

## Appendix A Table 14 Employment Allocations Howberry Park

The following employment options have been subject to a Sustainability Appraisal

At least 2.5 hectares of employment land will be delivered at Crowmarsh Gifford at the following sites located within Howberry Park:

1. Howberry Park North
2. Howberry Park Centre

✓✓	✓	x x	x	0	?
<b>Major positive</b>	<b>Minor positive</b>	<b>Major negative</b>	<b>Minor negative</b>	<b>Neutral effect</b>	<b>Uncertain effect</b>

	Howberry Park North	Howberry Park Centre
1 To help to provide existing and future residents with the opportunity to live in a decent home and in a decent environment supported by appropriate levels of infrastructure	<b>0</b> No Direct Impact	<b>0</b> No Direct Impact
2 To help to create safe places for people to use and for businesses to operate, to reduce anti-social behaviour and reduce crime and the fear of crime.	✓ New development could provide the opportunity to design a safe environment which could reduce and prevent antisocial behaviour, resulting in potential <b>positive effects.</b> <b>Mitigation/enhancement</b> <b>Positive effects could also be enhanced.</b> Ensure good quality urban design is implemented and access to services, locally.	✓ New development could provide the opportunity to design a safe environment which could reduce and prevent antisocial behaviour, resulting in potential <b>positive effects.</b> <b>Mitigation:</b> <b>Positive effects could also be enhanced</b> Ensure good quality urban design is implemented and access to services, locally.
3 To improve accessibility for everyone to health, education, recreation, cultural, and community facilities and services.	✓ Howberry Park North is located 2 miles from Wallingford, 1 mile from Crowmarsh Gifford and 3.5 miles from Benson. The site is within the collection of large employment sites along Benson Lane, which is an extension of the built up area.	✓ Howberry Park Centre is located 2 miles from Wallingford, 1 mile from Crowmarsh Gifford and 3.5 miles from Benson. The site is within the collection of large employment sites along Benson Lane, which is an extension of the built up area.

	Howberry Park North	Howberry Park Centre
	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and facilities for the local resident's; access to local employment will reduce out-commuting and can also increase access to facilities. Public realm is stated to be good ELR (2015)</p> <p>Community facilities could be provided through CiL requirements and the IDP were appropriate.</p> <p><b>Mitigation:</b>  <b>The positive effects could also be enhanced.</b>            Ensure improvements to service provision.  <b>Likelihood:</b>            Medium  <b>Scale:</b>            District  <b>Temp or perm:</b>            Perm  <b>Timing:</b>            Short to long term  <b>Significance of effect:</b>            Medium Significant.</p>	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and facilities for the local resident's; access to local employment will reduce out-commuting and can also increase access to facilities. Public realm is stated to be good ELR (2015)</p> <p>Community facilities could be provided through CiL requirements and the IDP were appropriate.</p> <p><b>Mitigation:</b>  <b>The positive effects could also be enhanced.</b>            Ensure improvements to service provision.  <b>Likelihood:</b>            Medium  <b>Scale:</b>            District  <b>Temp or perm:</b>            Perm  <b>Timing:</b>            Short to long term  <b>Significance of effect:</b>            Medium Significant.</p>
4 To maintain and improve people's health, well-being, and community cohesion and support voluntary, community, and faith groups.	<div style="display: flex; justify-content: space-around;"> <span style="background-color: green; color: white; padding: 2px;">✓</span> <span style="background-color: orange; color: white; padding: 2px;">x</span> </div>	<div style="display: flex; justify-content: space-around;"> <span style="background-color: green; color: white; padding: 2px;">✓</span> <span style="background-color: orange; color: white; padding: 2px;">x</span> </div>
	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and facilities for the local resident's; access to local employment will reduce out-commuting and can also increase access to facilities. Public realm is stated to be good ELR (2015)</p> <p>Community facilities could be provided through CiL requirements and the IDP were appropriate.</p>	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and facilities for the local resident's; access to local employment will reduce out-commuting and can also increase access to facilities. Public realm is stated to be good ELR (2015)</p> <p>Community facilities could be provided through CiL requirements and the IDP were appropriate.</p>

	Howberry Park North	Howberry Park Centre
	<p>The site lies within an airfield safeguarding zone. Aircraft noise in the area can be significant, this can have <b>negative effects</b> on people's health and well-being without mitigation.</p> <p>There are no known areas of possible contamination. Site within 800m of an AQMA.</p> <p><b>Mitigation/enhancement</b> Consider how noise implications could be prevented. Consider impacts on transport and use the ETI results to inform decisions.</p> <p><b>Likelihood:</b> Medium</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Medium Significant.</p>	<p>The site lies within an airfield safeguarding zone. Aircraft noise in the area can be significant, this can have <b>negative effects</b> on people's health and well-being without mitigation.</p> <p>There are no known areas of possible contamination. Site within 800m of an AQMA.</p> <p><b>Mitigation:</b> <b>Mitigation/enhancement</b> Consider how noise implications could be prevented. Consider impacts on transport and use the ETI results to inform decisions</p> <p><b>Likelihood:</b> Medium</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Medium Significant.</p>
5 To reduce harm to the environment by seeking to minimise pollution of all kinds especially water, air, soil and noise pollution.	<b>x</b>	<b>x</b>
	<p>The site is within the collection of large employment sites along Benson Lane, which is an extension of the built up area.</p> <p>There are no known areas of possible contamination.</p> <p>Site within 800m of an AQMA, personal vehicle use and HGV movement may increase resulting in a <b>negative effects</b> towards air quality.</p> <p><b>Mitigation</b> Ensure travel plans are produced. Continue to monitor air quality. Ensure the ETI results inform the decision making process.</p>	<p>The site is within the collection of large employment sites along Benson Lane, which is an extension of the built up area.</p> <p>There are no known areas of possible contamination.</p> <p>Site within 800m of an AQMA, personal vehicle use and HGV movement may increase resulting in a <b>negative effects</b> towards air quality.</p> <p><b>Mitigation</b> Ensure travel plans are produced. Continue to monitor air quality. Ensure the ETI results inform the decision making process.</p>

	Howberry Park North	Howberry Park Centre
6 To improve travel choice and accessibility, reduce the need to travel by car and shorten the length and duration of journeys.	<p style="text-align: center;">✓</p> <p>Howberry Park North is located 2 miles from Wallingford, 1 mile from Crowmarsh Gifford and 3.5 miles from Benson. The site is within the collection of large employment sites along Benson Lane and is within walking distance to bus stops.</p> <p>The industrial estate is generally well functioning; housing a variety of business activities and access to the site to the strategic road network, waterways/wharfs and railheads is indirect, therefore <b>negative effects</b> are identified in terms of accessibility for employment uses, from the wider area</p> <p>Personal vehicle use and HGV movement may increase resulting in a <b>negative effects</b></p> <p>There are good sustainable travel connections to Oxford and Reading along the A4074, buses run every 40 minutes to Reading, every 30 minutes to Oxford, Wallingford every 30 minutes, every 60 minutes to Cholsey train station, with direct trains to Reading, London and Oxford.</p> <p>The high frequency bus service between Oxford and Reading runs through Crowmarsh Gifford, providing opportunities for sustainable travel. Therefore <b>positive effects</b> are identified.</p> <p>There are 3 buses an hour to Benson.</p> <p>There is no train station; nearest train station is Cholsey approx. 3.5 miles. Therefore <b>negative effects</b> have been identified.</p>	<p style="text-align: center;">x</p> <p>Howberry Park Centre is located 2 miles from Wallingford, 1 mile from Crowmarsh Gifford and 3.5 miles from Benson. The site is within the collection of large employment sites along Benson Lane and is within walking distance to bus stops.</p> <p>The industrial estate is generally well functioning; housing a variety of business activities and access to the site to the strategic road network, waterways/wharfs and railheads is indirect, therefore <b>negative effects</b> are identified in terms of accessibility for employment uses, from the wider area</p> <p>Personal vehicle use and HGV movement may increase resulting in a <b>negative effects</b></p> <p>There are good sustainable travel connections to Oxford and Reading along the A4074, buses run every 40 minutes to Reading, every 30 minutes to Oxford, Wallingford every 30 minutes, every 60 minutes to Cholsey train station, with direct trains to Reading, London and Oxford.</p> <p>The high frequency bus service between Oxford and Reading runs through Crowmarsh Gifford, providing opportunities for sustainable travel. Therefore <b>positive effects</b> are identified.</p> <p>There are 3 buses an hour to Benson.</p> <p>There is no train station; nearest train station is Cholsey approx. 3.5 miles. Therefore <b>negative effects</b> have been identified.</p>

	Howberry Park North	Howberry Park Centre
	<p><b>Mitigation:</b> The negative effects identified above could be improved by the addition of mitigation, positive effects could also be enhanced.</p> <p>Ensure the ETI results inform the decision making process.</p> <p>Ensure good urban design principles are implemented to create good access to the site.</p> <p>Ensure travel plans are produced.</p> <p>Work with infrastructure providers to identify where an increase in sustainable modes of transport is required.</p> <p>This should include, cycle ways, linking to green infrastructure.</p> <p><b>Cumulative effects</b> Without mitigation congestion and the associated impacts will increase, this will have a detrimental impact over a wider area.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> Regional</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Significant.</p>	<p><b>Mitigation:</b> The negative effects identified above could be improved by the addition of mitigation, positive effects could also be enhanced.</p> <p>Ensure the ETI results inform the decision making process.</p> <p>Ensure good urban design principles are implemented to create good access to the site.</p> <p>Ensure travel plans are produced.</p> <p>Work with infrastructure providers to identify where an increase in sustainable modes of transport is required.</p> <p>This should include, cycle ways, linking to green infrastructure.</p> <p><b>Cumulative effects</b> Without mitigation congestion and the associated impacts will increase, this will have a detrimental impact over a wider area.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> Regional</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Significant.</p>
7 To conserve and enhance biodiversity	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;"><b>x</b></p> <p>There are no known ecological constraints, site is previously developed, the site is surrounded by a number of tree preservation orders, and without</p>	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;"><b>x</b></p> <p>There are no known ecological constraints, site is previously developed, the site is surrounded by a number of tree preservation orders, and without</p>

	Howberry Park North	Howberry Park Centre
	<p>mitigation negative effects could occur through the construction phase.</p> <p><b>The negative effects identified above could be improved by the addition of mitigation,</b> Ensure protection the TPOs' during the construction phase.</p>	<p>mitigation negative effects could occur through the construction phase.</p> <p><b>The negative effects identified above could be improved by the addition of mitigation,</b> Ensure protection the TPOs' during the construction phase.</p>
8 To improve efficiency in land use and to conserve and enhance the district's open spaces and countryside in particular, those areas designated for their landscape importance, minerals, biodiversity and soil quality.	✓	✓
	<p>The site is not in the greenbelt and is not in an AONB.</p> <p>The site is brownfield land, there are no known landscape designations for this site. Use of brownfield land will result in efficient use of land, therefore <b>positive effects</b> are identified.</p> <p>There are no known areas of possible contamination or ground stability issues.</p> <p>The site is not within a mineral consultation zone.</p>	<p>The site is not in the greenbelt and is not in an AONB.</p> <p>The site is brownfield land, there are no known landscape designations for this site. Use of brownfield land will result in efficient use of land, therefore <b>positive effects</b> are identified.</p> <p>There are no known areas of possible contamination or ground stability issues.</p> <p>The site is not within a mineral consultation zone.</p>
9 To conserve and enhance the district's historic environment including archaeological resources and to ensure that new development is of a high quality design and reinforces local distinctiveness.	0	0
	<p>There are four listed buildings within Howberry Park to the east of the site. No further historic or archaeological constraints have been identified.</p> <p>The Council will ensure that all new development complies with the South Oxfordshire Design Guide. Which will require high quality design and materials, sensitive building heights and would consider the impact on the historic environment, therefore no direct impact has been identified.</p> <p><b>Mitigation:</b></p> <p>Ensure no impact on the listed buildings.</p>	<p>There are four listed buildings within Howberry Park to the east of the site. No further historic or archaeological constraints have been identified.</p> <p>The Council will ensure that all new development complies with the South Oxfordshire Design Guide. Which will require high quality design and materials, sensitive building heights and would consider the impact on the historic environment, therefore no direct impact has been identified.</p> <p><b>Mitigation:</b></p> <p>Ensure no impact on the listed buildings.</p>

	Howberry Park North	Howberry Park Centre
	<p><b>Cumulative effects</b> None identified.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Significant.</p>	<p><b>Cumulative effects</b> None identified.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Significant.</p>
10 To seek to address the causes and effects of climate change by: a) securing sustainable building practices which conserve energy, water resources and materials; b) protecting, enhancing and improving our water supply where possible c) maximizing the proportion of energy generated from renewable sources; and d) ensuring that the design and location of new development is resilient to the effects of climate change.	✓	✓
	<p>Employment allocations offers the opportunity to implement sustainable design principles, resulting in potential <b>positive effects</b>.</p> <p>South Oxfordshire is in an area of water stress. Intensification may put pressure on resource use including: energy, water capacity and sewage capacity, it is assumed that sustainable design principles will be implemented.</p> <p><b>Mitigation/enhancement:</b> <b>The positive effects could also be enhanced.</b></p> <p>Include SUDS in all designs.</p> <p>Promote sustainable building practices which conserve energy, water resources and materials.</p> <p>Continue to work with Thames water to ensure water and sewage capacity is maintained.</p> <p><b>Cumulative effects</b></p>	<p>Employment allocations offers the opportunity to implement sustainable design principles, resulting in potential <b>positive effects</b>.</p> <p>South Oxfordshire is in an area of water stress. Intensification may put pressure on resource use including: energy, water capacity and sewage capacity, it is assumed that sustainable design principles will be implemented.</p> <p><b>Mitigation/enhancement:</b> <b>The positive effects could also be enhanced.</b></p> <p>Include SUDS in all designs.</p> <p>Promote sustainable building practices which conserve energy, water resources and materials.</p> <p>Continue to work with Thames water to ensure water and sewage capacity is maintained.</p> <p><b>Cumulative effects</b></p>

	Howberry Park North	Howberry Park Centre
	<p>Lack of appropriate sewage capacity will result in pollution.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Medium Significant</p>	<p>Lack of appropriate sewage capacity will result in pollution.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> Medium Significant</p>
11 To reduce the risk of, and damage from, flooding.	<p style="text-align: center;"><b>x</b></p> <p>The River Thames borders the western edge of the site. The western boundary is within flood zones 2 &amp; 3. Further development here may result in <b>negative effects</b> without mitigation.</p> <p>Employment allocations offers the opportunity to implement sustainable design principles, resulting in potential <b>positive effects</b>.</p> <p><b>Mitigation:</b> Consultation with the E.A should be undertaken.</p> <p>Encourage green infrastructure and biodiversity enhancement schemes; these are beneficial to flood prevention and resilience to climate change.</p> <p>Include SUDS in all designs.</p> <p><b>Cumulative effects</b> Development will not be sustainable in the long term if the development is not resilient to flood risk and climate change.</p>	<p style="text-align: center;"><b>0</b></p> <p>The site is not within a flood zone, a small area north of the site is within flood zones 2 &amp; 3, and any future development here should consider implementing climate change adaptation into the design.</p>

	Howberry Park North	Howberry Park Centre
	<b>Likelihood:</b> High <b>Scale:</b> Local <b>Temp or perm:</b> Perm <b>Timing:</b> Short to long term <b>Significance of effect:</b> Significant	
12 To seek to minimise waste generation and encourage the reuse of waste through recycling, compost, or energy recovery.	0 No direct impact	0 No direct impact
13 To assist in the development of: a) high and stable levels of employment and facilitating inward investment; b) a strong, innovative and knowledge-based economy that deliver high-value-added, sustainable, low-impact activities; c) small firms, particularly those that maintain and enhance the rural economy; and d) thriving economies in market towns and villages	✓✓	✓✓
	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and supporting and enhancing the rural economy.</p> <p><b>Mitigation/enhancement:</b> <b>The positive effects could also be enhanced.</b></p> <p>Monitoring: The Council should monitor changes of employment land through planning permissions to ensure that sufficient land is available for economic growth over the planned period.</p> <p>Encourage good maintenance of existing employment land to prevent degradation and loss of existing sites.</p> <p>Work with service providers to ensure a fast and reliable access to the internet and mobile phone communications is provided through-out the district.</p> <p><b>Cumulative effects</b></p>	<p>Further employment allocated within this area will support further housing allocated in the Local Plan resulting in <b>positive effects</b> in terms of improving access to employment and supporting and enhancing the rural economy.</p> <p><b>Mitigation/enhancement:</b> <b>The positive effects could also be enhanced.</b></p> <p>Monitoring: The Council should monitor changes of employment land through planning permissions to ensure that sufficient land is available for economic growth over the planned period.</p> <p>Encourage good maintenance of existing employment land to prevent degradation and loss of existing sites.</p> <p>Work with service providers to ensure a fast and reliable access to the internet and mobile phone communications is provided through-out the district.</p> <p><b>Cumulative effects</b></p>

	Howberry Park North	Howberry Park Centre
	<p>Long term positive effects in terms of providing employment if mitigation is applied.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> High Significant</p>	<p>Long term positive effects in terms of providing employment if mitigation is applied.</p> <p><b>Likelihood:</b> High</p> <p><b>Scale:</b> District</p> <p><b>Temp or perm:</b> Perm</p> <p><b>Timing:</b> Short to long term</p> <p><b>Significance of effect:</b> High Significant</p>
14 To support the development of Science Vale as an internationally recognised innovation and enterprise zone by: a) attracting new high value businesses; b) supporting innovation and enterprise; c) delivering new jobs; d) supporting and accelerating the delivery of new homes; and e) developing and improving infrastructure across the Science Vale area.	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>
15 To assist in the development of a skilled workforce to support the long term competitiveness of the district by raising education achievement levels and encouraging the development of the skills needed for everyone to find and remain in work.	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>
16 To encourage the development of a buoyant, sustainable tourism sector.	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>	<p style="text-align: center;"><b>0</b></p> <p style="text-align: center;">No Direct Impact</p>
	✓✓	✓✓

	Howberry Park North	Howberry Park Centre
17 Support community involvement in decisions affecting them and enable communities to provide local services and solutions.	<p>The Council has involved the community in the decision making process.</p> <p><b>Mitigation:</b> Continue to work with the local community and other stakeholders.</p>	<p>The Council has involved the community in the decision making process.</p> <p><b>Mitigation:</b> Continue to work with the local community and other stakeholders.</p>