

The Department has a fixed budget of £5,000 for legal action costs.

## 5.2 Staffing allocation

Approximately 4 FTE work will work on food safety and infectious disease matters by the end of 2022 as well as undertake work mentioned in 3.3 above. This is subject to change due to diverted resources to help with the councils COVID 19 response.

The service comprises of:

Post	Authorisations
Head of Regulatory Services Emma Walker	Inspections Hygiene improvement Notices Emergency Prohibition Notices Remedial Action Notices Food Seizure/ Detention
Team Leader (Environmental Health) Sarah Stefano Newly appointed in January 2022. Undergoing refresher competency training due to complete in November 2022.	Inspections
Lead Officer Food, Health and Safety Rebecca Connolly	Hygiene improvement Notices Emergency Prohibition Notices Remedial Action Notices Inspections Food Seizure/ Detention
Environmental Health Officer Kal Ifegwu	Hygiene improvement Notices Inspections Food Seizure/ Detention Emergency Prohibition Notices Remedial Action Notices
Environmental Health Officer Jolade Alayo	Hygiene improvement Notices Emergency Prohibition Notices Remedial Action Notices Inspections Food Seizure/ Detention
Environmental Health Officer Mark Dewey	Hygiene improvement Notices Inspections Food Seizure/ Detention

Activity	Projected Resource Required to Deliver the Service
Inspections	1.23
Approved Establishments	0.02
Sampling	stc*
Revisits	stc*
Investigations	0.25
Formal Action	0.2



Training	stc*
Liaison	0.04
Business Advice/ Liaison	0.2
Management	0.4
<b>Total</b>	<b>stc*</b>

**stc\* / subject to change due to significant changes in scale of service delivery**

### **5.3 Staff development**

Training needs and competence are assessed on appointment and then at annual personal development appraisals. Team Leaders and Lead Officers are responsible for carrying out appraisals and assessing competence.

Training needs identified during the appraisals are then prioritised and planned to ensure that officers have the relevant competencies for their authorisations as specified in the Food Law Code of Practice (2021) Chapter 3. The link to the document outlining these can be found in Annex 4. Training could be provided in-house or externally. The Herts and Beds Heads of Service Food Group arrange courses throughout the year in accordance with generally identified needs. This usually enables more cost-effective training provision. Typical external providers include the FSA and ABC Food Law Ltd.

Officers are expected to lead learning circles for their colleagues following training courses, to ensure that relevant information is cascaded.

Individual training records are maintained for each officer and kept on DORIS.

Members of the Chartered Institute of Environmental Health may attend relevant branch meetings.

In addition to staff appraisals, the Team Leader (Environmental Health) and Lead Officer reviews a proportion of all case sheets and inspection records and aims to accompany officers on visits on an annual basis for quality monitoring purposes. A report pro-forma is completed for each accompanied visit, the contents of which are fed back at a debrief meeting. The paperwork for a food inspection that receives a food hygiene rating of less than 3 is passed to another officer for peer review auditing. This ensures consistency between officers.

Food Service meetings are held approximately every six weeks (more often if required).

## **6. Quality Assessment**

Quarterly/ Monthly performance reviews are based on the Intervention Strategy. The Head of Regulatory Services will then report to overview and scrutiny committee, on a quarterly/monthly basis for KPI and significant service updates.

The Food Safety Service has developed a series of procedures to ensure the delivery of quality services. These are revised routinely to ensure compliance with current legislation, codes of practice and other guidance. Customer feedback may also lead to procedures being revised. All documents are held centrally as computerised 'controlled documents'; they are available in read only format and are available for all officers.

## **7. Review against Service Plan**

### **7.1 Review against Service Plan**

Key performance indicators are reported on a quarterly basis during the quarterly review. These reviews will identify where the Council is at variance with the Service Plan and, where appropriate the reasons for variance. This has not

been relevant during the pandemic as we have followed the FSA guidance at all times and are now implementing the Covid 19 LA recovery plan that contains its own milestones and deadlines that we are aiming to meet until 2023/24. The Lead Officer currently reports performance figures based on this plan to the Team Leader who in turn reports to the Head of Regulatory Services to monitor compliance with the plan.

## **7.2 Identification of any variation from the service plan**

**As previously mentioned COVID 19 and the councils response has been the main reason for variation away from the usual food service plan in 2021/2022.**

Officers within the Environmental Health Team were also involved in two Health and Safety accident investigations that has resulted in the preparation of two prosecution files taking up a significant amount of officer time.

One of these cases concluded in September 2021 both defendants pleaded guilty to charges under Section 2 & 3 of the Health and Safety at Work etc. Act 1974 and was fined £80,000 and £19,600 respectively. .

The second case concluded in December 2021. The council successfully defended a Prohibition Notice and Improvement Notice served in January 2020 at the Employment Tribunal in July 2021. As a result of this outcome the defendant changed their earlier not guilty plea to guilty to charges under the Section 3 of the Health and Safety at Work etc. Act 1974 and was fined £33,333.

The council were awarded legal costs in both prosecution cases (£60,000 and £41,953.70)

## **7.3 Areas of improvement**

- Staff development

Staff development is paramount; we have and continue to invest heavily in staff development. This includes supporting the council's student Environmental Health Officer's to achieve EHORB registration or chartered status depending on what route they have decided to take that is achievable and not constrained by CIEH timescales. There are currently one officer undertaking training to become qualified Environmental Health Officers in the Environmental Health Team. Predicted completion date is August 2025.

- Recovery Roadmap

As mentioned above the focus for the Food, Health and Safety team in 2022/2023 is the recovery roadmap and making sure that all of the milestones outlined in the Covid 19 LA recovery plan are met and in the event that they will not be immediate contact with the FSA will be made to inform them of that.

The use of PPI contractors will assist in house staff in achieving this.

## **8. Health & Safety Service Plan 2021/2022**

Dacorum follows the HSE document LAC 67-2 (Revision 11) – Setting Local Authority Priorities and Targeting Interventions when planning proactive health and safety inspections.

However in 2021/2022 the main focus of the councils proactive H&S interventions has been ensuring business are COVID secure. We carried out a range of interventions.

### **1. Proactive campaigns**

#### **Non-essential Retail:**

Environmental Health Officers carried out over 73 Covid -19 business advisory visits in April 2021 when non-essential retail was allowed to re-open to ensure businesses were complying with the law and to offer help and advice.

#### **General Business Intervention visits:**

The councils Covid Advisors carried out 2631 business intervention visits across Dacorum in 2021/2022 to ensure compliance levels were maintained and to offer continued guidance and advice in line with Government guidance. Any issues of non-compliance were passed to the Environmental health Team to follow up.

### **2. Service requests**

In addition to the above proactive work, the Council's Environmental Health team have responded to 91 service requests including complaints of non-compliance to businesses asking for advice with regards to Covid regulations.

### **3. Workplaces visited**

Officers from the Council's Environmental Health team have also carried out visits to 113 workplaces where there have been cases of Coronavirus to provide support and guidance to ensure the workplace is safe.

#### **Health and Safety general service requests received 2021/2022**

Type	Number
Skin Piercing Operator/ Premises Assessments	22
LOLER Lift Defect Reports	3
Asbestos Notification	0
General HASWA requests	24
<b>Total</b>	<b>49</b>

#### **Accident Investigations**

Reporting of Injuries, Diseases & Dangerous Occurrences (RIDDOR) notifications investigated	13
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#### **Health & Safety Notices served 2021/2022**

Type	Number
Section 20 Request for information	38
Section 21 Improvement Notice	4
Prosecutions Concluded	2

## 2022 -2023

The Food, Health & Safety team will continue to respond to Health & Safety service requests/ complaints received, follow up on any RIDDOR notifications requiring further investigation and should resources allow through the recovery period undertake proactive engagement/inspections with businesses particularly in relation to the follow areas:

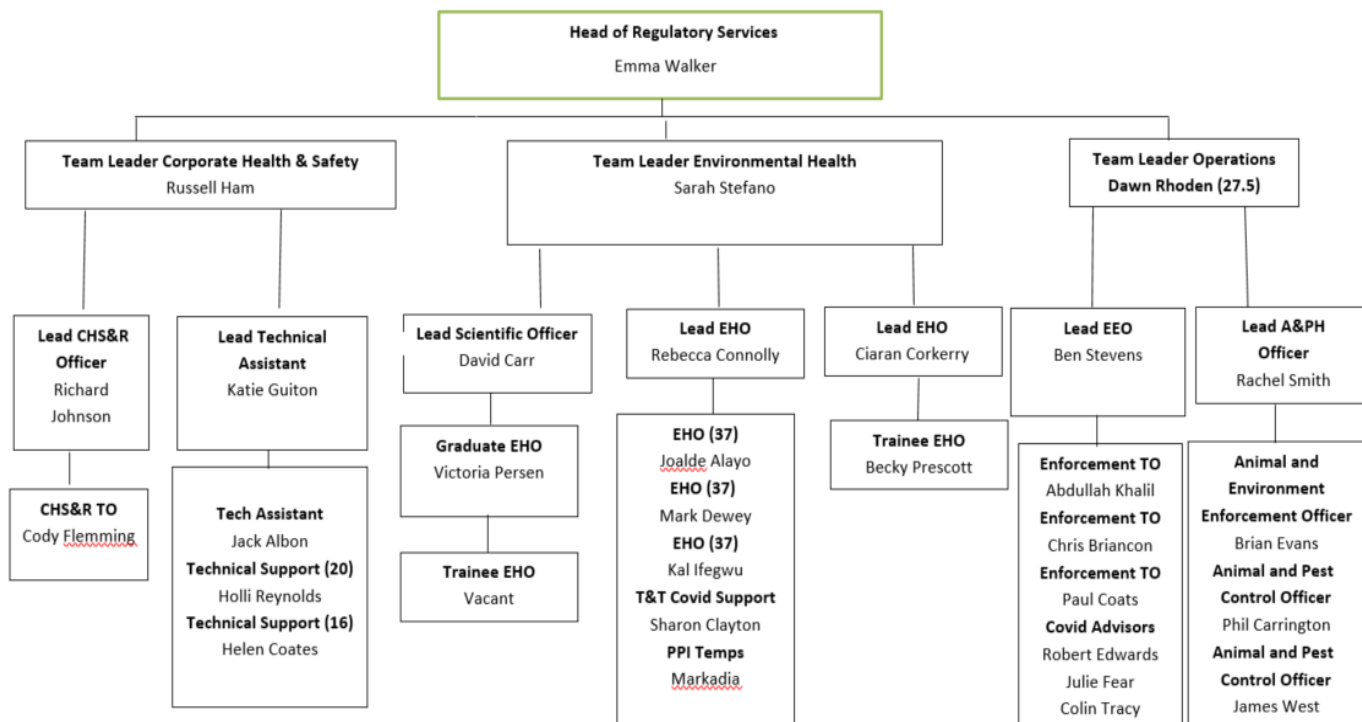
- Raising awareness of the work-related stress and mental health campaign 'Working Minds' with businesses
- Electrical safety in hospitality settings
- Inflatable amusement devices

### Annex 1 – DBC Structure Chart

[Dacorum Borough Council senior leadership organisation chart](#)

### Annex 2. ECP Structure Chart June 2022

Chart. 1 Structure of ECP 2022/2023





Competency  
Framework 2021

## Appendix 4 – Dacorum Food Recovery Plan

# Dacorum Food Safety Recovery Plan 2022/2023

## Introduction

With the covid-19 pandemic, there has been a knock on effect to services especially around where proactive inspection regimes are in place, being mainly:

- Food Safety Inspections
- Health and Safety Inspections

Food Safety and Health & Safety inspections are determined by a risk rating inspection regime and are statutory. For these, the governing bodies (Food Standards Agency and Health & Safety Executive) have set the way forward. Health and Safety inspections have been maintained throughout the covid-19 pandemic, with increased visits related to covid-19 risk assessments, safe operating procedures and general risks. Therefore, no specific recovery plan is required for this element.

## 1. Food Safety Inspections

### 1.1 Food Standards Agency Approach

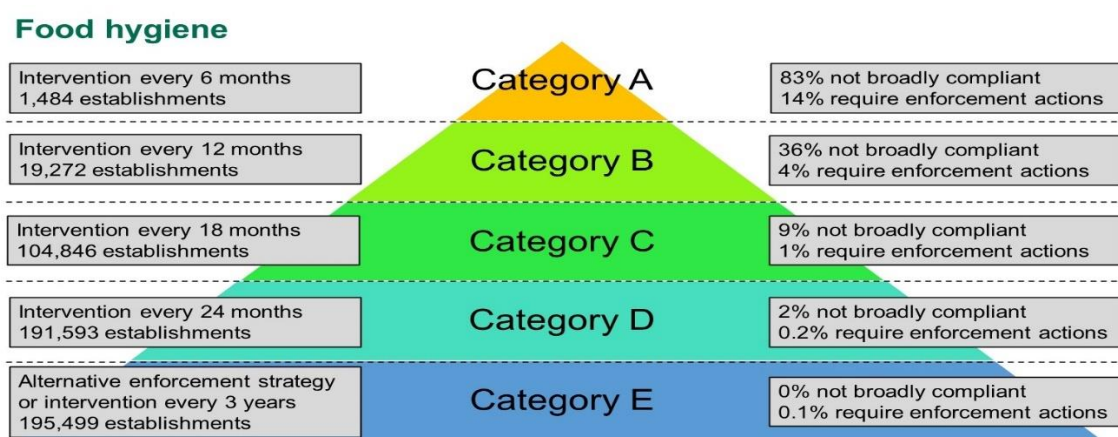
The Food Standards Agency (FSA) set out in June 2021 their proposal for LA recovery around statutory inspections. Dacorum Borough Council made a decision to adopt this plan from the 1<sup>st</sup> July 2021 as the Food Service Plan as the targets outlined for food delivery controls were more realistic during the ongoing pandemic. This plan continues to cover the period from 1 July 2021 to 2023/2024.

The following factors initially shaped the FSA's approach:

- the number of 'new' food businesses has significantly increased – a large proportion of which are home-based – and although some of these may cease trading when the hospitality sector starts to recover, and lockdown restrictions are otherwise lifted, the risks associated with them remain largely unknown as initial inspections have not been undertaken
  - In 2021/2022 Dacorum continued to receive a significant number of new Food Premises Applications with a total of 213 received.

- the number of 'new' food businesses on the 'high street' may increase as some existing businesses may change hands while others may start up to capitalise on potential additional trade from staycations etc over the coming months
- existing businesses will gradually be re-opening, many after prolonged closure, as restrictions in the hospitality sector on eating onsite are lifted, while other businesses will continue to diversify activities to adapt to ongoing changes in the market
- LA resources have been diverted from delivery of food official controls during the pandemic to activities related to reducing the spread of COVID
- the highest risk establishments may have missed one, two or potentially three planned interventions
- LAs are anecdotally reporting that significant resource is currently being used for non-statutory but important wider government priorities such as export certification and support for businesses navigating the new arrangements
- LAs are anecdotally reporting a general trend of reducing hygiene standards in food establishments since the onset of the pandemic.

The FSA approach was also mindful of the profile of establishments across the risk categories, the levels of compliance and the typical annual percentages for enforcement actions within each pre-pandemic. The diagram below shows the national picture pre-pandemic as the basis for the recovery approach.



## 1.2 Objectives and Assumptions of the FSA recovery plan

The approach by the FSA has taken on board the following objectives:

- ensure that LAs:
  - return diverted resources to food teams
  - can identify and focus on those businesses that are trading by continuing to undertake ongoing proactive surveillance
  - revert to the expected inspection frequencies in the Food Law Codes of Practice for those businesses posing the greatest risk to public health/consumer protection
- improve hygiene and standards compliance and reduce risks by focusing activity where non-compliance is identified and by undertaking appropriate follow-up and enforcement action
- Ensure more routine operation of the Food Hygiene Rating Scheme (FHRS).

The FSA assumed the following when devising the recovery plan:

- there will be additional demands and expectations on LAs in relation to compliance and enforcement of COVID rules as sectors re-open over the next few months.

**Going into 2022 the restrictions have been gradually lifted and so this has allowed resources to be slowly diverted back to the Food team.**

- urgent reactive food safety work will increase as restrictions in the hospitality sector are lifted.

**This was not the case in Dacorum, the reactive work was linked more to non-compliance with Covid 19 regulations the hospitality sector.**

- planned interventions for food hygiene and food standards will be more complex to undertake and will take longer as they must be undertaken in a COVID safe way.

**This was initially the case until the restrictions started to lift in early 2022.**

- compliance standards have dropped so levels of required follow-up and enforcement action needed to address the risks to public health/consumer protection will be greater.

**This has been observed in Dacorum with an increased number of compliance revisits being undertaken.**

### 1.3 Timelines

The proposed plan covers 1 July 2021 to April 2023 and beyond with recovery in two phases:

- Phase 1 - 1 July to 30 September 2021. This has now been completed.
- Phase 2 – 1 October 2021 to April 2023 (until the revised food hygiene intervention rating scheme are in place)

There will be a focus on securing compliance in persistently non-compliant businesses. The proposal for recovery aims to reflect that direction of travel.

### 1.4 Outline of the Recovery Plan

The key elements of the plan are summarised below:



### 1.5 Principles underpinning the recovery plan

The FSA proposed that the following principles underpin both phases of the recovery plan:

- when intelligence suggests risks have increased – and irrespective of the risk category – interventions should be undertaken to assess and address those risks.
- when an onsite intervention is undertaken, subsequent interventions should be programmed as per the Codes of Practice requirements.
- new food hygiene ratings should be given where appropriate interventions are undertaken
- where non-compliance is found at any intervention, appropriate enforcement action should be taken
- The use of remote assessments will not be used at Dacorum as it duplicated a lot of the work and didn't yield the results expected when tried after Lockdown 1.

## 1.6 Impact on Dacorum

Based on the FSA **Phase 1 plan**, the priority up to the end of the 2021/22 financial year was:

- conditional and full approval visits (limited for Dacorum - 7 approved premises in total).
- management of food incidents and hazards (including outbreaks of foodborne illness)
- investigation and management of complaints
- enforcement action in case of non-compliance
- ongoing proactive surveillance to obtain an accurate picture of the local business landscape and identify: open/closed/recently re-opened/new businesses; as well as businesses where there has been a change of operation, activities or FBO.

Dacorum was able to:

- a) Manage the expected increase in necessary reactive work resulting from the lifting of restrictions in the hospitality sector, which included carrying out some of the overdue planned interventions. The table 1.1 below shows the number of premises that were overdue by 30<sup>th</sup> September 2021.

Table 1.1

Risk Band	Number overdue at 30 <sup>th</sup> September 2021
A	0
B	13
C	31
D	185

This did not include the total number of interventions due in 2021/2022, new premises or category E premises, which are dealt with by alternative enforcement interventions. This is shown in Table 1.2 below. The implementation of this recovery plan will stagger the March 2022 due dates in line with FSA guidance. The timeline for each risk band is outlined later in the plan.

Table 1.2

Risk Band	Total number of inspections due by March 2022
A	2
B	25
C	63
D	219
E	144
Unrated	218

Table 1.3 Show's the progress made during the period of the 30<sup>th</sup> September 2021 – 31<sup>st</sup> March 2022

Risk Band	Total Due (as of the 30/9/2021)	Total Remaining
A	2	0



B	25	1
C	63	21
D	219	144
E	144	130
Unrated	218	122

- b) assess new businesses and those with change in operation, activities or FBOs so that onsite visits can be undertaken where there are concerns around public health/consumer protection and, for others, the initial inspection can be prioritised and undertaken in accordance with the Codes of Practice.

**This is continuing to happen in 2022/2023 with high risk premises undertaking high risk operations being prioritised for inspection over those deemed to be low risk e.g. takeaway v's home caterer making cakes.**

- c) plan for resumption of planned intervention programmes for high risk category and non-compliant establishments in Phase 2.

**All inspections currently undertaken by the food team are being integrated back in the planned intervention programme and the next inspection will take place at the appropriate risk rated frequency e.g. A rated premises will be inspected every 6 months, B rated 12 months and so on. In the unlikely event that resources are diverted again the food team will prioritise high risk and non-compliant food businesses for inspection.**

Based on the FSA **Phase 2 plan**, the priority for Dacorum from April 2022 to April 2023 will be:

- a) implementing planned intervention programmes for high risk category and non-compliant establishments, and
- b) implementing an intelligence-based approach for low risk category establishments.
- c) official controls where the nature and frequency are prescribed in specific legislation and official controls recommended by FSA guidance that are undertaken to support trade and enable export
- d) reactive work including, enforcement in the case of non-compliance, managing food incidents and food hazards, and investigating and managing complaints
- e) sampling in accordance with the local authority sampling programme or as required in the context of assessing food business compliance, and any follow-up necessary in relation to the FSA Surveillance Sampling Programme
- f) ongoing proactive surveillance to obtain an accurate picture of the local business landscape and also to identify open/closed/recently re-opened/new businesses, as well as businesses where there has been a change of operation, activities or FBO
- g) for 'new businesses', consideration of registration information and intelligence with appropriate onsite interventions carried out where there are concerns around public health/consumer protection

- h) for 'new businesses' where consideration of registration information and intelligence does not raise concerns about public health/consumer protection, initial visits should be prioritised and undertaken in accordance with the Codes of Practice and Practice Guidance taking account of the flexibilities provided
- i) implementing planned intervention programmes for high-risk category and non-compliant establishments in line with the timelines set out in the Recovery Plan
- j) implementing an intelligence/information based approach for lower risk category establishments

It is to be noted by members that this is the plan to recover the Food Service from the effects of Covid 19. The FSA will continue to monitor the progress being made by requesting local authorities to complete regular temperature check surveys at the end of each milestone set to assess how each local authority is recovering. Due to the length of time the length of time recovery plan covers the objectives may change from time to time.

The department is very much still involved in the Local Outbreak Plan response, it is envisaged that this workload will decrease in 22/23 and at the time of writing this does seem to be the case. However if it does not this plan will need to be revised to take into account the number of available staff that can deliver this project and their important role in dealing with the Outbreak phase of the pandemic response.

## Progress Made:

The above phases are detailed in the table below and the progress made as of the time of writing.

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
Conditional and full approval visits	Ongoing	In accordance with relevant legislative requirements	All approvals visits made and full approval issued for 1 premises in 2021/2022.
Proactive surveillance to obtain an accurate picture of the local business landscape and to identify <ul style="list-style-type: none"> <li>- open/closed/recently re-opened/new businesses</li> <li>- change of operation, activities or FBO</li> </ul>	Ongoing	Consideration of registration information and intelligence on the food business establishment identified through surveillance Undertake appropriate onsite interventions where there are concerns around public health/consumer protection	Basic surveillance conducted as part of LAEMS return.
New food business establishments where consideration of registration information/intelligence indicates low risk	Ongoing	Initial visits should be prioritised and undertaken in accordance with the Codes of Practice requirements	Fed into the inspection programme. All inspections assigned to officers and initial risk assessment conducted. From April 2021 until March 2022 <b>142</b> new businesses have been inspected. PPI contractors are assisting with clearing the backlog of new businesses. Those that remain outstanding have been assessed as low risk.
Management of food incidents and hazards (including outbreaks of foodborne illness)	Ongoing	In accordance with the Food Law Codes of Practice	Business as usual
Investigation and management of complaints	Ongoing	In accordance with the Food Law Codes of Practice	Business as usual
Enforcement action in case of non-compliance	Ongoing	In accordance with the Food Law Codes of Practice and the local authority's enforcement policy	Business as usual
FHRS requested revisits	Ongoing	Within three months of request if a charge is made and within six months of no charge but with use of remote assessment in place of onsite visit in limited circumstances on a trial basis (with evaluation in place)	Business as usual

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
Sampling	Ongoing	In line with local authority sampling programme or as required in the context of assessing food business compliance	Participation in Study 73 undertaken in March 2022. The food team are aiming to participate in STUDY 74: Hygiene in Takeaway Sandwich and Salad bars. This survey is running between April and October 22.
Category A for hygiene	Over the period to end of March 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Target met February 2022.
Category B for hygiene	Over the period to end of June 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Dacorum inspected all B rated premises except one that was temporarily closed (Retirement Village Café) by the end of March 2022 ahead of the recovery plan.
Category C for hygiene – less than broadly compliant (FHRS 0, 1 or 2)	Over the period to end September 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	Target met before deadline. Dacorum inspected all Category C -less than broadly compliant food businesses by April 2022
Category D for hygiene – less than broadly compliant (FHRS 0, 1 or 2)	Over the period to the end of December 2022	All establishments should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice	This target will be met.

Activity/Category	Timeline	Expectation	Progress Made at the End of March 2022
Category C for hygiene – broadly complaint or better (FHRS 3, 4 or 5)	Over the period to the end of March 2023	<p>For establishments with two consecutive food hygiene ratings of 5 (or equivalent stands if outside scope of FHRS) one intervention may be missed and then the establishment put back in the system for interventions in accordance with the Codes of Practice</p> <p>For other establishments – those with hygiene ratings of 3 or 4 (or equivalent of outside the scope of FHRS - should have received an onsite intervention and thereafter be back in the system for interventions in accordance with the Codes of Practice</p>	<p>At the time of writing All outstanding C rated premises have been inspected except for 3 premises:</p> <ol style="list-style-type: none"> <li>1. Public house closed for refurbishment.</li> <li>2. Sports club</li> <li>3. Church Lunch Club.</li> </ol> <p>These are all compliant food businesses with a rating of 3 or 4. Dacorum will meet this deadline ahead of the recovery plan target.</p>
Category D for hygiene – broadly complaint or better (FHRS 3, 4 or 5)	Ongoing	No interventions will be required unless intelligence suggests that risks have increased	Dacorum will carry out inspections in D rated premises if capacity allows it. If a complaint is received regarding a D rated premises it will be investigated appropriately. This is ongoing in house and with the assistance of PPI officers.
Category E for hygiene	Ongoing	No interventions will be required unless intelligence suggests that risks have increased	As above, Dacorum will follow up any complaints received regarding premises that are E- rated if received. Recovery funding has enabled a support officer to start working through our AES premises at the time writing this service plan.



## Strategic Planning & Environment Overview and Scrutiny Committee

<b>Report for:</b>	Strategic Planning & Environment Overview and Scrutiny Committee
<b>Title of report:</b>	Biodiversity Net Gain within Planning
<b>Date:</b>	10 <sup>th</sup> January 2023
<b>Report on behalf of:</b>	Councillor Alan Anderson, Portfolio Holder for Place
<b>Part:</b>	I
<b>If Part II, reason:</b>	N/A
<b>Appendices:</b>	Appendix A Community Impact Assessment
<b>Background papers:</b>	<ol style="list-style-type: none"> <li>1. Dacorum Core Strategy (adopted September 2013)</li> <li>2. Dacorum Borough Council Climate and Ecological Emergency Strategy September 2022</li> <li>3. Chilterns Beechwoods Special Area of Conservation Mitigation Strategy</li> </ol>
<b>Glossary of acronyms and any other abbreviations used in this report:</b>	<p>BNG: Biodiversity Net Gain</p> <p>Defra: Department for Environment, Food &amp; Rural Affairs</p> <p>LPA: Local Planning Authority</p> <p>SANG: Suitable Alternative Natural Greenspace</p> <p>SPD: Supplementary Planning Document</p> <p>TCPA: Town &amp; Country Planning Act</p>

### Report Author / Responsible Officer

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Corporate Priorities	
	<p>A clean, safe and enjoyable environment</p> <p>Building strong and vibrant communities</p> <p>Ensuring economic growth and prosperity</p> <p>Climate and ecological emergency</p>

<b>Wards affected</b>	ALL
<b>Purpose of the report:</b>	<ol style="list-style-type: none"> <li>1. To update members on the expected legislative requirements for biodiversity net gain.</li> <li>2. To seek SPAE views on the opportunities available within planning to increase biodiversity to inform future policy development.</li> </ol>
<b>Recommendation (s) to the decision maker (s):</b>	<ol style="list-style-type: none"> <li>1. The report is noted.</li> </ol>
<b>Period for post policy/project review:</b>	

## 1 Introduction/Background:

- 1.1. Biodiversity net gain (BNG) is an approach to development that leaves biodiversity in a measurably better state than in which it was found. It aims to halt the current loss of biodiversity resulting from development and help restore ecological networks to enable nature to recover.
- 1.2. In November 2021 the Environment Act gained Royal Assent and will subsequently amend the Town & Country Planning Act (TCPA) to make biodiversity net gain mandatory, expected from the end of 2023. The main provisions of the requirement will be as follows:
  - a minimum of 10% gain will be required;
  - gain to be calculated using an nationally approved biodiversity metric;
  - LPA approval of a biodiversity net gain management and monitoring plan required;
  - net gain may be delivered on-site, off-site or via statutory biodiversity credits; and
  - habitat must be secured for at least 30 years via obligations or a conservation covenant.
- 1.3. The requirement will apply to all development, with a limited number of exemptions expected such as householder applications.
- 1.4. It is expected that LPA's will only be able to approve a planning application once the following steps are complete:
  - Biodiversity metric calculation submitted and show a minimum of 10% net gain between pre-development and post-development values;
  - Biodiversity gain plan is completed and meets statutory requirements;
  - Any claimed gains (both on-site and off-site) are appropriately secured and allocated, including the point in the development process that these gains are to be delivered; and
  - Description of management and monitoring arrangements provided.

A pre-commencement condition will then apply to discharge the biodiversity net gain plan at determination.
- 1.5. The Act also introduced Local Nature Recovery Strategies to be prepared for all areas of England. These will establish priorities and map proposals for specific actions to drive nature's recovery and provide wider environmental benefits. The areas covered will be set by Defra, with Hertfordshire County Council expecting to prepare a Local Nature Recovery Strategy in 2023. The biodiversity metric for calculating net gain places a higher value on habitat units delivered at preferred locations within the nature recovery network, helping to target offsite BNG to areas where it will deliver the most benefit.

- 1.6. Locally, the Council's Climate and Ecological Emergency Strategy launched in September 2022. 'Support the borough in improving biodiversity' is one of the five key objectives. The 'Improving biodiversity' theme underpins a range of activities taking place across the Borough, both directly by Council services, and through supporting the work of stakeholders and local communities. The Strategy proposes introducing a Biodiversity Net Gain Supplementary Planning Document (SPD).
- 1.7. Saved Local Plan policy on biodiversity can currently be found in the Dacorum Core Strategy (adopted September 2013), which sets a clear strategic policy framework through Policy CS26 Green Infrastructure.
- 1.8. Once the TCPA is amended to include the requirement for biodiversity net gain, there is no need for the delivery of 10% to be included within Local Plan policy. However, the Council could consider developing measures within planning and planning policy to maximise the benefit arising from the legislation to the Borough. The opportunities available are set out within section 2 for this Committee to consider.

## **2 Key opportunities:**

### **Plan policy**

- 2.1 LPAs can set a net gain target higher than 10% either at a local or site level. Once the 10% BNG requirement becomes mandatory there is no scope for LPAs to allow a reduction on viability or other grounds.
- 2.2 Any higher target would need to be made clear at an early stage in the planning or development process and careful consideration would be needed to the feasibility and achievability of net gain above 10%. Some local authorities are viability testing a higher requirement of 20% for their future policy. Officers will monitor whether these progress to formal adoption and delivery on-site.
- 2.3 A more flexible approach would be to use Local Plan policy to encourage applicants to deliver above the 10% requirement, linking this with delivering biodiversity targets set within local strategies. The Council could consider this approach for greenfield sites or those located near to important ecological networks.
- 2.4 Local policy can also be used to identify any specific local priorities and strategies that developers should consider when delivering biodiversity net gain, aiming to direct offsite delivery to locations of strategic significance. Within Dacorum, the Herts Ecological Network Map is one such strategy that could be used to identify priority areas for biodiversity improvement up until the Hertfordshire Local Nature Recovery Strategy is available.
- 2.5 Local Plan documents can also be used to set an appropriate number of biodiversity units to be delivered on sites where the biodiversity baseline is negligible. This may arise on a small site or on one where there is no existing biodiversity value such as on previously developed land.
- 2.6 This option could be taken forward through the next phase of work on the new Dacorum Local Plan for brownfield sites within urban areas that have recently been designated.

### **Biodiversity gain delivery**

- 2.7 Once the number of habitat units for a development are calculated, developers have three mechanisms for delivery that follow a spatial hierarchy.
  - (i) Delivery on-site – the preferred option;



- (ii) Delivery off-site through habitat creation/enhancement including via habitat banks, with public and private landowners – here local enhancements are preferred before alternative sites are considered; and
  - (iii) Purchase of National Statutory Credits that will support the delivery of large-scale habitat projects. These are intended as the last resort where BNG cannot be delivered on-site or off-site.
- 2.8 Under the guidance released to date, once biodiversity net gain becomes mandatory a developer would not be able to make a compensatory financial payment to the LPA in lieu of securing the required habitat units via one or a combination of these three methods.
- 2.9 Any off-site land used for the purposes of achieving BNG will need to be registered on the digital Biodiversity Gain Sites Register, currently being developed by Natural England. This national register will help users record and verify off-site habitats they are creating, and will enable the gains to be verified by Government and the LPA. Landowners can start to create habitat units now, in advance of BNG becoming mandatory. These are referred to as habitat banks.
- 2.10 Land on the register must be secured for the required habitat units via a conservation covenant or planning obligation and be maintained for a minimum of 30 years.
- 2.11 Local authorities will be able to offer their own land for biodiversity gain, with habitat units available for developers to purchase if they are unable to deliver the required units on site. Local authorities can also act as a local broker, this would involve selling habitat units on behalf of a third party landowner. Developers cannot be directed to purchase local authority habitat units in preference to other ecologically equivalent suppliers.
- 2.12 Much of Council owned open space is already in active use for recreation, play, formal sports or general amenity, limiting scope for sites to provide habitat units to a development and be entered onto the register as they would need to be maintained and managed solely as habitat units for a minimum of 30 years.
- 2.13 In recent years Clean, Safe and Green has created more wildflower-rich and biodiverse grassland across the Borough and this winter will be continuing with year three of a five-year tree planting programme. These local biodiversity initiatives are a key element of the Council's Climate and Ecological Emergency agenda, but would not meet the requirements of biodiversity net gain.
- 2.14 Officers are not currently aware of any Council owned land that could be enhanced and managed as habitat units. Further investigation through the Local Plan making process and the Council's Climate and Ecological Emergency work, may identify potential sites where habitat units could be created and made available for developers to purchase. It is expected that this process would be co-ordinated through the Climate and Ecological Emergency programme.
- 2.15 Discussions will also take place with Hertfordshire County Council on their approach to creating habitat units on their landholdings.
- 2.16 Further guidance is also expected from Defra on how biodiversity net gain will work alongside Suitable Alternative Natural Greenspace (SANG). Currently, it is considered that sites identified as SANG can also deliver biodiversity net gain provided that 'additionality' can be proven. As the Council continues to develop its approach towards SANG delivery to support the Chilterns Beechwoods Special Area of Conservation Mitigation Strategy, opportunities for identifying and evaluating BNG habitat units on SANG sites could be progressed.

- 2.17 Any sites taken forward on Council owned land for biodiversity net gain would need an assessment of the baseline biodiversity value by an ecologist, preparation and delivery of a net gain management plan and ongoing management, maintenance and monitoring for 30 years. The associated costs would be recovered by developers purchasing the associated habitat units from the Council, however some upfront costs would need to be initially covered.

## **Planning processes**

- 2.18 Development management will need to be ready to receive and determine planning applications and check that the associated biodiversity gain plans are legally compliant when net gain becomes mandatory. While officers have experience of sites delivering biodiversity improvements, the new systems needed will be much more rigorous and will require systems and processes to be developed in advance.

- 2.19 The processes required include:

- Application – checking of pre-development biodiversity value and proposed approach to on-site delivery, plus any proposed off-site biodiversity enhancements. A pre-commencement condition will be applied at determination to discharge a biodiversity net gain plan.
- Pre-commencement – submission and approval of biodiversity gain plan. Any off-site habitat units will need to be secured through a conservation covenant or planning obligation and registered prior to final approval of the biodiversity gain plan.
- Commencement and management – ongoing management, monitoring, reporting and appropriate enforcement of biodiversity gains for the agreed maintenance period.

- 2.20 Similarly, the Council will also need to be prepared to comply with new duties on authorities regarding BNG reporting. Biodiversity net gain obligations will be secured via a S106 legal agreement for each development meeting the criteria. It will be the responsibility of the developer to identify and fund the future management and monitoring of the enhanced habitat for a 30 year period. The Council or its appointed agent will be required to ensure that measures are being implemented in an appropriate way and that the BNG monitoring reports received from the developer are an accurate reflection of BNG progress on site. An appropriate fee will be charged by the Council to the developer to cover these costs. The Council will have duties to report on BNG delivery under the Environment Act. Further information on reporting requirements is expected to be set out in the forthcoming Defra consultation and secondary legislation.

## **3 Options and alternatives considered**

- 3.1 The development of a biodiversity net gain SPD has been considered. If adopted prior to BNG becoming mandatory it would bring forward the requirement on development to deliver a measurable net gain and could be used to set out the Council's processes. During this interim period the Council would also have more flexibility in how biodiversity was delivered through the SPD.
- 3.2 However, it is uncertain how much of the content of a local biodiversity net gain SPD would remain valid after 2023 as information on the documentation and process to support the Environment Act has yet to be released via secondary legislation. As a result, the benefits that an early adoption of an SPD would deliver are likely to be limited and preparation of the SPD could be abortive work.
- 3.3 Officers therefore recommend that Planning do not progress with an SPD and instead focus resources on developing a biodiversity approach through the new Local Plan and preparing the Planning Service for BNG becoming mandatory later in 2023, to reduce the risk of applications being delayed.

- 3.4 Setting local requirements for particular allocated sites and naming strategies that measures should support in future Plan policy would be a much stronger and enforceable position for the Council, compared to SPDs that are material consideration in planning decisions and cannot supersede development plan policy.
- 3.5 The Environment Act is a complex legal document, and a Dacorum developer guidance note would help agents to submit the correct information to reduce the risk of a delay to applications at validation and/or commencement.
- 3.6 There are also types of habitats within the biodiversity metric where a Hertfordshire specific definition would result in a better result for local biodiversity. This particularly relates to 'other neutral grassland' where a local definition would avoid these units being classified as 'modified grassland', which has a much lower biodiversity value in the metric.
- 3.7 A biodiversity advice note would provide additional technical advice and information to developers on local expectations for biodiversity delivery. This could be used to clarify the Council's process and considerations when assessing proposals for biodiversity net gain.

#### **4 Consultation**

- 4.1 Discussion on approaches to biodiversity net gain has taken place with the Council's Development Management, Clean, Safe and Green and Climate Change and Sustainability sections.

#### **5 Financial and value for money implications:**

- 5.1 Once the delivery of 10% biodiversity net gain becomes mandatory, Development Management will require additional ecological advice to assess biodiversity net gain plans. It is expected this would be provided by Herts Ecology via a service level agreement.
- 5.2 It will be the responsibility of the developer to identify and fund the future management and monitoring of the enhanced habitat for a 30 year period, which will be secured through the S106 agreement. Monitoring proposals should be submitted within a biodiversity gain plan at application.

#### **6 Legal implications**

- 6.1 The delivery of 10% biodiversity net gain by development will be a legal requirement under the TCPA.
- 6.2 Local authorities will also have responsibilities under the Environment Act to report on BNG delivery. A specific BNG report must be published setting out the authority's actions to comply with the BNG duty alongside quantitative data for the gain delivered. The initial report must be completed within 3 years of the Act coming into force.
- 6.3 More legal resources are likely to be required as all developments meeting the criteria will require a full S106 agreement.

#### **7 Risk implications:**

7.1 Biodiversity net gain is a new requirement that the Council will need to be prepared for from the day it becomes mandatory. Systems and processes will be needed in advance to ensure applications can continue to be processed and assessed.

## **8 Equalities, Community Impact and Human Rights:**

8.1 A Community Impact Assessment is annexed to this report as Appendix A. The types of positive outcomes to be delivered by biodiversity include:

- More access to natural green spaces within the Borough's communities;
- Positive social, physical and mental health and wellbeing impacts for people of all ages and abilities.

8.2 Human rights – There are no Human Rights implications arising from this report.

## **9 Sustainability implications (including climate change, health and wellbeing, community safety)**

9.1 Improving biodiversity is a key objective of the Council's Climate and Ecological Emergency Strategy.

## **10 Council infrastructure (including Health and Safety, HR/OD, assets and other resources)**

10.1 None arising from this report.

## **11 Conclusions:**

11.1 Through biodiversity net gain development will have a positive ecological impact, delivering improvements through habitat creation or enhancement.

11.2 There is a considerable amount of preparation required by the Council as LPA to be ready to determine applications against the requirement once it becomes mandatory. This will need to be developed during the course of 2023 in liaison with Hertfordshire County Council's LEADS (landscape, ecology, archaeology, and design sustainability) service.

11.3 Emerging Plan Policy can help secure biodiversity benefits to the Borough by requiring development to take into account local strategies, identifying sites where a net gain percentage above 10% would deliver the greatest value and setting a required number of habitat units for sites where the metric calculates that the existing biodiversity is negligible.

11.4 A search for sites with the potential to provide habitat units on Council-owned land, or that of its partners, could offer a local solution to developers unable to deliver 10% BNG onsite.

11.5 An advice note on the Council's processes and local habitat specifications would aid the application process for developers.

11.6 Given the resources required to deliver 11.2-11.5 above, the timescale for the implementation of mandatory net gain and further detail on implementation requirements that is expected to be issued by secondary legislation, a local SPD will not be developed at this stage.





## Strategic Planning & Environment Overview and Scrutiny Committee

<b>Report for:</b>	Strategic Planning & Environment Overview and Scrutiny Committee
<b>Title of report:</b>	Employment and Skills Supplementary Planning Document
<b>Date:</b>	10 <sup>th</sup> January 2023
<b>Report on behalf of:</b>	Councillor Alan Anderson, Portfolio Holder for Place
<b>Part:</b>	I
<b>If Part II, reason:</b>	N/A
<b>Appendices:</b>	<p>Appendix A: Employment and Skills Supplementary Planning document</p> <p>Appendix B: Employment and Skills Supplementary Planning Document Consultation Report</p> <p>Appendix C: Community Impact Assessment</p>
<b>Background papers:</b>	<ol style="list-style-type: none"> <li>1. Dacorum Core Strategy (adopted September 2013)</li> <li>2. Strategic Planning &amp; Environment Overview and Scrutiny Committee Employment and Skills Supplementary Planning Document Report 16<sup>th</sup> March 2022</li> <li>3. Dacorum Economic Recovery Plan (2021)</li> </ol>
<b>Glossary of acronyms and any other abbreviations used in this report:</b>	<p>APD: Approved Delivery Partner</p> <p>CIA: Community Impact Assessment</p> <p>SCI: Statement of Community Involvement</p> <p>SPD: Supplementary Planning Document</p>

### Report Author / Responsible Officer

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<b>Corporate Priorities</b>	<p>Building strong and vibrant communities</p> <p>Ensuring economic growth and prosperity</p>
<b>Wards affected</b>	ALL
<b>Purpose of the report:</b>	1. To consult the Committee on the adoption of the

	Employment and Skills Supplementary Planning Document (SPD).
<b>Recommendation (s) to the decision maker (s):</b>	1. That the Committee informs Cabinet of its views on the Employment and Skills SPD (Appendix A).
<b>Period for post policy/project review:</b>	<b>5 years</b>

## **1 Introduction/Background:**

- 1.1. The Employment and Skills Supplementary Planning Document (SPD) (Appendix A) is a new tool that will enable the Council to ring-fence specific opportunities arising from a development to benefit the Borough's residents, thereby generating additional social value.
- 1.2. The SPD sits under Policy CS14 Economic Development of the Dacorum Core Strategy (2013) and will support the delivery of the Dacorum Economic Recovery Plan, helping to tackle the economic challenges the Borough faces.
- 1.3. The SPD is set out under the following sections:
  - 1) Introduction and explanation of what the document is and why it is needed;
  - 2) National policy and Legal Framework;
  - 3) Local policy background;
  - 4) Justification and context; and
  - 5) Implementation and monitoring.

### **Summary of Employment and Skills SPD Process**

- 1.4. Development Management Officers will make applicants aware that the Employment and Skills SPD will be applicable for residential development of 30 or more homes and building(s) of 1,000m<sup>2</sup> or more for non-residential development. The applicant will be issued with a social value forecast that will set a target for the number of social value weeks the development will be expected to deliver.
- 1.5. A Social Value Strategy will then be prepared setting out the training and employment weeks to be delivered by the developer, which will be included within the development's S106 agreement.
- 1.6. At commencement, a Social Value Delivery Plan will be agreed detailing the delivery options that will be used and the Social Value outcomes that will be generated by the development to achieve the social value target.
- 1.7. During construction, regular monitoring reports will be submitted to the Council, showing progress against the agreed social value target.
- 1.8. The Council will provide support to developers and help them access local networks, providers and schools in order to successfully implement the SPD.

## **2 Consultation on the Draft Employment and Skills Supplementary Planning Document (the Draft SPD):**

- 2.1 The Draft Employment and Skills SPD was reviewed by the Strategic Planning and Environment Overview and Scrutiny Committee in March 2022. The views of this Committee and the SPD

documents were subsequently reported to Cabinet for consideration at their meeting on 19<sup>th</sup> April, where Cabinet approved the Draft Employment and Skills SPD for public consultation.

2.2 Public consultation on the draft document took place over a period of more than four weeks from 28 October up until the 28 November 2022. This is in line with the Council's Statement of Community Involvement (SCI) that stipulates a requirement to consult on a supplementary planning document for at least four weeks.

2.3 The Council received 16 responses in total from 16 consultees, which are summarised in the Employment and Skills SPD Consultation Report, attached as Appendix B. Each response received was individually reviewed and collated into tables, and an officer response added to the points raised. The tables also identify where the SPD has been revised as a result of the consultation comments received.

2.4 The revised SPD is attached as Appendix A for this Committee to consider. The main differences between this document and the previous draft SPD presented to this Committee in March 2022 are summarised below.

Section of document	Subject	Change
3	New Dacorum Local Plan	Paragraph added on progress on the preparation of the new Dacorum Local Plan.
3	Hemel Garden Communities	Information added on Hemel Garden Communities and the Spatial Vision document.
3	Wider Strategic Context	Content added on key Hertfordshire documents: South West Hertfordshire Economic Studies; Hertfordshire Strategic Economic Plan 2017-2030; Hertfordshire Skills and Employment Strategy 2021-2024; and Hertfordshire Local Skills Improvement Plan.
4	Dacorum district data comparison	Data on the number of economically inactive residents, level of qualifications attainment, and average wages updated to latest ONS data available, or latest and previous years data shown.
4	Impact of COVID-19	Explanation added on the impact of COVID-19 on young people's employment and training.
4	Social Value Strategies	Hertfordshire Local Enterprise Partnership added to the list of organisations and bodies a developer could liaise with during the preparation of a Social Value Strategy.

### 3 Options and alternatives considered

3.1 Do not proceed with formal adoption - there will be no additional benefit to residents secured from future housing and commercial development, some opportunities may be delivered at the discretion of the developer, however these would not be targeted, measured or recorded.

3.2 Publish the document as discretionary guidance without formal adoption – this would encourage applicants to submit a Social Value Strategy with the developer determining the need and requirements. This would deliver some additional benefit to residents, however there would not be



measures in place to ensure it was proportionate to the scale of development and tailored to meet local needs.

- 3.3 Take forward the SPD with the adoption of the new Local Plan – the timetable for adoption would follow the Local Development Scheme, and no additional benefit to residents would be secured from housing and commercial development in the short term.

## **4 Consultation**

4.1 The following sections have been consulted on the work undertaken to date:

- Development Management;
- Strategic Planning;
- Economic Development;
- Hemel Garden Communities;
- Community Partnerships;
- Housing Development; and
- Housing Strategy and Policy.

## **5 Financial and value for money implications:**

5.1 The Council received a grant of £15,000 from the Hertfordshire Community Wealth Building Fund to prepare the draft SPD.

5.2 The SPD will enable the Council to secure employment and skills opportunities for local residents from development that meets or exceeds a set commercial building area/number of residential units threshold. Requiring development to invest in the current and future workforce will have a direct impact on individuals, will improve the overall skills level of the Borough's working population enabling businesses to flourish and will in turn bring wider social and economic benefits to Dacorum.

5.3 The requirement for developers to prepare a Social Value Strategy will include the payment of a financial contribution (Social Value fee) to cover the Council's costs of providing advice and support to the applicant and undertaking the delivery, monitoring and reporting of social value.

5.4 Officers are considering the most appropriate model to deliver the SPD. The Council can choose to provide the resource to support developers directly or procure an external body (an Approved Delivery Partner) to manage the process. If the Council were to undertake this in house then it would most likely be delivered by the Economic Development Team. This could not be absorbed through current resources and would require an expansion of the existing service and to be self-funding through development contributions. If undertaken by an external partner the Council would need to procure this. It is important that an arrangement is in place by the time the Council formally adopts the SPD to ensure the measures can be delivered.

## **6 Legal implications**

6.1 The Social Value Act (2012) requires public bodies to consider how the services they commission and procure might improve the economic, social and environmental wellbeing of their local community. The Council has incorporated this objective into the Commissioning and Procurement Strategy (2019-2024) that seeks to deliver additional value to the community through the Council's contracts. Nationally, the range of activities that deliver social value is now widening and a growing number of Councils are looking to capitalise on this by integrating social value into their planning process. The most practical opportunity to achieve this is for a development to produce a Social Value Strategy.

6.2 The Town and Country Planning (Local Planning) (England) Regulations 2012 do not require a Sustainability Appraisal to be carried out on SPDs. However, the potential requirement for a Habitats Regulations Assessment (HRA) and / or Strategic Environmental Assessment (SEA) based upon any environmental concerns introduced or influenced by the SPD must be considered. In response, an SEA / HRA screening assessment is underway. Once this process is complete, the SEA/HRA Screening Reports and responses from Natural England, the Environment Agency and Historic England will be published as supporting documents alongside the SPD, and the conclusions added to the SPD document.

## **7 Risk implications:**

7.1 Given the long-term changes in employment and retail expected because of the pandemic and future automation, it is important that the Council has planning guidance in place to enable the local workforce to adapt and develop skills that will meet future needs. The SPD will ensure that residents gain additional benefits from major development and will help support the Borough's long-term prosperity.

7.2 Without these measures, there is the risk that jobs created through the construction and operation of new buildings are taken by workers from outside the Borough, and that the skills of the local workforce become misaligned with emerging employment sectors.

## **8 Equalities, Community Impact and Human Rights:**

8.1 A Community Impact Assessment is annexed to this report as Appendix C. The types of positive outcomes to be delivered include:

- Social Value Strategies will be expected to demonstrate opportunities aimed at young people to help alleviate unemployment and build skills, such as through targeted recruitment, apprenticeships and work placement opportunities.
- Developers will be encouraged to set out how they would engage with local schools and support them to promote the skills and qualifications needed for employment amongst young people aged 11 to 16 years, and also to support the transition between school and work.
- The Social Value Strategy should consider providing opportunities for social enterprises, which have explicit social, economic or environmental aims.
- The activities of the Social Value Strategies will improve the economic wellbeing of individual residents in the Borough who may currently be impacted through having a low income, holding lower qualifications or being economically inactive.

8.2 Human rights – There are no Human Rights implications arising from this report.

## **9 Sustainability implications (including climate change, health and wellbeing, community safety)**

9.1 The SPD will enable additional social benefits to be secured from planned growth through the delivery of skills, training and employment outcomes targeted at local residents, education providers and businesses. Given the likely level of growth expected over the new plan period and initiatives such as the Hertfordshire Innovation Quarter and Hemel Garden Communities, the impact of this new policy could be transformative to both individuals and the local economy.

## **10 Council infrastructure (including Health and Safety, HR/OD, assets and other resources)**

10.1 None arising from this report.

## **11 Conclusions:**

- 11.1 Dacorum is likely to see growth and investment over the coming decades, particularly in housing and employment development. There is the opportunity to draw added value from these developments to directly benefit the Borough's residents and economy by requiring development above a set threshold to prepare and implement a Social Value Strategy.
- 11.2 By introducing the SPD requirement, the Council can act on its crucial role in the social value agenda and create opportunities for skills and apprenticeships, delivering on the priorities of the Dacorum Economic Recovery Plan.



# **Employment and Skills Supplementary Planning Document**

**January 2023**

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## 1. Introduction

### What is this document and why is it needed?

- 1.1 This document has been prepared by Dacorum Borough Council (the Council) as a Supplementary Planning Document (SPD).
- 1.2 The SPD is driven by the Council's aspiration to see additional benefits (known as Social Value) incorporated into the delivery of housing and other types of development. Social Value is the additional economic, social and environmental benefits that can be created as part of development. By seeking to capture Social Value from major developments, whilst such schemes are at the planning stage, the Council can achieve added value for Dacorum, particularly in the area of employment and skills, to which this SPD relates.
- 1.3 Ensuring growth and prosperity is one of the six priorities of the Council's Corporate Plan (2020-2025) which seeks to create a diverse choice of employment opportunities and a strong and thriving local economy where unemployment is low. Working with the Hertfordshire Local Enterprise Partnership (Herts LEP) and local colleges to develop skills for emerging growth sectors is a particular focus.
- 1.4 The Corporate Plan sits alongside the Dacorum Growth and Infrastructure Strategy to 2050 "Shaping the future of Dacorum" which sets out a commitment to facilitate good, high value jobs based on the skills that will sustain and develop new and emerging growth sectors.
- 1.5 These documents add impetus to the need for new development to contribute towards delivering skills and employment opportunities in the Borough.
- 1.6 The Local Plan policy context for this can be found in the Core Strategy (adopted 2013) where policy CS14 states "Initiatives that help the local workforce adjust to change and develop their skills will be supported".
- 1.7 This Supplementary Planning Document adds detail and further guidance to how this policy should be delivered on the ground by requiring developers to prepare and implement a Social Value Strategy for schemes that meet or exceed a certain threshold; such strategies will help to develop the skills of the resident workforce and provide a route to employment for local people.
- 1.8 In particular, this SPD provides detailed guidance in respect of:
  - The circumstances in which Social Value Strategies will be expected;
  - The types of development it would apply to;
  - The development thresholds that would trigger a requirement for a Social Value Strategy to be submitted with a planning application;
  - The content required in Social Value Strategies;

- 
- Initiatives the Council would support; and
  - The process involved in requesting, preparing and implementing Social Value Strategies and the expected outcomes.

### **Procedural matters**

1.9 Once adopted, the SPD will be a material planning consideration, which means it will assist Council officers and Elected Members in reaching a decision during the determination of applications concerning major development. It will also guide applicants and their agents in drawing up appropriate Social Value Strategies.

1.10 The successful implementation of the SPD will:

- Result in increased local employment opportunities by helping businesses to improve, grow and take on more staff;
- Help businesses to find suitable and (especially) local staff and suppliers; and
- Improve the skills of local people to enable them to take advantage of the resulting employment opportunities.

1.11 The Town and Country Planning (Local Planning) (England) Regulations 2012 do not require a Sustainability Appraisal to be carried out on SPDs. However, the potential requirement for a Habitats Regulations Assessment (HRA) and / or Strategic Environmental Assessment (SEA) based upon any environmental concerns introduced or influenced by the SPD must be considered. In response, an SEA / HRA screening assessment is underway.



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## 2. National Policy and Legal Framework

### National Planning Policy Framework

2.1 National advice on planning's role in promoting economic development is provided through the National Planning Policy Framework (NPPF)<sup>1</sup>. The sections of the current NPPF, which was revised in July 2021, most relevant to this SPD are summarised below.

2.2 NPPF paragraph 8 sets out three overarching objectives contributing to sustainable development: building a strong, responsive and competitive economy, supporting strong, vibrant and healthy communities and protecting and enhancing the environment. The wording of the economic development objective is as follows:

*"a) an **economic objective** – to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure"*

2.3 Section 6 in the NPPF provides guidance on 'Building a strong, competitive economy'. The main guidance is contained in paragraphs 81-83:

*"81. Planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. The approach taken should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future. This is particularly important where Britain can be a global leader in driving innovation, and in areas with high levels of productivity, which should be able to capitalise on their performance and potential.*

*82. Planning policies should:*

- a) set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth, having regard to Local Industrial Strategies and other local policies for economic development and regeneration;*
- b) set criteria, or identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period;*
- c) seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment; and*

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<sup>1</sup> <https://www.gov.uk/guidance/national-planning-policy-framework>



- 
- d) *be flexible enough to accommodate needs not anticipated in the plan, allow for new and flexible working practices (such as live-work accommodation), and to enable a rapid response to changes in economic circumstances.*

*83. Planning policies and decisions should recognise and address the specific locational requirements of different sectors. This includes making provision for clusters or networks of knowledge and data-driven, creative or high technology industries; and for storage and distribution operations at a variety of scales and in suitably accessible locations.”*

### **Legal framework: Public Services (Social Value) Act**

- 2.4 There are a variety of definitions of Social Value already in existence, many of which stem from the Social Value Act (2012), which highlights the additional benefits available from thoughtful commissioning of public services. Because of this, existing definitions largely consider Social Value in relation to services, rather than goods or works. This overlooks the possibility that Social Value is the broader social, environmental and economic benefits, which enrich society, rather than just the social capital of a locality.
- 2.5 Although the 2012 Act applies to contracts beyond a certain minimum value only, there is evidence that it has been applied by Councils to the procurement of goods and works, as well as services. This is perhaps a reflection of the growing recognition that the Act can be used to capitalise on the broader Social Value Agenda.
- 2.6 The scope of potential outcomes that deliver Social Value is therefore widening and a growing number of Councils are looking to capitalise on this by integrating Social Value into their planning process, albeit with different approaches. The most practical opportunities, however, include the requirement for development to produce a Social Value Strategy.

### **Levelling Up**

- 2.7 The Levelling Up agenda put Councils at the heart of delivering the Government's programme to improve opportunities and outcomes in all parts of the country. Dacorum is a divided Borough with areas of deprivation sitting alongside areas of wealth and prosperity. This SPD emphasises the Council's ambition to support the national Levelling Up agenda, working alongside local stakeholders to build forward for a prosperous and resilient future.



### **3. Local Policy Background**

- 3.1 The following local documents provide the policy framework for this SPD;  
[Dacorum Borough Council Corporate Plan 2020 - 2025](#);  
[Dacorum Growth and Infrastructure Strategy to 2050](#);  
[Dacorum Borough Council Local Plan](#);  
[Dacorum Economic Recovery Plan](#); and  
[Hemel Garden Communities Spatial Vision 2020](#).

Further studies across the Hertfordshire area provide a wider strategic context.

#### **Dacorum Borough Council Corporate Plan 2020 - 2025**

- 3.2 Ensuring economic growth and prosperity is one of the six key priorities of the Council's Corporate Plan, which will drive service delivery over the period of the plan. The outlined activities seek to achieve a future where "employment opportunities will be diverse and offer good choice, and unemployment is kept low, with the local economy strong and thriving".

#### **Dacorum Growth and Infrastructure Strategy to 2050**

- 3.3 The Dacorum Growth and Infrastructure Strategy '[Shaping the Future of Dacorum](#)' was prepared to help steer service delivery over the coming decades to enable the Borough to maximise on the benefits from growth, address the challenges it faces and anticipate the changes ahead. For theme 2 'Generating a vibrant economy with opportunities for all' the Strategy's vision for the economy is "A vibrant economy that makes the most of its location and its transport links, as well as offering varied high-value jobs. One that attracts businesses in emerging growth sectors, keeps unemployment low and continues to attract high levels of investment by working with the business community".
- 3.4 The Strategy continues by setting out the challenges the Borough faces, these are summarised below:

- 
- Fostering a strong economy with a good range of employers and well-paid secure jobs for local people;
  - Ensuring land is available to build businesses;
  - Making town centres attractive and resilient to changes in retail patterns;
  - Preparing the local economy to take advantage of growing business sectors such as enviro-tech;
  - Creating the right employment base through skills and training;
  - Extending and improving digital connectivity to attract employers and enable agile work practices;
  - Creating conditions that encourage ongoing business investment; and
  - Developing Dacorum as a tourism destination.

### **Dacorum Borough Council Local Plan**

- 3.5 The [Dacorum Borough Council Local Plan](#) comprises:
- [Dacorum Core Strategy](#) (adopted September 2013);
  - [Dacorum Site Allocations Development Plan Document](#) (adopted July 2017); and
  - [Dacorum Borough Local Plan 1991-2011](#) (adopted April 2004) (saved policies).
- 3.6 Dacorum Core Strategy contains the Council's strategic policy framework for delivering development and change over the plan period (2006-2031). Strengthening economic prosperity is one of the central themes of the document beneath which sits a strategic objective to promote a vibrant and prosperous economy and supporting local objectives. Section 11 sets out the Plan's approach to creating jobs and full employment.
- 3.7 Policy CS14 seeks to support economic development in terms of ensuring sufficient land for jobs growth and guiding new development to key locations:

***“Policy CS14: Economic Development***

*Sufficient land will be allocated to accommodate growth in the economy of approximately 10,000 jobs between 2006 and 2031.*

*Development that supports the knowledge-based economy, the transition to a low carbon economy, the rural economy and sustainable tourism, will be particularly encouraged.*

*Most employment generating development will be located in town and local centres and General Employment Areas in accordance with Policies CS1 and CS4. Hemel Hempstead will be the main focus for new economic development uses, which will be used to support the regeneration of the Maylands Business Park and Hemel Hempstead town centre. Employment levels elsewhere within the borough will be maintained to ensure a spread of job opportunities.*

*Initiatives that help the local workforce adjust to change and develop their skills will be supported.”*



- 3.8 The Council seeks contributions from developers towards the provision of infrastructure required to support growth in Dacorum via the Community Infrastructure Levy (CIL). Where applicable, the Council may also enter into an agreement (known as a Section 106) with the developer and/or landowners to mitigate the direct impacts of developments on local communities under Section 106 of the Town and Country Planning Act 1990.



### **New Dacorum Local Plan**

- 3.9 Public engagement on the Dacorum Local Plan (2020-2038) Emerging Strategy for Growth (Regulation 18) took place over autumn/winter 2021-2022. The Employment and Skills SPD may need to be updated to incorporate relevant local policy post adoption of the new Local Plan. Further information on the timetable for Plan preparation can be found in the Council's [Local Development Scheme](#).

### **Dacorum Economic Recovery Plan**

- 3.10 Giving local people the opportunity and responsibility to develop new and existing skills, to ensure that they are equipped to take advantage of growth, is a key output of the work currently being undertaken by Dacorum Borough Council.

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3.11 In October 2021, Dacorum Cabinet approved the Dacorum Economic Recovery Plan, supported by a multi-partner Economic Recovery Board. The Board has brought together local and regional stakeholders including the Herts LEP, Herts Chamber of Commerce and Industry, social enterprises, West Herts College, Hertfordshire University and local businesses, to focus on six key priorities set out within the Dacorum Economic Recovery Plan. These are:

1. Ensuring a current and future workforce has the skills and opportunity to take advantage of new high skills technology employment.
2. Engaging with and supporting businesses and develop social enterprises'/community interest companies' capacity to facilitate growth, investment and ensure longer term strategic plans meet the needs of the businesses.
3. Supporting the growth of the existing Information, Science, Technology and Professional Services clusters and developing the growing Enviro Tech sector, linking closely with Herts Innovation Quarter (Herts IQ) and Hemel Garden Community.
4. Identifying Dacorum's Unique Selling Point (USP) and develop the engagement with inward investors, regional and national partners to promote the opportunities in the district and lobby for funding and investment.
5. Repurposing Hemel Hempstead town centre and introduce new work spaces and employment opportunities.
6. Developing the International Dacorum brand, promoting export and developing international partnership links.

3.12 The Dacorum Economic Recovery Board have commenced work on delivering actions to achieve access to opportunities for all residents in Dacorum. Activities under theme 1 of the Recovery Plan, Skills and Employment include:

- Develop an Employer Engagement Plan (to be linked with the Business Growth proposed Employer Engagement Plan and the Herts Local Skills Improvement Plan) aimed at using employers as consultees when developing the skills offer.
- Create Social Value from development and developer's Employment and Skills Plans. Develop a process to attract skills and employment opportunities from large developments and procurement.
- Track destinations from Further Education and Higher Education to identify student's successes and challenges when taking up employment after study.
- Work with Herts Innovation Quarter (Herts IQ) and others to investigate skills gaps and to identify opportunities to address them across existing and new provision.
- Target young people not in education or employment (NEETS) to ensure access to Traineeships and Apprenticeships.

3.13 These activities aim to deliver the following key outcomes:

- 
- Increased number of apprenticeships across key employment sectors (targeting skills shortages within the Borough of Dacorum).
  - Increased inclusion of hard-to-reach groups such as long term unemployed, residents with disabilities and ex-offenders.
  - Dacorum has a flexible and highly skilled workforce to enable future economic growth and economic wellbeing of its residents.
  - All residents have access to and knowledge of a coordinated skills offer and available career paths to enable them to take advantage of future jobs.
- 3.14 The implementation of attracting Social Value in the form of skills and employment opportunities from developments, will contribute greatly towards achieving the aims of the Dacorum Economic Recovery Plan.
- 3.15 The Council is also in the process of developing a Dacorum Social Value Framework as a tool to support the development of skills and increase in residents' economic wellbeing.

### **Hemel Garden Communities Spatial Vision 2020**

- 3.16 Hemel Garden Communities (HGC) is a collaboration of three authorities: Dacorum Borough Council, St Albans City and District Council and Hertfordshire County Council, supported by the Hertfordshire Local Enterprise Partnership, set up to enable sustainable local growth through new housing and jobs in the area to the north and east of Hemel Hempstead.
- 3.17 Supported by Garden City Principles, Hemel Garden Communities will take the best of the New Town heritage into the 21st century with up to 11,000 homes, 10,000 jobs and Hertfordshire Innovation Quarter at its heart, anchoring the transformation of Hemel Hempstead and the wider area.
- 3.18 The HGC programme area covers the whole town of Hemel Hempstead, within the borough of Dacorum, as well as proposed growth areas straddling both Dacorum and St Albans District to the north and east of the town and wider movement routes beyond.
- 3.19 Dacorum Borough Council, St Albans City and District Council, Hertfordshire County Council, Hertfordshire Local Enterprise Partnership and The Crown Estate are working together to deliver this ambitious development programme which will transform and grow Hemel Hempstead and create attractive, sustainable new neighbourhoods to its north and east by 2050.
- 3.20 The HGC proposal has been recognised by Government, which awarded Hemel Hempstead 'Garden Town' status and a grant in 2019 to help develop garden communities of the future.
- 3.21 The [Spatial Vision](#) (2021) is a high-level document that provides a series of aspirations for the future of HGC. It is made-up of an overarching vision, which is organised into four thematic pillars, all of which reinforce the aspirations to promote healthy lifestyles and respond to the climate crisis.



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## Wider Strategic Context

- 3.22 Along with the other South West Hertfordshire authorities (Dacorum, Hertsmere, St Albans, Three Rivers and Watford Councils), the Council commissioned the South West Hertfordshire Economic Studies ([2016](#) and [2019](#)) to provide a comprehensive economic baseline and growth scenarios. These studies looked at employment land and floorspace requirements to 2036. They also reviewed some existing and potential future employment areas.
- 3.23 One of the key economic messages arising from the study was the need to support the growth of established sectors to help address productivity challenges. South West Hertfordshire has established strengths in professional services, ICT and film and TV production, with significant growth potential. The need to support science-based industries was also highlighted.
- 3.24 The Hertfordshire Local Enterprise Partnership is responsible for a number of important initiatives and reports including the [Hertfordshire Strategic Economic Plan 2017-2030](#) (2017). This document's vision is that by 2030, Hertfordshire will be among the UK's leading economies, helping to realise the full economic potential of the areas assets and opportunities. It identifies three growth corridors based on the M1 and M25 motorways, which Dacorum falls into, and around the A1 (M) and M11/A10.
- 3.25 The [Hertfordshire Skills and Employment Strategy 2021-2024](#) was produced by Hertfordshire LEP, Hertfordshire County Council and the Department for Work and Pensions and comprises a detailed action plan to help increase and develop the county's existing and future workforce to be best equipped to meet employers' needs.
- 3.26 The Hertfordshire Chamber of Commerce is developing a Hertfordshire Local Skills Improvement Plan through a government-funded programme designed to bring together businesses and education providers to discuss the skills needed now and for the future.

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## 4. Justification and Context

### The need for Social Value Strategies

- 4.1 The Borough is likely to experience significant change and growth over the next 15 years with plans for some of the most ambitious development programmes within Hertfordshire.
- 4.2 This will create a period of unprecedented opportunity and it is important that local residents are able to access the jobs created by growth. Doing so will help to address existing barriers to employment that are reflected in the current proportion of Dacorum residents who are not economically active and who lack any qualifications.
- 4.3 In June 2022<sup>2</sup>, there were over 18,000 economically inactive residents and in December 2021, 6,500 residents with no qualifications in the Borough. This represents a major untapped resource for the Borough of residents whose lives could be transformed through support and access to job opportunities that would increase their economic well-being.
- 4.4 Low levels of educational attainment is an issue facing the Borough. A breakdown of the proportion of residents with various levels of qualifications is shown in Table 1 below. This compares educational attainment levels in Dacorum Borough with that of the wider Hertfordshire County and across Great Britain over two consecutive years, and in doing so, it reveals that the Borough has a greater proportion of its workforce with no qualifications.

Level of Attainment	January 2020 – December 2020			January 2021 – December 2021		
	Dacorum (%)	Hertfordshire (%)	National (%)	Dacorum (%)	Hertfordshire (%)	National (%)
NVQ4 and above	42.8	47.2	43	38.3	49.0	43.6
NVQ3 and above	52.8	64.3	61.3	48.3	63.8	61.5
NVQ2 and above	76.6	79.9	78.1	73.9	81	78.1
NVQ1 and above	86.8	85.5	87.8	83.5	90.2	87.5
Other qualifications	7.9	5.8	5.9	10.0	5.5	5.9
No qualifications	5.3	4.7	6.4	6.5	4.4	6.6

Table 1: Qualifications of Dacorum Borough Residents

Source: Nomis Labour Market Profile Dec 2020 and Dec 2021

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<sup>2</sup> Nomis Labour Market Profile





- 4.5 Compared to the Hertfordshire averages, Dacorum has fewer residents who have gained higher qualifications and more residents with lower qualifications. Figures from 2021<sup>3</sup> show that in Dacorum, 38.3% of residents had achieved NVQ4 and above compared to the Hertfordshire average of 49.0%, and 6.5% of residents in Dacorum had no qualifications compared to 4.4% in Hertfordshire.
- 4.6 Failure to address this low skills base would inevitably slow the growth of the local economy adding more urgency to the need to maximise the development of skills and thereby improve the employment prospects of local people.
- 4.7 There are pockets of deprivation throughout Dacorum, including wards that are within the 20% most deprived Super Output Areas<sup>4</sup> in Hertfordshire in each of Hemel Hempstead, Tring and Berkhamsted.
- 4.8 Average wages provide a further clear indicator that resident's economic wellbeing is reduced, with workplace earnings averaging £30,992 in 2021, lower than the Hertfordshire average of £33,978<sup>5</sup>. This shows the challenge facing Dacorum's residents in being able to access high skilled and high paid jobs in the Borough as well as the lack of access and career paths.

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<sup>3</sup> Nomis Labour Market Profile

<sup>4</sup> Super Output Areas cover around 125 households. SOAs are built from groups of OAs and replace the previously used electoral ward/divisions as the standard geographic hierarchy for reporting small area statistics in England and Wales.

<sup>5</sup> ONS Annual Survey of Hours and Earnings

- 
- 4.9 In addition, many residents are employed within low paid sectors that have been affected by the pandemic and where future automation is expected.
- 4.10 The recovery from the Pandemic will be slow as the change in the labour market will create mismatches with employees from affected sectors needing to retrain to access employment in sectors with job opportunities. This is particularly true for young people, aged 18 – 24, where across the UK 3 out of 5 have lost their jobs as a result of COVID-19. In July 2021, the youth claimant count (unemployment) in Hertfordshire stood at 605, representing 6.1% of all 18-24 year olds in Dacorum<sup>6</sup>.
- 4.11 Young people (aged 16 to 24 years) in the UK were the most affected by the pandemic, partly due to a higher proportion of this age group being employed in sectors of the economy impacted by lockdown restrictions such as the wholesale and retail trade, accommodation and food services, and health and social work. Young people at the start of their careers were also less likely to be in a type of role that could be done from home and are more likely to be on zero-hours contracts. As a result, during 2020, their employment declined the most compared with other age groups, and their unemployment and economic inactivity rates increased. As long-term unemployment amongst young people has risen<sup>7</sup>, this may have a significant impact on their future employment prospects and earnings.<sup>8</sup>
- 4.12 While some areas of the economy might start to recover, young workers are under-represented in these sectors, and the industries that typically employ them are likely to be impacted more. Longer-term structural changes in the labour market such as automation and the introduction of new technologies are likely to reduce job opportunities for those young people who do not have support to improve their skills. Outside of COVID-19 there is a long-term slow downward trend in young people's exposure to training.<sup>9</sup> More young people have chosen to continue in full-time education, reducing the youth employment rate and making it difficult for employers to recruit into entry level jobs.
- 4.13 These factors drastically reduce the likelihood of local residents being able to access opportunities to improve their economic wellbeing. As a result, intervention is now needed to ensure local residents can take full advantage of new opportunities and the changing needs of the labour market, through access to reskilling and new career paths.

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<sup>6</sup> Economic Profile of Dacorum, Dacorum Borough Council

<sup>7</sup> A Better Future: Transforming jobs and skills for young people post-pandemic, Institute for Employment Studies Report, Williams J, Alexander K, Wilson T, Newton B (IES); McNeil C, Jung C (IPPR)

<sup>8</sup> Coronavirus and changing young people's labour market outcomes in the UK: March 2021, Office for National Statistics

<sup>9</sup> How has the pandemic affected young people's job skills? IOE Blog, UCL, 16 December 2021

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## Circumstances in which a Social Value Strategy will be requested

- 4.14 The Council will expect developments that meet or exceed the thresholds set out in Table 2, to submit a site-specific Social Value Strategy:

Use Class	Development	Threshold for Social Value Strategy
<b>C3</b>	Residential (Dwelling houses)	30 or more dwellings
<b>B2</b>	General industry	Building(s) of 1,000m <sup>2</sup> or more
<b>B8</b>	Storage and distribution	Building(s) of 1,000m <sup>2</sup> or more
<b>C1</b>	Hotels	Building(s) of 1,000m <sup>2</sup> or more
<b>E</b>	Commercial, business and service	Building(s) of 1,000m <sup>2</sup> or more
<b>F1</b>	Learning and non-residential institutions	Building(s) of 1,000m <sup>2</sup> or more
<b>F2</b>	Local Community	Building(s) of 1,000m <sup>2</sup> or more
<b>Sui generis</b>		Building(s) of 1,000m <sup>2</sup> or more

*Table 2: Thresholds for Social Value Strategy requirement*

For the avoidance of doubt, the Social Value Strategy should cover the construction phase of all residential and commercial development in the Borough that meets or exceeds the threshold. In addition, where appropriate, commercial development should also include a commitment to target local residents when recruiting for employment opportunities that will be created by the end-use occupation (see 4.21).

## Content of a Social Value Strategy

- 4.15 The Council will provide prospective developers with a Social Value Forecast on request to enable the applicant to prepare a Social Value Strategy for submission with their application. The targets in the Social Value Forecast must be generated using an industry approved model that calculates Social Value requirements according to planning class uses and then applies regionally specific information, such as CITB Construction Skills Network Data. This approach ensures that Social Value targets are relevant to specific developments and allows flexibility for genuine and sustainable outcomes to be delivered which reflect the business needs of Applicants/Developers/Contractors and their supply chain.
- 4.16 Developers are strongly encouraged to work with the Council's Approved Delivery Partner to draft and agree a Social Value Strategy. Those applicants not involved in Planning Performance Agreement (PPA) discussions are required to check the Local Validation Checklist requirements in force at the time of making an application. Contact details for the Council's Approved

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Delivery Partner can be obtained from the Council's Development Management Team.

- 4.17 The Social Value Strategy must reference the Social Value Target generated by the Social Value Forecast and demonstrate a clear commitment by the Applicant/Developer to achieve the target during the construction phase of the project. Where appropriate, the Strategy should also include 'end-use' (see 4.21).
- 4.18 The Council will expect the Strategy to demonstrate clear links to the Borough's needs, to include liaising with organisations and bodies such as the Hertfordshire Local Enterprise Partnership, Hertfordshire Opportunities Portal, West Herts College and local schools. Measures within the Strategy must benefit local residents, with commitments made to as many of the following as is practicably achievable;
- Targeted recruitment and training requirements, ensuring that apprenticeship and other work opportunities help to alleviate unemployment;
  - Work placements opportunities designed to support education and learning;
  - Targeted vacancy filling or maximising the use of employment support partners;
  - Supporting the integration of the local supply chain, helping to develop a wider business base both for the delivery of services and materials;
  - Provision of opportunities for social enterprises, which have explicit social, economic or environmental aims;
  - Participation in the promotion of education initiatives, supporting the transition between school and work;
  - Participation in forums created to promote sector development, sharing good practice to stimulate improvement;
  - Participation in forums created to promote community development, maximising the benefits of a strong voluntary and community sector.
- 4.19 The above list is not exhaustive and discussion with the Council is recommended at pre-application and Planning Performance Agreement stage for all proposals requiring a Social Value Strategy, in order that the individual requirements for each Social Value Strategy are negotiated prior to the submission of a planning application.
- 4.20 A wide range of other local employment and training measures can also be secured through the Social Value Strategy, as detailed in Appendix 1.
- 4.21 End-use refers to the employment and skills opportunities that will be generated once the development is complete. For the avoidance of doubt, this will apply

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to all developments other than residential developments. All such non-residential developments must include in their Social Value Strategies a commitment to provide the Council with details of the end-user. The Council's Approved Delivery Partner and Economic Development Team will then liaise with the end-user as the project nears completion to support them with their immediate recruitment requirements. Any outcomes generated during the end-use phase of the project will be counted as additional to the Social Value Target.



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## 5. **Implementation and Monitoring**

### **How will Social Value Strategies be implemented?**

- 5.1 The process and typical procedures involved in the implementation and monitoring of Social Value Strategies are shown in Appendix 2.
- 5.2 The Council's requirement for a Social Value Strategy will be highlighted to applicants during their pre-application and Planning Performance Agreement discussions with the Planning Case Officer. The Planning Case Officer will provide details for the Council's approved Social Value Delivery Partner who will support the applicant to obtain a Social Value Forecast and draft and agree the content of a Social Value Strategy.
- 5.3 The finalised and agreed Social Value Strategy will thereafter be submitted with the planning application. Its content will then be considered as part of the application's assessment and a planning obligation (under S106 of the Town and Country Planning Act 1990) secured where it satisfies the relevant tests.
- 5.4 During the construction phase of a development, delivery of Social Value Strategies will be supported by the Council's Approved Delivery Partner. The Delivery Partner will support the developer and/or main contractor to agree a Social Value Delivery Plan detailing the Social Value outcomes that will be generated by the project with the ultimate aim of achieving the Social Value Target set out in the Social Value Strategy. The Approved Delivery Partner will provide an end-to-end service for each development supporting delivery as well as monitoring and reporting of all outcomes.



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### **How will Social Value Strategies be monitored?**

- 5.5 Delivery of the Social Value Strategy will be monitored via the Council's S106 monitoring process and it will be the responsibility of the developer to ensure that the Strategy (including any monitoring requirements on the developer) is delivered in accordance with the S106 agreement. Any non-compliance relating to the delivery of the Social Value Strategy by the applicant or the appointed contractor will be reported to the Council by the Approved Delivery Partner, the Council will then take the appropriate action to ensure compliance.
- 5.6 The Council's Approved Delivery Partner will routinely monitor the delivery of all Social Value Strategies and will regularly up-date the Council on performance and progress. The Approved Delivery Partner will submit a final report at the end of each development detailing the outcomes achieved.
- 5.7 A financial contribution to enable the Approved Delivery Partner to deliver their end-to-end service will be collected via Section 106 agreements, specifically relating to the delivery, monitoring and reporting of Social Value.
- 5.8 It will be important for the Council and the development industry, as well as its delivery partners, to evaluate the outcomes of Social Value Strategies once they have been completed. Successful examples in Dacorum Borough and elsewhere will be shared with applicants for planning permission, in order to ensure that they can be used again for the benefit of local residents.
- 5.9 The number of Social Value Strategies in operation and the opportunities provided will be reported in the Annual Monitoring Report (AMR) published by the Council.
- 5.10 Finally, the Council will monitor the effectiveness of this guidance and review as appropriate in the light of its performance and any future changes in planning law, national policy and guidance.



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## **Appendix 1: Delivery Options**

The range of local employment and training methods that can be secured through Social Value Strategies include, but are not limited to, the following:

- Recruitment through Jobcentre Plus and other employment agencies;
- Creating new apprenticeship opportunities for local people;
- Pre-employability Support e.g. mentoring, work trials and interview guarantees;
- Work experience and work placements (14-16 years, 16-19 years and 19+ years);
- Training e.g. Construction Skills Certification Scheme (CSCS) Cards;
- Work with local education providers (e.g. schools, colleges and universities) to actively promote careers in development and construction; and
- Community based projects.

Where possible, opportunities should be offered to local residents who have traditionally been excluded from the employment and training cycle. In addition to unemployment, this includes residents who would like to work but are unable to do so because of factors outside their control e.g. those with a disability, sickness, or caring responsibilities.

Through their Social Value Strategies, developers are also encouraged to set out how they would engage with local schools and support them to promote the skills and qualifications needed for employment amongst young people aged 11 to 16.

The Social Value Delivery Plan will contain more detail around how these outcomes will be achieved, for example:

- Career inspiration: speakers provided to schools, role models to inspire and encourage career progression, work ‘taster’ events;
- Employability: mentoring and support for specific cohorts of young people (e.g. under-achievers, high achievers, or young people from particular areas or estates), sessions on employer expectations, mock interviews and interview preparation;
- Curriculum support: advice on curriculum design to bring construction opportunities to life and support to design curriculum-based interventions; and
- Work-based learning: workplace visits to complement classroom-based learning, work experience placements etc.



## **Appendix 2: The Process**

DBC = Dacorum Borough Council

ADP = Approved Delivery Partner

SVS = Social Value Strategy

PPA = Planning Performance Agreement

S106 = Section 106 agreement of the Town and Country Planning Act

### **Pre-Application/PPA**

The requirement for a SVS will be highlighted to applicants as part of pre-application discussions

Planning/Business Support Officer passes details to ADP and requests a Social Value Forecast

### **Direct Application**

Applicants not involved in Pre-App/PPA discussions are required to check the Local Validation Checklist requirements in force at the time of making an application to confirm the requirement for a SVS

Applicant requests Social Value Forecast from the ADP via DBC

ADP submits Social Value Forecast to Planning Officer, Economic Development Officer and Applicant

ADP and Developer/Planning Agent prepare the content of a SVS. The Strategy is approved by the ADP and submitted by the applicant with the planning application

Application is registered and validated by DBC

DBC and Applicant agree S106 Heads of Terms to include the SVS and Social Value fee

Pre-Commencement – payment of Social Value fees

Commencement - ADP and Developer/Contractor agree a Social Value Delivery Plan setting out the range of delivery options that will be implemented in support of the SVS. ADP to support on-going delivery of the plan

Construction - ADP submits regular monitoring reports to the Council, showing progress against the agreed Social Value Target

As the project nears completion and where appropriate (see 4.21) the ADP and the Council's Economic Development Team will liaise with the end-user to support them with their immediate recruitment needs

Completion - Final monitoring report submitted by ADP. DBC issue Discharge Notice



# **Employment and Skills Supplementary Planning Document (SPD)**

Consultation Report  
January 2023

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# 1.Introduction

1.1 The Employment and Skills Supplementary Planning Document (SPD) is a tool that will enable the Council to ring-fence opportunities arising from development to benefit Dacorum's residents, thereby generating additional social value. The purpose of the SPD is to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, support businesses already located in Dacorum to grow and attract new businesses into the area.

1.2 The Council are grateful for the time residents, businesses and organisations have spent engaging with this document. This Consultation Report sets out the engagement process in detail, summarises the main issues raised and sets out the Council's response.

1.3 This report is structured as follows:

**Section 2. Consultation Report:** explains how we engaged in accordance with our Statement of Community Involvement, including the methods we used and the overall level of response.

**Section 3. Analysis of Responses:** we expand on the points raised in the comments on the document or expand further on the points raised in the comments

**Section 4. Next Steps:** sets out the adoption timetable for the SPD.

**Appendix A. Supporting Information:** provides copies of the key materials used to advertise the consultation. This includes copies of the notification for the consultation and the public notice.

**Appendix B. Full Text of Responses:** contains full copies of all the individual responses made to the consultation.

## 2. Consultation Report

### 2.1 Background

- 2.1.1 The consultation on the Employment and Skills – Draft Supplementary Planning Document (SPD) was undertaken in accordance with Regulations 12 and 13 of the Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2012. The consultation was also carried out in accordance with the requirements set out in the Statement of Community Involvement (SCI), adopted by the Council in 2019.
- 2.1.2 The consultation sought views and opinions from residents, businesses and organisations on a full draft version of the SPD. This follows internal engagement with the Council's Economic Development and Development Management teams and Hemel Garden Communities. Development of the SPD was supported by Hertfordshire Community Wealth Building Project and ongoing progress was shared with the Project Steering Group (a sub group of the Hertfordshire Growth Board) and the Hertfordshire Planning Group, attended by planning officers representing the Hertfordshire local authorities.
- 2.1.3 The statutory public consultation took place between 12pm on the 28<sup>th</sup> October 2022 and 11:59pm on the 28<sup>th</sup> November 2022. This satisfies the requirement to consult for a four week period, which is specified in the SCI.
- 2.1.4 The consultation draft document can be viewed on our online consultation portal<sup>1</sup>.

### 2.2 Engagement Methods

- 2.2.1 Everyone who was on the Council's Strategic Planning consultation database at the time of the consultation start date was notified of the consultation by e-mail, or by post mail where no e-mail address was recorded. This included specific (statutory), general and other consultation bodies, alongside the wider community.<sup>2</sup>
- 2.2.2 The Council sent a separate notification of the consultation by e-mail to; Town and Parish Clerks within the Borough, elected County Councillors for Dacorum, and all of Dacorum Council's elected members and its Senior and Corporate Leadership Team.
- 2.2.3 The Council used a variety of engagement methods to advertise the consultation. Full details of the methods and levels of engagement are listed below. The figures stated below refer to the documents provided in Appendix A: Supporting Information.

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<sup>1</sup> <https://consult.dacorum.gov.uk/kse/event/37167>

<sup>2</sup> As set out in Part A, Section 3: 'Who We Consult' of the SCI: <https://www.dacorum.gov.uk/home/planning-development/planning-strategic-planning/statement-of-community-involvement>

## **Digital**

- Dacorum Current Consultation Website: 48 page visits.
- Dacorum Additional Planning Document Website: 503 page visits.
- Consultation Portal (figure 1): 560 views from 326 users.

## **Notification**

- Consultation Database Notifications (figure 2 and 3):
  - 7,002 E-mail (one to each registered consultee for each consultation).
  - 2,096 Postal (one letter to each consultee covering both consultations).

## **Public Notice**

- Public Notice in Newspaper published in the Hemel Gazette on 26<sup>th</sup> October 2022 (figure 5 and 6).
- Public Notice published online on the Hemel Today website on 26<sup>th</sup> October 2022 (figure 7).

## **Press/Media**

- Media release sent to 359 media contacts for wider circulation.

## **Publications**

- An article was published in the digital Dacorum Life Newsletter on the 3<sup>rd</sup> November 2022 (figure 8): 12,337 subscribers.

## **Social Media**

- The consultation was advertised to 4,573 connections on LinkedIn.

## **Hard Copy Documents**

- Hard copies of documents were made available for public inspection throughout the whole consultation period at the three deposit points listed within the SCI:
  - The Forum.
  - Berkhamsted Civic Centre.
  - Victoria Hall.
- Hard copies of documents were also made available for the public in the reference section of the seven libraries located in Dacorum during their normal opening hours:
  - Adeyfield Library.
  - Berkhamsted Library.
  - Bovingdon Community Library.
  - Hemel Hempstead Library.
  - Kings Langley Community Library.
  - Leverstock Green Community Library.
  - Tring Library.
- Hard copies of documents were made available to purchase from Strategic Planning.

### **Town and Parish Councils within the Borough**

- The Council separately notified the 16 Town and Parish Councils in the Borough by e-mail (figure 4). This notification established that, if requested, the Council had made hard copies of the document available without cost to ensure that the town/parish council could hold their own reference copy.

### **Dacorum Borough Council's Elected Members**

- Notified 51 Dacorum Elected Members by e-mail.
- Notified 10 County Councillors for Dacorum by e-mail.
- Members' news: Notified of consultation using the weekly e-newsletter on the 4<sup>th</sup> November 2022.

## **2.3 Making Representations**

2.3.1 Feedback on the Employment and Skills – Draft SPD was invited as a self-completion comments form. The form contained only one question, which simplified the process for consultees who wished to make general comments on the document, whilst allowing those who referenced specific sections/paragraphs within the document to do so.

2.3.2 The comments form could be completed using our online consultation portal. The portal was advertised by providing a hyperlink in a variety of locations, including on the Council's Additional Planning Guidance webpage, as part of consultation notifications and within other advertisements for the consultation. The portal provided the option of providing comments on the draft SPD, as well as supplementing that response with additional material.

2.3.3 If it was not possible to make comments directly on the consultation portal, responses were also accepted:

- a. By e-mail: [responses@dacorum.gov.uk](mailto:responses@dacorum.gov.uk);
- b. By post: Strategic Planning, The Forum, Marlowes, Hemel Hempstead, HP1 1DN.

2.3.4 For those making comments by e-mail or post, a downloadable and editable comments form (see figure 9) was provided on the Additional Planning Guidance web page. This could be completed as an online form and emailed, or printed out and posted as a letter.

## 2.4 Level of Response

2.4.1 The consultation received a total of sixteen comments from sixteen consultees. Out of these, eight consultees responded to the consultation stating that they had no specific comments to make.

2.4.2 Eight of these responses were made directly within the online platform, and eight were made via e-mail. No responses were received via post.

2.4.3 Detailed analysis of the responses can be viewed in Section 3 of this report, and the full text of all the responses submitted can be viewed in Appendix B.

2.4.4 The following provides a high level summary of the main themes and issues emerging from the comments as a whole alongside the associated officer response, in no particular order of importance.

**Theme:**

Concern was raised that the Employment and Skills SPD would mostly benefit residents in Hemel Hempstead, when there is a need to promote and deliver employment opportunities across all of the Borough.

**Officer Comment:**

While most development is chiefly focussed on Hemel Hempstead, that is not to say that only those residents will benefit. The SPD seeks to ring-fence employment and training opportunities for the benefit of residents across all of the Borough residents, it does not seek to restrict this by the location of the development.

**Theme:**

Points were raised on how the occupation/end-use phase commitment to recruit local people would operate and be enforced.

**Officer Comment:**

Operational stage outcomes generated by the end user phase are additional to the required activities to deliver the social value target. These will be discretionary, and the Council will liaise with the end-user to support them with their recruitment needs.

**Theme:**

A number of respondents noted that following planning permission, the construction of the development may be delivered by multiple developers and sub-contractors and they sought clarification on how will the SPD requirement would work or be apportioned in these circumstances.

**Officer Comment:**

At application, the developer/planning agent will prepare the overarching Social Value Strategy. The social value requirement will then be included within the legal agreement to the planning consent. At commencement, the Council will work with the relevant



developer/contractor to agree the Social Value Delivery Plan that will detail the outcomes that will be generated across the lifetime of the project.

**Theme:**

It was suggested that more information was needed on both Hemel Garden Communities and the Hertfordshire wide context and strategies that the SPD will support.

**Officer Comment:**

Further information on relevant strategies, documents and action plans developed by Hemel Garden Communities and Hertfordshire organisations have been added to the SPD.

**Theme:**

The justification for enforcing the SPD was questioned, with a respondent noting that there is no relevant reference within the national policy and legal framework, the Public Services (Social Value) Act or the Council's local saved policy.

**Officer Comment:**

The Employment and Skills SPD provides further guidance and clarity with respect to the effectiveness of Policy CS14 Economic Development. Creating social value through planning is an established practice within many local authorities and is consistent with the guidelines of the National Planning Policy Framework, its overarching ambition for achieving sustainable development and meeting local needs, and paragraphs for building a strong, competitive economy.

**Theme:**

Respondents requested more information on how the SPD will operate, either via an Approved Delivery Partner or other operator, and how the social value forecast will be generated.

**Officer Comment:**

Detail on the operation and processes to be used by applicants will be published on the Council's website prior to implementation of the SPD.

**Theme:**

A landowner representation highlighted the potential costs of the SPD measures and the impact this would have on the delivery of other priorities.

**Officer Comment:**

The SPD seeks to direct measures that the developer would normally expect to undertake to target the Borough's residents', no significant additional financial contributions are expected that would impact viability or delivery of other requirements.

## 3. Analysis of Responses

- 3.1 The detailed responses below set out the actions that will be taken in response to individual comments, points and issues.
- 3.2 The responses received were individually reviewed and collated within summary tables. Where several members of the wider community gave a similar response, this was summarised and included once within the table. Responses from a specific (statutory), general or other consultee were summarised individually, irrespective of whether similar comments had been received and previously noted. An officer response has been provided against each issue raised. This also identifies where the Employment and Skills SPD has been revised as a result of the consultation comments received.
- 3.3 This is then followed by a list of all the consultees who responded to the consultation stating that they had no comment to make.
- 3.4 Full text of the responses to the consultation can be found in Appendix B of this document.

**Question Text:** Do you have any comments on the Employment and Skills– Draft SPD?

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
Tring Town Council	<ul style="list-style-type: none"> <li>• The opportunities delivered via the SPD should be available to all Borough residents, including Tring, regardless of where the planning application is made.</li> <li>• The policy should also help small local businesses through securing space and offering financial assistance.</li> <li>• The Council's objectives for economic growth should be balanced with the need to tackle the Climate Change Emergency.</li> <li>• It is disappointing that a Social Value Framework has not yet been developed.</li> <li>• The SPD should be widened to include social and wellbeing objectives.</li> </ul>	<ul style="list-style-type: none"> <li>• The SPD seeks to ring-fence employment and training opportunities for the Borough's residents, it does not seek to introduce a further restriction that would limit the benefit to a particular location.</li> <li>• These comments are welcomed but are beyond the scope of the Employment and Skills SPD.</li> <li>• These comments are welcomed but are beyond the scope of the Employment and Skills SPD.</li> <li>• Social value projects that could form part of a future framework are being co-ordinated under the Economic Recovery programme and monitored by the Economic Recovery Board.</li> <li>• The SPD focuses on employment and training initiatives, opportunities for delivering on wider social and wellbeing objectives are beyond its scope.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>• Tring has lost employment opportunities through redevelopment for housing.</li> <li>• Clarity is needed on how developer contributions via the 'Employment and Skills Plan' might be achieved, as construction work is carried out by a succession of contractors.</li> <li>• How will the social value obligation be deemed to be discharged.</li> <li>• How many apprenticeships might be generated through the SPD?</li> <li>• How will the occupation phase commitment to recruit local people be enforced?</li> <li>• Who, or what sort of person or organisation is envisaged as being the Approved Delivery Partner?</li> </ul>	<ul style="list-style-type: none"> <li>• The allocation and protection of land for employment uses is outside the scope of the SPD.</li> <li>• The developer and/or main contractor will agree with the Council a Social Value Delivery Plan detailing the range of delivery options that will be implemented.</li> <li>• The LPA will issue a Discharge Notice following submission of a final monitoring report.</li> <li>• This is currently unknown and will be dependent on the nature and scale of future development. The types of opportunities delivered will be recorded annually in the Authority Monitoring Report published by the Council.</li> <li>• Opportunities during the occupation phase will be discretionary, the Council will liaise with the end-user to support them with their recruitment needs.</li> <li>• The Council is aware of a number of organisations who offer these types of</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
		services, a decision on how this is taken forward will be made in 2023.
Hemel Garden Communities	<ul style="list-style-type: none"> <li>• A Hertfordshire-wide perspective is needed on growth and opportunity areas, and a comparison with national trends.</li> <li>• Further study on socio-economic (including skills) and demographics will help understand the skills gaps and future trends.</li> <li>• More statistics and evidence required to back up trends.</li> <li>• Further information needed on Hemel Garden Communities – including ambition, opportunity, and a synopsis of the spatial vision document (section 3 page 7).</li> <li>• Sustainability and the Green Economy – how can this tie in with Dacorum's Climate and Ecological Emergency Strategy (August 2022) and declared climate emergency (2019).</li> </ul>	<ul style="list-style-type: none"> <li>• The document text will be updated to include Hertfordshire wide strategies and plans. Section 4 compares Dacorum district data with Hertfordshire and national figures.</li> <li>• The Herts Local Skills Improvement Plan (LSIP) is under way and will deliver findings in 2023.</li> <li>• The information in section 4 will be updated to reflect the latest issue from NOMIS.</li> <li>• The document text will be updated to reflect this comment through the addition of the text provided on Hemel Garden Communities.</li> <li>• Providing local employment opportunities and promoting local supply chains will reduce travel distances and associated greenhouse gas emissions from transport. The use of sustainable building techniques and promotion of the green economy is outside the scope of the SPD.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>• Opportunity to identify further partners and organisations.</li> <li>• Skills Gaps and change of work trends post-pandemic – planning and health and other trends?</li> <li>• Should trends regarding Creative and Film industries and Life Sciences be mentioned?</li> <li>• Section 3 page 7 Reference county wide or South West Herts ambition in Policy Background e.g. <a href="#">Herts Economic Plan 2017-2030 (2017)</a>, <a href="#">Herts Skills and Employment Strategy 2021-2024</a>, <a href="#">South West Herts Economic Study Update (2019)</a>.</li> <li>• Section 3.5 page 8. Caveat the ongoing Local Plan Process? Reg 18 / Reference to Local Development scheme (February 2022)?</li> </ul>	<ul style="list-style-type: none"> <li>• The main organisations and partnerships are listed, the Council will provide further contacts relevant to a particular application as required.</li> <li>• Early evidence on the impact of COVID-19 demonstrates more need for the training, employment and work experience measures that the SPD seeks to introduce.</li> <li>• The SPD applies to all employment uses development over the 1000m<sup>2</sup> threshold including opportunities in the Creative and Film industries and Life Sciences sectors.</li> <li>• The document text will be updated to reflect this comment through the addition of paragraphs on the South West Hertfordshire Economic Studies, the Hertfordshire Strategic Economic Plan 2017-2030, and the Hertfordshire Skills and Employment Strategy 2021-2024.</li> <li>• The document text will be updated to reflect this comment.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>Section 3.9.3 page 9 More information on Herts IQ, Hemel Garden Communities and Herts LEP.</li> <li>Section 3.9.5 page 9 Reference Hemel Place, plus transformation projects and town centre opportunities.</li> <li>Section 3.10 page 10 Explanation or further information required on Herts Local Skills Improvement Plan.</li> <li>Section 4.1 page 10. Additional county wide information on ambitions, strategies and opportunities needed to feed into justification.</li> <li>Section 4.10 page 11. Further evidence required around the change of employment sectors post-pandemic and skills gaps.</li> <li>Section 4.11 page 11 Evidence required to highlight future opportunities of the job market and sectors, such as MedTech, AgriTech, Clean Growth and related job skill gaps and future skills required.</li> </ul>	<ul style="list-style-type: none"> <li>The text in section 3.9.3 is in line with the Dacorum Economic Recovery Plan's key priorities.</li> <li>The text in section 3.9.5 is in line with the Dacorum Economic Recovery Plan's key priorities.</li> <li>The document text will be updated to reflect this comment through the addition of the Herts Local Skills Improvement Plan.</li> <li>The text in Section 3 will be updated to include the Hertfordshire wide strategies and plans referenced in later comments. Section 4 compares Dacorum district data with Hertfordshire and national figures.</li> <li>The Herts Local Skills Improvement Plan, due in 2023, will provide further data regarding employment sectors and skills gaps.</li> <li>The skills and training opportunities delivered will largely relate to those arising from each qualifying development during the construction phase, followed by end-use if applicable.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>Section 4.18 page 11 Identify further partners such as Herts LEP, Herts IQ, Maylands, Rothamsted Research.</li> </ul>	<ul style="list-style-type: none"> <li>The document will be updated to include Herts LEP, which through its programmes and partners covers the other organisations suggested.</li> </ul>
Thakeham – Bulbourne Cross	<ul style="list-style-type: none"> <li>A Thakeham scheme at Bulbourne Cross would deliver around 1,100 homes, a primary school and 24-acre site for sports pitches, changing rooms and facilities.</li> <li>The scheme would include a social value delivery plan and would create employment and training opportunities in Berkhamsted and across Dacorum via the use of local supply chains, recruitment of local labour, facilitating apprenticeships and work experience across multiple industry disciplines and the provision of training and upskilling. These initiatives would benefit, in particular, those who are unemployed and disadvantaged or those that are neither in employment, education or training (NEET).</li> <li>Bulbourne Cross would be zero carbon in lifetime use and achieve a</li> </ul>	<ul style="list-style-type: none"> <li>The SPD would require a qualifying development to prepare a Social Value Delivery Plan at commencement for approval by the LPA.</li> </ul>



Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<p>minimum biodiversity net gain of 20%, will support significant opportunity for local green job and green job skills development for the community.</p>	
L&Q Estates Ltd	<ul style="list-style-type: none"> <li>• Social Value should be facilitated in a flexible manner to enable the development industry and operators within it to deliver efficiently and effectively, particularly given the urgent need for housing to be built.</li> <li>• The potential financial impact of additional development requirements is also an important consideration, particularly when there can be a number of competing priorities that need to be provided as part of the overall developer contribution.</li> <li>• The role of local Authorities in capturing social and economic benefits from growth is not set out in the national policy and legal framework or Public Services (Social Value) Act.</li> </ul>	<ul style="list-style-type: none"> <li>• The preparation of a Social Value Strategy is important to delivering a number of Council initiatives regarding the development of local skills and knowledge across the borough. The strategy should be reasonably flexible taking account of the scale and nature of proposals being put forward.</li> <li>• The SPD will direct measures that the developer would normally expect to undertake to target the Borough's residents', no significant additional financial contributions are expected that would impact viability or the delivery of other requirements.</li> <li>• The SPD seeks to define how social value can be delivered via development, through opportunities within local planning policy. Creating social value through planning is an established practice within many local authorities and is consistent with the guidelines of the National Planning Policy Framework and its overarching ambition for</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>Policy CS14 that is used to underlie the SPD mainly relates to providing land to accommodate growth and a strategy for the direction of that growth. There is no reference to the Council's intention to identify initiatives that will be imposed in the delivery of this policy and others, or prepared SPDs. This should have been made explicit if it was the Council's intention to enable a discussion on whether it meets the tests of soundness in the NPPF. The foundation of the SPD is, therefore, considered to be extremely questionable.</li> </ul>	<p>achieving sustainable development and meeting local needs.</p> <ul style="list-style-type: none"> <li>The Council considers that the existing Policy CS14 offers a sufficient and robust policy framework to support the new SPD. CS14 Economic Development provides the scope for the Council to bring forward initiatives and contribute towards the delivery of the Economic Development Strategy Objectives (Table 4 of the Core Strategy). Paragraph 81 of the NPPF states that 'Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. The approach taken should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future.' A shortage in appropriately skilled construction workforce is one such weakness and challenge. Case examples also demonstrate that training initiatives can be secured from development where there is need, relevant policy documents and economic development team support.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>Policy CS14 suggests that initiatives are optional, it is presumed that the requirements in this SPD will follow and also remain an option, which will attribute additional weight in the decision making process. In which case, no criticism can be afforded to schemes that do not prepare Social Value Strategy as part of their planning application. This should be clearly set out in the SPD.</li> <li>Section 4 – economically inactive should remove number related to Covid 19 to show true amount of people that are out of work but are able to participate.</li> <li>Evidence should show what sectors the young people who have lost their jobs as a result of Covid would like to progress into, upskilling young people is currently being driven by the market without state interventions.</li> <li>4.13 the threshold of 30 dwellings should be clarified and justified and delivery should take into account development being delivered by</li> </ul>	<ul style="list-style-type: none"> <li>Once adopted, the SPD will be a material consideration in the determination of planning applications. It will not carry the same level of weight as an adopted policy of the Core Strategy, however an SPD should build upon and provide more detailed advice and guidance on policies in the adopted Core Strategy, namely in this instance policy CS14 and initiatives that help the local workforce adjust to change and develop their skills.</li> <li>The number of people within Dacorum who are economically inactive due to issues related to COVID-19 is not available from ONS.</li> <li>The SPD focuses on the development sector, promoting employment opportunities in other sectors that young people may be interested in is beyond the scope of the document.</li> <li>The 30 dwelling threshold has been successfully implemented by other local authorities. It sets a practical approach that will capture schemes that can deliver an</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<p>multiple parties or the site being sold onto a house builder post outline planning consent and how the requirement would work in these scenarios.</p> <ul style="list-style-type: none"> <li>• Further information on the model name, the industry it has been prepared for and the companies that have approved it and the proposed delivery partner should be provided so the implications can be understood. Examples of forecasts should be provided.</li> <li>• 4.17 A master developer or promoter would not be able to deliver the proposal in its entirety. How should it be apportioned on sites where there may be multiple developers. What are the consequences if targets are not achieved.</li> <li>• 4.18 Supporting the integration of the local supply chain may add further challenges to the supply of goods where there are existing issues and will further frustrate the ability to get</li> </ul>	<p>education and training programme, and are more likely to be delivered in locations where education providers and supply chains are located, and not penalise smaller developments.</p> <ul style="list-style-type: none"> <li>• The Council is aware of a number of models developed by organisations such as the Homes and Communities Agency, National Skills Academy for Construction projects and the Construction Industry Training Board. Similarly, there are several organisations who offer delivery partner services, a decision on how this is taken forward will be made in 2023.</li> <li>• The legal agreement is entered into by a person with an interest in the land (be they landowner or developer) and the local planning authority. The important point to note is that such agreements and obligations continue to run with the land, and are legally binding and enforceable.</li> <li>• There is evidence within the construction industry that the use of local supply chains is more sustainable, flexible and cost effective.</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<p>materials when needed and should be excluded. Plus volume house builders may purchase materials on a national scale to maximise competitive pricing. Higher costs may impact on Dacorum's already higher than national average affordability ratio.</p> <ul style="list-style-type: none"> <li>• Overall there will be financial implications and SPDs should not 'add unnecessarily to the financial burdens on development'.</li> <li>• An operational stage Social Value Strategy for non-residential developments would be particularly onerous and needs more clarity.</li> <li>• Section 5, more clarity is needed on how the third party delivery partner will be funded.</li> <li>• As the policy basis suggests that the Social Value Strategy 'initiatives'</li> </ul>	<ul style="list-style-type: none"> <li>• The measures delivered via the SPD are likely to reduce recruitment costs, aid vacancy filling and overall help to improve the labour and skills shortage within the construction industry.</li> <li>• Operational stage outcomes generated by the end user phase are additional to the required activities to deliver the social value target. These will be discretionary, and the Council will liaise with the end-user to support them with their recruitment needs.</li> <li>• Section 5.6 explains that a financial contribution to enable the Approved Delivery Partner to deliver their end-to-end service will be collected via Section 106 agreements.</li> <li>• There are many examples across the country where the preparation of such</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<p>would be optional, as a result it is questionable as to whether providing for the requirements in the Social Value forecast are necessary to make the development acceptable in planning terms. Further clarity is required in relation to criteria b and c of paragraph 57, this will depend on what is requested and on a site by site basis.</p>	<p>strategies has been enshrined through a mixture of specific Local Plan policies or Supplementary Planning Documents. Policy CS14 sets a requirement for “initiatives that help the local workforce adjust to change and develop their skills will be supported”. Therefore the request to have a Social Value Strategy is not an additional burden on development given that the policy already supports such initiatives. The Employment and Skills SPD provides further guidance and clarity with respect to the effectiveness of this part of Policy CS14.</p>
Wider Community	<ul style="list-style-type: none"> <li>• Schools should focus more on vocational courses in practical work-based skills, for pupils aged 14 years onwards.</li> <li>• This should include work experience for students aged 14-15 years to encourage them to be part of the future work force.</li> <li>• The Council should promote other types of employment and not just the building industry as shown in the images used to illustrate the SPD.</li> </ul>	<ul style="list-style-type: none"> <li>• The SPD encourages developers to work with education providers to actively promote careers in development and construction.</li> <li>• The SPD encourages Social Value Strategies to include work experience and work placements for students from the age of 14 years.</li> <li>• The SPD seeks to secure employment and training opportunities during the construction phase of buildings, such as directly on-site or via the local supply chain. The Economic Development Service engages with local businesses and training providers and</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>• More attention should be given to providing employment opportunities in towns and areas outside Hemel Hempstead.</li> <li>• Developers of large residential schemes should be made to include some element of commercial development.</li> <li>• Developers should also be made to fund public transport to towns and areas of employment.</li> <li>• Article 4 Directives should be used in key areas such as Maylands Avenue and the town centre, to prevent the loss of retail shops and employment land.</li> <li>• More is needed to stop the decline in shops and increase footfall such as by introducing periods of free parking.</li> </ul>	<p>recruiters across all sectors and employment types.</p> <ul style="list-style-type: none"> <li>• The SPD seeks to ring-fence employment and training opportunities for the benefit of all of the Borough's residents, it does not seek to introduce a further restriction based on the location of the development.</li> <li>• The allocation of sites and associated land uses is outside the scope of the SPD.</li> <li>• The requirements for developer contributions towards public transport is outside the scope of the SPD.</li> <li>• The use of Article 4 Directives is outside of the scope of the SPD.</li> <li>• Initiatives to encourage footfall to shopping areas and car park charges are outside the scope of the SPD. The Economic Development Service delivers events,</li> </ul>

Comment ID and Consultee Name	Key Points Raised in Representations	Officer Response
	<ul style="list-style-type: none"> <li>• More small scale start-up premises, manufacturing and other types of employment uses (including those considered 'dirty' or noisy) should be encouraged to broaden the range of jobs available.</li> <li>• More is needed to bring residents who are economically inactive and those without qualifications into employment.</li> <li>• Schools should improve career education, with pathways to apprenticeships and work based qualifications.</li> </ul>	<p>activity trails and loyalty promotions to drive footfall into our towns.</p> <ul style="list-style-type: none"> <li>• The size and mix of businesses within allocated employment sites is outside the scope of the SPD.</li> <li>• The measures delivered via the SPD will help bring economically inactive residents and those without qualifications into employment, to include targeting young people not in education or employment.</li> <li>• Social Value Strategies will be expected to include measures such as liaising with education providers, participation in education initiatives, and promotion of careers in the development industry, alongside the provision of traineeships and apprenticeships.</li> </ul>



There were a number of responses from statutory consultees confirming that they had no specific comments to make on the content of the draft SPD. These consultees are:

1. The Environment Agency
2. Historic England
3. Natural England
4. The British Pipeline Agency
5. Hertfordshire County Council: Minerals and Waste
6. Hertfordshire County Council: Property
7. The Canal and River Trust
8. Transport for London

## 4. Next Steps

- 4.1 This Consultation Report, alongside the final version of the Employment and Skills SPD will be reported to the Council's Overview and Scrutiny Committee for Strategic Planning and the Environment and the Council's Cabinet for recommendations, before progressing to Full Council for approval to adopt.
- 4.2 The adoption procedure will be completed in accordance with Regulation 14 of the Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2012, and the Council's Statement of Community Involvement (adopted 2019).
- 4.3 Once adopted, the Employment and Skills SPD will be a material consideration in determining planning applications.



## Notification

Figure 2: Email Notification from Objective

Email subject:

Dacorum Borough Council: New Consultation on the Employment and Skills - Draft SPD Consultation

Email body:

Dear **USER NAME**

**NEW CONSULTATION ON THE EMPLOYMENT AND SKILLS - DRAFT SUPPLEMENTARY PLANNING DOCUMENT.**

**What is this consultation about?**

The Employment and Skills - Draft SPD is a new tool that will enable the Council to ring-fence opportunities arising from development to benefit Dacorum's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, support businesses already located in Dacorum to grow and attract new businesses into the area. Once adopted the SPD will be a material consideration in determining planning applications.

**How can I have my say?**

You can make your comments to the Employment and Skills - Draft SPD between the following dates:

**IF: EVENT START DATE <<EXISTS>>** Start Date: **EVENT START DATE**

**IF: EVENT END DATE <<EXISTS>>** End Date: **EVENT END DATE**

Please click here to make your comments on our consultation portal: [Employment and Skills - Draft SPD Consultation Survey](#)

- If you have forgotten your **password** please [follow this link](#).
- If you have forgotten your **username** please [follow this link](#).

Please note that comments received cannot be treated as confidential and will be available to view publicly. However, published comments will exclude your personal contact details and include only your name.

**Where can I find more information?**

All information and documents relating to both consultations are available online:

- via the Council's [consultation portal](#).
- on the Council's [website](#).

Hard copies of the documents are viewable:

- at public libraries within the borough ([during normal opening hours](#)); and
- at Borough Council offices ([during normal opening hours](#)).

It is also possible to purchase hard copies of documents, please email [strategic.planning@dacorum.gov.uk](mailto:strategic.planning@dacorum.gov.uk) for more information.

**Please do not reply to this email.** If you have any questions or require further information please contact the Strategic Planning and Regeneration team:


Email: [strategic.planning@dacorum.gov.uk](mailto:strategic.planning@dacorum.gov.uk)  
Phone: 01442 228660

Yours sincerely,

**Alex Robinson**  
Assistant Director for Planning  
Dacorum Borough Council

Please [click here](#) if you wish to amend your user details or unsubscribe from receiving notifications about Dacorum Borough Council planning consultations.

Figure 3: Notification Letter sent by Post.



Dear [Consultee Name],

**NEW CONSULTATION ON THE EMPLOYMENT AND SKILLS – DRAFT SUPPLEMENTARY PLANNING DOCUMENT AND THE PARADISE DESIGN CODE – DRAFT SUPPLEMENTARY PLANNING DOCUMENT.**

**What are these consultations about?**  
Dacorum Borough Council is consulting on two draft Supplementary Planning Documents (SPDs).

The Employment and Skills – Draft SPD is a new tool that will enable the Council to ring-fence opportunities arising from development to benefit Dacorum's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, support businesses located in Dacorum to grow and attract new businesses into the area.

The Paradise Design Code – Draft SPD sets out a framework of design requirements for new development in the Paradise and Wood Lane area, which is currently allocated for mixed-use development in the Site Allocations DPD adopted by the Council in 2017 (Reference MU/3). These requirements are site-specific, clear and detailed. The SPD aims to enhance the character of the local area and ensure future design quality of developments coming forward on the site.

Once adopted the SPDs will become material considerations in determining planning applications.




**How can I have my say?**  
The consultation begins at 12pm on Friday 28th October 2022 and closes at 11:59pm on Monday 28th November 2022.


We would request you submit your comments online by using the Council's online consultation portal: [consult.dacorum.gov.uk/kse](https://consult.dacorum.gov.uk/kse).

If this is not possible, your comments form can also be submitted:

- By email to [responses@dacorum.gov.uk](mailto:responses@dacorum.gov.uk) ; or
- By post addressed to: Strategic Planning, Dacorum Borough Council, The Forum, Marlowes, Hemel Hempstead, Hertfordshire, HP1 1DN.

The comments form for both consultations is available to from [www.dacorum.gov.uk/supplementary-planning-documents](https://www.dacorum.gov.uk/supplementary-planning-documents).



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Please note that comments received cannot be treated as confidential and will be available to view publicly. However, published comments will exclude your personal contact details and include only your name.

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- at Borough Council offices (during normal opening hours) [www.dacorum.gov.uk/home/do-it-online/contact-us](http://www.dacorum.gov.uk/home/do-it-online/contact-us)

Please contact the Strategic Planning and Regeneration team if you have any questions or require further information:

Email: [strategic.planning@dacorum.gov.uk](mailto:strategic.planning@dacorum.gov.uk)  
Phone: 01442 228660

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Alex Robinson', with a stylized flourish at the end.

**Alex Robinson**  
Assistant Director for Planning  
Dacorum Borough Council

Figure 4: Notification sent to Town and Parish Councils in the Borough. Please note the small amendment to the text of the original notification in order to reflect that hard copies of documents were made available to Town and Parish Councils without cost, in order for these to be held as reference copies.

Sent: 28 October 2022 10:47

Subject: Dacorum Borough Council: New SPD Consultations available

Dear Town Clerk/Parish Clerk,

**NEW CONSULTATION ON THE EMPLOYMENT AND SKILLS – DRAFT SUPPLEMENTARY PLANNING DOCUMENT AND THE PARADISE DESIGN CODE – DRAFT SUPPLEMENTARY PLANNING DOCUMENT.**

**What are these consultations about?**

Dacorum Borough Council is consulting on two draft Supplementary Planning Documents (SPDs).

The Employment and Skills – Draft SPD is a new tool that will enable the Council to ring-fence opportunities arising from development to benefit Dacorum's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, support businesses located in Dacorum to grow and attract new businesses into the area.

The Paradise Design Code – Draft SPD sets out a framework of design requirements for new development in the Paradise and Wood Lane area, which is currently allocated for mixed-use development in the Site Allocations DPD adopted by the Council in 2017 (Reference MU/3). These requirements are site-specific, clear and detailed. The SPD aims to enhance the character of the local area and ensure future design quality of developments coming forward on the site.

Once adopted the SPDs will become material considerations in determining planning applications.

**How can I have my say?**

The consultation begins at **12pm on Friday 28th October 2022** and closes at **11:59pm on Monday 28th November 2022**.

We would request you submit your comments online by **using the Council's online consultation portal**: [consult.dacorum.gov.uk/kse](https://consult.dacorum.gov.uk/kse).

If this is not possible, your **comments form** can also be submitted:

- By email to [responses@dacorum.gov.uk](mailto:responses@dacorum.gov.uk) ; or
- By post addressed to: Strategic Planning, Dacorum Borough Council, The Forum, Marlowes, Hemel Hempstead, Hertfordshire, HP1 1DN.

The comments form for both consultations is available to download from [www.dacorum.gov.uk/supplementary-planning-documents](https://www.dacorum.gov.uk/supplementary-planning-documents).

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- at public libraries within the Borough (during normal opening hours): [www.hertfordshire.gov.uk/services/libraries-and-archives/library-opening-hours/library-opening-hours-and-locations.aspx](https://www.hertfordshire.gov.uk/services/libraries-and-archives/library-opening-hours/library-opening-hours-and-locations.aspx) ; and
- at Borough Council offices (during normal opening hours) [www.dacorum.gov.uk/home/do-it-online/contact-us](https://www.dacorum.gov.uk/home/do-it-online/contact-us)

Hard copies of the consultation documents are available to be sent to all Town and Parish Councils in the Borough to be held as reference copies. Please email [strategic.planning@dacorum.gov.uk](mailto:strategic.planning@dacorum.gov.uk) for more information.

Please contact the Strategic Planning and Regeneration team if you have any questions or require further information:

Email: [strategic.planning@dacorum.gov.uk](mailto:strategic.planning@dacorum.gov.uk)  
Phone: 01442 228660

Yours sincerely,



Alex Robinson  
Assistant Director for Planning  
Dacorum Borough Council



Figure 5: Front Page of Hemel Hempstead Gazette & Express, 26/10/2022

# Gazette & Express

hemeltoday.co.uk Visit us online for breaking news

Serving Hemel Hempstead, Berkhamsted & Tring since 1858

Wednesday, October 26, 2022 £1.30



## The top local music, theatre and more

Page 31



## Six pages of puzzles

From page 24

# Tax rises on cards



- Dacorum people face hike in bid to save council £3.6million over next four years
- Council tax is now expected to go up by 'maximum permissible amount'

FULL STORY: PAGE 6

### News



## Police officer jailed for crimes including child rape

PAGE 5

### News



## Berkhamsted best place to live in Herts

PAGE 7

Try our **Squirrel-Buster** feeder range

**SAVE £5.00!**



**SAVE MONEY BY WASTING LESS SEED!**

We know that the perfect feeder can make all the difference. Our range of Squirrel Buster rust-proof feeders are 100% ethical and effective. The squirrel's weight shuts off the feeder ports, blocking access to food.

**Seed: £40 now £35**  
**Peanuts: £65 now £60**

\* £4 P&P for orders under £45



### Reader Offer

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**Quote code FEEDER**

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nokular.com/feeder OR post a cheque

Other conditions apply. See website for details. Offer valid until 31st October 2022. Stocks available while stocks last. Offer subject to availability. Please note: This offer is only valid for the UK. Please note: This offer is only valid for the UK. Please note: This offer is only valid for the UK.



Figure 6: Public Notice in the Hemel Hempstead Gazette & Express Newspaper.

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**CARS & VANS  
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## PUBLIC NOTICES

## PLANNING NOTICES

This notice is provided in accordance with Regulations 12 and 13 of the Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2012

**What are the consultations about?**  
Dacorum Borough Council is consulting on two draft Supplementary Planning Documents (SPDs).

**The Employment and Skills – Draft SPD** is a new tool that will enable the Council to ring-fence opportunities arising from development to benefit Dacorum's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, support businesses located in Dacorum to grow and attract new businesses into the area.

**The Paradise Design Code – Draft SPD** sets out a framework of design requirements for new development in the Paradise and Wood Lane area of Hemel Hempstead Town Centre, which is currently allocated for mixed-use development in the Site Allocations DPD adopted by the Council on the 12<sup>th</sup> July 2017 (Reference MU3). These requirements are site-specific, clear and detailed. The SPD aims to enhance the character of the local area and ensure that future development on the site is of high quality design.

Once adopted the SPDs will be material considerations in determining planning applications.

**How can I have my say?**  
The Council is inviting comments on the 'Employment and Skills – Draft SPD' and the 'Paradise Design Code – Draft SPD', between 12pm on the 28th October and 11:59pm on the 28th November 2022.

You are invited to submit your comments electronically:

- Using the Council's consultation portal <https://consult.dacorum.gov.uk/kse>.

Alternatively you may submit your comments:

- By email to [responses@dacorum.gov.uk](mailto:responses@dacorum.gov.uk) using the comments form provided on our website [www.dacorum.gov.uk/consultation](http://www.dacorum.gov.uk/consultation); or
- By post, addressed to: Strategic Planning and Regeneration Team, Dacorum Borough Council, The Forum, Marlowes, Hemel Hempstead, Hertfordshire, HP1 1DN.

Any comments received cannot be treated as confidential and will be available to view publicly. However, published comments will exclude your personal contact details and include only your name.

**Where are the documents available?**  
All information and documents relating to the consultations are available online:

- Via the Council's consultation portal <https://consult.dacorum.gov.uk/kse>; and
- On the Council's website [www.dacorum.gov.uk/consultation](http://www.dacorum.gov.uk/consultation).

Hard copies of the documents are available:

- At public libraries within the borough (during normal opening hours): [www.hertfordshire.gov.uk/services/libraries-and-archives/library-opening-hours/library-opening-hours-and-locations.aspx](http://www.hertfordshire.gov.uk/services/libraries-and-archives/library-opening-hours/library-opening-hours-and-locations.aspx); and
- At Borough Council offices (during normal opening hours): [www.dacorum.gov.uk/home/10-10-online/contact-us](http://www.dacorum.gov.uk/home/10-10-online/contact-us)

**Further information**  
Please contact the Strategic Planning and Regeneration Team if you have any questions or require more information:  
Email: [strategicplanning@dacorum.gov.uk](mailto:strategicplanning@dacorum.gov.uk)  
Phone: 01442 228660

## PUBLIC NOTICES

## LICENCE APPLICATIONS

**LICENSING ACT 2003 APPLICATION FOR GRANT OF PREMISES LICENCE**  
SCOTT CHU has applied to Dacorum Borough Council for the grant of a Premises Licence, in respect of the following premises: THE BOVINGDON STUDIOS, OLD BOVINGDON AIRFIELD, CHESHAM ROAD, HEMEL HEMPSTEAD, HP3 0NP, which would authorise the following licensable activities: PROVISION OF INDOOR SPORTING EVENTS, PROVISION OF LIVE MUSIC, PROVISION OF RECORDED MUSIC, PROVISION OF PERFORMANCES OF DANCE, PROVISION OF ANYTHING OF A SIMILAR DESCRIPTION TO LIVE MUSIC, RECORDED MUSIC OR PERFORMANCES OF DANCE, SUPPLY OF ALCOHOL. All of the above licensable activities are for Friday, Saturday & Sunday between 13<sup>th</sup> January – 12<sup>th</sup> March 2023 only from 15:00 until 23:59. Hours Premises are open to the public – 15:00 until 23:59 on Sundays only. A copy of this application may be inspected during normal office hours at: Licensing, Dacorum Borough Council, The Forum, Marlowes, Hemel Hempstead, HP1 1DN, or via the licensing authority's website, at [www.dacorum.gov.uk/licensing](http://www.dacorum.gov.uk/licensing). A responsible authority or any other person may make representations to the licensing authority in respect of this application. Representations must be made in writing, either by post to the above address, or by email to [licensing@dacorum.gov.uk](mailto:licensing@dacorum.gov.uk) and must be received no later than Thursday 8<sup>th</sup> November 2022. It is an offence to knowingly or recklessly make a false statement in connection with a licensing application, and the maximum fine for which a person is liable on summary conviction for that offence shall not exceed level 5 on the standard scale (£5,000).

## TRUSTEES NOTICES

**SOUTH AFRICAN CO-OPERATIVE CITRUS EXCHANGE LIMITED PENSION AND LIFE ASSURANCE SCHEME**  
The Trustees of the South African Co-Operative Citrus Exchange Limited Pension and Life Assurance Scheme (the "Scheme") have recently completed a buy-out exercise whereby the benefits payable (including benefits potentially payable) to members and/or other beneficiaries of the Scheme were secured with two reputable insurance companies.

**Notice is hereby given, pursuant to section 27 of the Trustee Act 1925, that the winding-up of the Scheme will shortly be completed.** If you have already been contacted by or on behalf of the Trustees (or their Scheme Administrator, XPS) regarding the buy-out of your Scheme benefits with an insurance company then you do not need to take any action. However, if you have not been contacted in this regard, and you believe you have a claim against, or entitlement to a pension or any benefit from, or interest in the Scheme you are hereby required to send particulars in writing by the deadline of 2 months from the date the notice is placed, of your claim or entitlement (together with your full name, present address, date of birth, National Insurance number and the full name of the Scheme) to the Trustees of the South African Co-Operative Citrus Exchange Limited Pension and Life Assurance Scheme c/o James Foster, XPS Pensions Group, Phoenix House, 1 Station Hill, Reading RG1 1NB / [james.foster@xpsgroup.com](mailto:james.foster@xpsgroup.com). After this date, the Trustees will complete the winding-up of the Scheme and, in doing so, will have regard only to those persons of whose claims and/or entitlements they have notice and will not be liable to any other person for any claim or entitlement of which it does not have notice.

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## HERTFORDSHIRE COUNTY COUNCIL:

**(TEMPORARY CLOSING OF DEACONSFIELD ROAD, HEMEL HEMPSTEAD) ORDER 2022**  
NOTICE is given that the Hertfordshire County Council intends to make an Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Deaconsfield Road, Hemel Hempstead from a point 55m north east of its junction with Lown Lane north eastwards for a distance of approximately 20m ("the Road"), except for access.

An alternative route will be via Deaconsfield Road, Lown Lane, Seaton Road, Woodman Road and Deaconsfield Road.

The Order is needed because gas service connection works are proposed to be executed on or near the Road.

If the Order is made, it shall come into force on 14 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the proposed Order, please contact Ken Knyttel tel. 0330 016 9696 at MFL Traffic or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF LEDGEMORE LANE, GREAT GADDSDEN) ORDER NO.2 2022**  
NOTICE is given that the Hertfordshire County Council intends to make an Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Ledgemore Lane, Great Gaddsden from a point 1147m south west of its junction with Gaddsden Row south westwards for a distance of approximately 47m ("the Road"), except for access.

An alternative route will be via Ledgemore Lane, Gaddsden Row, Red Lion Lane, 8440 Loughton Buzzard Road and Ledgemore Lane.

The Order is needed because utility service works are proposed to be executed on or near the Road.

If the Order is made, it shall come into force on 16 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the proposed Order, please contact Ken Knyttel tel. 0330 016 9696 at MFL Traffic or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF GRAVEL PATH, BERKHAMSTED) ORDER NO.2 2022**  
NOTICE is given that the Hertfordshire County Council intends to make an Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Gravel Path, Berkhamsted from its junction with Chapel Street north eastwards to its junction with Millfield, a distance of approximately 379m ("the Road"), except for access.

An alternative route will be via Ravens Lane, A4251 High Street, 84500 (New Road) Ringpath Road, Nettleden Road North, Nettleden Road and Gravel Path.

The Order is needed because utility service works are proposed to be executed on or near the Road.

If the Order is made, it shall come into force on 14 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the proposed Order, please contact Jason Fernandes tel. 0370 050 0792 at Sunbelt Rentals or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF PIPERS HILL, NETTLEDEN) ORDER 2022**  
NOTICE is given that the Hertfordshire County Council intends to make an Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Pipers Hill, Nettleden from a point 30m north east of its junction with Nettleden Road north eastwards for a distance of approximately 20m ("the Road"), except for access.

An alternative route will be via Pipers Hill, Nettleden Road, 8440 Loughton Buzzard Road and Nettleden Road.

The Order is needed because utility service works are proposed to be executed on or near the Road.

If the Order is made, it shall come into force on 16 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the proposed Order, please contact Ellen O'Riordan tel. 0345 357 2407 at Affinity Water or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF THE FOOTPATH SITUATED BETWEEN NO.51 AND NO.52 AUSTINS MEAD, BOVINGDON AND BOVINGDON PUBLIC FOOTPATH NO.011) ORDER 2022**  
NOTICE is given that Hertfordshire County Council intends to make an Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all pedestrians from using the following lengths of footpath ("the Footpath") and public footpath ("the Public Footpath"):-

1. the footpath situated between No 51 and No 52 Austins Mead, Bovington from its junction with Austins Mead south westwards to its junction with Bovington Public Footpath No 011, a distance of approximately 33m.
2. that length of Bovington Public Footpath No 011 from a point in line with the south west boundary of No 51 Austins Mead south westwards and southwards to its junction with Bovington Public Footpath No 014, a distance of approximately 297m.

There is no alternative route available for pedestrians when the works are being carried out. However pedestrian access to properties along this footpath will be maintained whenever possible throughout the duration of the works.

There is no alternative route available for pedestrians when the works are being carried out. However pedestrian access to properties along this public footpath will be maintained whenever possible throughout the duration of the works.

The Order is needed because water service connection works are proposed to be executed on or near the Footpath and Public Footpath.

If the Order is made, it shall come into force on 14 November 2022 for a period of up to 6 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Footpath and Public Footpath.

If you have any queries about the proposed Order please contact Michael Hill tel. 01525 211690 at STD Civils Ltd or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF CHURCH LANE, KINGS LANGLEY) ORDER 2022**  
NOTICE is given that the Hertfordshire County Council has made the above Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Church Lane, Kings Langley from a point in line with the western boundary of No.19 Church Lane north eastwards for a distance of approximately 65m ("the Road").

An alternative route will be via Church Lane, A4251 (High Street) Watford Road, Home Park Mill Lane, Station Road, Water Lane and Church Lane.

The Order is needed because the replacement of an existing telephone pole is proposed to be executed near the Road.

The Order has been made and shall come into force on 2 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the Order, please contact Ashley Barley tel. 07563 130 697 at Freeflow Traffic Management or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF TRING ROAD, WILSTONE) ORDER NO.2 2022**  
NOTICE is given that the Hertfordshire County Council has made the above Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Tring Road, Wilstone from its junction with Wingrove Road south westwards for a distance of approximately 280m ("the Road").

An alternative route will be via Wingrove Road, 8440 Lower Icknield Way and Tring Road.

The Order is needed because utility service works are proposed to be executed on or near the Road.

The Order has been made and shall come into force on 31 October 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the Order, please contact Andy Gerrard tel. 07548 850 770 at AG Cable Joining Ltd or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF NEW ROAD, BERKHAMSTED) ORDER 2022**  
NOTICE is given that the Hertfordshire County Council has made the above Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of New Road, Berkhamsted from its junction with Broadview Road north eastwards to its junction with the access road leading to 'Welf Farm', a distance of approximately 0.75m ("the Road"), except for access.

An alternative route will be via Broadview Road, Bridgewater Road, Bitter Lane, A4251 (Gossons End) High Street, Ravens Lane, Gravel Path, The Common and New Road or via New Road, Whitwell, Gravel Path, The Common and New Road.

The Order is needed because utility service works are proposed to be executed on or near the Road.

The Order has been made and shall come into force on 31 October 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the Order, please contact Ellen O'Riordan tel. 0345 357 2407 at Affinity Water or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING OF RUCKLERS LANE, KINGS LANGLEY) ORDER 2022**  
NOTICE is given that the Hertfordshire County Council has made the above Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using that length of Rucklers Lane, Kings Langley from its junction with Kings Langley Public Footpath No.010 south eastwards and north eastwards to its junction with A4251 Hempsfield Road, a distance of approximately 145m ("the Road"), except for access.

An alternative route will be via Rucklers Lane, Bulstrode Lane, Tower Hill, Chapel Croft, Langley Road, Chipperfield Road, Vicarage Lane and A4251 Hempsfield Road.

The Order is needed because the replacement of an existing gas main is proposed to be executed on or near the Road.

The Order has been made and shall come into force on 1 November 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Road.

If you have any queries about the Order, please contact Will Harvey tel. 0330 016 9696 at MFL Traffic or Ben Crabtree tel. 0300 123 4047 at Hertfordshire County Council.

**(TEMPORARY CLOSING AND TEMPORARY WAITING RESTRICTIONS IN POUCHEN END LANE, HEMEL HEMPSTEAD AND BULLINGBAGS LANE, POTTER END) ORDER 2022**  
NOTICE is given that Hertfordshire County Council has made the above Order under Section 14(1) of the Road Traffic Regulation Act 1984, to prohibit all vehicular traffic from using the following lengths of roads ("the Roads"), except for access and to prohibit all vehicles from waiting at any time on both sides of these lengths of Roads whilst works are in progress:-

1. that length of Pouchen End Lane, Hemel Hempstead from its junction with Fields End Lane south eastwards, south westwards, south eastwards and south westwards to its junction with Willwell, a distance of approximately 170m.
2. that length of Bullingbags Lane, Potter End from its junction with The Common south eastwards for a distance of approximately 91m.

An alternative route will be via The Common, Gravel Path, Ravens Lane, A4251 High Street, London Road and Bullingbags Lane.

The Order is needed because works are proposed to be executed on or near the Roads.

The Order has been made and shall come into force on 31 October 2022 for a period of up to 18 months. However, the restrictions specified shall only take effect at the times indicated by signs on or near the Roads.

If you have any queries about the Order please contact Ben Baylis tel. 0300 123 4047 at Hertfordshire County Council.

**A copy of the proposed Orders may be inspected free of charge at County Hall, Hertford between the hours of 9am and 5pm (excluding weekends, bank and public holidays).**

The making of Traffic Regulation Orders is a statutory function of the County Council. Any personal data you provide in responding to these Notices will be treated as confidential but will be shared with H2C Officers, County Councillors and contracted third parties who are involved in the statutory process. We will not share identifiable data with third parties outside of the statutory process. Guidance on your rights in respect of personal data are published in the Privacy Policy on our website [Hertfordshire.gov.uk](http://Hertfordshire.gov.uk)


**26th October 2022**  
Mark Kemp, Executive Director  
Environment and Transport,  
County Hall, Hertford,  
Herts, SG13 6HN

**Hertfordshire**

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Figure 7: Public Notice on the Hemel Today online news, published 26th October 2022. The full text of the notice is viewable on the public notices web page.


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## PUBLIC NOTICES

Roadworks, planning applications, licensing applications brought to you by the Hemel Today




Map include notices published in the last 30 days

### This notice is provided in accordance with Regulations 12 and 13 of the Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2012

[NOTICE](#)
[DETAILS](#)
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[STREET VIEW](#)

This notice is provided in accordance with Regulations 12 and 13 of the Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2012

**What are the consultations about?**

Dacorum Borough Council is consulting on two draft Supplementary Planning Documents (SPDs). The Employment and Skills – Draft SPD is a new tool that will enable the Council to ring-fence opportunities arising from a development to benefit the Dacorum's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities, help businesses to find suitable local staff and suppliers, improve the skills of local people, to support businesses already located in Dacorum to grow and to attract new businesses into the area.

The Paradise Design Code – Draft SPD sets out a framework of design requirements for new development in the Paradise and Wood Lane area, which is currently allocated for mixed-use development in the Site Allocations DPD adopted by the Council on the 12<sup>th</sup> July 2017 (Reference MU3). These requirements are site-specific, clear and detailed. The SPD aims to enhance the character of the local area and ensure future design quality of developments coming forward on the site.

Once adopted the SPDs will be material considerations in determining planning applications.

**Voice your concerns**

- Write to your local MP or councillor

**Find out more**

- Make Freedom of Information request

**Notify council of problem**

- Get it fixed : report it to council

## Publications

Figure 8: 'Dacorum Life' Digital Newsletter Article.



### **Have your say on our new Draft Employment and Skills SPD**

In Dacorum, there's real opportunity for new developments to contribute towards delivering skills and employment prospects, directly benefitting residents and the economy. We would like your views on our new Employment and Skills Draft Supplementary Planning Document. Closing date is Monday 28 November.

[Take part in the consultation](#)

## Appendix B: Full Text of Responses

See the next page for the full text of all comments made. Alternatively, you can view all responses made on the consultation webpage, by visiting our consultation portal<sup>3</sup>.

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<sup>3</sup> <https://consult.dacorum.gov.uk/kse/event/37167>



## Appendix B: Full Text of Responses

<b>Consultee Name</b>	mrs jenny McEntee
<b>Consultee Organisation Details</b>	
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS1
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>3.8 onwards</p> <p>I think this is an interesting document. Education and opportunities are the key. Secondary schools are focusing on GCSE and A level results these are their focus due to Government and OFSTED pressures. BUT a strong emphasis needs to be placed on vocational courses in more practical skills that relate to work. ICT Skills, engineering skills, building skills e.g. bricklaying, plumbing, etc. Learning Cooking Skills, leading to career in catering, metal work, woodwork, Textiles sewing, designing etc. etc. Practical maths related to real life situations etc etc. Art skills, drawing and designing. Although there are college courses doing this at 16 + these courses could start at 14 in school. ICT courses that are up to date in school and taught in a relevant way to young people.</p> <p>More practical subjects taught in school from age 14 onwards would make school feel more relevant to pupils who are less academic. These pupils need to be up skilled so that they can get good well paid jobs in the future. They could be future engineers, mechanics, builders. Encouraging entrepreneur skills and work experience in relevant jobs. More work experience for pupils when they are 14 / 15 year olds to encourage them to be part of the future work force. So often now pupils have to arrange their own work experience and they might not know anyone who works in these fields that they are interested in.</p> <p>Pupils get turned off by school if they feel it is not relevant to their lives.</p>

<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Paul Orchard-Lisle
<b>Consultee Organisation Details</b>	
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS2
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>I support the plan, but urge</p> <p>1 employing dedicted staff who will WELCOME NEW EMPOLYERS and be able to reassure them that Dacorum is a place to do business; access to markets/security/quality of labour force etc</p> <p>2 Dacorum should offer emplyers a GUIDE TO GOOD PRACTICE - a checklist of how to get the most our of the Borough and how to increase productivity by being good employers</p>
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Hertfordshire County Council Property
<b>Consultee Organisation Details</b>	Property Team
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS3
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	The Property Planning Team on behalf of Hertfordshire County Council as a landowner has no comments to make on the Employment and Skills draft DPD.

<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Danielle West
<b>Consultee Organisation Details</b>	
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS4
<b>Subject</b>	
<b>Include files</b>	<a href="#">LOUISE WALK PLAN - POTENTIAL LAYOUT.docx</a>
<b>ESG question - Please provide your comments here:</b>	<p><u>RESPONSE TO THE EMPLOYMENT AND SKILLS PLANNING SPD</u></p> <p>HOW THE PROPOSED DEVELOPMENT AT FOX MEADOW, LOUISE WALK, BOVINGDON CAN IMPROVE THE SKILLS OF LOCAL PEOPLE, SUPPORT BUSINESSES ALREADY LOCATED IN DACORUM TO GROW AND TO ATTRACT NEW BUSINESSES INTO THE AREA.</p> <p><b>Proposal:</b></p> <p>To build 50 carbon net-zero homes, a Scout Hall and provide a Junior Football Pitch for Bovingdon Football Club.</p> <p>The site comprises a total of 2.5 hectares of Greenbelt Land (Land Registry HD402884) and an access road named Louise Walk, located off Green Lane Bovingdon (Land Registry HD375147). The site is wholly controlled by one land owner. A plan of the proposal is attached.</p> <p>Due to the size of the proposed development, it meets the requirement for a Social Value Strategy (Page 12 - Use Class C3). The development proposal at Louise Walk will provide Social Value by delivering much-needed community assets on-site. It is this approach which sets Louise Walk apart from other sites in Bovingdon.</p> <p><b>Community issues specific to Bovingdon:</b></p> <p>There is no Scout Hall in Bovingdon, since the original one was condemned in 2016.</p>

There is no dedicated indoor meeting place for youth in Bovingdon. Anti-social behaviour is one of the most commonly reported crimes in the Village (39 recorded incidents between September 2021 to August 2022 – UKcrimestats.com – Bovingdon Civil Parish).

There are very limited indoor spaces for local enterprises / clubs to meet and run sessions.

The Under 14s football teams do not have their own pitch and as a result will often have to travel to Hemel Hempstead for matches.

### **How Land at Fox Meadow will provide Social Value, specifically in terms of Employment and Skills**

Long-term sustainable economic growth within Dacorum will only be achieved with attractive living spaces, embedded within a well-developed, sustainable and modern infrastructure. Better standards of living through educational, sporting and employment opportunities, start at grass roots level. The Council's aspirations for Dacorum apply to all aspects of the Socio-economic structure, in conjunction with the built and natural environment.

The proposal for land at Louise Walk compliments DBC's goals for delivering Social Value on a variety of levels:

- 1 **The provision of a multi-purpose Scout Hall will benefit current and future generations of children, with exciting learning experiences and activities** (Page 8 "Giving local people the opportunity and responsibility to develop new and existing skills"). The Scouts' extra-curricular activities and Duke of Edinburgh Award Scheme work hand in hand with formal education to enhance the lives of young people from the age of 4 upwards. The skills and leadership training provided will, in many cases, endure throughout adulthood, creating opportunities in the workplace. As a community-based charity, the Scouts represent an invaluable asset to Bovingdon (Page 17 - Appendix 1 - Delivery Options - Community Based Projects). The Louise Walk proposal for a Scout Hall represents a much-needed part of the community fabric. It will not only provide the Scouts with a place to call their own, but it will also provide an enduring means by which to generate revenue through giving other local business initiatives a place to operate (Page 13 - 4.18 "Provision



of opportunities for social enterprises, which have explicit social, economic or environmental aims" and "Participation in the promotion of education initiatives, supporting the transition between school and work").

- 1 **As part of the Social Value approach, the proposal includes installation of a football pitch in the southern part of the site.** This pitch will provide the junior teams with their own ground on which to train and play matches. Again, Bovingdon Football Club is an essential part of the community fabric, providing an outlet for people to work in teams and stay healthy. Economic growth and prosperity literally start at the grass roots. The pitch will maintain the current green character of this part of the site, facilitating a strong greenbelt boundary and preserving the rural feel. It will not only provide Bovingdon with another needed community asset, but will also enhance the attractiveness of the proposed residential area. (Page 2 - Section 1.2 and Page 4 - Section 2.1 NPPF: "supporting strong, vibrant and healthy communities and protecting and enhancing the environment")
- 1 **The development aims to provide 50 carbon net-zero homes,** offering a range of housing types, with emphasis on the family but also including enhancements for the elderly and disabled. The proposal takes into consideration that by 2030, one in five people in the UK will be ages 65 or over (Office of National Statistics, 2017). The homes will be built using environmentally sustainable methods and materials, utilising solar panels, grey-water recycling and ground-source heating in order to reduce future carbon footprint. The development will also benefit from the installation of modern infrastructure such as fibre optic broadband, facilitating work-from-home. By providing attractive homes which meet modern expectations of build-quality and sustainability, the residential development will not only retain but also attract new skills and talent to the village and Borough as a whole. (Page 4 - Section 2.2 "82. Planning policies should: c) seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment; and d) be flexible enough to accommodate needs

	not anticipated in the plan, allow for new and flexible working practices such as live-work accommodation").
<b>File Question - Please upload any supporting evidence here:</b>	6095818
<b>Consultee Name</b>	Anne Denby
<b>Consultee Organisation Details</b>	Area Planner Canal & River Trust
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS5
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	Thank you for your consultation on the Employment and Skills Draft Supplementary Planning Document. Having reviewed the document, the Trust have no comments to make on the SPD.
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Natural England
<b>Consultee Organisation Details</b>	Consultations Team Natural England
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS7
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<b>Employment &amp; Skills Draft Supplementary Planning Document (SPD)</b> Thank you for your consultation on the above dated 28 October 2022, which was received by Natural England on 28 October 2022.

Natural England is a non-departmental public body. Our statutory purpose is to ensure that the natural environment is conserved, enhanced, and managed for the benefit of present and future generations, thereby contributing to sustainable development.

Our remit includes protected sites and landscapes, biodiversity, geodiversity, soils, protected species, landscape character, green infrastructure and access to and enjoyment of nature.

**Whilst we welcome this opportunity to give our views, the topic of the Supplementary Planning Document does not appear to relate to our interests to any significant extent. We therefore do not wish to comment.**

Should the plan be amended in a way which significantly affects its impact on the natural environment, then, please consult Natural England again.

#### **Strategic Environmental Assessment/Habitats Regulations Assessment**

A SPD requires a Strategic Environmental Assessment only in exceptional circumstances as set out in the Planning Practice Guidance here

<https://www.gov.uk/guidance/strategic-environmental-assessment-and-habitats-regulations-assessment>. While SPDs are unlikely to give rise to likely significant effects on European Sites, they should be considered as a plan under the Habitats Regulations in the same way as any other plan or project. If your SPD requires a Strategic Environmental Assessment or Habitats Regulation Assessment, you are required to consult us at certain stages as set out in the Planning Practice Guidance.

Please send all planning consultations electronically to the consultation hub at [consultations@naturalengland.org.uk](mailto:consultations@naturalengland.org.uk).

**File Question - Please upload any supporting evidence here:**

**Consultee Name**

Richard  
Carr

**Consultee Organisation Details**

TFL Planning Team  
Transport For London

**Agent Name**

**Agent Organisation Details**

**ID**

EAS8

<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	Thank you for consulting Transport for London (TfL). I can confirm that we have no comments to make on the draft SPD
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Land Department
<b>Consultee Organisation Details</b>	British Pipelines Agency
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS9
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>Thank you for your Correspondence Reference New Consultation on the Employment and Skills - Draft SPD Consultation.</p> <p>BPA Have no comment to make on this draft consultation.</p> <p>Please be aware BPA operate High Pressure Under Ground Fuel Pipelines in the Dacorum Area. BPA's interest is only relevant on any intrusive works within the easement of this pipeline.</p> <p>BPA regularly monitor the pipelines and we ask that the following procedures are observed:</p> <ul style="list-style-type: none"> <li>• Before any work (including hand trial holes) starts in the vicinity, a BPA Technician must locate and mark the pipeline(s) on site.</li> <li>• All works within 6m of the pipeline require prior approval by BPA and a BPA Technician must supervise all works within 6m of the pipeline(s). The technician will determine whether a written method statement is necessary before any works proceed.</li> <li>• Heavy vehicle crossing points to be approved before use across the easement.</li> <li>• Any works involving the exposure of the pipeline/s requires a continuous site presence until backfilled (this may mean a security arrangement out of hours).</li> </ul>

	<p><b>When planning works which involve crossing or working within the easement of the pipeline, the following will be requested before works can start:</b></p> <ul style="list-style-type: none"> <li>• A confirmed or proposed programmed start date for the works</li> <li>• A detailed description of the proposed works</li> <li>• A plan of the work area</li> <li>• Drawings and a method statement for the written approval of BPA.</li> </ul>
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Billal Qureshi
<b>Consultee Organisation Details</b>	Planning Officer, Minerals & Waste Policy, E&I Hertfordshire County Council
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS10
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	Thank you for consulting us on the Employment And Skills - Draft Supplementary Planning Document. We have no comments to make as Minerals and Waste Planning Authority.
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Andrew Marsh
<b>Consultee Organisation Details</b>	Historic England
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS11
<b>Subject</b>	
<b>Include files</b>	

<b>ESG question - Please provide your comments here:</b>	<b>RE: New Consultation on the Employment and Skills - Draft SPD Consultation.</b> Thank you for consulting us on the Council's Draft Environment and Skills Supplementary Planning Document, October 2022. As the Government's adviser on the historic environment Historic England is keen to ensure that the protection of the historic environment is fully taken into account at all stages and levels of the local planning process, and therefore welcome the opportunity to comment on this document. I can confirm that while we do not have any specific comments to make at this stage, we will be interested in receiving subsequent consultations on this and related documents. I would be grateful if you would confirm receipt of this email.
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Lydia Housden
<b>Consultee Organisation Details</b>	Town Clerk Tring Town Council
<b>Agent Name</b>	Lydia Housden
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS12
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	Tring Town Council has had the opportunity to review the draft supplementary planning document on employment and skills and has the following observations to make:  Although the Council supports the principle of the document, in particular, the requirement to carry out targeted recruitment, create apprenticeships, work placements and work alongside local schools the document does appear to be geared more towards the larger towns i.e. Hemel Hempstead with Tring only being referred to once. It is important that these opportunities are offered to all Dacorum Borough Council residents including Tring and perhaps this could be encouraged by ensuring that applicants are required to target all

nearby areas including the smaller towns and villages regardless of where the planning application is made.

In our opinion, the policy should also aim at securing space and offering financial assistance to small local businesses that could then offer employment in the area and in many instances give the opportunity for new unique skills to be taught.

DBC aspires to see additional benefits – known as **Social Values** - incorporated into the delivery of **housing and other types of development**.

It states that Social Value is “**the additional economic, social and environmental benefits that can be created as part of that development**”.

In the Foreword of the Corporate Plan 2020-25, DBC re-affirms its acknowledgement in 2019 that we face a Climate Change Emergency. It declares that this recognition of the Emergency will be a key consideration in the delivery of each of its key objectives.

However if we are to take the Climate Change Emergency seriously we need to modify some of those objectives. The UK, and the world in general, is still emitting far too much carbon dioxide and is still using up irreplaceable scarce materials at an alarming and unsustainable rate. Perhaps it's no longer appropriate to plan for economic growth? The UK economy is now contracting and a more realistic objective might be to stabilise the size of our economy at the present level by focussing on increasing productivity, including recycling of all sorts, to conserve raw materials and improve security of supply.

The advice from the NPPF, especially in para 8 (a) as quoted and in Section 6, para 81 is now looking like philosophy from a by-gone age and the exhortation to provide land in advance in order to facilitate antecedent growth targets – reflected in DBC's Policy CS14 - appearing particularly obnoxious. Moreover, the oft-repeated reference to potential British global leadership that also features here, no doubt to encourage us by titillating our vanity, simply undermines what might once have been a legitimate aspiration by now appearing ill-informed and unrealistic.

Within this context, however, it is actually encouraging that this SPD is seeking to secure greater Social Value from developments and perhaps even restore our over-stressed social and health services. The way in which Social Value might be fostered by the use of the 2012 legislation and how it might be extended as a broader concept to enrich society as a whole as well as adding to the social capital of localities is both outward and forward-looking. It is disappointing therefore to read in para 3.13 of the Draft that a Dacorum Social Value Framework is to be used as a tool to support the development of skills and an increase in residents' well-being, has not yet been developed. It might have been useful for councillors to understand better the practicalities of how the SPD is expected to work in ensuring the delivery of these objectives.

There are several areas that need clarification. The developer contributions towards infrastructure via CIL are clear. Similarly, it is clear how specific projects might be financed through S 106. What is not so clear is how developer contributions towards Social Values might be achieved. These are social benefits which, if they arise at all, will arise indirectly and might well be very much contingent on the activities of other agencies, such as public institutions or local authorities. The idea that these might arise directly from a developer's "Employment and Skills Plan" is difficult to visualise, especially as developers tend to be involved locally only during the design and planning processes, with the actual construction work being carried out by contractors. A developer as such would have within their own organisation limited opportunities for the establishment of apprenticeships or other forms of direct training. If it is instead to be the simpler and more practical method of a financial contribution to local schools or FE or HE colleges, then this, one imagines, could indeed be achieved via an S 106 agreement – but the draft document envisages a far more complex and detailed interaction between a transient developer, who is only involved in the short-term, and local colleges and local employers who will need to be involved in the long-term. How and when would the developer's "Social Values obligation" be deemed to be discharged if it is different from a simple



cash transaction at a defined point in the project? There are some incongruities here that need clarification.

In addition there are policy conflicts within the planning system itself that act against the Social Values objectives. In Tring (and across Hertfordshire), due to relaxations in obtaining Change of Use, there has been a steady loss of the smaller, cheaper business/industrial units often used by recently started companies. The Akeman Street/Langdon Street Industrial Estate has now almost completely been redeveloped as housing. This has deprived the town of significant employment opportunities at the same time as increasing the number of residents, thus increasing the pressure of long-distance commutes. Furthermore, the Industrial units planned for on development site LA5 (Roman Park) are being put at risk by challenge to the current planning designation in favour of more housing, which will be difficult for DBC to withstand.

The developers and their building contractors are expected to draw up Social Value Strategies to cover the construction phase of all developments that exceed the set thresholds. Construction phases however tend to have been well prepared in advance and the work then proceeds relatively rapidly using a succession of differently skilled workers, many of whom are present for only part of the process. This limits the scope and duration for on-the-job training, as does the need for security and safety consciousness. Does DBC have any estimates of the number of apprenticeships that might be generated – taking into account that apprenticeships could far exceed in duration of the entire construction phase, depending on the particular skill under consideration?

It is also noted for that for non-residential developments the Social Value Strategy of the first occupant of the premises must include a commitment to giving preference to local people in recruiting staff. How will this be enforced, bearing in mind that the occupant is unlikely to be the developers themselves and no developer is likely to wish to have any obligation placed on the end-user of the premises they have had constructed that might deter uptake?

	And finally, who, or what sort of person or organisation is envisaged as being the Approved Delivery Partner?
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Kate Howard
<b>Consultee Organisation Details</b>	External Affairs Manager Thakeham
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS13
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>Thakeham is a sustainable, infrastructure-led placemaker with an industry-leading focus on biodiversity and zero carbon community creation. Thakeham is looking to work in partnership with Dacorum Borough Council to deliver a new, sustainable community called Bulbourne Cross at Berkhamsted and Dacorum's Employment &amp; Skills Draft SPD sets out a number of focus areas that are closely linked with the social value and opportunities that Thakeham delivers with the creation of its communities.</p> <p>As a pioneer member of Social Value UK, we understand the positive impact we can have on new and existing communities and will develop a cohesive social value delivery plan that addresses Dacorum's needs in accordance with the Council's wider strategy.</p> <p>A Thakeham scheme at Bulbourne Cross would deliver around 1,100 of the 2,200 new homes needed for Berkhamsted as outlined in the Local Plan, with 40% of these homes being affordable, a primary school and a 24-acre site for the development of sports pitches, changing rooms and facilities, as well as other community benefits.</p> <p>Developing this scheme would also create employment and training opportunities in Berkhamsted and across Dacorum via the use of local supply</p>

chains, recruitment of local labour, facilitating apprenticeships and work experience across multiple industry disciplines and the provision of training and upskilling. These initiatives would benefit, in particular, those who are unemployed and disadvantaged or those that are neither in employment, education or training (NEET).

We are well placed to promote procurement from a local and diverse supply chain for Dacorum projects and our distinctive partnership approach to this allows us to use and support smaller local companies and SMEs which might otherwise find it difficult to access opportunities akin to the scale of our Bulbourne Cross proposal.

Where direct opportunities within our business are limited due to the availability of suitable roles, we will work with our subcontractors to ensure that, through them, there are opportunities for apprenticeships and work experience on our site.

Thakeham also works with Employment Training Plans (ETP) and believes it can make a valuable contribution to this process. We are currently delivering an ETP with Lewes District Council and this formally monitored agreement delivers a range of community jobs and skills benefits including all vacancies, subcontracts and supply sourcing being advertised locally, targeted apprenticeship delivery, work experience for schools and vulnerable adults as well as charitable works.

The construction industry faces significant skills shortages and gender diversity challenges and Thakeham aim to go some way in addressing these social and economic issues via our recruitment processes and award-winning in-house training academy.

In addition, we are proud to support service leavers via the Armed Forces Covenant of which we are Silver Award holders, working with many ex-service personnel.

We are committed to ensuring a skilled and resilient construction sector and are keen to be involved with local careers events and employability skills initiatives in Dacorum. We have previously supported many initiatives, from DWP careers courses and talks to support for job clubs run by local community organisations.

Finally, with reference to Dacorum response to the climate and ecological emergency, our sustainability commitments, which mean that Bulbourne

	<p>Cross would be zero carbon in lifetime use and achieve a minimum biodiversity net gain of 20%, will support significant opportunity for local green job and green job skills development for the community. This will be a key employment and skills growth area for the future and support Decorum's clear focus in this important area.</p> <p>Our approach maximises the wellbeing benefits that our developments offer those who build them, live in them and the communities around them, now and in the future, and we believe that Thakeham and Dacorum Borough Council are clearly aligned in their social value objectives.</p>
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Becki Ingram
<b>Consultee Organisation Details</b>	Environment Agency
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS14
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>Thank you for consulting us on the Employment and Skills - Draft SPD. I am writing to confirm that we have no comments to make on this document as it falls outside of our remit.</p>
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Mrs Anna Barnard
<b>Consultee Organisation Details</b>	
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS15

<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p>Whilst I am in general agreement with the Strategy, there are comments I wish to make.</p> <p>Firstly, I would point out that 6 out of the 8 photos in the document relate to the building industry - this is hardly giving the impression that the Council wishes to promote other types of employment! In addition, more attention should be given to providing employment opportunities in towns and areas outside Hemel Hempstead which would reduce vehicular journeys. This should be supplemented by improving public transport. This would help those in lower paid jobs. If you can't afford a car then many people cannot get to work in the first place.</p> <p>Any large residential development should include some element of commercial development and the developer should be made to provide this on land they own and not rely on CIL money for the Council to find land and build commercial premises. Developers should be made to fund public transport to towns and areas of employment.</p> <p>The loss of retail shops in town centres should be addressed with the use of Article 4 Directives in certain key areas. This also applies to the loss of employment land eg. Maylands Avenue where land has been diverted to residential. The concentration on provision of very large commercial premises (often which fail to boost employment eg. warehouses, storage facilities) has reduced the number of small premises which encourage start-ups and small businesses. The emphasis on office jobs should be redressed with more small scale manufacturing and uses which could be deemed 'dirty' or 'anti social' re. noise etc. should be encouraged in employment areas to broaden the range of jobs available.</p> <p>The decline in retail should be addressed by stopping the decline in shops and encouraged an increase in footfall. This will not happen if there are no shops to visit and high parking charges are imposed. (eg. reintroduce free parking on Sundays and Bank Holidays or at least allow 1 hour free eg. as provided in Tring. Too many coffee shops and not enough places to actually buy goods.</p> <p>It is very important to address the shocking statistics of the economic inactive and those with no qualification. This is an indication of poor education in the</p>

	<p>Borough. To bring people into employment is not only good for the economy but also social behaviour. Improve career education in schools and encourage more apprenticeships and work - not just for written qualifications.</p> <p>Residential development without employment development will make the Borough a poorer place!</p>
<b>File Question - Please upload any supporting evidence here:</b>	
<b>Consultee Name</b>	Issy Spence
<b>Consultee Organisation Details</b>	Design and Planning Officer (SADC) Hemel Garden Communities
<b>Agent Name</b>	
<b>Agent Organisation Details</b>	
<b>ID</b>	EAS16
<b>Subject</b>	
<b>Include files</b>	
<b>ESG question - Please provide your comments here:</b>	<p><b>General comments and recommendations:</b></p> <ul style="list-style-type: none"> <li>• Need for <b>Hertfordshire County-wide perspective</b>– Growth, opportunities area.</li> <li>• Further study on <b>socio-economic</b> (including skills) and <b>demographics</b> will help understand the skills gaps and future trends</li> <li>• More <b>statistics</b> and <b>evidence</b> required to back up trends</li> <li>• Further information needed on <b>Hemel Garden Communities</b>– This could include a few lines to explain the ambition, the opportunity and the spatial vision document.</li> <li>• Sustainability and the <b>Green Economy</b>– How this can tie in with Dacorum's <b>Climate and Ecological Emergency</b> Strategy (August 2022) and declared climate emergency (2019)</li> <li>• Opportunity to identify further <b>partners</b> and <b>organisations</b></li> <li>• Skills Gaps and change of work trends <b>Post-Pandemic</b>– Planning and Health and other trends?</li> <li>• Ambition of Hemel Garden Communities and the 2019 awarded Garden Town Status - <b>National trends</b>, big ambitions to fulfil, national considerations too</li> </ul>

- Should trends regarding **Creative** and **Filmindustries** and **LifeSciences** be mentioned?

#### Reference

#### Comment

#### Recommendation

3.0

Page 7

Each of these Documents has a synopsis, excluding the HGC Spatial Vision  
- A paragraph on the purpose?

For example:

*‘Supported by Garden City Principles, Hemel Garden Communities (HGC) will take the best of the New Town heritage into the 21st century with up to 11,000 homes, 10,000 jobs and Hertfordshire Innovation Quarter at its heart, anchoring the transformation of Hemel Hempstead and the wider area.*

*The HGC programme area covers the whole town of Hemel Hempstead, within the borough of Dacorum, as well as proposed growth areas straddling both Dacorum and St Albans District to the north and east of the town and wider movement routes beyond.*

*Dacorum Borough Council, St Albans City and District Council, Hertfordshire County Council, Hertfordshire Local Enterprise Partnership and The Crown Estate are working together to deliver this ambitious development programme which will transform and grow Hemel Hempstead and create attractive, sustainable new neighbourhoods to its north and east by 2050.*

*The HGC proposal has been recognised by Government, which awarded Hemel Hempstead ‘Garden Town’ status and a grant in 2019 to help develop garden communities of the future.*

*The Spatial Vision (2021) is a high-level document that provides a series of aspirations for the future of HGC. It is made up of an overarching vision, which is organised into four thematic pillars, all of which reinforce the aspirations to promote healthy lifestyles and respond to the climate crisis.’*

A paragraph explaining the HGC Spatial Vision – Pillars and overarching themes and ambitions – Sustainability

3.0

Page 7

Reference county wide or South West Herts ambition in Policy Background  
E.g

Herts Economic Plan 2017-2030 (2017)

<https://www.hertfordshirelep.com/media/s3xa5eye/hertfordshire-lep-sep-report-interactive-2017.pdf>

Skills and Employment Strategy 2021-2024

<https://www.hertfordshirelep.com/media/cuygszbx/hertfordshire-skills-and-employment-strategy-2021-2024.pdf>

Hatch – South West Economic Study (2019)

~~<https://www.hertfordshirelep.com/media/s3xa5eye/hertfordshire-lep-sep-report-interactive-2017.pdf>~~

Add Policy Context from Hertfordshire (HCC)

3.5

Page 8

Caveat the ongoing Local Plan Process? Reg 18 / Reference to Local Development scheme (February 2022)?

Caveat the ongoing Local Plan Process?

3.9.3

Page 9

Mention of Hemel Garden Community and Herts iQ could have more information?

Include Herts LEP?

More information on Herts iQ, HGC and Herts LEP

3.9.5

Page 9

Town Centre opportunities – mention of Hemel Place? Transformation Projects?

Reference Hemel Place

3.10



<p>Page 10</p> <p>Explanation or further information required on Herts Local Skills Improvement Plan</p> <p>Explanation or further information required on Herts Local Skills Improvement Plan</p> <p>4.1</p> <p>Page 10</p> <p>Opportunity to relate to County wide growth, Ambitions, Strategies and Opportunities this will provide. More information needed. Statistics needed? Additional Countywide information, opportunities and strategies to feed into justification.</p> <p>4.10 Page 11</p> <p>Post-Covid - The shape of the employment market post Covid – and skills gaps such as Health and Planning professionals</p> <p>Further evidence required around the change of employment sectors post-pandemic</p> <p>4.11 Page 11</p> <p>Expand on future opportunities of the job market and sectors? Such as MedTech, AgriTech, Clean Growth</p> <p>Evidence required to highlight job skill gaps and future skills required</p> <p>4.18 Page 11</p> <p>Identify further partners e.g Herts LEP, Herts iQ, Maylands, Rothamsted</p> <p>Identify further partners for links with organisations</p>	
<p><b>File Question - Please upload any supporting evidence here:</b></p>	
<p><b>Consultee Name</b></p>	<p>LQ Estates Ltd</p>

<b>Consultee Organisation Details</b>	L&Q Estates Ltd
<b>Agent Name</b>	Miss Hanna Mawson
<b>Agent Organisation Details</b>	Pegasus Group
<b>ID</b>	EAS17
<b>Subject</b>	
<b>Include files</b>	<a href="#">PEGASUS GROUP ON BEHALF OF L</a>
<b>ESG question - Please provide your comments here:</b>	See accompanying representations.
<b>File Question - Please upload any supporting evidence here:</b>	6101777

# Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Employment and Skills Supplementary Planning Document (SPD)

## Description of what is being impact assessed

*What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?*

*Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc*

*It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact*

The Draft Employment and Skills SPD is a new tool that will enable the Council to ring-fence specific opportunities arising from a development to benefit the Borough's residents, thereby generating additional social value. The SPD aims to increase local employment opportunities by helping businesses to improve, grow and take on more staff; help businesses to find suitable and (especially) local staff and suppliers; and improve the skills of local people to enable them to take advantage of the resulting employment opportunities.

The Public Services (Social Value) Act (2012), which came into force in England and Wales in January 2013, requires the commissioners of public services to consider how they can secure wider social, economic and environmental benefits from their activities. Initially this focussed on social value in relation to the procurement of goods, works and services, but many local authorities are now extending their scope to include gain from planning developments.

The draft SPD will require residential development of 30 or more homes and non-residential building(s) of 1000m<sup>2</sup> or more to prepare a Social Value Strategy. The Strategy must demonstrate a commitment to achieve a social value target (expressed in number of weeks) and to deliver as many of the following outcomes as is practically achievable:

- Targeted recruitment and training requirements, ensuring that apprenticeships and other work opportunities help to alleviate unemployment;
- Work placement opportunities designed to support education and learning;
- Targeted vacancy filling or maximising the use of employment support partners;
- Supporting the integration of the local supply chain, helping to develop a wider business base both for the delivery

- of services and materials;
- Provision of opportunities for social enterprises, which have explicit social, economic or environmental aims;
- Participation in the promotion of education initiatives, supporting the transition between school and work;
- Participation in forums created to promote sector development, sharing good practice to stimulate improvement;
- Participation in forums created to promote community development, maximising the benefits of a strong voluntary and community sector.

The SPD will help support the delivery of the Dacorum Economic Recovery Plan.

### Evidence

#### **What data/information have you used to assess how this policy/service/decision might impact on protected groups?**

*(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Dacorum Economic Recovery Plan  
 Economic Profile of Dacorum  
 Dacorum Economic Dashboard  
 Office for National Statistics (ONS) June 2021  
 NOMIS Official Labour Market Statistics (ONS) December 2020

#### **Who have you consulted with to assess possible impact on protected groups?** *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Alex Robinson – Assistant Director for Planning  
 Keeley Mitchell – Trainee Strategic Planning and Regeneration Officer

## Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.
- Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
Age	Social Value Strategies will be expected to demonstrate opportunities aimed at young people to help alleviate unemployment and build skills, such as targeted recruitment, apprenticeships and work placement opportunities. Developers will also be encouraged to set out how they would engage with local schools and support them to promote the skills and qualifications needed for employment amongst young people aged 11 to 16 and to support the transition between school and work.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Disability (physical, intellectual, mental)</b>  <i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i>	The Social Value Strategy should consider the provision of opportunities for social enterprises, which have explicit social, economic or environmental aims.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Gender reassignment</b>	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Race and ethnicity</b>	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Religion or belief</b>	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sex</b>	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	No material impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.</b>	The activities of the Social Value Strategies will improve the economic wellbeing of individual residents in the Borough who may currently be impacted through having a low income, holding lower qualifications or being economically inactive.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

### Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken <i>(copy &amp; paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
n/a	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

<b>If negative impacts / outcomes remain, please provide an explanation below.</b>	
n/a	
<b>Completed by (all involved in CIA)</b>	Claire Covington
<b>Date</b>	12/12/2022
<b>Signed off by</b> <i>(AD from different Directorate if being presented to CMT / Cabinet)</i>	<b>Alex Robinson - Assistant Director for Planning</b>
<b>Date</b>	28 December 2022
<b>Entered onto CIA database - date</b>	
<b>To be reviewed by</b> (officer name)	
<b>Review date</b>	



## SPAE OSC: Work Programme 2022/23

Meeting Date	Report Deadline	Items	Contact Details	Background information
1 February 2023	23 January 2023			
		OSC KPI Update	James Wilson <a href="mailto:James.wilson@dacorum.gov.uk">James.wilson@dacorum.gov.uk</a>	
		Hemel Place Strategy	<a href="mailto:James.doe@dacorum.gov.uk">James.doe@dacorum.gov.uk</a> James Doe – Strategic Director	
		Joint Budget	<a href="mailto:Nigel.Howcutt@dacorum.gov.uk">Nigel.Howcutt@dacorum.gov.uk</a>	
		AQMA and AQAP update	Environmental and Community Protection <a href="mailto:Emma.walker@dacorum.gov.uk">Emma.walker@dacorum.gov.uk</a>	
14 March 2023	3 March 2023			
		Budget Monitoring Report	Claire Dempsey <a href="mailto:Claire.dempsey@dacorum.gov.uk">Claire.dempsey@dacorum.gov.uk</a>	To review and scrutinise quarterly performance
		Quarter 3 2022/2023 Planning, Development and Regeneration performance Q2	Alex Robinson – Assistant Director for Planning <a href="mailto:Alex.Robinson@dacorum.gov.uk">Alex.Robinson@dacorum.gov.uk</a>	Quarterly performance report
		Environmental Services Performance Q3  Environmental and Community Protection Performance Report Q3	TBC  Group Manager for Environmental and Community Protection <a href="mailto:Emma.walker@dacorum.gov.uk">Emma.walker@dacorum.gov.uk</a>	Quarterly performance report

	<b>Affordable Housing SPD</b>	Alex Robinson – Assistant Director for Planning <a href="mailto:Alex.Robinson@dacorum.gov.uk">Alex.Robinson@dacorum.gov.uk</a>	
	<b>Stewardship Supplementary Planning Document</b>	Alex Robinson – Assistant Director for Planning <a href="mailto:Alex.Robinson@dacorum.gov.uk">Alex.Robinson@dacorum.gov.uk</a>	

#### Others to be programmed

	<b>Hemel Place Strategy</b>	James Doe, Strategic Director – Place <a href="mailto:James.doe@dacorum.gov.uk">James.doe@dacorum.gov.uk</a>	