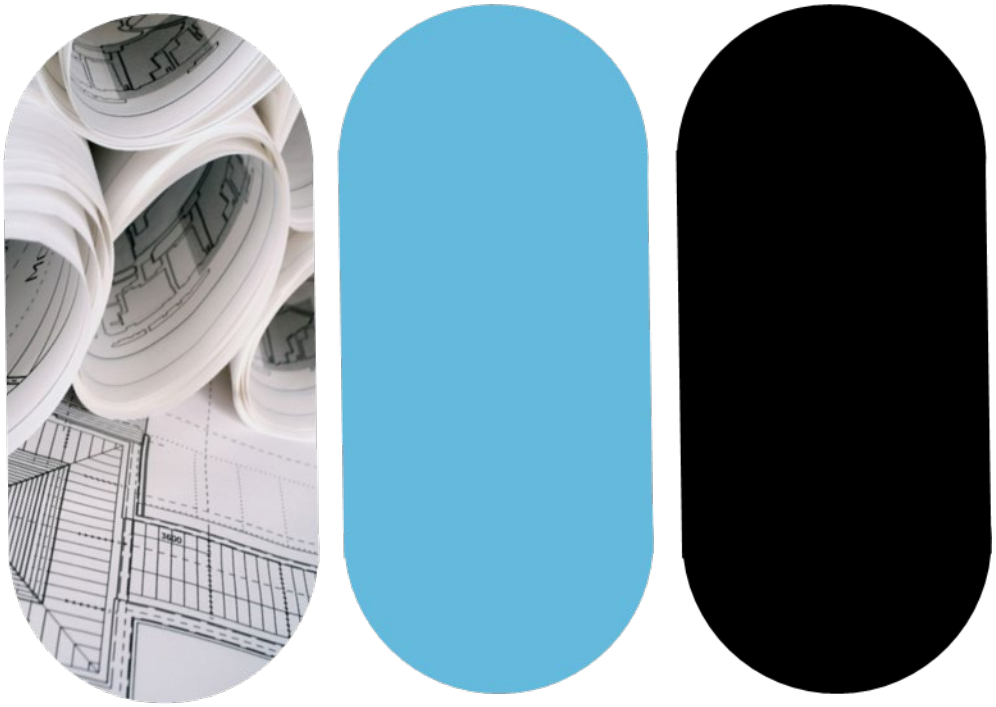
Marrons

Planning Appeal in respect of Land South of A507, West of A10 Buntingford

Employment Need Proof of Evidence of Simon Macklen on behalf of the Appellant (Hallam Land Management Limited)

Application Reference: 3/24/1255/OUT
Planning Inspectorate Reference: 6009644



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APPENDICES

Appendix SM1: Cambridge Econometrics Employment Forecast East Herts May 2026

Appendix SM2: List of Employment related Planning Applications Pending & Planning Permissions across East Herts since June 2023.

SUMMARY

1.1 This evidence addresses the employment need for the Appeal Proposal, which seeks outline planning permission for approximately 27,420 sq m of employment floorspace within Use Classes B2, B8, E(c) and E(g), together with associated infrastructure and access.

1.2 Approximately 25% of the floorspace would be provided in units below 1,000 sq m, helping meet the needs of smaller businesses, whilst also providing floorspace for local businesses looking to upsize

1.3 My evidence complements that of Mr Tindall of Coke Geering who separately presents evidence of the demand for employment floorspace.

Policy Context

1.4 National policy, as set out in the NPPF (2026), is clear that substantial weight should be placed on supporting economic growth and responding positively to business needs and gives substantial weight to the economic benefits of development proposals:

- The Council's own evidence (Buntingford Employment Study, 2025 CD 5.10) states that '*additional employment space is required in Buntingford to address a notable disparity between population and employment growth in [sic] Buntingford, suggesting a need for greater balance to support sustainable development*'; and '*the loss of employment land and lack of space capacity in the property market also support the need for additional employment space in Buntingford*'.[1]

- Paragraph 6.1.6 of the Adopted East Herts Local Plan (CD 5.1) also specifically noted that '*As there has been some loss of employment in the town in recent years, it is important that the town should seek to maintain and improve on its current*

[1] Paragraph 1.6.1 Buntingford Employment Study 2025 CD 5.10

employment provision.'

1.5 The Proposed Development will help achieve those aims and as such fully accords with Policy E2, 1a of the NPPF and therefore the economic benefits of the proposal should be afforded substantial weight.

1.6 Policy E2, 2 of the NPPF refers to development proposals addressing unmet need, and requires that consideration be given to (a) whether market signals indicate an undersupply, or (b) whether the specific locational requirements of the proposal are met by existing allocations in the development plan, including but not limited to existing businesses planning to expand or improve their premises:

- Evidence presented within the Council's own Buntingford Employment Study 2025 (CD 5.10) demonstrate market signals issues in Buntingford, most notably that there is no vacant employment floorspace identified in Buntingford[2], with no vacant floorspace coming to the market since 2015 Q1[3]. The effect of that has been to constrain new businesses from entering the local market, or for existing locally businesses to expand. Evidence presented by Mr TIndall provides further demand evidence in this respect.

- The additional employment floorspace required to bridge the disparity between population and jobs within Buntingford, exceeds that capable of being provided through current permissions and allocations within Buntingford.

1.7 On this basis there is a proven unmet need for employment floorspace within Buntingford in accordance with Policy E2.2 of the NPPF.

Employment Land Need Across East Hertfordshire

1.8 The Adopted District Plan was based upon forecasts of 10,800 additional

[2] Paragraph 5.6.1 Buntingford Employment Study 2025
[3] Paragraph 5.3.3 Ibid

jobs over the period 2011-2033. Updated Cambridge Econometrics forecasts now project approximately 13,800 additional jobs over the same period (+3,000 more jobs than planned for) (SM1), whilst the Council's planned employment land supply has also failed to deliver as anticipated.

1.9 Of the five employment land allocations intended to provide around 19-20 ha of employment land:

- Only one allocation has been delivered;
- One allocation has a lapsed planning permission;
- One remains subject to an undetermined planning application;
- One is expected to be delivered beyond the plan period; and
- One has shown no signs of progressing

1.10 In addition, the Council's Employment Land Review (CD11.1) identifies a net loss of approximately 6.2ha of employment land since adopted of the District Plan.

1.11 Taken together, the evidence indicates a district-wide employment land shortfall of approximately 21 hectares.

1.12 The appeal site, at 4.71 hectares, would make a meaningful contribution towards addressing this identified deficiency.

Buntingford Employment Need

1.13 The need in Buntingford is particularly acute.

1.14 The closure and redevelopment of the former Sainsbury's Distribution Depot resulted in a substantial loss of employment land and floorspace. Since then, housing growth has significantly outpaced employment growth.

1.15 I provide evidence which demonstrates that:

- Buntingford has a significantly lower job density than comparable settlements.
- There are approximately 0.44 jobs per economically active resident.
- Further permitted housing growth will worsen this imbalance (to 0.33 jobs per economically active resident) if additional employment opportunities are not provided.

1.16 Even after allowing for currently allocated and committed employment schemes, job density would only improve to around 0.41 and would remain well below comparable settlements.

1.17 The appeal proposal would support approximately 467 jobs and improve job density to approximately 0.49 jobs per economically active resident. This would represent a meaningful improvement and help address the acknowledged imbalance between housing and employment growth.

1.18 Importantly, the proposal should not be considered a replacement for other employment allocations. The evidence demonstrates that all available employment opportunities will be required if Buntingford is to achieve a more sustainable balance between residents and jobs.

Conclusions

1.19 In summary, National Planning Policy requires substantial weight to be afforded to the economic benefits of commercial development.

1.20 The Council's own evidence (CD 5.10) identifies a need for additional employment space within Buntingford and highlights a growing imbalance between population and employment growth.

1.21 Buntingford has experienced significant loss of employment floorspace and currently has no available employment premises.

1.22 Updated economic forecasts demonstrate greater employment growth than anticipated when the District Plan was adopted.

1.23 My evidence demonstrates that there is an identified district-wide shortfall of approximately 21 hectares of employment land, whilst existing allocations and commitments are insufficient to meet identified needs.

1.24 The appeal proposal would:

- Deliver approximately 27,420 sq m of employment floorspace.
- Generate approximately 467 jobs.
- Support local business growth.
- Improve the job density within Buntingford.
- Reduce reliance on out-commuting.
- Contribute materially towards addressing the district's employment land shortfall.

1.25 Accordingly, I conclude there is a proven unmet need for additional employment land within both Buntingford and East Hertfordshire and that the economic benefits arising from the appeal proposal should be afforded substantial weight.

2. QUALIFICATIONS AND EXPERIENCE

2.1 My name is Simon Macklen. I am a Partner at Marrons and Socio Economic lead, based in the firm's London office. I am instructed to present employment need evidence to this Appeal by the Appellant.

2.2 I hold a Bachelor of Science degree in Town and Country Planning from University College London, with a subsequent Master of Arts Degree in Town and Country Planning from the University of West of England. I am a chartered Member of the Royal Town Planning Institute (RTPI).

2.3 I have over 25 years' experience of working in town planning, with a primary focus on socio-economic related evidence. Prior to my employment by Marrons in 2021, I was Director of Barton Willmore's Development Economic's Team, a service I founded in 2011.

2.4 In my current role, I act for private developers, national and regional house builders, pension funds, landowners and public sector clients on a broad range of socio-economic topics including employment need and impact. During my career, I have given evidence at a number of Local Plan Examinations and Section 78 Appeals on socio economic related issues.

2.5 I am familiar with the Appeal Scheme, and I am the author of both the Employment Needs Assessment (CD 1.9) and Economic Benefit Statement (CD 1.10) submitted with the planning application.

2.6 The evidence set out in this proof of evidence is true and has been prepared in accordance with the guidance of my professional institute, the RTPI. The opinions expressed are my true and professional opinions.

3. INTRODUCTION

3.1 This Proof of Evidence sets out the Appellant's employment need case in seeking planning permission for the following description of development (the Appeal Scheme):

> *Outline planning application for development of employment land (flexible use B2, B8, E(c) and E(g)), informal open space, associated works and infrastructure including a new access from A507, with all matters reserved except for access.*

3.2 The Appeal Scheme will provide for around 27,420 sq m of floorspace, with at least 25% in units of less than 1,000 sq m each helping to address the needs of smaller businesses whilst also providing floorspace for local businesses looking to upsize.

3.3 The site is located to the west of Buntingford comprising land south of A507, and west of the A10. The site comprises an area of 4.71ha.

3.4 The Local Planning Authority have refused the application on three grounds as set out in its Decision Notice (CD 6.1). The Delegated Planning Officer's Report (CD 6.2) does however acknowledge that:

> *"However, the proposed employment floorspace would help to meet business needs, support job creation and economic growth. There is an identified need for new employment development to meet needs in Buntingford and provide a better balance between housing and employment in the town. As such this benefit is also attributed significant positive weight in decision making"*

3.5 The evidence I present below supports the urgency of meeting identified employment need within Buntingford in order to address clear market deficiencies. It shows that existing allocations and permitted sites are insufficient to address the imbalance between housing and employment growth in the town, and that a materially greater provision of employment

land is required.

3.6 My evidence is set in the context of the fact that:

- '*Officers consider that elements of the District Plan are dated due to new information forming part of the evidence of [sic] emerging plan (Buntingford Employment Study 2025)*[4]'. That Study identifies "*additional employment space is required in Buntingford to address a notable disparity between population and employment growth in [sic] Buntingford, suggesting a need for greater balance to support sustainable development'*; and '*the loss of employment land and lack of space capacity in the property market also support the need for additional employment space in Buntingford*'[5].

- The Council's Employment Land Review (May 2026) (CD 11.1), published following the Delegated Officers Report, reports a net loss of approximately 6.2ha of allocated employment land across the District since adoption of the District Plan.

- The latest employment forecast by Cambridge Econometrics (Appendix SM1) estimate job growth of 13,800 over the Plan period (2011 – 2033), 3,000 jobs greater than is currently planned for, with continued levels of job growth forecast beyond the plan period.

3.7 My evidence complements that of Mr Tindall of Coke Geering who separately presents evidence of the demand for employment floorspace.

3.8 My proof of evidence is structured as follows.

- Section 3 reviews the planning policy context framing the assessment of employment need.
- Section 4 reviews market and economic analysis
- Section 5 assesses employment land need within East Hertfordshire

[4] Page 29 Delegated Officers Report (CD 6.2)
[5] Page 3, Buntingford Employment Study 2025 (CD 5.10)

- Section 6 assesses Buntingford's employment needs
- Section 7 provides a summary and my overall conclusions

4. POLICY REVIEW

4.1 In addressing the need for employment development, I first examine the national planning policy context, followed by a review of key local economic policies as set out within the Adopted East Hertfordshire District Plan (CD 5.1) and the made Buntingford Community Area Neighbourhood Plan (CD 5.2).

4.2 The objective of Chapter 7 (Building a strong, effective economy) of the National Planning Policy Framework (NPPF) (August 2026) (CD 5.11) is '*to enable businesses to invest, expand and adapt in a way that reflects the opportunities, challenges and characteristics of different areas, and supports long term economic growth both locally and nationally*'.

4.3 Policy E2, is a national decision making policy termed '*meeting the need for business land and premises*'. Policy E2, 1a confirms that '*To support business growth, substantial weight should be given to the economic benefits of proposals for commercial development which allow businesses to invest, expand and / or adapt, especially where this would support the economic vision and strategy for the area*.'

4.4 As I detail within this evidence, the Proposed Development will help achieve those aims and as such fully accords with Policy E2, 1a of the NPPF and therefore the economic benefits of the proposal should be afforded substantial weight.

4.5 Policy E2, 2 refers to development proposals addressing unmet need, and requires that consideration be given to (a) whether market signals indicate an undersupply, or (b) whether the specific locational requirements of the proposal are met by existing allocations in the development plan, including but not limited to existing businesses planning to expand or improve their premises.

4.6 As I detail later within this evidence, there is a proven unmet need within both Buntingford and more broadly across East Herts.

Employment Land and Supply

4.7 Across the District, the Adopted Plan (CD 5.1) sought to plan for 10,800 new jobs (491 per annum) (2011 – 2033) (Policy DPS1), including making provision for 19-20ha of new employment land for B1/B2/B8 uses. This jobs figure falls below the current forecast of 13,800 (Appendix 1) as I detail later within this evidence.

4.8 Whilst not immediately clear from the District Plan, it is important to note that this planned supply of 19-20ha relates to the period 2016 – 2033. The Matter 3 Statement submitted by the Council during the Local Plan Examination (CD 11.2) confirms in paragraph 6 that between 2011 and 2016 more than 13 hectares of employment land were completed across the District. It is not clear whether this presents a gross or net figure, but nonetheless broadly corresponds with the total level of employment land need identified within the West Essex and East Hertfordshire Assessment of Employment Needs (CD 11.3) which identified a net employment land requirement of 31ha over the period 2011 – 2033 (page 49).

4.9 In addressing the identified need from 2016 - 2033 the Adopted Plan allocated 5 new employment sites in the following locations:

- 3ha to the north of Buntingford Business Park (BUNT3)
- 4ha within the development at Bishop's Stortford North (BISH3)
- 4-5ha within the development at Bishop's Stortford South (BISH5)
- 3ha within the development at North and East of Ware (WARE2); and
- 5ha within the development at the Gilston Area (GA1)

4.10 With the exception of BUNT3 each of the other sites form part of mixed use residential schemes. The Bishops Stortford Employment Study (April 2026) (CD 11.5) confirms in respect of the Bishops Stortford allocations that '*in the period following adoption of the District Plan, the 4-5 hectares of employment land at Bishop's Stortford South [BISH5] has been delivered*

through Thorley Fields Business Park, as profiled in the previous section. However, the 4 hectares within the development at Bishop's Stortford North [BISH3] has not yet been developed. This site received outline permission in 2015……However, the outline permission has lapsed and therefore the development of the eastern neighbourhood centre will require a new application' (CD 11.5 page 63)

4.11 In respect of Gilston, the Council's latest published AMR (2024/25) (CD 5.12, para 7.16) states that the delivery of the site is anticipated to stretch beyond the current Plan period, with works expected to commence on site in 2026.

4.12 A planning application (3/22/2406/FUL) for WARE2 is pending a decision. On the 24 September 2026 the Council published a notice on its website[6] confirming that planning officers are considering the proposals and a public consultation will be held in due course. This would suggest that the delivery of WARE2 is some years away.

4.13 There is at present no indication that the site allocated at BUNT3 will come forward, with no apparent marketing of the site having taken place.

4.14 In summary, of the 19–20ha of employment land allocated in the Adopted District Plan, only one site (BISH5, 3/18/2253/OUT c.3.5ha) has been delivered. The remaining allocations are either to be delivered over a longer timeframe; subject to a pending planning application; or not subject to a planning application/ permission. On the basis that only one of the five key employment sites has been delivered there remains a shortfall of approximately 15ha against the Plan requirement to 2033.

4.15 I also note that the recently published East Herts Employment Land Review (May 2026 CD 11.1) reports a net loss of approximately 6.2ha of allocated employment land across the District since adoption of the District Plan.

4.16 I summarise the status of these five key new employment sites in the table

[6] https://www.eastherts.gov.uk/latest-news/2026/land-north-and-east-ware-ware2-planning-application-current-position

below:

Table 4.1 Summary of 19-20ha of New Employment Land Requirements

Site Allocation	Delivered	Outstanding	Comment
BUNT3 (3ha)		3ha	No activity
BISH3 (4ha)		4ha	Lapsed planning permission (CD 11.5 page 63)
BISH5 (4-5ha)	c.3.5ha		Built out in 2024/25 (App ref 3/18/2253/OUT)
WARE2 (3ha)		3ha	Planning application pending determination (App ref 3/22/2406/FUL)
GA1 (5ha)		5ha	Delivered beyond plan period. (CD 5.12, para 7.16)
Sub Total of District Plan New Employment Land Allocations	**3.5ha**	**15ha**	
Loss of Employment Land		6.2ha	CD 11.1 Page 109

Buntingford

4.17 In respect of Buntingford, as I have detailed above, paragraph 6.1.6 of the Adopted East Herts Local Plan (CD 5.1) sets out that '*as there has been*

some loss of employment in the town in recent years, it is important that the town should seek to maintain and improve on its current employment provision, in order to provide local jobs for both existing and new residents of the town'. This is understood to largely comprise the Sainsbury's depot, totalling 53,000 sq m[7], but also as noted in the BES 2014 (CD 5.9), over the period 2004/05 – 2012/13 there was a net loss of almost 1,000 sq m[8] in employment floorspace across Buntingford.

4.18 Paragraph 6.1.14 of the Adopted Plan confirms the development strategy for employment within Buntingford as follows:

> *'the large rural hinterland surrounding the town makes Buntingford an ideal base for small businesses that have links to the town itself rather than those that rely on a proximity to major road networks. Existing employment sites in Buntingford will be retained and, where appropriate, extended and modernised. 2 hectares of employment land has been retained through the redevelopment of the former Sainsbury's Depot site, and an additional 3 hectares of employment land has been allocated as an extension to the Buntingford Business Park.'*

4.19 The former Sainsbury's Depot site has since been redeveloped for housing, alongside the Buntingford First School, meaning it is no longer available for employment use. The former Sainsbury's Depot site originally occupied a site of 11ha (paragraph 10, Buntingford Employment Study 2014 CD 5.9) when operational. To help quantify the significance of the loss of the Sainsbury's Depot site to Buntingford's employment floorspace provision, the table below, taken from BES 2025, summarises Buntingford's employment floorspace in 2014 (after which the site was demolished) and 2023), showing a 62% reduction.

[7] Page 27, CD 5.9
[8] Figure 23, CD 5.9

Table 4.2 Change in Employment Floorspace - Buntingford

Table 5-1 Employment Floorspace in Buntingford 2014-2023

Floorspace Type	2014	2023	Change
Office	2,000	3,000	+1,000
Industrial	66,000	23,000	-43,000
Total	68,000	26,000	-42,000

Source: VOA 2023

Buntingford Community Area Neighbourhood Plan (2014 – 2031) (CD 5.2)

4.20 The Buntingford Community Area Neighbourhood Plan (NP) also noted that there have been some significant changes in employment availability locally as a result of the closure of some large employers, and there is limited employment space in the Buntingford Community Area with the exception of some estate based provision in Buntingford Town. We know from the most recent Buntingford Employment Study (2025) that there are no vacant commercial properties in Buntingford.

4.21 The NP drew upon the 2014 Buntingford Employment Study in confirming the decline in employment floorspace over the period 2005 – 2013, and outlining market changes in the types of spaces required for small businesses, suggesting that smaller units should be the focus of new provision.

4.22 Policy BE4 of the NP outlines the developments and proposals which will be supported in the BCA including small scale B1 flexible services office accommodation; Larger multi let floorspace development; and the encouragement of businesses to form a 'hub' or 'cluster' in order that their business can reap the benefits of close proximity to each other. The Proposed Development would therefore appear to be consistent with the aims of Policy BE4, in providing 'larger multi let floorspace', and will provide opportunities for micro and small businesses to locate, cluster and grow.

5. MARKET AND ECONOMIC ANALYSIS

5.1 The Buntingford Employment Study (BES), 2025 (CD 5.10), presents an up to date evidence of the commercial market within Buntingford and East Hertfordshire.

5.2 The BES 2025 (CD 5.10) builds on the previous 2014 Buntingford Employment Study (CD 5.9). In analysing the commercial property market it confirms in this respect that there has been a net loss of employment (office and industrial) totalling 42,000 sq m within Buntingford over the period 2014 to 2023 (Table 5.1 CD 5.10), largely as a result of the redevelopment of the Sainsbury Depot's site away from employment use.

5.3 The BES (2025) also shows there to be no vacant floorspace within Buntingford, which it acknowledges has been the case for a prolonged period (since Q1 2015[9]).

5.4 It is my professional opinion that there remains a chronic shortage of available commercial properties within the town, and this has been a persistent feature of the market over an extended period, indicating a sustained mismatch between supply and demand. When viewed against typical frictional vacancy rates of around 5–8%, this points to a clear and acute shortage of available space.

5.5 Meanwhile the vacancy rate in East Herts amounts to 1.8% in offices, 0.4% in industrial, and 1.8% in warehousing and storage according to the BES 2025. I note that in Mr Tindall's evidence (paragraph 5.3), a more recent vacancy rate of 4.2% is given, which would appear to reflect temporary distortions caused by two insolvencies. When stripped out, Coke Gearing quote an occupancy rate of 98.4%:

[9] Paragraph 5.3.3 BES 2025 (CD 5.10)

Figure 5.1 Extract of Vacancy Rates (Table 5.2 CD 2.10)

Table 5-2 Vacancy Rate

Property Type	Buntingford	East Herts	East of England	England
Office	0.0%	1.8%	6.2%	8.3%
Industrial	0.0%	0.4%	3.3%	2.3%
Warehousing and Storage	0.0%	1.8%	5.3%	5.8%

Source: CoStar, (2024).

5.6 Paragraph 5.3.2 of the BES 2025 notes that this indicates a lack of spare capacity in the market, with a frictional vacancy rate of 5-8% generally viewed to represent a property market in balance, and with sufficient capacity to support moves in and moves out. There therefore remains an urgent need to address the shortfall in the supply of employment floorspace within Buntingford and across East Herts.

5.7 The Buntingford Employment Study advises that there is no vacant employment floorspace in the town and that provision should be made for a range of unit sizes to support the growth aspirations of local businesses. The evidence also advises there is a need for greater balance between population and employment growth to address the current disparity. I turn to this later within my evidence.

Employment Forecasts

5.8 The Adopted District Plan's job growth forecast of 10,800 (2011 – 2033) was informed by evidence presented in 'Economic Evidence to Support the Development of the OAHN for West Essex and East Herts' (2015) (CD 11.4) and the 'West Essex and East Hertfordshire Assessment of Employment Needs' (2017) (CD 11.3), alongside earlier documents. Assessments were informed by job forecasts from the East of England Forecasting Model (EEFM) series, with the 2014 EEFM underpinning the District Plan job growth target.

5.9 The EEFM is no longer updated, but up until 2019 was prepared by Cambridge Econometrics.

5.10 Cambridge Econometrics latest employment forecast for East Herts, published in May 2026 (Appendix SM1) confirm that over the period 2011 – 2025 employment grew by an estimated 9,300 jobs. Over the period 2011 – 2033 Cambridge Econometrics forecast job growth of 13,800, some 3,000 more jobs than planned for within the Adopted District Plan.

5.11 This suggests that the level of employment growth planned for in the Adopted District Plan does not fully reflect current economic trends and could limit the ability of the local market to accommodate growth.

5.12 Whilst the focus of my evidence is on the current unmet need which exists within Buntingford and East Herts it is also important to note that the over the next 20 years 2026 – 2046, Cambridge Econometrics forecast growth of 9,200 jobs (460 jobs per annum). There therefore also exists an urgent requirement to plan for beyond the Plan period of 2033 to ensure that future economic growth is not constrained.

Net Absorption (Take Up)

5.13 Net absorption measures the take up of floorspace and is used as an indicator of demand. However, it is important to recognise that it is heavily influenced by the availability of stock – a poor supply will lead to low levels of net absorption, whilst demolitions will also negatively impact net absorption.

5.14 The following table summarises net absorption of industrial floorspace within East Herts over the Plan period from 2011.

Table 5.1 Net Absorption – East Herts

Period	Net Absorption (Take-Up) sq m
2031	3,919
2030	7,812
2029	7,559
2028	8,191
2027	11,829
2026	14,752
2025	-7,666
2024	2,179
2023	-5,418
2022	-114
2021	-4,187
2020	-800
2019	-3,223
2018	1,310
2017	13,746
2016	-5,057
2015	8,328
2014	14,630
2013	5,651
2012	23,645
2011	-749

Source: CoStar May 2026

5.15 Over the Plan period to date (2011 – 2026) net absorption has averaged +3,564 sq m per annum. Given the low vacancy rate reported and loss of employment land over the Plan period, net absorption is likely to be tempered by the poor availability of stock.

5.16 CoStar also provide a forecast of net absorption over the next five years, which totals 39,310 sq m, which could reasonably be assumed to reflect future demand across East Hertfordshire.

6. EMPLOYMENT LAND NEED AND SUPPLY – EAST HERTFORDSHIRE

6.1 As I have detailed above the current Adopted District Plan identified an employment land need of 19-20ha over the period 2016 – 2033, with further completions totalling 11ha over the period 2011 – 2015. The Plan seeks to provide for 10,800 jobs over the entire plan period. Its employment land requirements were based upon employment forecasts.

6.2 Planning Practice Guidance (Paragraph 2a-027 20190220) is clear that strategic policy making authorities will need to develop an idea of future needs based on a range of data which is current and robust, including:

- Sectoral and employment forecasts
- Demographically derived assessments of current and future local labour supply
- Analysis based on past take-up and / or future property market requirements
- Consultation with relevant organisations

6.3 My evidence does not seek to undertake a full employment needs assessment, but in the absence of any up to date evidence from the Council on employment need it is important in the context of this Appeal to understand the magnitude of need which exists for employment land across East Herts.

6.4 In respect of employment forecasts, the latest series published by Cambridge Econometrics shows that employment within East Herts will experience a greater level of change over the current Plan period than planned for in the Adopted District Plan (10,800 planned vs 13,800 current forecast over the period 2011 - 2033).

6.5 Moving forward over the next 20 years the forecasts show a level of

employment growth slightly below the Adopted District Plan (460 jobs per annum forecast vs 490 jobs per annum within the Adopted District Plan). It may therefore be reasonable based upon this evidence to assume that future employment land need will broadly mirror that set out within the Adopted District Plan, particularly if the Council seeks to address the current imbalance in the market reflected through low vacancy rates.

6.6 It will also be important for the local authority to assess future local labour supply to ensure that future employment land supply is sufficient to provide for the needs of the local labour market. I deal specifically with this in respect of Buntingford later within my evidence given the particularly acute shortfall of employment provision in Buntingford relative to its economically active population.

6.7 In respect of past take up, as I have set out above the net absorption of industrial floorspace within East Herts has averaged 3,564 sq m per annum since 2011, and CoStar forecast that over the next five years take up will total 39,310 sq m.

6.8 Using past take-up (3,564 sq m per annum) and applying a plot ratio of 0.4, this indicates an employment land requirement in the order of c.18ha over the next 20 years.

6.9 By contrast, CoStar's forecast net absorption (take-up) of approximately 39,000 sq m over the next five years would equate to around 10ha of land, which if sustained would imply a materially higher requirement over the next 20 years (potentially up to c.40ha).

6.10 These figures should be treated as indicative, but they consistently point to a level of need that exceeds current planned provision.

6.11 In combination with employment forecasts, past and forecast net absorption (take up) suggest an indicative need for between 18 and 40 ha of employment land over the next 20 years, with a bias towards providing c.10ha in the immediate term (over the next 5 years).

Employment Supply

6.12 As I have established above, only one of the allocated employment sites within the Adopted District Plan (Bishops Stortford BISH5, 4ha) has been delivered. The remaining allocations are either subject to a pending decision (WARE2 3ha); anticipated to be delivered over a longer time frame (GA1 5ha); or they are not the subject of a planning application (BUNT3 – 3ha; and BISH3 – 4ha having lapsed).

6.13 It is also clear that over the Plan period the Council has lost 6ha of designated employment land (East Herts Employment Land Review, May 2026 CD 11.1) which would suggest that there exists a shortfall in supply of around 21ha to the end of the Plan period (i.e. remaining identified need of 15ha, plus lost employment sites of 6ha). Applying an industry standard plot ratio of 0.4 to this figure would suggest a shortfall in supply totalling around 88,000 sq m.

6.14 A review of planning applications currently pending, or with decisions issued since June 2023 (i.e <3 years old) is summarised in Appendix 2. The parameters of the search included terms such as commercial, B8 and employment to identify relevant planning applications. The net additional employment floorspace of granted planning applications totals 9,587 sq m, whilst the net additional employment floorspace of pending applications total 24,697 sq m – inclusive of 24,000 sq m at WARE2 which is unlikely to be brought forward before the end of the plan (certainly in its entirety) given its scale, the delays occurred in determining the planning application, and the phased nature of its delivery.

6.15 There is therefore a clear quantitative shortfall in employment land supply over the remainder of the Plan period, even before considering future needs beyond 2033.

6.16 The Appeal Proposal will assist in helping to address that shortfall within East Herts. The Appeal Site comprises an area of 4.71ha, which would amount to around 22% of the shortfall over the Plan Period.

7. BUNTINGFORD LOCAL EMPLOYMENT NEED

7.1 The BES (2025) (CD 5.10) was commissioned by the Council to provide an employment study for Buntingford. A previous study was prepared in 2014 (CD 5.9).

7.2 That earlier study is understood to have been prepared as a result of a planning application for the redevelopment of the former Sainsbury's Distribution Depot for a mixed of residential and employment floorspace. As detailed above the site has since been developed for housing and a First School. The Study considered that it was desirable to grow the employment base of the town to increase the opportunities for people to live in Buntingford and to work locally (paragraph 8 CD5.9).

7.3 With that in mind it considered that employment development on the former Sainsbury's depot, plus additional development at Buntingford Business Park, and at the Park Farm industrial estate would create between 1,100 and 1,300 additional jobs in Buntingford. It goes on to state that this would go along way to creating local employment opportunities for the expected increase in working population, and replacement of the jobs lost when the Sainsbury's depot closed and would contribute to moderating the very substantial net out-commuting from the town (paragraphs 19 and 20 CD 5.9).

7.4 It is also understood that a further 1.1ha of Park Farm Industrial Estate has been redeveloped for residential use more recently[10].

7.5 The conclusions of the former BES 2014 Study provides important context in identifying a level of job growth which could assist in moderating net out commuting, as well as benefitting opportunities brought about by the town's growing local population.

7.6 I have provided a brief summary of the Buntingford Employment Study (2025) in an earlier chapter, but this Study was consistent in its conclusion

[10] Page 36, East Herts District Employment Land Review May 2026 (CD 11.1)

that there is a need for greater balance between population and employment growth to address the current disparity.

7.7 The level of out-commuting from residents of Buntingford is well documented in the Council's Buntingford Employment Study 2025 (CD 5.10), and I do not seek to rehearse the detail here.

7.8 The following table summarises the job density of settlements across East Herts, and the broader functional economic market area. Job density is a measure of the number of jobs per economically active resident, and the data is drawn from the ONS defined built-up urban areas of each settlement at lower super output area level (LSOA).

7.9 It is important to note that the LSOA's used to define the Buntingford BUA comprise a smaller area than the Buntingford Employment Study, Study Area. As such there is a difference in the volume of economically active population and jobs reported, notwithstanding the job density remains broadly similar. Economically active population data is drawn from the 2021 Census and employment from the BRES 2024.

7.10 The analysis identifies Buntingford as a clear outlier, with a job density of approximately 0.45 jobs per economically active resident. Comparable settlements typically exhibit job densities closer to 0.6, indicating a materially lower level of local employment provision in Buntingford.

Table 7.1 Comparison of Job Densities Across Settlements

FEMA - Local Authorities	BUA	Economically Active Population	Jobs	Density
East Herts	Braughing	656	250	0.38
East Herts	Dane End	656	200	0.30
East Herts	Great Hormead	697	400	0.57
East Herts	Great Amwell	711	1,750	2.46
East Herts	Walkern	740	250	0.34
Uttlesford	Clavering	752	400	0.53
East Herts	Benington	763	350	0.46
East Herts	Hertford Heath	792	200	0.25
East Herts	Thundridge and Wadesmill	805	1,250	1.55
East Herts	Hadham Cross	806	300	0.37
Uttlesford	Manuden	820	175	0.21
Epping Forest	Coopersale	838	250	0.30
Uttlesford	Great Easton (Uttlesford)	845	6,000	7.10
Uttlesford	Felsted	849	800	0.94
Uttlesford	Stebbing	852	350	0.41
Uttlesford	Hatfield Broad Oak	872	1,250	1.43
Uttlesford	Hatfield Heath	975	700	0.72
Uttlesford	Newport (Uttlesford)	981	250	0.25
Epping Forest	Abridge	988	800	0.81
Uttlesford	Great Chesterford	1,048	1,750	1.67
Uttlesford	Little Hallingbury	1,051	600	0.57
Epping Forest	Chigwell Row	1,090	600	0.55
East Herts	Datchworth	1,134	700	0.62
Epping Forest	Roydon (Epping Forest)	1,165	800	0.69
Uttlesford	Elder Street	1,213	500	0.41
Uttlesford	Little Dunmow	1,251	200	0.16
Epping Forest	Shelley (Epping Forest)	1,279	900	0.70
Uttlesford	Elsenham	1,344	350	0.26
East Herts	Watton at Stone	1,369	400	0.29
Epping Forest	Lower Nazeing	1,449	650	0.45
East Herts	Puckeridge and Standon	1,540	550	0.36
Epping Forest	North Weald Bassett	1,624	775	0.48
Epping Forest	Theydon Bois	1,966	900	0.46
Epping Forest	Chipping Ongar	2,053	2,325	1.13
Uttlesford	Thaxted	2,054	925	0.45
East Herts	Stanstead Abbotts	2,337	2,075	0.89
Uttlesford	Takeley and Little Canfield	3,216	14,950	4.65
East Herts	**Buntingford**	**3,971**	**1,775**	**0.45**
Uttlesford	Great Dunmow	4,730	4,050	0.86
Epping Forest	Epping	5,018	3,600	0.72
Uttlesford	Stansted Mountfitchet	5,382	5,200	0.97
East Herts	Sawbridgeworth	5,656	3,325	0.59
Epping Forest	Sawbridgeworth	5,656	3,325	0.59
Epping Forest	Chigwell	6,236	3,950	0.63
Epping Forest	Buckhurst Hill	6,347	3,425	0.54
Uttlesford	Saffron Walden	7,580	7,275	0.96
Epping Forest	Waltham Abbey	10,286	8,775	0.85
East Herts	Ware	10,631	10,400	0.98
East Herts	Hertford	15,973	15,600	0.98
Epping Forest	Loughton	17,337	16,650	0.96
East Herts	Bishop's Stortford	22,443	16,375	0.73
Harlow	Harlow	47,363	41,320	0.87

Source: ONS

7.11 The BES 2025 confirms that, as of the 2021 Census, there were 4,796 economically active residents within Buntingford (note, a slightly wider area than the ONS defined BUA), representing a 1,330 increase from the 2011 Census (Table 4.2 CD 5.10).

7.12 The Study confirms there to be 2,095 jobs within Buntingford in 2022, increasing by 205 jobs since 2015. This would suggest a job density within Buntingford of 0.44 (jobs per economically active resident), a job density which broadly correlates with the BUA analysis I have undertaken above.

7.13 It also confirms at Paragraph 4.2.6 there to be a further 608 homes permitted in the intervening period, which it equates to an additional 706 economically active residents.

7.14 A review of current and pending permissions shows the following additions to this figure:

- Appeal Reference 6008238 Land North of A507, West of A10 - 660 dwellings
- 3/23/1390/FUL Land off London Road – 68 dwellings (67 net)
- Pending full planning application for 25 dwellings off Ermine Street (3/25/01270/FUL)

7.15 Based upon this updated evidence it is therefore reasonable to assume that a further 1,360 homes have been added in the intervening period – which based upon the same assumptions would equate to an additional economically active population of 1,579. Delivery of these homes would reduce the job density to 0.33 (based upon current employment provision within Buntingford).

7.16 The BES (2025) analysis suggests that if the vacant land (identified at Buntingford Business Park) were to be developed in addition to the floorspace subject to planning permission (ref: 3/23/1447/OUT) an additional estimated provision of 275-736 FTE jobs could be generated in Buntingford, this comprising a range of jobs between 246 and 707 from vacant land (3.8ha), plus a further 28 jobs from planned supply.

7.17 The BES (2025) analysis suggests that the vacant land (identified at Buntingford Business Park), which totals 3.8ha across land to the south east of the site (incorporating the recent planning permission for four industrial units 3/25/1986/FUL), and the allocation to the north of the site, could deliver between 246 and 707 jobs. This range of jobs reflects the testing of four scenarios by the BES (2025) – the last of which (scenario 4) lead to the highest level of jobs (707) based upon an assumed mix of office, general industrial and storage and distribution. Having reviewed the assumptions quoted in the BES (2025) it is clear that there is an error in the mathematical calculation of jobs within this scenario, as summarised in the table below. In fact, following the assumptions set out in the BES 2025, scenario 4 results in a total of 602 jobs, reducing the range to between 246 and 602 jobs.

Table 7.2 Re-calculation of upper jobs range (Scenario 4 BES 2025)

BES (2025) Scenario 4 Job Calculation - setting up range of jobs resulting from vacant sites (3.8ha)									
	% of site	Site Area (ha)	Plot Ratio	GEA Sq M	GIA Sq M	NIA Sq M	Total Floorspace (upon which to calculate jobs	Job Density	Jobs FTE
BES Para Reference	7.2.4	% applied to site area	7.2.6	-	95% of GEA - para 7.2.8	80% of GIA - para 7.2.8	Table 7.1	Table 7.1	Job density/ total floorspace
Office	20%	0.76	0.75	5,700	5,415	**4,332**	4,332	13 sq m/ NIA	333
B2	40%	1.52	0.4	6,080	**5,776**	4,621	5,776	36 sq m/ GIA	160
B8	40%	1.52	0.5	**7,600**	7,220	5,776	7,600	70 sq m/ GEA	109
Total		**3.8**		**19,380**	**18,411**	**14,729**	**17,708**		**602**

7.18 Reflecting the uncertainty of the scenarios tested, it is prudent to assume an average job creation, which based upon the mid point of the range amounts to 424 jobs. In addition, the BES 2025 calculates a pipeline supply, relating to land to the East of the A10 (3/23/1447/OUT) of 29 jobs.

7.19 Separately, the recently determined Appeal at Land North of A507, West of A10 also includes provision for a local centre providing for around 80 jobs and bringing the total level of job creation which could be delivered in Buntingford (from vacant land, the BUNT3 allocation, and planning permissions) to 533 jobs.

7.20 After accounting for this and additional residential permissions, the job density falls from its current level of 0.44 to 0.41 (jobs per economically active person), noting that the BES 2025 (CD 5.10) considers there to be a

current disparity between population and employment growth, which would appear to be worsening.

7.21 The Appeal Scheme would make provision for around 467 jobs (the midpoint), the effect of this would be to increase the job density to 0.49 helping to address the acknowledged disparity in population and employment growth, and improving the current disparity.

7.22 The calculations are summarised in the following table:

Table 7.3 Job Density Calculations – Buntingford

	Dwellings	Labour force	Employment (Jobs FTE)	Job Density	Source
Current	**-**	**4,796**	**2,095**	**0.44**	BES 2025 para 4.2.6
Additional residential permissions	*1,360*	*1,579*	-	-	608 new homes paragraph 8.2.4 BES 2025; plus 67 homes (3/23/1390/FUL); 25 homes (3/25/01270/FUL); and 660 homes (3/24/0966/OUT)
Sub total including residential permissions		**6,375**	**2,095**	**0.33**	
Vacant land (Buntingford Business Park) & Pipeline Supply, plus Local Centre with Land North of A507, West of A10	-	-	*533*	-	Comprising the mid point of the 246 - 602 jobs range on vacant land (correcting miscalculation of range set out in para 7.2.9 of BES 2025), equalling 424 jobs, plus 29 jobs set out in Table 7.3, of BES 2025, plus 80 jobs within Local Centre (Appeal 6008238)
Sub total including residential permissions and vacant employment land & pipeline supply		**6,375**	**2,628**	**0.41**	
Appeal proposal	-	-	467	-	On-site jobs (mid point)
Sub total including residential permissions, vacant employment land, pipeline supply and appeal proposal		**6,375**	**3,095**	**0.49**	

7.23 It is quite clear therefore that the Appeal site needs to be delivered alongside, rather than instead of other employment sites/ allocations in

Buntingford, and that the need for employment floorspace will continue to grow and be aligned with future residential developments in order that the job density does not deteriorate further.

7.24 Importantly this will assist in providing choice and availability of floorspace to those local businesses who may be starting out, or those looking to expand as expressed by those businesses writing in support of the Planning Application.

8. SUMMARY AND CONCLUSIONS

8.1 This proof of evidence has examined the need for employment development within Buntingford and the wider East Hertfordshire District, having regard to national and local planning policy, market signals, and the latest available economic evidence. It is complemented by demand evidence prepared by Mr Tindall.

8.2 National policy, as set out in the NPPF (2026), is clear that substantial weight should be placed on supporting economic growth and responding positively to business needs and gives substantial weight to the economic benefits of development proposals.

8.3 The Council's own evidence (Buntingford Employment Study, 2025 CD 5.10) states that '*additional employment space is required in Buntingford to address a notable disparity between population and employment growth in [sic] Buntingford, suggesting a need for greater balance to support sustainable development*'; and '*the loss of employment land and lack of space capacity in the property market also support the need for additional employment space in Buntingford*'.[11]

8.4 Paragraph 6.1.6 of the Adopted East Herts Local Plan (CD 5.1) also specifically noted that '*As there has been some loss of employment in the town in recent years, it is important that the town should seek to maintain and improve on its current employment provision.*'

8.5 The Proposed Development will help achieve those aims and as such fully accords with Policy E2, 1a of the NPPF and therefore the economic benefits of the proposal should be afforded substantial weight.

8.6 Policy E2, 2 refers to development proposals addressing unmet need, and requires that consideration be given to (a) whether market signals indicate an undersupply, or (b) whether the specific locational requirements of the proposal are met by existing allocations in the development plan, including

[11] Paragraph 1.6.1 Buntingford Employment Study 2025 CD 5.10

but not limited to existing businesses planning to expand or improve their premises.

8.7 Evidence presented within the Council's own Buntingford Employment Study 2025 (CD 5.10) demonstrate market signals issues in Buntingford, most notably that there is no vacant employment floorspace identified in Buntingford[12], with no vacant floorspace coming to the market since 2015 Q1[13]. The effect of that has been to constrain new businesses from entering the local market, or for existing locally businesses to expand. Evidence presented by Mr TIndall provides further demand evidence in this respect.

8.8 The additional employment floorspace required to bridge the disparity between population and jobs within Buntingford, exceeds that capable of being provided through current permissions and allocations within Buntingford.

8.9 On this basis there is a proven unmet need for employment floorspace within Buntingford in accordance with Policy E2.2 of the NPPF.

8.10 Furthermore, the adopted East Herts District Plan is based on out-of-date evidence, and underestimates both employment growth and the scale of employment land required. Updated forecasts demonstrate that job growth will exceed planned levels of employment land, whilst recent evidence confirms a continued trajectory of job growth beyond the current plan period.

8.11 In parallel, there is compelling evidence of a substantial shortfall in employment land supply:

- Only a small proportion of allocated sites have been delivered;
- Several allocations are delayed, stalled, or uncertain;
- There has been a net loss of employment land since adoption of the plan.

8.12 When considered together, this results in an identified quantitative shortfall

[12] Paragraph 5.6.1 Buntingford Employment Study 2025
[13] Paragraph 5.3.3 Ibid

of approximately 21 hectares of employment land across the District, with additional qualitative deficiencies arising from a lack of choice, flexibility, and capacity within the market.

8.13 The property market evidence is particularly stark. Vacancy rates are well below equilibrium levels, with effectively no available floorspace in Buntingford. This reflects a persistent supply constraint within the market, rather than a lack of demand.

8.14 The need for intervention within Buntingford is even more acute. The town has experienced:

- A significant loss of employment floorspace;
- Chronic lack of available employment floorspace;
- Continued housing growth;
- A resulting imbalance between jobs and residents, evidenced by low job density and high out-commuting.

8.15 Even when accounting for permitted and allocated developments, Buntingford's job density remains well below that of comparable settlements.

8.16 The appeal proposal makes a substantial contribution toward addressing these issues by:

- Delivering approximately 467 jobs;
- Increasing job density to levels more aligned with comparable settlements;
- Providing much-needed modern employment space capable of supporting small and growing businesses;
- Assisting in reducing out-commuting and supporting a more sustainable pattern of development.

8.17 Importantly, the proposal should be viewed as complementary to, rather than a substitute for, other employment sites. The scale of identified need is such that multiple sites will be required both in the short and longer term.

8.18 In overall terms, the evidence demonstrates that there is:

- A clear and urgent need for additional employment land;
- A significant shortfall in supply;
- Strong alignment between the proposal and national policy objectives;
- Tangible economic benefits at both the local and district level.

8.19 Accordingly, I conclude that there is a proven unmet need within both Buntingford and East Herts in accordance with policy E2.2 of the NPPF, whilst the Proposed Development would deliver substantial economic benefits, which should be afforded substantial weight in the decision making process.

Planning Appeal in respect of Land South of A507, West of A10 Buntingford

Employment Need Proof of Evidence of Simon Macklen on behalf of the Appellant (Hallam Land Management Limited)

Application Reference: 3/24/1255/OUT
Planning Inspectorate Reference: 6009644

APPENDICES

Appendix SM1: Cambridge Econometrics Employment Forecast East Herts May 2026

CAMBRIDGE ECONOMETRICS

C261 - May 2026

Employment by sector (000s)

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050
East Hertfordshire employment (000s)																																									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050
Agriculture etc	0.6	0.8	0.7	0.8	0.8	0.7	0.5	0.6	0.8	0.4	0.8	0.6	0.5	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Mining & quarrying	0.1	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	5.7	6.4	5.8	6.0	5.8	5.2	5.6	5.1	5.0	4.6	4.8	4.7	4.2	4.4	4.8	4.7	4.8	4.8	4.8	4.7	4.7	4.7	4.6	4.6	4.6	4.5	4.5	4.5	4.4	4.4	4.4	4.4	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3
Electricity, gas & water	0.3	0.3	0.4	0.2	0.3	0.4	0.3	1.0	0.5	0.7	0.4	0.5	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Construction	6.4	4.6	5.7	6.2	6.8	6.3	6.2	9.4	6.8	8.9	6.6	7.1	6.4	6.6	6.8	6.9	7.1	7.2	7.3	7.4	7.5	7.6	7.7	7.9	8.0	8.1	8.2	8.3	8.4	8.5	8.5	8.6	8.7	8.8	8.9	8.9	9.0	9.1	9.2	9.3
Distribution	10.6	10.0	9.8	10.5	11.0	10.1	10.9	11.1	12.5	10.4	9.7	9.8	9.5	10.0	9.4	9.3	9.4	9.4	9.5	9.5	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.7	9.7	9.7
Transport & storage	1.8	1.6	1.8	1.8	1.8	2.4	6.7	10.9	5.0	4.1	1.8	1.8	2.1	2.0	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.8
Accommodation & food services	4.5	4.8	4.5	5.1	4.9	5.4	5.5	5.5	5.2	5.6	5.5	5.7	5.4	5.6	5.6	5.4	5.4	5.5	5.6	5.7	5.9	6.0	6.0	6.1	6.1	6.2	6.2	6.3	6.3	6.3	6.4	6.4	6.5	6.5	6.6	6.6	6.7	6.7	6.7	6.8
Information & communications	2.1	2.5	2.5	3.2	3.0	3.2	3.5	2.5	2.8	2.9	3.1	2.8	2.8	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Financial & business services	14.6	16.9	20.2	20.6	20.7	18.3	22.5	25.5	23.6	23.3	22.4	21.4	22.5	20.7	20.2	20.5	20.7	21.0	21.1	21.2	21.3	21.4	21.6	21.7	21.9	22.0	22.1	22.3	22.4	22.6	22.7	22.8	23.0	23.1	23.3	23.4	23.6	23.8	23.9	24.1
Government services	14.3	13.7	15.4	16.3	16.1	16.4	16.5	16.6	15.9	16.6	17.2	16.9	15.8	16.1	16.6	16.8	17.0	17.4	17.4	17.5	17.6	17.7	17.8	17.9	18.0	18.1	18.1	18.2	18.4	18.5	18.6	18.7	18.8	18.9	19.0	19.2	19.3	19.4	19.6	19.7
Other services	3.8	3.4	3.2	4.0	4.1	4.7	4.4	4.6	4.0	5.6	5.0	4.6	4.6	5.8	5.9	5.9	5.9	5.9	6.0	6.0	6.0	6.0	6.1	6.1	6.1	6.1	6.1	6.2	6.2	6.2	6.2	6.3	6.3	6.3	6.3	6.4	6.4	6.4	6.4	6.5
Total	65.0	65.0	69.9	74.9	75.4	73.1	82.8	92.8	82.1	83.3	77.4	75.9	74.2	74.5	74.3	74.7	75.4	76.4	77.0	77.5	78.0	78.4	78.8	79.2	79.6	80.0	80.3	80.7	81.1	81.5	81.8	82.2	82.6	83.0	83.4	83.9	84.3	84.7	85.2	85.7

Appendix SM2: List of Employment related Planning Applications Pending & Planning Permissions across East Herts since June 2023.

Application Reference	Applicant	Address	Description of Development	Decision Date	Decision	Use Class	Gross Floorspace (sq m)	Net Additional Floorspace (sq m)
3/24/1255/OUT	**Hallam Land Management**	**Land South Of A507, West Of A10 Buntingford**	**Outline planning application for development of employment land (flexible use B2, B8, E(c) and E(g)), informal open space, associated works and infrastructure including a new access from A507, with all matters reserved except for access.**	**2026-05-06**	**Refuse (subject of Appeal)**	**B2, B8, E(c) and E(g)),**	**27,420**	**27,420**
3/26/1298/FUL	Bone	Waterhall Farm Lower Hatfield Road Little Berkhamsted Hertfordshire	Demolition of 2no. existing commercial (B1/B2/B8) buildings. Construction of 1no. commercial building in the same use class		Pending Decision	B1, B2, B8	645	83
3/26/1198/FUL	Emma Harris	Land Adjacent To Unit 13 Woodside Peek Business Park Bishop's Stortford CM23 5RG	Construction of commercial unit for storage use (class B8)		Pending Decision	B8	130	130
3/25/1986/FUL		Buntingford Business Park, Baldock Road, Buntingford	Erection of 4 x industrial units (use classes E[g], B2 and B8) with associated parking and external works	14/08/2026	Granted	E(g). B2, B8	1,908	1,908
3/25/1609/FUL	Kinnerton Pension Scheme (Mr Clive Beecham)	Barn 3 Warren Park Heritage And Craft Centre Unclassified Road U42 North East From Stansted Hill To Great Hadham Road Green Tye Hertfordshire	Change of use of Barn 3 to mixed use classes E(g)(iii) (light industrial), B2 (general industrial) and B8 (storage and distribution). Installation of double roller-shutter door to front and internal alterations. Alterations to parking arrangements	2025-12-30	Granted	B2/B8	700	0
3/25/1949/FUL	Cityheart Ltd. (Mr A Sanderson)	Land At Old River Lane The Causeway East Hertfordshire	Full planning application for mixed-use development comprising up to 171 no. residential units (including 48 no. affordable units) (use class C3), community use (use class E / F2), retail and commercial (use class E) and Public Square (sui generis), the creation of new and improvements to existing streets, footpaths and cycle lanes, and associated works (including car and cycle parking, landscaping, drainage works)		Pending Decision	F2/E	2,596	-2,516
3/22/1315/OUT	Tarmac Trading Ltd And Birchall Gardens LLP	(EWEL1) Land Southeast Of Welwyn Garden City To The North Of The A414 And Straddling Birchall/Cole Green Lane Hertfordshire	Outline planning application with all Matters reserved except Access (apart from internal circulation) for the Proposed Development as shown on the Parameter Plan, Land Use Budget, Access Arrangements Plans and Mineral Extraction Plans, comprising: 2,650 new homes: sites for two primary schools and one secondary school, including associated sports facilities; two mixed use local centres, which could include land uses within the following Use Classes: C1 (hotels); C2 (residential institutions); C3 (dwellinghouses); E (commercial, business and services); F1 (learning and non-residential institutions); and F2 (local community); a gypsy/traveller site, accommodating 15 pitches; a network of green infrastructure complementing that in the site's environs and including extensive informal open space, as well as allotments/community orchards and play areas; vehicular access via the A414, B195 and Cole Green Lane, including the re-alignment of the B195; internal roads, footpaths, cycleways and bridleways; sustainable drainage and utilities infrastructure, including drainage basins, four water pumping stations and electricity sub-stations; prior extraction of circa 162,000 tonnes of sands and gravels from that part of the site to the north of public footpath Hertingfordbury 023 and to the west of Birchall Wood; and the management and control of the historic landfill in the central part of the site, including measures to ensure the safety of site users.		Pending Decision	B1	3,000	3,000
3/22/2406/FUL	Ptarmigan Ware Ltd And Redellis (Ware) Ltd	Land North And East Of Ware (WARE2) Ware Hertfordshire	Hybrid planning application, comprising: a) Outline approval for a residential-led mixed-use development for up to 1,800 new market and affordable homes, including self-build and custom build homes and around 3 hectares of new employment provision, mixed-use local neighbourhood centres, new retail, business, commercial and community uses, new and expanded primary schools, with early years facilities and new secondary school provision, new public open space and outdoor sports facilities, including all an weather 3G sports pitch, the provision of plots for Travelling showpeople, new ecological areas, allotments, woodlands and other public areas, new pedestrian, cycle and vehicular accesses and movement networks within the site, associated drainage and SuD's infrastructure, utilities, energy and waste facilities and enabling infrastructure works to the existing highway, other supporting works, facilities and infrastructure, together with associated temporary enabling works and structures. With all matters reserved for later approval, apart from works in connection with the associated primary and secondary access junctions at the A10/A1170/Moles Farm interchange and the access junction at the B1004 at Widbury Hill and at Fanhams Hall Road. b) Full planning approval for internal highways works relating to the construction of Stages 1a and 1b of the Sustainable Transport Corridor, linking the A10/A1170 to the B1004, via the new access junctions, as defined on the Movement and Access Parameter Plan and the Detailed Access Plans.		Pending Decision	E(g)(i))	24,000	24,000
3/25/0857/FUL	T Findlay & Sons Ltd (Mr T Richardson)	Halfway House Farm Stanstead Road Hunsdon Hertfordshire .	Demolition of grain plant/storage building and erection of new replacement building containing two Class B8 storage and distribution units with associated parking and access (part retrospective).	2025-08-21	Granted	B8	362	-902
3/24/2278/FUL	Oakley Coachbuilders (Mr Andrew Oakley)	Oakleys High Road High Cross Hertfordshire	Erection of 3 single storey extensions to workshop. Erection of 2 storey showroom/Office building.	2025-03-28	Granted	B2	3,623	383
3/24/2256/OUT		Plot 6 Watermill Industrial Estate Aspenden Road Buntingford Hertfordshire SG9 9JS	Outline planning with all matters reserved except for access for the demolition of scaffolding structure and erection of 6 industrial units incorporating solar panels and air source heat pumps with alterations to parking.	2025-02-18	Granted	B2/B8	1,901	1,901

3/24/2234/FUL	A10 Timber (Mr. A. Hemming)	A10 Timber Barwick Ford Barwick High Cross Hertfordshire	Removal of existing structures and erection of new commercial storage building together with associated car parking and cycle spaces.	2025-01-31	Granted	B8	647	647
3/23/1386/FUL	Mr And Mrs Ali	A120 Veterinary Hospital Standon Road Little Hadham Ware Hertfordshire .	Change of use of agricultural barn to use class B8 (storage & distribution), together with infilling of openings with vertical cladding, installation of new doors and rooflights and extended hardstanding area.	2023-09-13	Granted	B8	343	0
3/23/1641/FUL	TJW Rural Enterprises Ltd (Mr T. Waygood)	Church Farm Moor Green Road Ardeley Stevenage Hertfordshire	The demolition of existing buildings and erection of: Barn 1 - office accommodation, and 6 units of overnight accommodation (with 14 beds in total) for staff, volunteers and students working on the farm site (class E(g); Barn 2 - 12 self-contained holiday lodges, outbuilding for shower and laundry facilities (class C3 but occupation restricted to short stays only); Barn 3 - 3 retail/workshops (class E(a) / E(g)); Barn 4 - learning and meeting/events space with kitchen and two offices at first floor (Class F.1(a) / F.2(b) and Class E(g)); erection of 6 dwellings (class C3); widening of access and footpath and associated car parking provision	2024-12-06	Granted	Various	2,956	-546
3/23/0839/FUL	T Findlay & Sons Ltd (Mr S Findlay)	Halfway House Farm Stanstead Road Hunsdon Hertfordshire .	Demolition of grain plant/storage building and 4 silos/hoppers. Erection of new replacement building containing 4 business within Use Class E (g) units with associated parking and servicing, change of use of 2 grain buildings (A and B) to class B8 storage and distribution with revised parking/vehicle access arrangements, including the servicing of Newgate House	2024-02-22	Granted	B8	900	-2
3/23/1447/OUT		Land East Of The A10 Buntingford Hertfordshire	Outline planning application (with all matters reserved except for access) for up to 350 dwellings, up to 4,400 sqm of commercial and services floorspace (Use Class E and B8), and up to 500 sqm of retail floorspace (Use Classes E) and other associated works including drainage, access into the site from the A10 and Luynes Rise (but not access within the site), allotments, public open space and landscaping	2024-02-15	Granted	E/B8 (up to)	4,400	4,400
3/21/1756/FUL		Gates Of Stortford 295-297 Stansted Road	Demolition of all existing buildings. Erection of a Class E retail foodstore, with associated car parking, reconfigured site access, servicing, landscaping, swale, and installation of plant equipment.	2023-12-08	Granted	Retail	2,277	-499
3/22/2200/FUL	EFV Caxton Hill S.à R.l, C/o Caxton Capital Partners	Land And Buildings At Hertford Industrial Estate Caxton Hill Hertford Hertfordshire .	Redevelopment of the Site to provide industrial units (Use Classes E(g)iii and/or B2 and/or B8) and associated works including vehicle parking, ancillary structures and landscaping.	2023-09-29	Granted	E(g)(iii)B2B8	14,948	2,297