

Notes from the North of Horsham development Parish Liaison Meeting

held on Wednesday 23rd May 2018 at 10am

at Roffey Millennium Hall Crawley Road, Horsham.

Planning application:- DC/16/1677 – Development on land north of Horsham

Purpose of the meeting:- to be updated on and to discuss the development north of Horsham as outlined in Planning Application DC/16/1677 (subject to agreement of s106 and conditions). The application includes housing (up to 2,750 dwellings), a business park (up to 46,450 m²), retail, community centre, leisure facilities, education facilities, public open space, landscaping and related infrastructure and has reserved matters except for access.

In attendance

Ronald Bates- Horsham Society

Faushui Bayo – Action in Rural Sussex (AIRS)

Cllr Alan Britten – North Horsham Parish Council

Rosemary Couchman – Development Co-ordinator, Horsham Churches Together

Vanessa Cummins – West Sussex County Council (WSCC) Schools Planning Officer

Rosemary French O.B.E. – Gatwick Diamond Initiative

Cllr Joy Gough – North Horsham Parish Council

Jason Hawkes – Horsham District Council (HDC) Principal Planning Officer

Laurie Holt – resident

Kate Laverty – Programme Director, Crawley, Horsham and Mid Sussex Clinical Commissioning Group

Derek Lloyd – Liberty Property Trust (Arrived at 11.15am and extended apologies).

Graham Maunders – Community and Housing Team, Action in Rural Sussex (AIRS)

Elizabeth Roche – Liberty Property Trust (Arrived at 11.15am and extended apologies).

Adrian Smith – HDC Major Applications Team Leader.

Mike Smith – volunteer Tree Warden for North Horsham Parish Council

Cllr Ray Turner – North Horsham Parish Council

Cllr Ian Wassell – North Horsham Parish Council

Lin Whiting – volunteer Tree Warden for North Horsham Parish Council

Pauline Whitehead – Clerk to North Horsham Parish Council and note taker.

Chairman - Cllr Alan Britten chaired the meeting.

1. Welcome and apologies.

The Chairman welcomes all in attendance.

Apologies were received from:-

Reverend Richard Coldicott – Vicar, St Mark's Church, Holbrook

Cllr David Searle – North Horsham Parish Council

Father Russell Stagg – Parish Priest and Vicar of Colgate and Roffey.

Retrospective apologies were received from members of Horsham Cycle Forum who gave an update by e-mail 23 May 2018 12.23 which will be circulated to the group.

2. Notes from previous meeting

The notes from the meeting held on 28th February were circulated. L Holt raised a question regarding the space available for the additional road infrastructure on the south side of the roundabout that intersects Rusper Road and the A264, especially in respect the Motte and Bailey castle site. This was taken off line with HDC.

3. Chairman's Update

Following the last meeting of the North of Horsham Parish Liaison Meeting, the recommendations from the meeting were put before the Planning, Environment and Transport Committee (22nd March) 2018.

It was agreed to invite Action in Rural Sussex, the Clinical Commissioning Group, West Sussex County Council (WSCC) Highways, WSCC Education, Coast to Coast Local Enterprise, Gatwick Diamond Initiative, local MP Jeremy Quinn and the Parish Council Tree Wardens to the next meeting.

Invitations were sent to all mentioned and many have agreed to come and present to the meeting today.

Action in Rural Sussex are keen to work with the Parish Council, especially on community cohesion and Community Land Trusts, but their funding is of concern.

WSCC Highways responded to an invitation to attend (e-mail 12th April 2018) as follows:-

As you've noted in your email, the application for North Horsham is now permitted. All aspects of vehicular access into the development form part of this approval. This includes details of the new A264/Langhurstwood Road Roundabout, changes to the A264/Rusper Road Roundabout, a new left in/left out access onto the A264. There are other permitted accesses onto Langhurstwood Road, Rusper Road, Old Holbrook, and Wimland Road.

In order to undertake these works, there is a sequence of steps the developer would have to go through. This being, the submission of the detailed design to WSCC, obtaining technical approval for the design, the completion of a legal agreement to enable the works in the highway, and the booking of road space to complete the works. The completion of all of these steps would take several months. The developer would also require additional planning permission for the detailed on-site layout as well as to submit information to fulfil conditions on the outline consent. This will take further time.

At present, the developer has not yet commenced any steps in the above process. It's therefore far too early to advise on how the North Horsham works will be co-ordinated with other improvement schemes planned in the local area. It's also too early to say if these schemes will be allowed to be completed alongside each other.

Whilst WSCC Highways would be happy in principle to attend future meetings to advise on the progression of works, it is considered that there are far too many unknowns to make attendance in May worthwhile. Should questions arise from the May meeting, WSCC would of course be willing to answer these as best they can in writing. Please also continue to advise WSCC of future meeting agendas as the situation with the developer works may change.

There are two other matter included in the minutes of the 28th February meeting that I would also wish to comment on. Reference is made to the potential Free School on the development. Whilst I'm aware of these plans, no detailed discussions have been held with WSCC in their role as Local Highway Authority to determine how this may actually work in terms of access.

The other matter that I would provide a correction on is the bus service provision. In these respects, the developer is required to procure a service into the development. This may be via the extension of an existing service in agreement with a bus operator or the creation of a new service. The exact specification for the required service is included in the s106 agreement. No financial contributions are being made to WSCC to subsidise the cost of any new or extended bus service.

The Parish Council is awaiting a response from Coast to Coast Local Enterprise.

Jeremy Quinn MP responded to indicate that as the House of Commons sits on Wednesday mornings, he is unable to attend, however, he would like to be kept informed of progress.

Letters were sent to:-

- HDC stressing the need for public transport routes from an early stage in the development and to reiterate the need for the full rate of 35% affordable housing to meet the needs of those seeking a place to live and to request more details of their view on the proposed business park. **
- WSCC, HDC and Liberty Property Trust in support of a Local Cycle and Walking Infrastructure Plan for Horsham and with a formal request

to initiate “the missing link” in the cycle route from Horsham to Crawley. *

- WSCC, HDC and Liberty Property Trust to reiterate the need to protect the Riverside Walk. **

*Local Cycle and Walking Infrastructure Plan and A264 Cycle route “Missing link”,

WSCC explained that :-

‘Liberty Property Trust will be obliged to provide a means for pedestrians and cyclists to cross the A264 as part of phase 1 of the development. This will provide a route for cyclists to follow between Horsham and Crawley on less well used roads parallel to the A264. The “missing link” – underpass will follow in a later development phase.

Keeping the route of the Riverside Walk as rural as possible will be considered through “reserved matters”.

WSCC, HDC and local user groups are already working on a local cycle and walking infrastructure plan.

A cycle route along the A264 is not needed to make the development acceptable in planning terms. Work will be undertaken on a Strategic Transport Investment Programme starting summer 2018 and this could be a possible consideration for investment. Local stakeholders and the Parish Council will be engaged in the process.’

**Public Transport Routes, Affordable Housing, Business Park, Missing Link and Riverside Walk.

HDC responded .

Public Transport Routes

‘The Section 106 agreement requires the provision of one bus service and an additional service, if demand dictates, with the bus services to be partly funded by Liberty Property Trust. The first bus service is to be procured and partly funded by Liberty Property Trust from the occupation of the 100th unit. A review will take place after the occupation of the 840th dwelling. If there is a need and it is commercially viable, Liberty Property Trust will procure a second bus service, to be partly funded by them. If not there will be an annual review until the occupation of the final unit.

The first bus service will run between the development and Horsham Town Centre via North Heath Lane, Horsham Hospital and Horsham Railway Station. There will be one bus an hour Monday to Saturday. The service will start at 6am Monday to Friday, 7.30am on Saturdays and end at 7.30 Monday to Friday and 6.30pm on Saturdays.

There is provision for a rail link subject to permission from Network Rail for a new station, but this is not guaranteed at this stage.’

Affordable Housing

'The Legal Agreement secures 21.6% affordable housing with an additional 8.3% for housing for local need.

Affordable Housing

Affordable rented units – 12.73% (350 units)

Shared ownership units – 5.27% (145 units)

Discount market units – 3.64% (100 units)

Housing for Local Need

Build to rent units – 7.27% (200 units)

Custom of self build units – 1.09% (30 units)

The scheme would provide a maximum of 595 affordable housing units with 230 housing units for local need.

The proposal doesn't meet the 35% affordable housing targeted in Policy 16 of the HDPF(2015). However, the Policy indicates that the viability of a scheme should be taken into account when assessing affordable housing provision. The development included a viability statement which was assessed separately by an independent assessor and it was considered that the level of affordable housing coupled with housing for local need was acceptable. This will be reviewed every 5 years. The S106 secures the submission of a Viability Review to be submitted for the approval of the Local Planning Authority. The first review is between November 2020 and May 2021. Additional affordable housing may be provided depending on the results of the assessment.

HDC note the concerns of the Parish regarding the level of affordable housing. The point was debated at length at Planning Meetings before the decision to accept the level was made.'

Business Park

'In Phase 2 of the development

- 46,450sqm of Class B1 uses – offices, research and light industry.
- Range of unit sizes to cater for start-ups to larger commercial premises.
- S106 requires the submission of a marketing strategy prior to commencement of the work, with an update every 6 months following the first occupation of the first employment unit.

"Missing Link"

The provision for this link is within the allocation policy wording of the HDPF and is also indicated in the submitted Movement and Access Parameter plan. There will be updates on this.'

Riverside Walk

'Retention of existing public rights of way on development plus improvements to surfacing, drainage and lighting to be submitted to and approved in writing by the LPA.'

The Parish Council would like to work with the developer on the proposed community buildings and would like to explore how Community Land Trusts work as a method of playing a closer role in supporting affordable housing.

Appreciation to Liberty Property Trust for sharing their response to Planning Application WSCC/015/18/NH for the Recycling, Recovery and Renewable Energy Facility at the former Wealden Brickworks, Langhurstwood Road.

4. General Updates from Liberty Property Trust (LPT) and Horsham District Council (HDC)

Update from Liberty Property Trust submitted prior to the meeting. A further update was given in person later in the meeting and documented later in the notes. [The Section 106 Agreement is on the Horsham District Council website and contains most of the information that has been raised by the Parish Council previously.](#)

1. Design, phasing, sequence and co-ordination – The Planning Conditions and S106 Agreement set out the obligations under the consent and the Phasing Plan forms part of the s106. The broad sequence of works is set out in the s106, essentially this allows us to commence Phase 1 and have flexibility in the sequence of sub phases; we can move to Phase 2 after 650 occupations on Phase 1 and have to follow the sub-phase sequence, then can move to Phase 3 once we have completed 75% of the housing in Phase 1 and 2 combined.
2. We have not commenced any detailed design work for the residential units.
3. Buses – we have had preliminary discussions with Metrobus but have not finalised anything yet. We are obliged to procure a service into the site as set out in the s106.
4. No work has been undertaken on the Community Buildings as these are a long way off and not on the critical path.
5. Affordable housing is fully set out in detail in the s106 as well as the details of the review mechanism.
6. Open space, allotments and cemetery – all these items are set out in detail in the s106.

The commentary provided by WSCC in relation to the highways works is accurate and current. There is a huge amount of work to be undertaken to firstly inform the detailed design i.e. ground investigation, topographical surveys, utility enquiries etc. before the designs can be submitted to WSCC. Then the s278 needs to be agreed before road slots can be booked. This will in part dictate the commencement of other elements of the scheme as Planning Conditions relate to the completion of the highways works and limit occupations.

Along with the highways works, we are progressing utility enquiries and preparing to undertake survey work to inform ecology, landscape, surface water strategies etc.

Update from HDC- a summary is attached. The period when a judicial review could have been called has expired with no representations, therefore, the decision stands. Liberty Property Trust is starting work on the pre-commencement conditions which are quite extensive. The delivery of the school will be done under reserved matters and whilst the percentages for affordable housing have been agreed it is too early to have discussions with house builders. There is still an opportunity for a Community Land Trust as long as it is compatible with the conditions in the S106.

It looks likely that work on the road improvements at the Rusper Road roundabout intersection with the A264, including utilities will be starting in Spring 2019. All stakeholders will work together to try to manage the work as effectively as possible.

5. Gatwick Diamond Initiative

Executive Director of the Gatwick Diamond Initiative, Rosemary French O.B.E. gave a presentation copy attached.

6. Action in Rural Sussex

Graham Maunders from the Community and Housing Team, Action in Rural Sussex (AIRS) explained briefly the role that AIRS could take and that they were already working with some communities on Neighbourhood Plans, Community Land Trusts and community development and engagement. AIRS can help communities to find solutions to priority issues and help old and new communities to integrate by encouraging and developing social infrastructure.

Rosemary Couchman explained that the churches already extend into the area that will be developed and the existing residents in the area north of the A264 have formed a Committee to explore what is needed and ways of working towards an integrated community.

Faushui Bayo from AIRS encouraged involvement with community buildings from an early stage so that residents built up an identity with the community spaces and felt involved.

7. Clinical Commissioning Group

The Crawley, Horsham and Mid Sussex CCG were working with existing GPs in North Horsham, Broadbridge Heath and Kilnwood Vale to provide health facilities which will cover the new development including areas around Kilnwood Vale and Broadbridge Heath. One practice is very keen to be based on the new development.

There is provision within the Section 106 for a doctor's surgery which has to be provided by the time 650 units have been built. The preference is for a building of between 1500m² and 2,000m² on the site identified in the plans, although another option is to contribute to improve the surgeries within the area or alternatively there could be a 'super surgery' on the business park. The group was reassured that attracting doctors to the area was not a difficulty.

It was recommended that the Parish Council should consider their view on which option was their preference.

At this point in the meeting Cllr Ian Wassell and Lin Whiting left and Derek Lloyd and Elizabeth Roache arrived.(11.15am)

8. West Sussex County Council Education

Vanessa Cummins, West Sussex County Council (WSCC) Schools Planning Officer explained that this development would include two primary schools, a secondary school with 240 spaces to cover wider district needs, a contribution to expand Collyers and a Special Educational Needs school on site. Bohunt Education Trust has been appointed as a sponsor for the secondary and one primary school on the Eastern Campus. The land will be transferred from the developer to WSCC and then transferred to the Department for Education. WSCC is working with HDC and the local MP to make sure that there are sufficient places available within the secondary school. The aim is to provide places from nursery to sixth form level. It is hoped that the secondary school will be open by September 2020. The second primary school is under review so that a larger one could be delivered if necessary.

9. Parish Council Tree Wardens

Mike Smith, volunteer Tree Warden for North Horsham Parish Council explained that the role of the Tree Warden was informal and that they were creating a register of trees as well as commenting on planning applications involving trees. Mr Smith observed that the majority of trees in North Horsham were oak trees and expressed concern regarding the ancient woodland on the development site. He felt there were opportunities to

improve the site and make it more attractive by retaining trees and new planting.

Mike asked how the Tree Wardens could assist going forward and encouraged a sensible, common sense approach to dividing out land so that large trees didn't end up in domestic gardens. He enquired about the approach to TPOs going forward.

The developers reassured the group that the large trees informed the master plan for the development and that it was landscape led. A tree survey was a fundamental part of the design process. They were aware that overplanting, such as in areas of Holbrook, is an issue and would look to plant accordingly. A key feature of the development was the screening on the A264 using bunding and fencing to provide a barrier both visually and to reduce noise.

10. Further update from Liberty Property Trust and any other comments?

Following the completion of the Section 106 Agreement, Liberty Property Trust is working on site wide strategies including surface water, a design statement and ecological survey. The consulting engineers for the intersection between the A264 and Rusper Road have been appointed.

There are no plans for the design of the footbridge yet. Concern regarding the access on the south side and the Motte and Bailey Castle site were noted. A Heritage Asset Mitigation Strategy will be required to ensure that access is appropriate.

Horsham Society would like a discussion around trees and the Riverside Walk at future meetings.

AIRS raised Community Land Trusts and asked if there was an opportunity for affordable housing to be delivered in this way or if it was too late. The developers encouraged a dialogue around this and the community buildings.

Rosemary French raised the chronic shortage of office space in Horsham and explained that she was getting enquiries from foreign investors.

Mike Smith enquired how sports clubs could show interest in getting involved with discussions and was told that they should contact the Parish Council to be invited to be included in these meetings.

Horsham Society is currently printing a design document that would be very helpful for the developers. Details will be circulated by Mr Bates.

11. Conclusion and date for next meeting

There being no further business, the Chairman closed the meeting at 12.15pm.

The next scheduled meetings are:-

Wednesday 22nd August 2018

Wednesday 14th November 2018



Summary Document for the North Horsham Development Site:

DC/16/1677

Outline planning application with all matters reserved except access for a mixed use strategic development to include housing (up to 2,750 dwellings), business park (up to 46,450 m²), retail, community centre, leisure facilities, education facilities, public open space, landscaping and related infrastructure

Permission granted: 01/03/2018

Dwellings:

The permission is for up to 2,750 dwellings, over 3 phases, split into up to 1,925 market units, up to 595 affordable housing units and up to 230 units for housing for local need. 21.6% affordable housing with an additional 8.3% for housing for local need. The affordable housing and housing for local need is divided as follows:

Affordable Housing:

- Affordable rented units – 12.73% (350 units)
- Shared ownership units – 5.27% (145 units)
- Discount Market Units – 3.64% (100 units)

Housing for Local Need:

- Build to rent units (private rent units) – 7.27% (200 units)
- Custom or self build units – 1.09% (30 units)

S106 requires the submission of Viability Assessment to HDC within every 5 years. The first review is to be submitted to the Local Planning Authority between November 2020 and May 2021.

Education:

The permission includes two education sites (East and West Campus).

East Campus: 9.41 hectares to include-

- Two form entry primary school
- Eight form entry secondary school
- Fifty place early years school
- Sixty place special educational needs school

West Campus: 1.99 hectares to include-

- One form entry primary school (additional form to be added if required by WSCC)
- 24 place early years school (additional 24 places to be added if required by WSCC)

The proposal also includes the provision of a new railway station to the south east corner of the site adjacent the business park. The S106 requires the land allocated for the new railway station to be reserved for a period of 15 years to allow for the formal approval of Network Rail.

Open Space:

The proposal includes the following:

- A Sports Hub to the east side of the site (to include 4 Multi Use Games Areas, 2 Natural Turf Pitches and one 3G artificial pitch, youth activity facilities such as a skate park, mountain bike trail and a sports pavilion)
- 3 x Neighbourhood Equipped Areas of Play across the site
- A Landscaped Local Area of Play to the north east of the site.
- Open Access Ball Courts- 3 across the site
- Allotments - 1.32ha (split between east and west)
- Greenspace areas: landscaped areas, parks, woodland and informal kickabout areas
- Public rights of way to be retained and improved
- The scheme also includes bunds adjacent the A264, landscape buffers around the site, attenuation ponds and retained areas of woodland (including Ancient Woodland).

Cemetery:

Land reserved for a cemetery to the north west corner of the site within Phase 3 to 2040. The Council has the option of requiring the land early (after 2025) if a cemetery is required at this time.

Contributions:

- Air quality: £76,500
- Police: £117,690
- Improvements to M23: £300,00
- Improvements to A264 Faygate Roundabout: £117,900
- Improvements to A264 Bewbush Roundabout: £850,500
- Sports Contribution: £1,106,178
- Sixth form contribution: to be based on resident numbers
- Eastern Campus Early Years contribution: £757,500
- Eastern Campus Primary Education contribution: £5,222,500
- Secondary Contribution: £6,450,150
- Special Educational Needs contribution: £1,050,400
- Western Campus Early Year contribution: £436,320 (+ potential £290,880)
- Western Campus Primary Education contribution: £3,434,934 (+ potential £2,289,956)

The scheme also includes contributions to the LPA towards the maintenance and management of the allotments and community centre. A contribution is also to be paid to the LPA for the monitoring of the open spaces.

Thank you for inviting me to speak. I have been asked to give a brief presentation on why we have supported the North Horsham business park since the earliest proposals.

- I will talk about some of the economic geography of the Gatwick Diamond which evidences why we need this business park and others besides.
- I will talk about the type of businesses we expect will be attracted to the park.
- And I will talk about the woeful lack of commercial accommodation in the area.

So who is the Gatwick Diamond Initiative? We are a business led economic partnership which brings together the public and private sector to grow the Gatwick Diamond economy sustainably. The Gatwick Diamond is one of the UK's strongest economies and best performing areas. It performs well above the national average on productivity, its share of high skilled workers and its track record in attracting foreign investment. It is situated above Brighton and below Croydon, stretching from Horsham to East Grinstead. It is a vibrant economic sub region; with a travel to work pattern; a well-established supply chain; global access through Gatwick; close to London and the rest of the UK via the M25 and it has great sector strengths.

Our strongest and fastest growing sectors are the professional, business and finance service sectors, the Digital Technology sector and the Medical Technologies sector. 73% of all jobs in the Gatwick Diamond are service jobs. The economists like to call these Knowledge based jobs.

Less than 5% of all jobs are manufacturing jobs. The Gatwick Diamond does not make widgets. The land is too expensive, housing is not affordable and the resident population is too highly skilled and educated.

The GVA of the Gatwick Diamond is £24bn and has grown by just over 40% over the past 10 years. Horsham's GVA is £3.5bn and it has outstripped the average increasing by 45% over the past 10 years. Horsham is home to many very successful and growing businesses employing skilled people and a positive generator for the UK treasury.

Digital Technology has been a particular recent success with companies like Creative Assembly and Red River growing like topsy, winning awards and employing talented young people. Perhaps you did not know that adding Horsham and Mole Valley together gives us a Digitech GVA which is higher than Brighton which is supposedly renowned for its digitech sector.

Both those companies have been very fortunate recently finding larger premises to move into as they grow. But on the other side of the coin, I know of three digitech businesses that have recently, reluctantly relocated in Crawley.

They could not find suitable space. I also know of larger businesses that are wondering how they can grow without moving away and losing their skilled locally based employees.

The Gatwick Diamond already has a huge problem of being unable to satisfy demand with commercial property supply. Last year 1.5m sq ft of commercial space was let. Today we have 2.8m sq ft of commercial stock vacant. In addition, Permitted Development Rights continues to reduce stock fast. That 2.8m sq ft is only two year's supply at current demand.

In the first three months of this year, demand is already up 11% and the forecast for the year will certainly be higher than last year. What will this do? Firstly, it will drive up rents just like the lack of housing drives up sales prices. Driving up rents will discourage entrepreneurial start ups. High rents will make medium and larger sized companies think twice about remaining here as they grow. They do not need to move far to get cheaper rents, Kent or Hampshire for example. Or worse still, foreign owned companies can simply leave the country.

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We have further pressures. Lets look at our productivity.

At £63,000 per worker the Gatwick Diamond is 16% more productive than the rest of the UK because the highest productivity comes from those knowledge based jobs, I talked about earlier.

But here is our challenge. Although we do have a high share of Knowledge Intensive jobs, we are growing at a slower pace than the UK average. Over the past 18 years our Knowledge Intensive jobs have grown at only 60 per cent compared to an impressive 127 per cent in the Thames Valley. At the Millennium the Gatwick Diamond was one of the UK's fastest growing areas for knowledge sector jobs. We have paid the price for 18 years of little new commercial stock coming on the market.

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Our jobs are highly skilled and well paid. And we have a low level of low-skilled jobs. Which frankly puts paid to the story that keeps on being wheeled out when I say I work for the Gatwick Diamond. The story that all we educate is baggage handlers! In fact it is the area's global connectivity that has generated the supply chain of high skilled jobs just like Heathrow has done for the Thames Valley.

Furthermore, 46% of the working age population in the Gatwick Diamond is educated to degree level or above. And we have a low percentage of residents with no qualifications.

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The Gatwick Diamond has been hugely attractive to foreign investors with almost 20% of our workers employed by a foreign company. There are many examples in Horsham.

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We know that we have a high number of in- and out-commuters, with 100,000 coming into the Gatwick Diamond to work and 112,000 leaving to work elsewhere. This means that 33% of our residents are working outside of the Gatwick Diamond. In fact 23%, almost a quarter of our working residents work in London.

Horsham loses at least 18,000 workers every day.

Interestingly the Thames Valley percentage of commuters to London is half that of the Gatwick Diamond. And yet both areas are well connected and close to London. Why is the Gatwick Diamond's commuting to London so high. Is it because our Knowledge Intensive jobs and thus highly paid jobs are growing much slower in the Gatwick Diamond? Is it because we are not attracting enough knowledge intensive jobs to fill demand? What we do know is that more high skilled residents work outside of the Gatwick Diamond than high skilled residents commute in.

You could call it the 'Gatwick Diamond Skills Leak'. How do we plug that leak? We can do so by providing commercial space to attract businesses with well paid, highly skilled jobs.

This census data is 7 years old and we do not know how much this commuting has changed. There are two reasons why I feel that the commuting numbers will have increased. Firstly, the obvious intolerable congestion on roads and rail. But also the pressure of housing prices in London and its transparent aim to accommodate its workers in its surrounding districts.

We are not surprised to be reminded that the cost of housing is likely to be a factor in the success of an area attracting and retaining workers. However, our housing affordability ratio is astonishingly high at 13 times average salary. Even higher than leafy Hampshire and the Thames Valley.

However, Gatwick Diamond housing is attractive to Londoners because they can afford it and indeed are pushing up local housing prices still further when there is little availability. We are attracting young families in their mid to late 30's from London as they look for more space but they are more likely to continue to work in London because the higher wages there makes it work for them.

We are on a spiral of rising house prices and I am not sure how we can get off that roundabout. Indeed the London Mayor is quite happy that we continue to provide housing for his workers at the cost of losing our own resident workers. But we are at risk of discouraging business investment in the future due to inability to recruit staff.

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So to summarise our challenges.

- 1. Although we do have a high share of Knowledge Intensive jobs, we are growing at a slower pace than the UK average.**
- 2. Our percentage of commuters to London is much larger than other economic areas.**
- 3. The cost of housing is a factor in attracting and retaining workers.**
- 4. And our demand for commercial space is outstripping availability. If we do not get building new commercial space for knowledge based businesses quickly our boroughs and districts are liable to stagnate and become dying commuter towns without a vibrant local economy with people living and working locally.**

So that is why the Gatwick Diamond Initiative supports the North Horsham Business Park. It will create a live local, work local society; it will attract knowledge based businesses and clean tech businesses; it will reduce commuting and congestion; it will provide apprenticeships and, my personal favourite, it will provide Degree Apprenticeships to our young people retaining them in the area instead of losing them for effectively 15 to 20 years; it will offer flexible working hours to those women with young children who have held top jobs in London but can no longer travel out of the area; and something we often forget, it will improve marital harmony by reducing the absence of commuting spouses.

End