SOUTH BUCKS
District Council

Capswood, Oxford Road, Denham, Bucks UB9 4LH
Telephone: 01895 837200
Website: www.southbucks.gov.uk

DEMOCRATIC AND ELECTORAL SERVICES

Dealt with by:	Democratic Services	Switchboard:	01895 837200
My Ref:		e-mail:	democraticservices@southbucks.gov.uk
Date:	17 April 2017	Direct Line:	01895 837225/837224

Dear Councillor

CABINET (SBDC) – SUPPLEMENTARY AGENDA NO 3

The next meeting of the Cabinet (SBDC) will be held as follows:

DATE: **TUESDAY, 25TH APRIL, 2017**

TIME: **6.00 PM**

VENUE: **ROOM 5, CAPSWOOD, OXFORD ROAD, DENHAM**

Only apologies for absence received prior to the meeting will be recorded.

Yours faithfully

Jim Burness

Director of Resources

To: The Cabinet (SBDC)

Mr Bagge (Leader)
Mr Naylor (Deputy Leader)
Mr Egleton
Mrs Sullivan
Mr Kelly

Audio/Visual Recording of Meetings

Please note: This meeting might be filmed, photographed, audio-recorded or reported by a party other than South Bucks District Council for subsequent broadcast or publication.

If you intend to film, photograph or audio record the proceedings or if you have any questions please contact the Democratic Services Officer (members of the press please contact the Communications Officer).

<u>Declarations of Interest</u>

Any Member attending the meeting is reminded of the requirement to declare if he/she has a personal interest in any item of business, as defined in the Code of Conduct. If that interest is a prejudicial interest as defined in the Code the Member should also withdraw from the meeting.

SUPPLEMENTARY AGENDA NO 3

The next meeting is due to take place on Wednesday, 28 June 2017

SUBJECT:	*Chiltern DC and South Bucks DC Joint Economic Development Strategy*
REPORT OF:	*Leader – Cllr Bagge*
RESPONSIBLE OFFICER	*Interim Director of Services - Anita Cacchioli*
REPORT AUTHOR	*Anita Cacchioli – 01895 837340 – anita.cacchioli@southbucks.gov.uk*
WARD/S AFFECTED	*All*

1. Purpose of Report

1.1 To Consider the response of the Overview and Scrutiny Committee and The Planning Policy Joint Member Reference Group (due to links with the emerging Local Plan) to the proposed Economic Development Strategy for Chiltern and South Bucks Councils 2017-2026 (Appendix 1) and to note the initial Action Plan (Appendix 2).

RECOMMENDATION

That Cabinet recommend to Council approval of The Economic Development Strategy for Chiltern and South Bucks Councils 2017-2026.

2. Executive Summary

2.1 At its meeting on 8th February 2017, Cabinet considered and approved the Economic Development Strategy for Chiltern and South Bucks Councils 2017 to 2026 in order that it may be considered by its Overview and Scrutiny Committee, who would also receive the initial Action Plan.

2.2 At its meeting on 7th February Chiltern District Council's Cabinet resolved that the Strategy be adopted, subject to no changes being suggested during consultation with the Chiltern Services Overview Committee and South Bucks Overview and Scrutiny Committee and Cabinet meeting.

2.3 Due to links with the emerging Local Plan, the Strategy was also referred to the Joint Planning Policy Member Reference Group at its meeting on 8th March for consideration.

3. Reasons for Recommendations

3.1 The adoption of a strategy to reinforce the commitment and work towards achieving the vision contained in the Chiltern and South Bucks Joint Business Plan (2017-2020) and Joint Sustainable Community Strategy 2013-2026 as well as the recommendations of the Councils' 2014 Peer review and to support the emerging Local Plan is recommended.

4. Background

4.1 The Economic Development Strategy for Chiltern and South Bucks sets out the two Councils' economic development priorities for 2017–2026, presents the economic opportunities for the districts as well as their strengths, weaknesses and the threats they face.

4.2 The Economic Development Strategy considers the Councils' roles in shaping economic growth that is appropriate and beneficial for the two districts, residents and businesses while ensuring that the local economy remains competitive and can continue to be largely self-managing but directed to serve the needs of the community.

4.3 The Chiltern and South Bucks Economic Development Strategy shares the vision of the districts' Joint Business Plan, that by 2026 the districts will continue to be "prosperous and diverse economies that encourage local employers and small businesses". It also addresses the Joint Sustainable Community Strategy aspiration of "supporting the local economy to continue to thrive and provide local jobs for local people".

4.4 The Councils' emerging joint Local Plan is seeking to plan to meet the needs for employment and local businesses to 2036 within the context of a step change in housing delivery, increasing needs for jobs, a highly-constrained area with limited space for employment development and challenges of competing land uses, viability, supply and infrastructure needs. The Chiltern and South Bucks Economic Development Strategy will form part of the evidence base for the Local Plan and could be an important part of the evidence base to support delivery of the plan objectives and proposals.

5. Content of Report

5.1 At its meeting on 20th March 2017 the Overview and Scrutiny Committee received a presentation on the research findings and consultation responses that had informed the strategy, they also considered the proposed Economic Development Strategy for Chiltern and South Bucks Councils 2017 -2026 and noted the initial Action Plan.

5.2 Members were advised that due to links with the emerging Local Plan, the Strategy was also referred to the Joint Planning Policy Member Reference Group which considered the Strategy at its meeting on 8th March. The Committee were advised that the Planning Policy Member Reference Group welcomed the Strategy, there was general support and agreement with the findings, which would be used to inform the draft local plan, in addition Overview and Scrutiny noted that the Joint Planning Policy Member Reference Group made the following comments:

5.3 a) The Joint Planning Policy Member Reference Group welcomes and supports the Economic Development Strategy as part of the evidence base for the Chiltern and South Bucks Local Plan and that the Strategy objectives where relevant align with evidence base findings so far for the Local Plan. As such the Economic Development Strategy would inform the draft Local Plan in due course.

b) The Economic Development Strategy's consideration of tourism in the Districts was particularly welcomed and Cabinets were encouraged to seek to develop this part of the Economic Development Strategy through any further reviews and engagement with local businesses and organisations where relevant.

c) The Economic Development Strategy was supported as part of potential evidence for delivery of the Local Plan proposals and policies, themselves informed by the Economic Development Strategy. For example, helping to enable an Innovation Centre or the provision of incubation or business units. The Joint Planning Policy Member Reference Group requested that when and if cabinets consider council scope for involvement in Bucks Advantage or other

types of delivery vehicles that the potential for furthering Economic Development Strategy objectives and delivery of related parts of the Local Plan be taken into account.
d) Future monitoring and updates of the Economic Development Strategy to be supported as the document needs to be kept up to date and justified if it is to continue to have weight in the consideration of planning decisions.

5.4 Overview and Scrutiny welcomed the Strategy and noted that an Action Plan had been developed that would be used to deliver the economic strategy. They supported the views of the Joint Planning Policy Reference Group, and highlighted the following actions:

- Encouragement of the most appropriate take up of telecoms, broadband and mobile connectivity by home based businesses
- The need for better data infrastructure
- The need to ensure that investment takes place in communications infrastructure of all kinds, (not just broadband)
- The need for local employment and affordable housing so that residents could live and work in the districts sustainably,
- Promotion of tourism
- The Committee stressed the importance of ensuring the on-going measurement of the economy's performance against the strategic objectives.

5.5 The Committee noted there was no specific resource to deliver the strategy and that it would be included in service plans across the Councils. The actions would be progressed and monitored within service areas as part of the annual review process. It was envisaged that the actions would evolve over time in line with the broad direction of the strategy, informed by further reviews and engagement with local businesses and organisations.

5.6 In addition, the Committee felt that the following information should, where possible/available, be used to help inform the Strategy:

- Number of residents who work and live in the District once homeworkers have been excluded.
- With regards to the data on sufficiency of broadband speed, a request was made that this information be broken down to separate out home based businesses.

5.7 The data on homeworkers in each of the districts is available from the Census. Table 13 of the strategy document identifies the number and percentage of residents that both live and work in each of the districts. In Chiltern the total shown includes 7,343 that work "mainly at or from home" while in South Bucks it is 5,354.

5.8 In relation to sufficiency of broadband speed, it has not proven possible to obtain data of sufficient granularity to be able to separate out home based businesses. We are able to identify that at 88.2% South Bucks superfast coverage is below the national (93.0), regional (95.0) and county level (90.0), with Chiltern at 92.4%. (source Think Broadband) This data supports the findings in the Strategy and initial Action Plan activity.

5.9 Information has been requested at a postcode level from Connected Counties, the more postcode level information may (or may not) suggest some fine tuning of the Action Plan specifically with regard to home based businesses and connectivity. At the meeting it was acknowledged that availability and take up were two quite different things, as a consequence an additional activity has been added to the Action Plan relating to ensuring that local residents are aware of the options available locally.

5.10 At its meeting of 21st March Chiltern District Council's Service Overview Committee welcomed the Strategy and Action Plan, supported the views of the Joint Planning Policy Reference Group, noted the observations of SBDC Overview and Scrutiny Committee as set out above and request that the additional information referred to in 5.6 be provided to help inform the Strategy.

It resolved to note the proposed Economic Development Strategy for Chiltern and South Bucks councils 2017-2026 and the initial Action Plans.

6. Consultation

6.1 Consultation with business and other key stakeholders is imperative in the development of a credible economic strategy. In addition to internal consultation with officers and councillors, a cross section of the business community and representative organisations from across Chiltern and South Bucks were consulted through on line and telephone surveys. The online survey received 219 responses split evenly across both districts and covering most of the wards. There had also been an additional telephone survey with 266 participants that had fed into the research findings. In addition, there were more interactive focus group and face to face consultations with larger business' in each of the districts and with partners including Bucks Business First, Buckinghamshire Thames Valley Local Enterprise Partnership and Chiltern Chamber of Commerce contributing. Whilst participants in the online survey were self-selecting, the findings from all sources were still considered significant, particularly with the inclusion of the telephone sample that was fully stratified and weighted.

7. Options

7.1 To Approve the Economic Development Strategy, themes and actions and recommend to full Council for adoption.

7.2 To Approve the Economic Development Strategy, themes and actions with amendments and recommend to full Council for adoption.

7.3 The adoption of a Strategy to reinforce the commitment and work towards achieving the vision contained in the Chiltern and South Bucks Joint Business Plan (2017-2020) and Joint Sustainable Community Strategy 2013-2026 as well as the recommendations of the Councils' 2014 Peer review and to support the emerging Local Plan is recommended.

8. Corporate Implications

Financial

8.1 There are no financial implications arising from the adoption of the Economic Development Strategy, the financial implications of any future projects that may arise from the Strategy will be considered at the time with separate business cases presented for approval as required. The Strategy could assist the Councils in seeking external funding opportunities that may arise and in discussions with others such as the Local Enterprise Partnership.

Legal

8.2 Economic Development activities are not a "statutory duty" of Chiltern or South Bucks Councils; however, within the Local Government Act 2000 all local councils were given legal powers to allow them to safeguard the "economic, social and environmental well-being" of their local areas. This was superseded by The general power of Competence; a power available to local authorities in England to do "anything that individuals generally may do". It was provided for in the Localism Act 2011. It was brought into force for local authorities on 18 February 2012.

8.3The Strategy would support the preparation and delivery of the employment/economic objectives of the Local Plan, the preparation of which is a statutory requirement.
The Strategy will form part of the Council's formal Budget and Policy Framework, reinforcing the Chiltern and South Bucks Joint Business Plan (2017-2020) and Joint Sustainable Community Strategy 2013-2026. As such, consultation with the Overview and Scrutiny Committee is required under the Council's Constitution. The Strategy will need to be reconsidered by Cabinet before firm proposals are recommended to full Council for adoption.

Risk Assessment

8.4 Minimal risk as the Councils are committed to supporting business as set out in the existing Chiltern and South Bucks Joint Business Plan (2017-2020). The Strategy could also de-risk to a degree the soundness of the Local Plan as to meet the test of soundness the Council will need to be able to demonstrate that it can be deliverable.

9. Links to Council Policy Objectives

9.1 Prosperous and diverse economies that encourage local employers and small businesses so we can protect the areas' economy for the future and achieve a better balance between the jobs available and the people to fill them;

9.2 High quality education and lifelong learning which improves people's lives, enabling them to make well-informed decisions and play their full part in the community;

9.3 A wide range of high quality housing, including a good supply of affordable homes to help meet community needs and maintain our services and communities;

9.4 Effective and targeted transport solutions, including a well-maintained transport infrastructure with improved north-south and east-west links;

10. Next Step

10.1To recommend adoption of the Economic Development Strategy to full Council. To present the strategy and Action Plan to the Joint Strategic Partnership, share with other key partners and take into account in the service planning process, with progress against objectives reviewed annually and shared with the Overview and Scrutiny Committee.

Background Papers:	• Report to SBDC Cabinet of 8th February 2017 and Minutes there of • Report to SBDC Overview and Scrutiny Committee 20th March 2017 and Minutes there of • Minutes of CDC Cabinet 7th February and Services Overview of 21st March 2017 • LGA peer Review 2014 • Emerging Local Plan documents and evidence base http://www.southbucks.gov.uk/planning/localplan2014-2036 • Chiltern & South Bucks Economy Survey, 2016 • Buckinghamshire Business Survey, 2016 • Chiltern and South Bucks Joint Business Plan (2015-2026) http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3820&p=0 • Joint Community Strategy 2013 http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3250&p=0 • HalifaxQualityofLifeSurvey2016 http://static.halifax.co.uk/assets/pdf/mortgages/pdf/161217-Halifax-Quality-of-Life%202016-FINAL.pdf • National Infrastructure Commission, Connected Future (2016) on 5G telecommunication technology https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/577906/CONNECTED_FUTURE_ACCESSIBLE.pdf • paragraph 3.16 of the 2016 Autumn Statement: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/571559/autumn_statement_2016_web.pdf • IDBR, ONS, 2016, DWP, 2016, Business Demography, 2016, MYPE, ONS, 2016, APS, ONS, 2016, ASHE, 2016 • Regional Accounts, ONS, 2016, Experian Local Market Forecasts ©, September 2016, APS, ONS, 2016, DWP, 2016, Business

	Demography, 2016, Companies House, 2016, ASHE, 2016 • BRES, ONS, 2016 • SNPP, ONS, 2016 • Business Demography, ONS, 2016 • Census 2011, ONS, 2014 • Origin-Destination, Census 2011, ONS, 2014 • Indices of deprivation, DCLG, 2015 • https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/464597/English_Indices_of_Deprivation_2015_-_Research_Report.pdf • ERC's Growth Dashboard (2016): http://www.enterpriseresearch.ac.uk/wp-content/uploads/2016/11/ERC-UK-Local-Growth-Dashboard-FINAL.pdf • Theresa May's 2016 speech to CBI for the importance of Scale Ups: https://www.gov.uk/government/speeches/cbi-annual-conference-2016-prime-ministers-speech https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32457/11-1429-strategy-for-uk-life-sciences.pdf • Business Secretary Sajid Javid speech https://www.gov.uk/government/speeches/manufacturing-doing-what-works "Fixing the Foundations" the Government's 10 point plan for raising rural productivity https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/454866/10-point-plan-rural-productivity-pb14335.pdf Page 25 Chancellors Autumn Statement https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/571559/autumn_statement_2016_web.pdf https://labs.thinkbroadband.com/local/south-bucks,E07000006 page 11 of the Midlands Engine Strategy

CHILTERN District Council SOUTH BUCKS District Council

Stronger in partnership

Chiltern and South Bucks Economic Development Strategy

January 2017

Produced on behalf of Chiltern District Council & South Bucks District Council by

BUCKINGHAMSHIRE BUSINESS FIRST
INFLUENTIAL INSIGHTFUL INFORMED

Table of Contents

1.0 Introduction

1.0.1 Buckinghamshire Business First were commissioned in April 2016 to prepare an economic development strategy for Chiltern and South Bucks district councils following a Local Government Association Peer review recommendation that they should consider their roles in shaping economic growth "so that growth is appropriate and beneficial for the two districts, their residents and businesses" and to "ensure that the region remains competitive and can continue to be largely self-managing but directed to serve the needs of the community" and to influence the growth programmes of the Buckinghamshire Thames Valley LEP and other partners. Although there had been no current economic development strategy for Chiltern and South Bucks, the importance of the economy is prominent in a range of strategies and plans, including planning documents and the Chiltern and South Bucks Joint Business Plan[1] (2016-2020) and the Joint Community Strategy[2].

1.0.2 Following a literature and policy review and statistical analysis of third party sources an electronic survey of BBF members across the districts was drafted and distributed. The survey was completed by 219 businesses and was complemented by the findings of the 2016 Buckinghamshire Business Survey, a telephone survey of 800 businesses, including 266 from Chiltern and South Bucks. From these stages a SWOT analysis and strategic objectives and actions were drafted and tested in workshop and individual consultations. The research was presented to the districts' cabinets and shared with the steering group.

1.0.3 Chiltern and South Bucks both offer a good business environment and a high quality of life. Only eight% of businesses are dissatisfied with the districts as a place to do business[3], while they consistently rank highly in the Halifax Quality of Life index[4] and 96.0% of residents report medium to very high life satisfaction according to the latest Government well-being survey.

1.0.4 South Bucks is a relatively small district at 141 square kilometres with 69,120 residents. It is within the Metropolitan Green Belt area, with 87% of the land designated as green belt. There are many small towns and villages, with the largest being Beaconsfield, Burnham and Gerrards Cross. These three towns have the best infrastructure and facilities. Most of the towns and villages have historical roots which are preserved through the use of conservation areas and listed buildings. The larger towns of High Wycombe, Uxbridge, Maidenhead and Slough border the District. These centres provide shopping facilities and services not available within the district as well as employment opportunities. In return, South Bucks provides

---

[1] http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3820&p=0
[2] http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3250&p=0
[3] According to the Chiltern & South Bucks economy survey undertaken for this strategy.
[4] 2016 report available at http://static.halifax.co.uk/assets/pdf/mortgages/pdf/161217-Halifax-Quality-of-Life%202016-FINAL.pdf

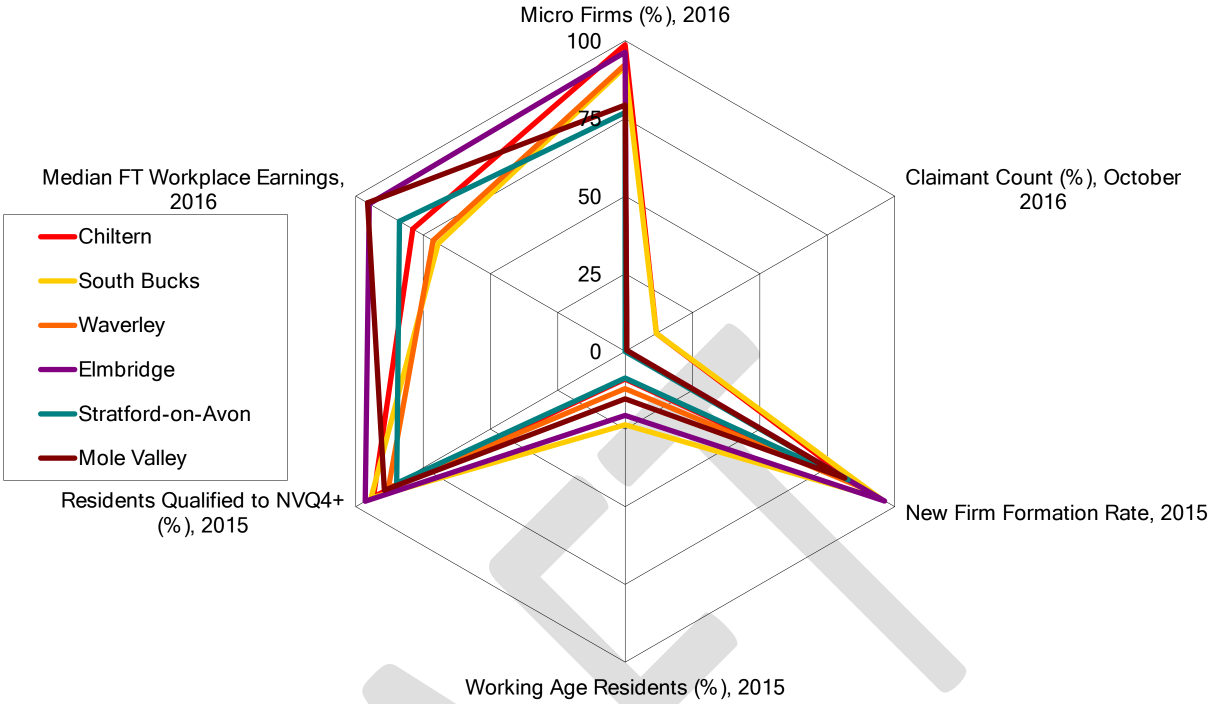
the open spaces which help meet the recreational needs of these larger centres. There are good links to London via the Chiltern Railway, M40 and M4.

1.0.5 Chiltern District is home to 94,545 residents. It is a little larger than South Bucks District at 196 square kilometres, with 72% of the land lying within the Chiltern Hills Area of Outstanding Natural Beauty and 80% falling within the Metropolitan Green Belt. Whilst there are many picturesque villages dotted around a mainly rural landscape, a majority of residents live in the settlements of Amersham, Chesham and Chalfont St Peter. Most of the towns and villages have historical roots which are preserved through the use of conservation areas and listed buildings. The area borders South Bucks to the South, Wycombe District to the west, Aylesbury Vale to the north and North West London to the east. There are good links with London via Transport for London's Metropolitan line and the Chiltern Railway.

1.0.6 Chiltern and South Bucks is a highly productive local economy, offering well paid, knowledge intensive jobs for its highly qualified, entrepreneurial and well-remunerated residents. Although its proximity to London and excellent road and rail connections, combined with its outstanding natural environment, make it popular with commuters, jobs density in Chiltern and South Bucks is above the national level, while the districts' GVA per job is among the very highest in the country.

1.0.7 As can be seen in the charts below, Chiltern and South Bucks share the characteristics of other prosperous districts in the South East of England, with low unemployment, an economy predominantly made up of very small businesses where workers earn very high wages, new businesses are often formed and residents are among the most highly qualified in the country.

Chart 1: Chiltern & South Bucks' nearest neighbours



Sources: IDBR, ONS, 2016, DWP, 2016, Business Demography, 2016, MYPE, ONS, 2016, APS, ONS, 2016, ASHE, 2016

1.0.8 Chiltern falls entirely in the High Wycombe and Aylesbury travel to work area which also includes part of South Bucks, with the rest of the district falling in the Slough and Heathrow travel to work area. The Buckinghamshire Housing and Economic Development Needs Assessment (HEDNA)[5] is consistent with this distribution. The HEDNA additionally sets out two *best fit* Buckinghamshire sub functional economic market areas (FEMA), with Chiltern and South Bucks joining Wycombe in the Wycombe, Chiltern and Beaconsfield sub-FEMA. The HEDNA acknowledges the strength of southern South Bucks' economic connections to parts of Berkshire.

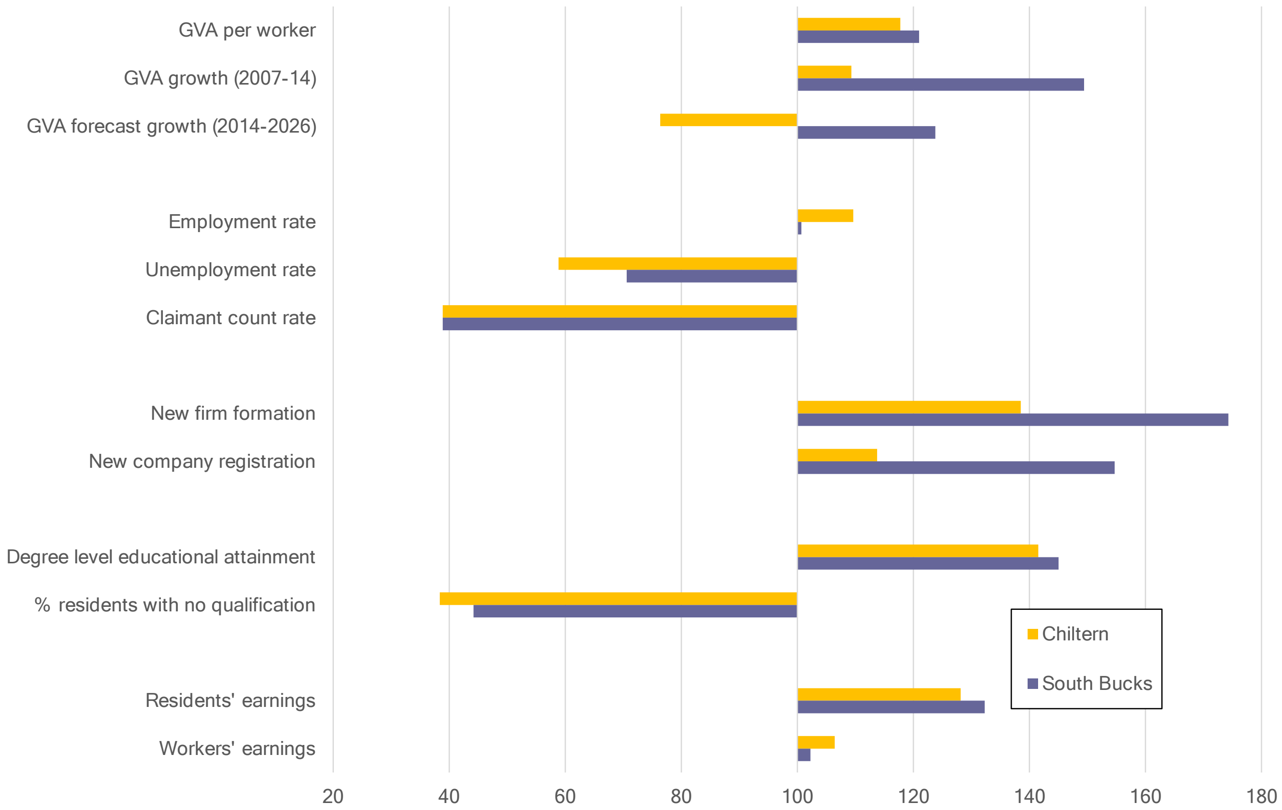
1.0.9 When compared to the country as a whole Chiltern and South Bucks collectively outperform the national economy across a range of indicators, having higher productivity, stronger recent growth and stronger forecast performance, while residents have higher educational attainment as well as higher employment and lower unemployment rates. Deprivation is relatively low, Chiltern and South Bucks having the 3rd and 25th lowest deprivation among the 326 local authority districts in England[6]. While no ward ranks in below the 4th least deprived decile nationally, there is marked deprivation on individual domains, across the districts on *barriers to housing*, with a more localised geography to deprivation on the *crime*; *education, skills and training*; *employment*; and *income* domains.

---

[5] http://www.southbucks.gov.uk/CHttpHandler.ashx?id=9080&p=0
[6] Measured by average rank of lower level super output areas on 2015's indices of deprivation

1.0.10 However, there are differences between the districts. Chiltern's economy has grown more slowly than South Bucks' over the recession and Experian expect Chiltern to lag behind both South Bucks and the country as a whole in the period to 2026. Chiltern has also failed to match South Bucks' performance on the enterprise indicators, starting fewer VAT / PAYE registered companies and registering fewer businesses with Companies House per head of population. Chiltern outperforms South Bucks on workplace-based employee earnings but has lower residence based earnings.

Chart 2: Chiltern & South Bucks' comparative performance (National=100)



Sources: Regional Accounts, ONS, 2016, Experian Local Market Forecasts ©, September 2016, APS, ONS, 2016, DWP, 2016, Business Demography, 2016, Companies House, 2016, ASHE, 2016

1.0.11 The Economic Development Strategy for Chiltern and South Bucks sets out the councils' economic development priorities for 2017–2026, presenting the economic opportunities for the districts as well as their strengths, weaknesses and the threats they face.

1.0.12 The economic development strategy considers the Councils' roles in shaping economic growth and ensures growth is appropriate and beneficial for the two districts, their residents and businesses while ensuring that the local economy remains competitive and can continue to be largely self-managing but directed to serve the needs of the community. The economic development strategy will additionally be used to influence partners' growth programmes and explore the need to create new delivery models.

1.0.13 Although this is the first economic development strategy for Chiltern and South Bucks, the importance of the economy is highlighted in a range of strategies and plans, including the emerging local plan and the Chiltern and South Bucks Joint Business Plan[7] (2015-2026) which sets out the vision that by 2026 the districts will be: "prosperous and diverse economies that encourage local employers and small businesses so we can protect the areas' economy for the future and achieve a better balance between the jobs available and the people to fill them". 2016's Joint Community Strategy[8] set out the following challenges for the economy:

- Supporting the local economy to continue to thrive and provide local jobs for local people;
- Identifying workforce skills and technological resources for tomorrow's economy and encouraging their development;
- Sustainable delivery of new homes, of the right type to meet residents' needs, and with the necessary supporting infrastructure;
- Understanding and managing the impact of growth in the north of Buckinghamshire on infrastructure

[7] http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3820&p=0
[8] http://www.chiltern.gov.uk/CHttpHandler.ashx?id=3250&p=0

2.0 The Chiltern and South Bucks economy

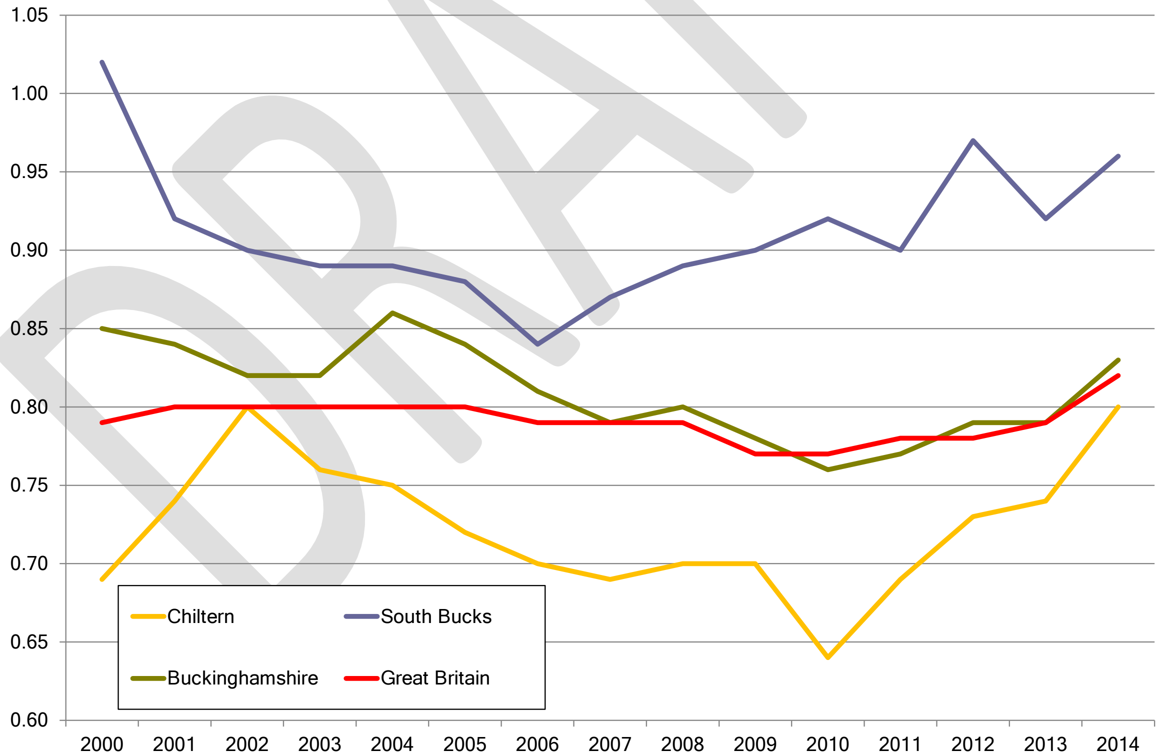
2.0.1 Chiltern and South Bucks provide 71,000 jobs in 10,945 businesses in an economy worth £4.7bn. At £66,200, the districts' GVA per job is well above the national level and among the highest in the UK outside London.

2.0.2 From 2007 to 2014, the Chiltern and South Bucks economy grew 29.6%, with growth in South Bucks (34.2%) being stronger than in Chiltern (25.0%), to rank 28th and 100th respectively among England's 326 local authority districts.

2.1 Industrial and occupational structure

2.1.1 The number of jobs in the districts for every working age resident has increased in recent years as shown in the chart below. While recent improvement has been faster in Chiltern, at 0.96 South Bucks has the 59th highest jobs density of all 380 local authority districts in Great Britain, despite the marked out-commuting highlighted in section 2.8.

Chart 3: Jobs density over time



Source: ONS, 2016

2.1.2 Across Great Britain, 84.1% of VAT / PAYE registered businesses employ fewer than ten people. In Chiltern and South Bucks this rises to 90.8 and 88.7% respectively, the 5th and 29th highest shares of all 380 local authorities in Great Britain. Despite the presence of large companies such as FTSE 100 listed Intercontinental Hotels as well as GE Healthcare, Martin-Baker and Bosch there are only 20 companies in the districts that employ 250 or more staff.

2.1.3 The professional, scientific and technical sector accounts for almost a quarter (23.6%) of all businesses in Chiltern and South Bucks, including the 780 management consultancies in Chiltern that account for 11.9% of all business (i.e. a little over 1 in 8) in the district. This is more than double the national rate ranking 4th highest among all 380 local authority districts in Great Britain. In South Bucks there are 530 management consultancies, accounting for 9.6% of the total, ranking 14th in the country.

Table 1: Business population by number of employees, 2016

	Micro (0 to 9)			Small (10 to 49)			Medium (50 to 249)			Large (250+)		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	10,860	89.8	-	1,040	8.6	-	180	1.5	-	20	0.2	-
Chiltern	5,955	90.8	5	515	7.9	374	85	1.3	375	10	0.2	344
South Bucks	4,905	88.7	29	525	9.5	350	95	1.7	332	10	0.2	329
Aylesbury Vale	9,295	88.3	37	1,010	9.6	346	190	1.8	316	25	0.2	268
Wycombe	8,995	86.0	110	1,170	11.2	291	260	2.5	198	25	0.2	264
Buckinghamshire	29,150	88.1	1	3,220	9.7	27	630	1.9	26	70	0.2	25
South East	385,755	85.2	2	54,375	12.0	10	10,960	2.4	10	1,615	0.4	9
London	466,430	86.8	1	56,265	10.5	11	12,260	2.3	11	2,190	0.4	6
Great Britain	2,459,475	84.1	-	376,805	12.9	-	77,630	2.7	-	11,850	0.4	-

Source: IDBR, ONS, 2016

2.1.4 Health, education and retail are the biggest employers of any broad industrial group across the country as a whole but in Chiltern and South Bucks all three rank behind professional, scientific and technical services which employs 8,800 people, or 11.7% of all employment.

2.1.5 Retail in Chiltern and South Bucks employs 6,600 people in 815 businesses. The number of businesses in the sector has fallen by 40 since 2012's post-recession peak with employment falling 200 over the same period. Since 2012, the fall in total employment in retail has been entirely accounted for by a fall in the number of part-time workers. Part-time workers now make up less than half (50.9%) of the retail workforce in Chiltern and South Bucks for the first time since 2008.

Table 2: Business population by broad industry group, 2016

	1 : Agriculture, forestry & fishing (A)			2 : Mining, quarrying & utilities (B,D and E)			3 : Manufacturing (C)			4 : Construction (F)			5 : Motor trades (Part G)			6 : Wholesale (Part G)			7 : Retail (Part G)			8 : Transport & storage (inc postal) (H)			9 : Accommodation & food services (I)		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	200	1.7	-	65	0.5	-	395	3.3	-	1,200	9.9	-	260	2.2	-	470	3.9	-	815	6.7	-	275	2.3	-	475	3.9	-
Chiltern	130	2.0	214	15	0.2	367	230	3.5	322	665	10.1	240	135	2.1	334	255	3.9	210	460	7.0	346	115	1.8	361	225	3.4	380
South Bucks	70	1.3	240	50	0.9	57	165	3.0	351	535	9.7	269	125	2.3	317	215	3.9	211	355	6.4	364	160	2.9	256	250	4.5	338
Aylesbury Vale	715	6.8	109	45	0.4	298	525	5.0	190	1,130	10.7	195	325	3.1	186	440	4.2	162	690	6.6	359	330	3.1	226	420	4.0	370
Wycombe	205	2.0	215	55	0.5	247	540	5.2	177	1,135	10.9	186	285	2.7	261	510	4.9	75	800	7.6	309	255	2.4	310	425	4.1	364
Hillingdon	35	0.2	329	65	0.5	286	510	3.6	320	1,760	12.3	99	375	2.6	278	695	4.8	82	1,335	9.3	211	1,045	7.3	29	825	5.8	215
Dacorum	140	1.6	229	25	0.3	349	340	3.9	292	1,085	12.5	85	200	2.3	314	370	4.3	151	615	7.1	341	295	3.4	198	425	4.9	305
Slough	10	0.2	343	40	0.6	191	270	4.2	268	515	8.0	346	210	3.2	155	370	5.7	19	565	8.7	245	650	10.0	9	285	4.4	348
Spelthorne	15	0.3	323	40	0.7	111	180	3.4	333	625	11.7	132	150	2.8	253	210	3.9	203	435	8.1	281	685	12.8	5	265	4.9	300
Three Rivers	45	0.8	272	50	0.9	51	180	3.3	337	710	13.1	70	120	2.2	322	265	4.9	72	335	6.2	370	205	3.8	163	235	4.3	353
Windsor and Maidenhead	80	0.8	278	55	0.5	239	330	3.2	344	780	7.6	350	200	2.0	340	430	4.2	159	760	7.4	320	230	2.3	328	525	5.1	282
Buckinghamshire	1,125	3.4	23	165	0.5	24	1,460	4.4	23	3,465	10.5	22	875	2.6	25	1,420	4.3	13	2,300	7.0	27	860	2.6	23	1,315	4.0	27
South East	12,105	2.7	11	2,445	0.5	11	19,560	4.3	11	51,655	11.4	2	12,405	2.7	10	18,100	4.0	7	38,985	8.6	11	14,030	3.1	10	25,090	5.5	10
London	670	0.1	12	2,285	0.4	12	13,910	2.6	12	46,670	8.7	12	7,090	1.3	12	21,195	3.9	8	44,980	8.4	12	13,415	2.5	12	30,025	5.6	9
England	101,580	3.9	-	14,825	0.6	-	123,875	4.8	-	269,355	10.4	-	71,535	2.8	-	108,695	4.2	-	245,115	9.5	-	96,175	3.7	-	156,885	6.1	-
United Kingdom	150,870	5.0	-	18,790	0.6	-	144,180	4.8	-	311,375	10.3	-	83,655	2.8	-	124,105	4.1	-	289,800	9.6	-	110,245	3.7	-	187,865	6.2	-

	10 : Information & communication (J)			11 : Financial & insurance (K)			12 : Property (L)			13 : Professional, scientific & technical (M)			14 : Business administration & support services (N)			15 : Public administration & defence (O)			16 : Education (P)			17 : Health (Q)			18 : Arts, entertainment, recreation & other services (R,S,T and U)		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	1,370	11.3	-	285	2.4	-	665	5.5	-	2,855	23.6	-	1,025	8.5	-	45	0.4	-	280	2.3	-	520	4.3	-	885	7.3	-
Chiltern	785	12.0	37	160	2.4	73	235	3.6	97	1,690	25.8	9	515	7.9	188	25	0.4	331	165	2.5	154	290	4.4	319	460	7.0	102
South Bucks	585	10.6	55	125	2.3	106	430	7.8	3	1,165	21.1	35	510	9.2	42	20	0.4	340	115	2.1	314	230	4.2	336	425	7.7	54
Aylesbury Vale	955	9.1	73	180	1.7	248	335	3.2	181	2,040	19.4	66	865	8.2	149	100	1.0	152	240	2.3	255	515	4.9	268	675	6.4	194
Wycombe	1,225	11.7	42	185	1.8	231	315	3.0	217	2,185	20.9	39	850	8.1	159	55	0.5	294	255	2.4	187	470	4.5	312	710	6.8	141
Hillingdon	1,700	11.9	39	265	1.8	213	460	3.2	171	2,175	15.2	158	1,265	8.8	70	50	0.3	343	265	1.8	361	720	5.0	251	790	5.5	341
Dacorum	1,120	12.9	24	160	1.8	214	240	2.8	271	1,660	19.2	68	755	8.7	87	40	0.5	314	220	2.5	144	390	4.5	311	585	6.8	152
Slough	1,080	16.7	5	120	1.9	212	150	2.3	333	880	13.6	210	535	8.3	139	20	0.3	349	120	1.9	360	370	5.7	180	285	4.4	375
Spelthorne	690	12.9	25	80	1.5	304	130	2.4	321	780	14.6	177	480	9.0	59	20	0.4	333	85	1.6	378	180	3.4	378	305	5.7	319
Three Rivers	670	12.4	33	110	2.0	166	215	4.0	56	1,140	21.0	36	415	7.7	216	15	0.3	361	115	2.1	301	270	5.0	254	325	6.0	269
Windsor and Maidenhead	1,335	13.1	22	215	2.1	143	355	3.5	112	2,485	24.3	14	1,000	9.8	17	30	0.3	352	260	2.5	141	465	4.6	302	675	6.6	169
Buckinghamshire	3,555	10.8	3	650	2.0	11	1,315	4.0	1	7,075	21.4	2	2,735	8.3	9	195	0.6	25	775	2.3	19	1,505	4.6	26	2,270	6.9	7
South East	43,700	9.7	2	9,830	2.2	6	15,000	3.3	6	82,795	18.3	2	39,090	8.6	2	2,895	0.6	11	10,920	2.4	9	23,925	5.3	10	30,180	6.7	5
London	65,850	12.3	1	16,470	3.1	1	24,605	4.6	1	117,070	21.8	1	53,465	10.0	1	1,960	0.4	12	10,425	1.9	12	28,060	5.2	12	39,005	7.3	3
England	198,225	7.7	-	62,540	2.4	-	92,905	3.6	-	425,305	16.5	-	219,605	8.5	-	19,000	0.7	-	60,825	2.4	-	147,665	5.7	-	170,365	6.6	-
United Kingdom	215,410	7.2	-	71,510	2.4	-	104,700	3.5	-	478,500	15.9	-	247,595	8.2	-	24,190	0.8	-	72,980	2.4	-	173,830	5.8	-	200,455	6.7	-

Source: IDBR, ONS, 2016

Table 3: Total employment (workplace-based) by broad industry group, 2015

	Agriculture, forestry & fishing (A)			Mining, quarrying & utilities (B,D and E)			Manufacturing (C)			Construction (F)			Motor trades (Part G)			Wholesale (Part G)			Retail (Part G)			Transport & storage (inc postal) (H)			Accommodation & food services (I)		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	200	0.3	-	300	0.4	-	4,100	5.6	-	3,700	5.0	-	1,500	2.0	-	6,100	8.3	-	6,600	9.0	-	1,600	2.2	-	5,400	7.4	-
Chiltern	100	0.3	107	-	0.1	375	2,300	6.3	257	1,900	5.1	205	700	1.9	241	2,900	8.0	14	3,400	9.3	281	500	1.4	376	2,200	6.0	250
South Bucks	100	0.3	129	300	0.8	247	1,800	4.9	302	1,800	4.9	224	800	2.2	165	3,200	8.7	10	3,200	8.7	313	1,100	3.0	278	3,200	8.6	91
Aylesbury Vale	300	0.3	104	400	0.5	315	5,900	7.8	222	3,500	4.7	239	1,900	2.5	111	4,100	5.4	84	7,000	9.3	285	2,400	3.1	264	4,500	6.0	247
Wycombe	300	0.4	97	1,400	1.6	91	5,300	6.3	259	4,600	5.5	162	1,900	2.2	172	8,400	10.0	5	8,600	10.2	217	2,200	2.6	313	5,200	6.2	237
Hillingdon	100	0.0	285	1,200	0.7	269	7,400	4.0	327	5,500	3.0	347	2,600	1.4	322	8,900	4.8	127	14,500	7.9	340	33,100	18.1	4	14,600	8.0	124
Dacorum	-	0.1	272	300	0.4	347	4,600	7.0	239	3,600	5.5	167	1,500	2.2	158	4,700	7.2	22	7,600	11.6	115	4,000	6.1	72	4,200	6.4	216
Slough	-	0.0	275	1,800	2.3	49	6,300	7.9	220	2,600	3.3	338	2,000	2.5	106	4,300	5.4	83	6,500	8.2	332	9,800	12.4	12	3,100	3.9	373
Spelthorne	-	0.1	237	500	1.4	133	1,900	4.9	301	2,800	7.2	59	700	1.7	282	2,000	5.2	96	4,300	11.1	153	4,000	10.2	16	2,900	7.3	155
Three Rivers	-	0.0	323	400	0.9	212	1,000	2.3	357	5,800	13.3	4	900	2.0	209	3,000	6.9	30	2,400	5.4	376	900	2.2	351	2,400	5.4	311
Windsor and Maidenhead	-	0.1	257	1,100	1.4	126	2,700	3.3	339	3,000	3.7	315	1,100	1.4	328	5,400	6.7	37	6,400	8.0	336	1,400	1.7	369	7,400	9.2	77
Buckinghamshire	800	0.3	10	2,100	0.9	23	15,300	6.5	23	11,800	5.1	23	5,200	2.2	17	18,600	8.0	1	22,200	9.5	21	6,200	2.7	26	15,100	6.5	21
South East	56,300	1.4	8	45,000	1.1	10	255,200	6.1	10	199,400	4.8	6	83,600	2.0	6	197,700	4.7	2	415,400	10.0	6	182,500	4.4	7	306,500	7.4	5
London	2,000	0.0	11	27,700	0.5	11	116,000	2.3	11	145,600	2.9	11	41,900	0.8	11	150,800	3.0	9	437,100	8.7	11	229,100	4.5	6	376,700	7.5	4
England	341,300	1.3	-	276,100	1.1	-	2,053,100	8.0	-	1,182,600	4.6	-	470,000	1.8	-	1,055,400	4.1	-	2,533,900	9.9	-	1,204,700	4.7	-	1,805,400	7.0	-
Great Britain	477,300	1.6	-	370,800	1.3	-	2,378,700	8.1	-	1,376,100	4.7	-	542,200	1.8	-	1,167,700	4.0	-	2,915,200	9.9	-	1,354,600	4.6	-	2,109,800	7.1	-

	Information &			Financial & insurance (K)			Property (L)			Professional, scientific &			Business administration			Public administration &			Education (P)			Health (Q)			Arts, entertainment,		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	5,500	7.5	-	1,500	2.0	-	2,300	3.1	-	8,600	11.7	-	4,600	6.3	-	1,000	1.4	-	7,700	10.5	-	8,400	11.4	-	4,100	5.6	-
Chiltern	2,600	7.1	32	800	2.3	112	1,000	2.7	24	4,500	12.3	36	1,400	3.9	351	600	1.7	341	5,000	13.8	14	4,500	12.4	211	1,900	5.3	90
South Bucks	2,900	8.0	27	700	1.8	151	1,300	3.5	7	4,100	11.2	50	3,200	8.6	126	400	1.0	375	2,700	7.4	295	3,900	10.5	273	2,200	6.1	46
Aylesbury Vale	3,400	4.5	85	1,400	1.9	138	1,400	1.8	154	5,800	7.8	132	8,100	10.8	71	3,700	5.0	111	7,700	10.3	96	10,300	13.7	174	3,400	4.6	166
Wycombe	7,100	8.4	21	1,600	1.9	141	1,700	2.0	111	9,100	10.8	55	6,000	7.1	203	1,700	2.0	314	7,500	8.9	198	8,100	9.6	295	3,600	4.3	198
Hillingdon	7,600	4.1	101	1,900	1.1	257	1,800	1.0	330	16,800	9.2	77	26,300	14.4	25	7,600	4.1	159	13,800	7.5	290	15,100	8.2	331	4,200	2.3	371
Dacorum	5,400	8.3	23	900	1.4	200	1,000	1.5	225	6,600	10.0	63	5,100	7.8	155	2,100	3.2	232	5,800	8.9	204	5,100	7.7	347	3,200	4.9	131
Slough	8,900	11.2	10	1,000	1.3	220	600	0.7	369	7,100	9.0	82	8,800	11.0	66	1,700	2.1	309	6,000	7.6	285	7,200	9.0	312	1,800	2.3	372
Spelthorne	3,300	8.4	22	400	1.1	258	900	2.3	59	2,600	6.7	175	3,300	8.5	135	1,200	3.1	237	3,300	8.4	234	2,900	7.4	352	2,100	5.3	85
Three Rivers	3,700	8.5	20	1,700	4.0	60	1,300	3.0	13	7,800	18.1	11	3,200	7.4	179	600	1.5	353	3,300	7.7	276	2,700	6.2	370	2,200	5.0	112
Windsor and Maidenhead	8,400	10.5	11	1,400	1.8	150	2,000	2.5	32	11,100	13.8	24	5,100	6.4	243	1,800	2.3	296	8,200	10.3	98	6,400	8.0	335	7,100	8.8	5
Buckinghamshire	16,000	6.9	1	4,500	1.9	16	5,400	2.3	2	23,600	10.1	5	18,700	8.0	12	6,400	2.8	23	23,000	9.9	4	26,800	11.5	22	11,200	4.8	7
South East	256,000	6.1	2	119,600	2.9	5	77,000	1.8	2	377,400	9.1	2	323,200	7.8	7	131,700	3.2	11	419,700	10.1	2	521,200	12.5	7	198,400	4.8	2
London	386,300	7.7	1	362,100	7.2	1	139,400	2.8	1	709,500	14.1	1	550,200	10.9	1	215,900	4.3	6	387,400	7.7	10	508,500	10.1	11	251,000	5.0	1
England	1,113,200	4.3	-	909,500	3.5	-	481,700	1.9	-	2,270,200	8.8	-	2,308,100	9.0	-	1,021,100	4.0	-	2,306,100	9.0	-	3,218,400	12.5	-	1,148,000	4.5	-
Great Britain	1,196,800	4.1	-	1,025,400	3.5	-	534,700	1.8	-	2,503,100	8.5	-	2,571,000	8.7	-	1,258,300	4.3	-	2,625,000	8.9	-	3,829,300	13.0	-	1,309,400	4.4	-

Source: BRES, ONS, 2016

2.1.6 Work in Chiltern and South Bucks is concentrated in the most knowledge-intensive occupations across the industrial structure. Managerial, professional and technical occupations (SOCs 1,2 and 3) are all overrepresented compared to England with process, plant and machine operatives, elementary, sales and administrative occupations (SOCs 8, 9, 7 and 4) all under-represented. In manufacturing, professionals are 50% overrepresented compared to the industry across England as a whole, while the share of elementary jobs is a little over half the national rate. This occupational distribution underpins the high productivity of Chiltern and South Bucks and demonstrates the demand for highly skilled workers in the districts.

Table 4: Workplace-based industrial structure by occupation, 2011 (England=100)

	All categories: Industry	A, B, D, E Agriculture, energy and water	C Manufacturing	F Construction	G, I Distribution, hotels and restaurants	H, J Transport and communication	K, L, M, N Financial, Real Estate, Professional and Administrative activities	O, P, Q Public administration, education and health	R, S, T, U Other
1. Managers, directors and senior officials	134.6	121.5	151.6	149.3	129.3	145.8	128.4	119.7	108.2
2. Professional	106.5	70.3	155.6	107.9	145.3	112.3	107.1	103.9	83.5
3. Associate professional and technical	115.1	96.1	163.7	82.3	141.4	159.8	105.2	82.9	103.4
4. Administrative and secretarial	95.0	112.1	126.5	124.5	115.3	95.0	92.7	78.4	80.7
5. Skilled trades	104.0	105.0	82.6	97.3	113.8	136.8	132.4	99.3	140.9
6. Caring, leisure and other service	110.7	134.5	102.2	56.2	111.5	115.6	95.5	122.8	109.1
7. Sales and customer service	72.4	45.4	116.2	67.8	75.5	58.3	56.6	50.8	68.5
8. Process, plant and machine operatives	59.2	117.1	45.4	74.6	62.1	50.4	63.0	83.7	93.6
9. Elementary	78.0	93.6	52.6	74.2	86.9	69.0	66.9	79.6	81.2

Source: Census 2011, ONS, 2014

2.1.7 The creative industries[9] employ 6,400 people across Chiltern and South Bucks, representing 8.6% of all employment, more than double the national share. The districts are also home to nationally important assets, including Pinewood Studios and the National Film and Television School. In life sciences[10], the 700 jobs in Chiltern give the district the 7th highest location quotient of all 380 local authorities in Great Britain, while there are a further 100 people employed in the sector in South Bucks. These sectors are expected to play a central role in the UK's future prosperity, with both featuring prominently in the Industrial Strategy Green Paper[11].

[9] Using the definition set out by DCMS (2016) in https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/534305/Focus_on_Employment_revised_040716.pdf
[10] See https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32457/11-1429-strategy-for-uk-life-sciences.pdf
[11] https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/586626/building-our-industrial-strategy-green-paper.pdf

There are more than 10,000 people employed in professional and business services in the two districts, representing 14.6% of employment, both districts ranking in the top 100 local authorities in Great Britain.

2.2 Labour market

2.2.1 At 78.1%, the employment rate in Chiltern and South Bucks is above the national and regional levels. However, while Chiltern's employment rate is the 59th highest among the 380 local authorities in Great Britain, South Bucks ranks only 216th, still above the national level but below the regional rate. At 20.2%, the economic inactivity rate of working age residents is below the national rate, with more than three quarters of the economically inactive not wanting to work, Looking after family or home (34.2%, rising to 45.5% women), full-time study (23.8%), long term sickness (16.1%) and retirement (11.8%) being the most common reasons for being economically inactive.

Table 5: Labour market summary, year to Q2 2016

	Employment rate aged 16-64			Unemployment rate - 16+			Economic inactivity aged 16-64			Economic inactivity - want a job			Economic inactivity - do not want a job		
	No	%	Rank	No	%	Rank	No	%	Rank	No	%	Rank	No	%	Rank
Chiltern & South Bucks	74,600	78.1	-	2,600	3.3	-	19,300	20.2	-	3,900	20.2	-	15,400	79.9	-
Chiltern	44,100	80.9	59	1,400	3.0	52	9,600	17.7	285	2,400	24.5	185	7,300	75.5	194
South Bucks	30,500	74.3	216	1,200	3.6	120	9,700	23.6	104	1,500	15.7	323	8,100	84.3	56
Aylesbury Vale	94,600	80.9	59	3,300	3.2	73	19,700	16.8	303	4,300	22.0	232	15,300	78.0	141
Wycombe	88,400	80.5	68	4,000	4.1	171	17,500	15.9	330	6,300	35.8	41	11,200	64.2	338
Hillingdon	148,800	74.9	195	8,700	5.4	276	45,000	22.7	133	9,900	21.9	239	35,200	78.1	138
Dacorum	78,600	83.4	28	2,800	3.3	86	14,400	15.2	339	2,200	15.4	326	12,100	84.6	50
Slough	71,500	74.3	216	3,500	4.6	213	21,500	22.3	148	5,100	23.6	203	16,400	76.4	174
Spelthorne	49,200	81.1	54	2,000	3.8	146	8,300	13.6	358	2,800	33.8	56	5,500	66.2	322
Three Rivers	42,300	75.4	183	1,400	3.1	62	11,500	20.6	196	-	-	-	10,500	91.3	13
Windsor and Maidenhead	72,400	80.7	63	2,600	3.4	98	14,200	15.8	332	3,100	22.0	232	11,100	78.0	141
Buckinghamshire	257,500	79.9	4	8,700	3.1	6	56,500	17.5	21	14,500	25.6	11	42,000	74.4	17
South East	4,270,500	77.3	1	192,400	4.1	3	1,061,000	19.2	11	284,500	26.8	1	776,600	73.2	11
London	4,317,900	73.2	5	286,600	6.1	10	1,295,100	22.0	8	332,500	25.7	4	962,600	74.3	8
England	25,509,100	74.0	-	1,412,200	5.1	-	7,547,400	21.9	-	1,836,500	24.3	-	5,710,900	75.7	-
Great Britain	29,359,100	73.8	-	1,633,300	5.1	-	8,801,400	22.1	-	2,152,700	24.5	-	6,648,700	75.5	-

Source: APS, ONS, 2016

2.2.2 While unemployment is low in Chiltern and South Bucks at 3.3% of residents aged 16 and over, this still represents 2,600 people. The Job Seekers' Allowance claimant count in the districts has fallen by 23.2% over the last year to 517, or 0.5% of working age residents, the second lowest total on record behind the 504 of December 2015, with 165 having been claiming for over six months, including 80 who have been claiming for 12 months or more. The number of JSA claimants aged 18-24 fell to a new low of 60, having peaked at 490 in the months following the start of the 2008 recession (40 in Chiltern and 20 in South Bucks).

2.2.3 Almost half of JSA claimants in Chiltern and South Bucks (53.2%) are looking for work as sales assistants and retail cashiers, with the next most commonly sought roles being senior officials in national government (6.4%), general administrative occupations (5.3%) and elementary goods storage and handling occupations (3.2%).

2.2.4 There were 8,140 jobs vacancies in Chiltern and South Bucks in the year ending November 2016. Nurses were the occupation most commonly sought by employers, ahead of *other* administrative occupations, chefs, carers and home carers, business sales executives and sales accounts and business development managers.

2.2.5 Despite having some of the smallest public sectors of all local authority areas, the industries most commonly recruiting are dominated by the public sector with human health activities with 734 openings, education (441) and social work activities without accommodation (305) accounting for more than a third (34.5%) of all job openings in the last year[12] The private sector industries with the highest number of openings were food and beverage service activities (539), manufacture of machinery (292), accommodation (253) and retail (excluding motor vehicles).

2.2.6 The employers with the most job openings in the last year in Chiltern and South Bucks were the NHS, Intercontinental Hotels, GE, Sunrise Senior Living, Citrix Limited, BMI Healthcare and Mitchells and Butler. Other prominent recruiters included Pinewood, Shepperton, The Entertainer, Buckinghamshire County Council and Chiltern District Council.

2.3 Educational attainment

2.3.1 Across Chiltern and South Bucks 41% of businesses rate the availability of skills and labour as either *minor* or very *positive*, according to the 2013 Buckinghamshire Business Survey. Accordingly, educational attainment in Chiltern and South Bucks is among the highest in the country with 53.0% of working age residents holding degree level qualifications and 96.5% being qualified to at least NVQ level 1.

Table 6: Educational attainment, 2015 (working age residents)

	NVQ4+			NVQ3+			NVQ2+			NVQ1+			No Quals		
	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	49,700	53.0		68,710	73.3		80,645	86.0		90,500	96.5		3,300	3.5	
Chiltern	28,200	52.5	26	37,610	69.3	36	45,395	81.8	43	52,000	96.7	18	1,800	3.3	17
South Bucks	21,500	53.8	20	31,100	77.5	5	35,250	86.8	6	38,500	96.3	23	1,500	3.8	23
Aylesbury Vale	49,500	43.7	79	71,740	63.2	90	89,580	78.2	113	105,100	92.9	152	8,100	7.2	163
Wycombe	53,500	48.6	46	75,080	67.8	46	90,860	80.7	66	104,300	94.8	78	5,700	5.2	81
Buckinghamshire	152,700	48.2	2	215,620	67.7	1	260,940	80.8	2	299,800	94.6	5	17,100	5.4	5
South East	2,175,400	39.8	3	3,330,550	60.5	3	4,322,225	76.8	2	5,119,300	93.7	2	343,400	6.3	2
London	2,871,300	49.9	1	3,813,310	65.4	1	4,614,745	76.3	3	5,340,300	92.7	3	419,300	7.3	3
Great Britain	14,621,500	37.1		22,884,890	57.4		30,168,205	76.5		36,054,600	91.4		3,376,400	8.6	

[12] Where an industry was specified (18.6% of all openings).

Source: APS, ONS, 2016

2.3.2 Although lower than the shares recorded among residents, the proportion of people working in Chiltern and South Bucks with degree level qualifications is among the highest in the country, ranking 31st and 57th among the local authorities in England and Wales at the 2011 Census.

2.4 Enterprise and business survival

2.4.1 Chiltern and South Bucks are among the most entrepreneurial places in the country, forming 113.0 new VAT / PAYE business for every 10,000 residents in 2015, well above the 73.5 recorded across the country as a whole. South Bucks performs particularly well on this measure, raking 18th among the 380 local authority districts in Great Britain and 6th outside London.

Table 7: Business births and deaths, 2015

	Business births			Business deaths			Annual change (%)	
	No.	Rate	Rank	No.	Rate	Rank	Births	Deaths
Chiltern & South Bucks	1,480	113		1,035	79		2.8	4.3
Chiltern	765	101.8	43	550	73.2	23	3.4	5.8
South Bucks	715	128.1	18	485	86.9	15	2.1	9.0
Aylesbury Vale	1,135	75.6	105	730	48.6	120	1.8	-10.4
Wycombe	1,230	87.9	68	900	64.3	43	5.6	4.7
Hillingdon	2,310	98.6	46	1,335	57.0	70	11.3	5.5
Dacorum	1,085	89.5	63	880	72.6	24	8.0	7.3
Slough	1,260	115.9	29	600	55.2	78	35.5	-13.0
Spelthorne	775	97.0	49	790	98.9	9	-5.5	59.6
Three Rivers	760	103.9	39	510	69.7	32	7.0	6.3
Windsor and Maidenhead	1,405	119.1	25	960	81.4	16	8.1	12.3
Buckinghamshire	3,845	91.3	3	2,665	63.3	3	3.4	0.9
South East	55,590	76.7	2	37,895	52.3	2	8.4	2.6
London	100,920	146.1	1	56,830	82.3	1	13.9	7.3
Great Britain	377,635	73.5	-	248,055	48.3	-	9.2	2.3

Source: Business Demography, ONS, 2016

2.4.2 In the final quarter of 2016, 493 new companies were registered in Chiltern and South Bucks with Companies House. This equates to 37.7 new registrations per 10,000 residents (16+), rising to 43.0 in South Bucks to rank 33rd in Great Britain and 10th outside London, with Chiltern also bettering the national average to rank 57th , with 33.7 registrations per 10,000 residents.

2.4.3 Across Chiltern and South Bucks, 11,500 people, or 12.2% of working residents are self-employed, above the national, regional and county level, with Chiltern scoring particularly highly on this measure at 14.4% to rank 53rd among all local authorities in Great Britain.

2.5 Earnings

2.5.1 Earnings in Chiltern and South Bucks are among the highest in the country. South Bucks' residents had gross full-time annual earnings of £37,459 in 2016, the 14th highest of any local authority district in Great Britain, with Chiltern ranking 18th with £36,282. The gap between residents and workers earnings was the biggest in the country in Chiltern in 2014 but by 2016 South Bucks' gap was bigger at £9,119 the 6th largest in Great Britain. Despite this, the earnings of those working in Chiltern and South Bucks are above the national rate, with Chiltern recording the 70th highest workplace based earnings of all 380 local authorities in Great Britain at £30,111.

Table 8: Gross median full-time earnings by residence and workplace, 2016[13]

	Residence				Workplace			
	£	Rank	% change	Rank	£	Rank	% change	Rank
Chiltern	36,282	18	-4.2	346	30,111	70	0.0	244
South Bucks	37,459	14	10.2	15	28,340	-	-	-
Aylesbury Vale	31,322	81	5.1	89	27,160	152	8.4	34
Wycombe	31,969	71	-0.8	292	32,416	32	5.6	77
Hillingdon	33,508	44	2.1	181	33,469	19	2.4	171
Dacorum	34,404	34	8.1	33	30,032	71	15.0	4
Slough	28,286	155	-0.3	276	31,587	47	3.4	133
Spelthorne	35,021	27	2.8	154	33,494	18	-7.6	351
Three Rivers	32,207	64	0.4	240	33,154	23	8.9	29
Windsor and Maidenhead	37,859	12	1.8	195	32,997	25	-3.8	325
Buckinghamshire	32,656	3	1.0	22	30,587	4	5.8	1
South East	30,752	2	2.3	5	29,731	2	2.3	5
London	33,776	1	2.0	6	36,302	1	2.0	6
England	28,503	-	2.4	-	28,500	-	2.4	-
Great Britain	28,314	-	2.2	-	28,291	-	2.2	-

Source: ASHE, ONS, 2016

2.5.2 For men, earnings are even higher, reaching £47,495 for residents in 2016, the 2nd highest in the country behind Copeland where the highly paid nuclear industry dominates a small labour market.

2.5.3 Despite performing strongly at the median, approximately ten% of people working in Chiltern and South Bucks were earning less than the £7.50 per hour which will become the minimum under the National Living Wage from April 2017.

[13] 2015 data used for South Bucks.

2.6 Demography

2.6.1 There were 163,665 people living in Chiltern and South Bucks in 2015, with 58.9% being of working age, falling to 58.2% in Chiltern, well below the 63.3% recorded across the country as a whole. The districts' demography is unusual in national terms. While Chiltern has the 14th highest share of residents aged 10-19 of any local authority in England it has the 2nd lowest share of residents in their 20s, with comparative share rising for each 10 year cohort until ranking 33rd for the share of residents in their 50s at 15.0%.

2.6.2 By 2026, the population of Chiltern and South Bucks is projected to increase to 174,815 rising to 179,649 by 2031. Despite these being rises of 7.6 and 10.6% respectively, they are below both the rates projected for both England and the South East. However there are marked differences in the performances of Chiltern and South Bucks, with South Bucks projected to grow more than twice as fast as Chiltern. The working age population is projected to make up only 54.4% of all residents by 2031.

Table 9: Population projections to 2026 and 2031 (2014 based)

				2014-26			2014-2031		
	2014	2026	2031	No.	%	Rank	No.	%	Rank
Chiltern & South Bucks	162,484	174,815	179,649	12,331	7.6	-	17,165	10.6	-
Chiltern	93,972	98,480	100,518	4,508	4.8	249	6,546	7.0	242
South Bucks	68,512	76,335	79,131	7,823	11.4	80	10,619	15.5	81
Aylesbury Vale	184,560	213,556	222,888	28,996	15.7	25	38,328	20.8	26
Wycombe	174,878	187,722	192,388	12,844	7.3	176	17,510	10.0	178
Buckinghamshire	521,922	576,094	594,925	54,172	10.4	6	73,003	14.0	8
South East	8,873,818	9,733,360	10,053,159	859,542	9.7	3	1,179,341	13.3	3
London	8,538,689	9,892,748	10,327,543	1,354,059	15.9	1	1,788,854	20.9	1
England	54,316,618	59,135,245	60,853,180	4,818,627	8.9	-	6,536,562	12.0	-

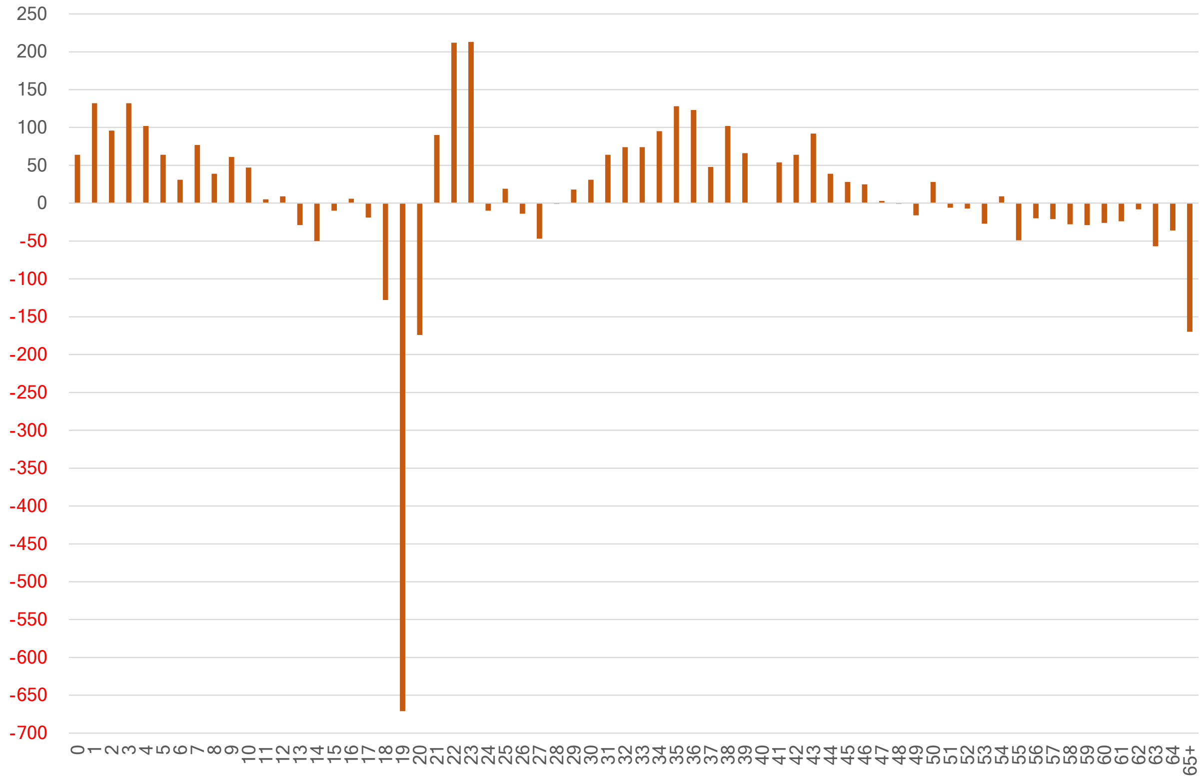
Source: SNPP, ONS, 2016

2.6.3 At only 8.0% of residents, Chiltern has the 2nd lowest share of residents in their 20s of all 326 local authorities in England, with South Bucks ranking 46th with 9.4%. While 460 people aged 17-20 moved into Chiltern and South Bucks in 2015, 1,410 moved out, a net loss of 950. There were 2,071 residents aged 17 in Chiltern and South Bucks in 2015 but only 1,174 aged 21. The number of Chiltern residents aged 21 is just 50.2% of the population of 17 year olds. This is the second largest fall of any of the 380 local authorities in Great Britain. In South Bucks this share rises to almost two thirds (66.4%) but still ranks comfortably in the lower quartile at 348th.

2.6.4 The destinations of those leaving Chiltern and South Bucks suggest that university admission is the primary cause, with the most popular being Birmingham, Nottingham, Southampton, Oxford, Leeds, Exeter, Bournemouth, Bristol, Coventry, Sheffield and Charnwood (which includes Loughborough University).

2.6.5 The out-migration of 17-20 years olds is partially offset by the return of young people from universities at ages 21, 22 and 23. However, there is then net out-migration to age 30, with there being net in-migration for every year from age 29 to 47 peaking at 35. This presents challenges for connecting employers with local skills provision. There is net out-migration for almost every year from age 55 to 100, peaking at 68, when the top destinations are short moves to Wycombe, Windsor and Maidenhead and Aylesbury Vale but also featuring prominently are the coastal authorities of Poole, Suffolk Coastal, North Devon, Christchurch, King's Lynn and West Norfolk and Torbay.

Chart 4: Balance of internal migration by age, 2015



Source: MYPE, ONS, 2016

2.7 Residential and commercial property

2.7.1 Despite having seen marked population growth in recent years, house building in Chiltern and South Bucks has not kept pace with the country as a whole, the districts' housing stock rising by (1.7%) from 2012 to 2015, below the 1.9% seen across England.

2.7.2 In the year to Q3 2016, just 190 dwellings were completed in Chiltern and South Bucks, representing 0.3% of stock, only a half of the 0.6% achieved across England and well below the 1.3% of Aylesbury Vale. By 2026, the number of households in Chiltern and South Bucks will have risen by 5,342 (8.1%) to 71,100, according to the latest household projections from DCLG (2014 based, released July 2016).

2.7.3 House prices in Chiltern and South Bucks are among the highest in the country, with very poor affordability. For the year ending Q1 2016, South Bucks and Chiltern has the 9th and 12th highest median house price of all 348 local authorities in England and Wales, the highest and 3rd highest outside London, at £527,540 and £490,000. Median house prices are 17.02 times higher than median earnings in South Bucks , and 15.66 times higher in Chiltern, making them respectively the 7thth and 12th least affordable places in England and the least and third least affordable outside London. Across England, median house prices are 7.63 times higher than median earnings.

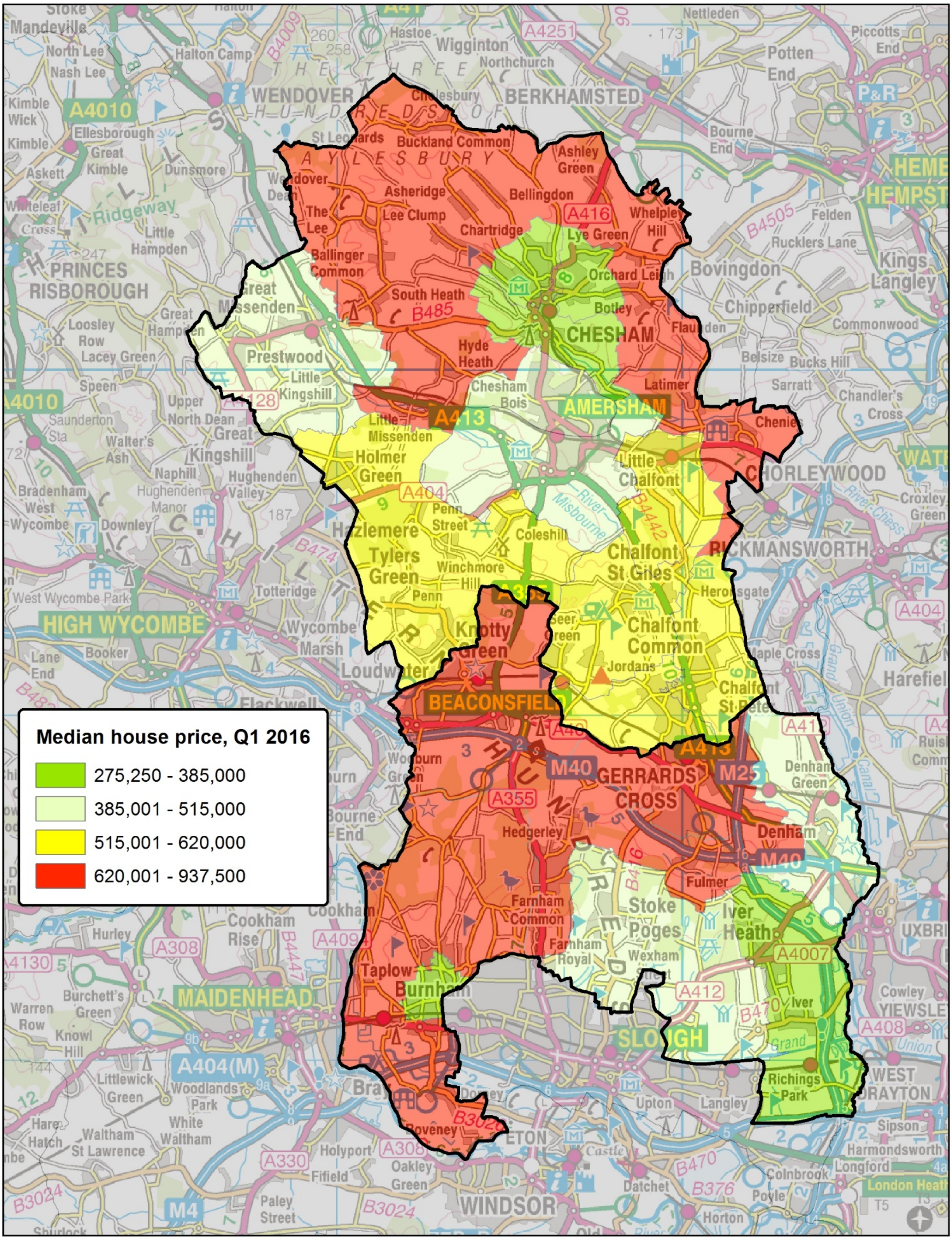
2.7.4 At the lower quartile, the ratio falls to 16.73 in South Bucks but rises to 15.96 in Chiltern to rank as the 11th and 12th least affordable local authority districts in England and the 2nd and 3rd least affordable outside London.

2.7.5 Reflecting high sales prices, private rents in Chiltern and South Bucks are amongst the highest in the country. The median private rent stood at £1,275 in South Bucks and £1,275 in Chiltern for the year ending September 2016, the 24th and 25th highest rate of all 326 local authorities in England, rising to means of £1,628 and £1,439.

Table 10: Private rents, year ending September 2016

	Mean		Median		Annual change			
					Mean		Median	
	£	Rank	£	Rank	%	Rank	%	Rank
Chiltern	1,439	21	1,250	25	6.8	57	9.8	16
South Bucks	1,628	15	1,275	24	7.6	43	3.0	172
Aylesbury Vale	909	93	825	97	5.7	73	6.5	67
Wycombe	1,105	60	950	63	6.4	60	6.1	68
Dacorum	1,074	63	975	60	8.7	30	8.9	25
Hillingdon	1,159	52	1,150	42	-5.5	318	-2.1	311
Slough	871	107	850	84	8.7	29	9.7	17
Spelthorne	1,133	55	1,100	45	-2.0	301	0.0	230
Three Rivers	1,364	28	1,200	31	-3.1	308	-4.0	320
Windsor and Maidenhead	1,381	25	1,200	31	-1.8	299	0.0	230
Buckinghamshire	1,133	2	950	3	7.2	3	8.6	3
South East	984	2	850	2	6.1	2	6.3	2
England	839	-	650	-	6.5	0	4.0	-

Source: Valuation Office Agency, 2016



Median house price by MSOA, Q1 2016
Source: ONS, 2016

N

Scale: 1:140,000 at A4

0 0.4750.95 1.9 2.85 3.8
Kilometers

Produced by BBF
28 November 2016

BUCKINGHAMSHIRE COUNTY COUNCIL

2.7.6 From 2008 to 2012, total business floorspace in Chiltern and South Bucks fell by 1,000m², including a 29,000m² fall in industrial floorspace. While Chiltern's office floorspace increased by 10,000m² over this period, South Bucks saw a 2,000m² fall, according to data from the Valuation Office Agency. Since 2012 office floorspace has come under threat, and been lost, to residential land uses through permitted development rights, so that from 2012 to 2016 total employment floorspace across the districts fell by 12,000m², with office floorspace falling 13,000m², most notably in South Bucks where 12,000m², or 7.7% of the all stock, was lost, the 27th highest share of all 348 local authorities in England and Wales. Losses on office and industrial floorspace were partly offset by gains in retail floorspace in South Bucks and *other* floorspace in Chiltern.

Table 11: Change in business floorspace over time (2012/13 – 2015/16)

	Retail			Office			Industrial			Other		
	m²	% change	Rank	m²	% change	Rank	m²	% change	Rank	m²	% change	Rank
Chiltern	88,000	-2.2	333	120,000	-0.8	204	215,000	-1.4	212	93,000	10.7	41
South Bucks	94,000	9.3	22	144,000	-7.7	320	181,000	-2.7	254	187,000	-3.1	310
Aylesbury Vale	224,000	2.3	161	167,000	-0.6	201	892,000	7.2	24	211,000	11.6	37
Wycombe	302,000	2.4	157	391,000	-2.3	249	750,000	-0.1	176	160,000	1.9	205
Dacorum	214,000	2.9	130	279,000	-6.7	313	711,000	12.3	7	134,000	0.8	243
Hillingdon	403,000	4.1	98	633,000	1.4	136	1,086,000	-3.0	261	174,000	14.5	24
Slough	268,000	0.4	242	395,000	-3.7	283	1,174,000	3.6	66	98,000	19.5	10
Spelthorne	173,000	0.6	234	200,000	37.0	3	322,000	-0.3	183	123,000	-29.7	348
Three Rivers	52,000	0.0	253	166,000	5.1	55	142,000	-4.1	277	131,000	156.9	1
Windsor & Maidenhead	229,000	1.3	208	413,000	-2.8	263	311,000	-2.8	259	138,000	0.0	254
Buckinghamshire	707,000	2.5	14	822,000	-2.6	24	2,038,000	2.6	6	650,000	4.3	13
South East	14,778,000	2.2	6	13,588,000	-0.7	8	35,858,000	-0.1	6	9,343,000	4.0	3
England	98,809,000	2.4	-	85,738,000	0.5	-	303,569,000	-0.1	-	57,990,000	3.4	-

Source: Valuation Office Agency, 2016

2.7.7 Businesses in Chiltern and South Bucks reported finding suitable premises to be their biggest challenge in the 2013 Buckinghamshire Business Survey and this was again the factor that would be most beneficial to business in business survey undertaken for this strategy, cited by more than 40% of respondents. The shortage was also taken up in the focus group sessions, with the view emerging that while there was a good range of premises over 2,000m², premises up to 400m² were in short supply, particularly with parking. This echoes both the latest HEDNA (October 2016) which found that across Buckinghamshire "demand for offices is generally for small-medium sized office accommodation in the range of around 45m² to 465m² and the 2013 Chiltern Employment Land Review which found that not only did the district have "insufficient office floorspace to meet future needs" but that much existing stock was unattractive to the market being ageing and lacking the "flexibility which modern businesses require".

Box 1: Land supply in Chiltern and South Bucks

Based on available employment space identified by Council monitoring data and site assessments, in quantitative terms, Chiltern has insufficient office floorspace to meet future needs up to 2026, under various scenarios of future growth. Although a reasonable amount of office stock exists across the District, much of this is ageing, lacks the flexibility which modern businesses require and is less attractive to the market. The Council will need to encourage the upgrading and renewal of existing space and consider measures to bring forward additional land supply.

There is a need to improve the spatial distribution of Chiltern's industrial stock to better meet with market demand. It is crucial that any new allocations are located within areas of higher demand, such as Amersham and the Chalfonts, which have good accessibility. By contrast, the District has more than enough industrial floorspace, in quantitative terms, to meet future needs under all future development scenarios. However, depending upon the future redevelopment prospect of some of the District's key industrial sites, this surplus may change to a shortfall of industrial floorspace under two of the six scenarios to 2026.

Chiltern Employment Land Needs Assessment (2013)

[Buckinghamshire's] industrial market is considered to be constrained by a lack of flexible industrial premises that can accommodate SMEs. Local commercial agents confirmed that there was minimal demand for larger office space, while most of the remaining demand was from smaller local businesses around the [functional economic market area]. (page 119)

Chiltern is projected to need approximately three hectares of additional B1a/b land over the period 2014-2036. B8 land requirements are projected to remain unchanged while B1c/B2 requirements are projected to decrease by four hectares (page 134)

[For South Bucks] The largest absolute increase in FTE employment is forecast for professional, scientific and technical activities. Other sectors exhibiting significant growth are Construction, Wholesale and retail trade, Administrative and support services, and Human health and social work activities. In line with the general trend, Manufacturing is forecast to experience significant decline with FTE employment contracting by 45%. (Page 134)

Buckinghamshire Housing and economic development needs assessment update, October 2016

2.8 Commuting

2.8.1 There were 77,902 employed residents of Chiltern and South Bucks in 2011, with 40.6% (31,614) also working in the two districts. Of the 62,547 people usually employed in Chiltern and South Bucks, 50.5% are also residents, including 12,697 who work from home.

2.8.2 With 16.3% of all employed residents working from home, homeworking is more common in Chiltern and South Bucks than in Buckinghamshire overall. Similarly, at 20.3%, the share of all jobs in the district that are home-based is above the level recorded across the county.

Table 12: Commuting to and from Chiltern and South Bucks, 2011

		Employed residents			Work in area		
	Live and work	No.	%	Rank	No.	%	Rank
Aylesbury Vale	48,276	90,724	53.2	194 of 378	68,148	70.8	101 of 378
Chiltern	18,361	44,785	41.0	303 of 378	31,755	57.8	236 of 378
South Bucks	10,173	33,117	30.7	354 of 378	30,792	33.0	369 of 378
Wycombe	46,528	86,350	53.9	189 of 378	73,822	63.0	182 of 378
Chiltern & South Bucks	31,614	77,902	40.6	-	62,547	50.5	-
Bucks TV LEP	147,772	254,976	58.0	39 of 39	204,517	72.3	36 of 39
South East	3,383,500	3,906,068	84.9	11 of 11	3,722,701	90.9	10 of 11

Source: Origin-Destination, Census 2011, ONS, 2014

2.8.3 Hillingdon, Wycombe and Westminster and the City of London are the most common workplaces outside the districts, providing work for 5,282, 5,046 and 4,949 Chiltern and South Bucks residents respectively, ahead of Slough (4,356), Windsor and Maidenhead (2,330), Ealing (1,434) and Aylesbury Vale (1,271). In total, 18,437 Chiltern and South Bucks residents work in London (23.7% of all employed residents), with residents aged 35-49 making up almost 44.7% (8,242) of that total.

2.8.4 Living and working in the districts is least common for residents aged 25-34, followed by those aged 35-49. In both cohorts, less than 40% employed residents work in the districts, with 3,417 (30.0%) and 8,242 (30.4%) respectively commuting to London. For those aged 50-64, the share living and working is 48.8%, rising to 65.3 and 65.9% for those aged 65-74 and over 75 respectively.

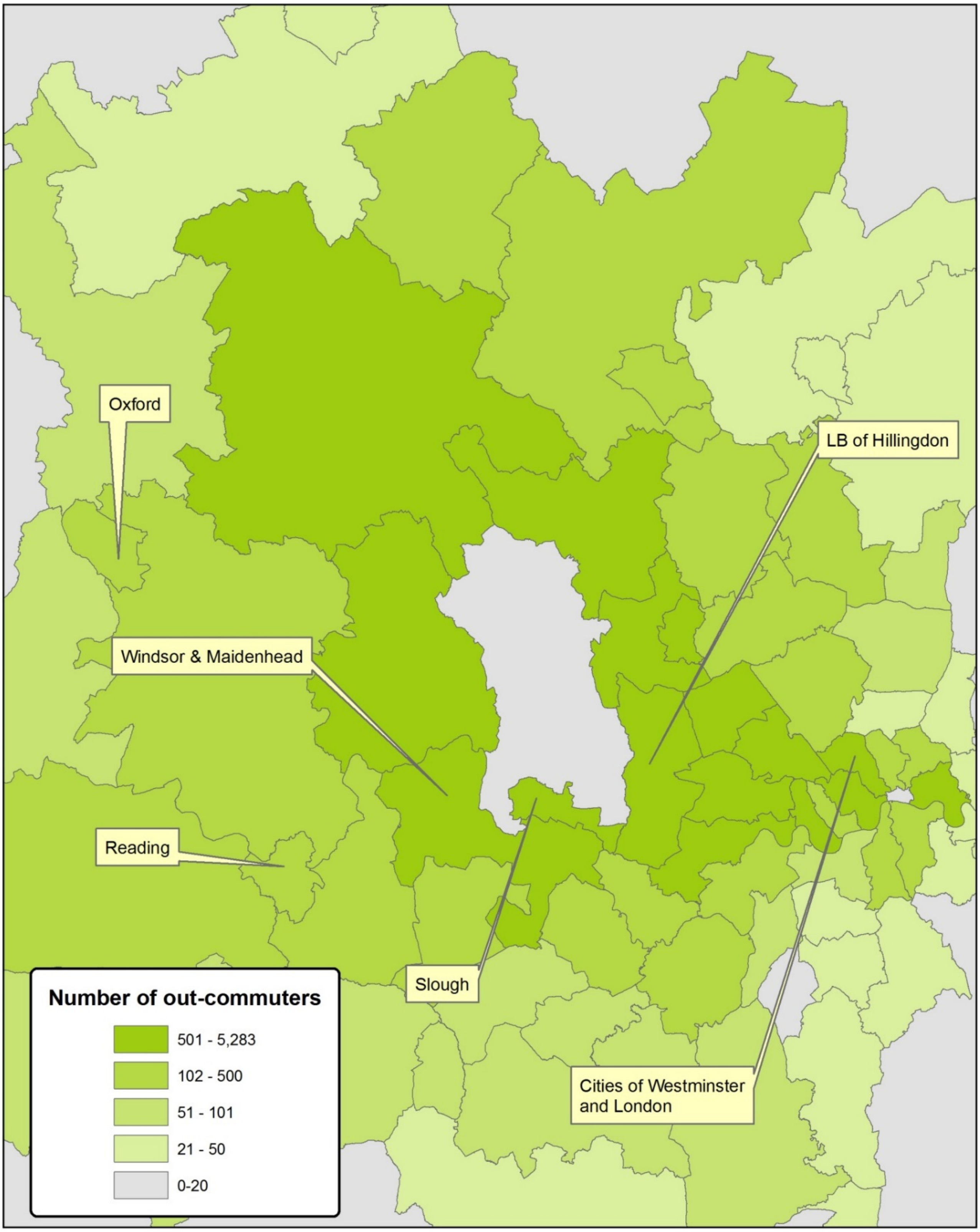
2.8.5 Overall, 67.4% of those that live and work in Chiltern and South Bucks, excluding those that work from home, travel to work by car, with 19.0% walking, 2.1% taking the bus (2,342) and 1.3% travelling by train. For employed residents working outside Chiltern and South Bucks 70.8% travel to work by car, with 13.4% taking the train and 7.4% taking the Underground. Moving people out of their cars, for example through green travel planning, would address concerns relating to congestion and reduce demand for parking with commercial premises.

2.8.6 In 2001, 62,268 people worked in Chiltern and South Bucks, while 73,137 employed people lived in the districts, with 34,419 people living and working there. By 2011, the number of people working in the districts had risen 0.4% while the number of employed residents had risen 6.5%. While the share of workers living locally fell slightly from 55.3 to 50.5%, the share of employed residents working in the districts had fallen from 47.1 to 40.6%.

Table 13: Place of work and residence for Chiltern and South Bucks' residents and workers, 2011

Place of work of residents			Place of residence of workers		
Local authority	**No.**	**%**	**Local authority**	**No.**	**%**
Chiltern & South Bucks	24,457	31.1	Chiltern & South Bucks	31,614	50.5
Chiltern	19,411	24.7	Chiltern	20,391	32.6
South Bucks	6,849	8.7	South Bucks	11,223	17.9
Hillingdon	5,283	6.7	Hillingdon	2,563	4.1
Wycombe	5,046	6.4	Wycombe	6,652	10.6
Westminster,City of London	4,949	6.3	Westminster,City of London	194	0.3
Slough	4,356	5.5	Slough	3,947	6.3
Windsor and Maidenhead	2,330	3.0	Windsor and Maidenhead	1,889	3.0
Ealing	1,434	1.8	Ealing	759	1.2
Aylesbury Vale	1,271	1.6	Aylesbury Vale	2,611	4.2
Dacorum	1,138	1.4	Dacorum	1,559	2.5
Camden	1,041	1.3	Camden	144	0.2
Hounslow	1,034	1.3	Hounslow	400	0.6
Three Rivers	975	1.2	Three Rivers	998	1.6
Hammersmith and Fulham	620	0.8	Hammersmith and Fulham	165	0.3
Watford	607	0.8	Watford	448	0.7
Brent	583	0.7	Brent	315	0.5
Tower Hamlets	580	0.7	Tower Hamlets	59	0.1
Harrow	544	0.7	Harrow	541	0.9
Islington	450	0.6	Islington	81	0.1
Bracknell Forest	394	0.5	Bracknell Forest	398	0.6
Southwark	391	0.5	Southwark	51	0.1
Wokingham	354	0.5	Wokingham	414	0.7
Runnymede	352	0.4	Runnymede	143	0.2
Spelthorne	347	0.4	Spelthorne	198	0.3
Kensington and Chelsea	336	0.4	Kensington and Chelsea	94	0.2
Reading	302	0.4	Reading	201	0.3
South Oxfordshire	276	0.4	South Oxfordshire	443	0.7
Milton Keynes	261	0.3	Milton Keynes	142	0.2
St Albans	245	0.3	St Albans	268	0.4
Hertsmere	220	0.3	Hertsmere	171	0.3
Lambeth	211	0.3	Lambeth	88	0.1
Barnet	200	0.3	Barnet	212	0.3
Oxford	194	0.2	Oxford	83	0.1
Welwyn Hatfield	189	0.2	Welwyn Hatfield	84	0.1
Richmond upon Thames	179	0.2	Richmond upon Thames	222	0.4
West Berkshire	143	0.2	West Berkshire	100	0.2
Central Bedfordshire	126	0.2	Central Bedfordshire	298	0.5
Luton	123	0.2	Luton	179	0.3
Elmbridge	118	0.2	Elmbridge	114	0.2
Hackney	105	0.1	Hackney	68	0.1
Total	**78,631**	**100.0**		**62,547**	**100.0**

Source: Origin-Destination, Census 2011, ONS, 2014



Place of work of Chiltern and South Bucks' out-commuters, 2011

N

Produced by BBF
28 November 2014

Scale: 1:500,000 at A4

0 2.5 5 10 15 20
Kilometers

BUCKINGHAMSHIRE COUNTY COUNCIL

2.9 Deprivation

2.9.1 Deprivation is low across Chiltern and South Bucks. On the 2015 index of multiple deprivation Chiltern is the third least deprived local authority district of all 326 in England with South Bucks ranking 25th. At the ward level, only two wards rank among the most deprived half of England on the index of multiple deprivation, Wexham and Iver Heath in South Bucks and Ridgeway in Chiltern.

Table 14: Deprivation by ward (100=least deprived in England)

		Index of multiple deprivation	Income	Employment	Education, skills and training	Health deprivation	Crime	Barriers to housing and services	Living environment
Chiltern	Seer Green	100.0	98.6	98.1	99.1	99.9	82.6	97.4	98.2
	Austenwood	99.9	99.9	99.8	99.9	99.9	87.7	66.9	98.9
	Chesham Bois and Weedon Hill	99.9	99.8	99.8	99.9	99.9	93.4	61.0	98.2
	Great Missenden	99.8	93.9	97.2	98.4	99.6	74.1	82.9	88.0
	Amersham Common	98.5	93.8	89.4	96.1	96.7	77.9	63.2	95.0
	Chalfont St Giles	98.3	94.8	95.7	94.6	99.8	75.0	49.6	95.3
	Little Missenden	96.7	94.8	97.1	99.0	97.8	73.3	18.6	98.5
	Prestwood and Heath End	96.1	91.5	91.5	87.4	98.1	56.7	75.2	98.4
	Penn and Coleshill	95.8	99.4	99.6	98.3	99.9	81.4	13.6	95.3
	Holmer Green	95.3	87.9	91.2	78.6	90.9	57.6	64.3	98.7
	Central	95.2	85.4	82.8	84.9	89.3	48.1	97.0	89.8
	Amersham Town	94.9	86.1	89.7	93.9	98.6	76.3	26.4	89.8
	Little Chalfont	94.1	73.5	71.9	89.1	98.3	75.0	87.5	97.5
	Chalfont Common	94.0	90.5	72.0	96.0	84.4	49.3	87.5	98.7
	Hilltop and Townsend	93.2	87.0	86.1	82.8	95.0	63.5	69.9	75.0
	Gold Hill	92.6	68.1	69.3	81.0	98.1	37.2	94.7	95.8
	Ballinger, South Heath and Chartridge	87.4	99.4	97.8	97.1	99.7	76.7	6.8	53.6
	Amersham-on-the-Hill	82.3	53.2	60.0	86.7	88.7	43.9	87.1	93.2
	Ashley Green, Latimer and Chenies	79.2	95.2	95.2	92.9	99.1	60.1	7.0	39.9
	Cholesbury, The Lee and Bellingdon	77.3	99.1	96.5	97.9	99.9	65.9	3.8	37.3
	Asheridge Vale and Lowndes	73.6	59.2	57.5	61.2	87.1	39.4	60.6	97.4
	Newtown	73.4	53.8	54.4	50.3	87.5	59.2	84.0	77.5
	St Mary's and Waterside	51.0	38.3	35.9	39.5	81.5	34.0	48.7	76.5
	Vale	50.2	28.5	36.1	30.7	87.2	15.7	95.6	88.6
	Ridgeway	37.9	17.2	24.2	13.1	75.6	41.7	90.0	99.1
South Bucks	Gerrards Cross North	98.6	97.4	96.3	99.9	98.9	52.6	66.6	63.7
	Beaconsfield North	97.9	94.7	96.5	97.9	97.2	49.0	68.5	81.7
	Beaconsfield West	93.7	87.2	90.1	75.9	97.6	38.0	84.1	78.5
	Farnham Royal	93.5	80.2	92.9	90.8	97.6	31.0	70.7	88.0
	Gerrards Cross South	92.1	88.7	99.3	99.2	99.7	87.1	9.7	87.4
	Gerrards Cross East and Denham South West	83.9	74.9	93.2	69.2	99.5	76.6	13.7	72.3
	Beaconsfield South	83.0	72.1	80.1	80.9	97.3	22.1	48.1	86.9
	Stoke Poges	82.1	84.4	81.4	82.3	93.6	29.5	37.4	83.7
	Denham North	76.9	52.1	61.9	62.4	64.9	68.4	64.0	92.7
	Dorney and Burnham South	74.1	95.1	94.7	82.8	92.7	2.6	26.2	59.5
	Taplow	73.4	98.4	98.7	93.8	97.6	13.8	11.5	27.1
	Iver Heath	72.0	65.2	80.4	48.3	84.9	45.3	35.3	62.1
	Burnham Church	69.7	64.2	67.4	74.4	80.0	8.5	73.6	77.1
	Denham South	69.6	79.1	85.9	59.8	95.7	24.9	14.0	65.0
	Burnham Lent Rise	67.1	55.1	54.3	43.4	76.7	32.9	85.5	62.9
	Iver Village and Richings Park	64.8	60.9	71.5	47.2	80.2	21.1	56.5	57.0
	Hedgerley and Fulmer	64.7	71.5	83.7	83.1	88.6	13.2	13.5	49.5
	Burnham Beeches	63.5	94.2	84.6	89.8	99.2	4.9	10.3	43.5
	Wexham and Iver West	40.5	60.6	65.7	34.2	89.7	4.2	10.7	50.6

Source: Indices of deprivation, DCLG, 2015

2.9.2 While the performance of Chiltern and South Bucks is comparatively strong on the education, skills and training domain of the indices of deprivation, the districts were both placed in the *weak education, strong adulthood* quadrant of the 2016 Social Mobility Index, so that "those from disadvantaged backgrounds do relatively badly at school but a strong labour market or low housing costs may help them convert this into good outcomes as an adult or, alternatively, be symptomatic of significant inequalities between rich and poor". Given the very high housing costs and the discrepancy between earnings of residents and workers in Chiltern and South Bucks, it is more likely that this performance indicates significant inequalities among the districts' community. This is reflected by the districts' score on the education sub-domains of the indices of deprivation where only 12 of the 97 lower level output areas in Chiltern and South Bucks rank among England's most deprived half on the adult sub-domain that rises to 22 on the children's domain.[14]

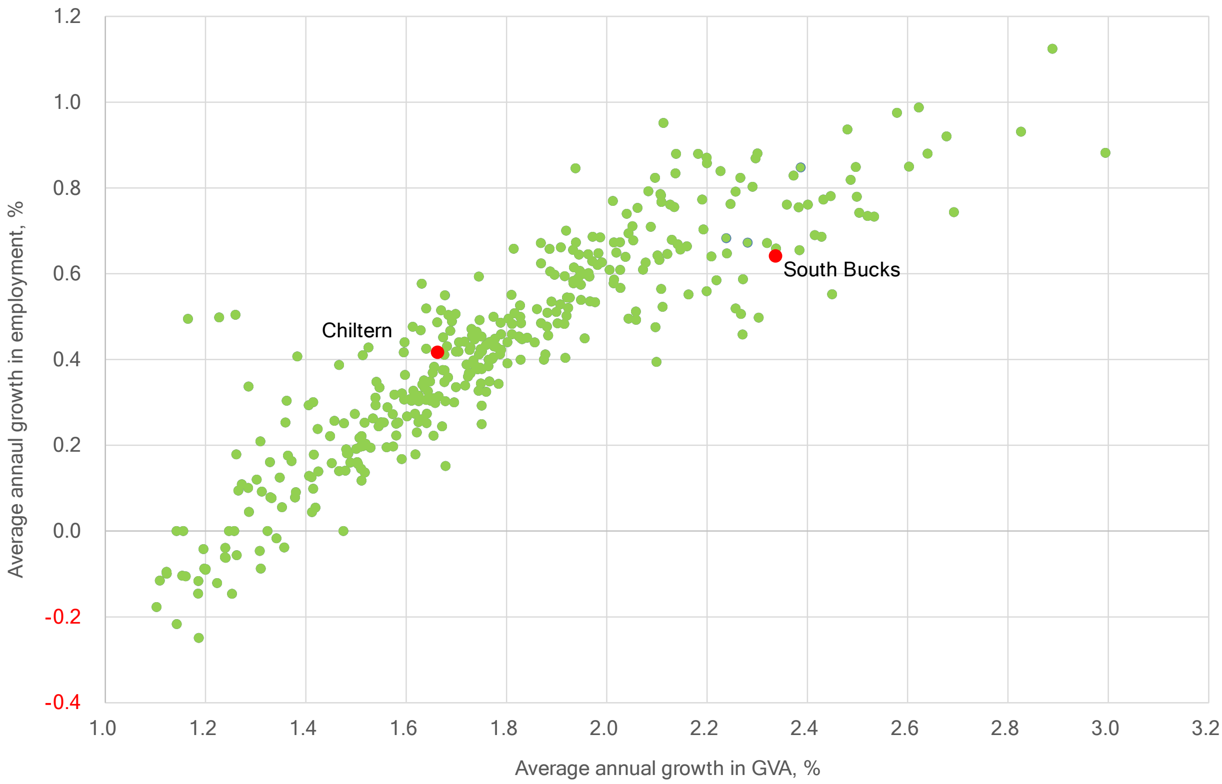
[14] See section 2.5.6 of the Indices of Deprivation Research Report for an explanation of sub-domains: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/464597/English_Indices_of_Deprivation_2015_-_Research_Report.pdf

2.10 Forecasts and projections

2.10.1 From 2016 to 2026 employment in Chiltern and South Bucks is forecast to increase by 0.5% per annum, with output rising 2.0% per annum. However, the two districts are expected to experience different trajectories, so that while in 2016 they ranked 45th and 46th among the 380 local authority districts in Great Britain for GVA per job, by 2026 South Bucks is forecast to rank 36th compared to Chiltern's 54th.

2.10.2 Following vote in favour of leaving the European Union in the June's referendum, economic forecasts have been downgraded. Experian's Local Market Forecast © now expects employment growth in the districts from 2016-2016 to lead to 600 fewer jobs, a reduction in growth from to 4,800 to 4,200 additional jobs.

Chart 5: Annual growth in employment and GVA 2016-2026 by local authority, %



Source: Experian, Local Markets Forecast ©, September 2016

2.10.3 The main reason for the divergence is the forecast rate of growth is the difference in the districts' industrial structures, with South Bucks having the greater share of output in the sectors with the strongest forecast performance. In 2014, professional and other private services made up 43.0% of the South Bucks economy but only 36.0% of Chiltern's, with construction accounting for 7.6 and 6.6% respectively, so that while the sectors' rates of growth were high in both districts South Bucks saw the greatest cumulative impact. Conversely, manufacturing made up 10.0% of the Chiltern economy but only 3.5% of South Bucks' and is forecast to have one of the lowest output growth rates of any sector (0.1% per annum in South Bucks and -0.1% in Chiltern).

2.10.4 Accompanying this change in industrial structure will be changes in occupational structure. Data for Buckinghamshire, from UKCES's *Working Futures* (2016) project that the county will be employing fewer people in administrative, sales and process plant and machine operative occupations but more in all other occupations classes, notably in managerial, professional and caring occupations, with expansion demand projected to be greatest for corporate managers and directors, business and public service associate professionals and caring personal service occupations, which includes teaching assistants, nursery nurses and care workers and home carers.

Chart 6: Projected occupational change in Buckinghamshire, 2014-24

Source: UKCES, 2016

2.10.5 Skills shortage vacancies in Buckinghamshire in 2015 were most prevalent in skilled trade occupations (i.e. SOC 5) where the number of jobs in projected to fall in the coming years. In 2015, these roles accounted for 21% of skills shortage vacancies, ahead of elementary (19%) professional (18%) and associate professional (16%) occupations. Across the Buckinghamshire labour market 27% of skills gaps (i.e. staff not being fully proficient) are caused by not being able to recruit staff with the required skills, the 12th highest share among the 39 Local Enterprise Partnerships.

2.10.6 The Chiltern and South Bucks economy offers highly skilled, well-paid work at a jobs density above the national and county levels despite marked out-commuting. The area's high productivity is delivered by growing numbers of pre-dominantly small firms operating in national growth sectors. The districts' residents are highly qualified and highly entrepreneurial contributing to the districts' unemployment rate being among the lowest in the country.

2.10.7 Although generally prosperous, not all residents benefit from the success of the district and there is a geography of unemployment and deprivation, with some local concentrations. However, the strength of the economy, combined with its proximity and ease of access to London and the location in the Chiltern Hills Area of Outstanding Natural Beauty, contribute to Chiltern and South Bucks having some of the most expensive, and least affordable, housing in the country. The high cost of housing may deter new recruits from moving to the area, while the small firm size reduces employment opportunities, so that while the success of local schools mean very many young people go to university, the numbers starting their careers in Chiltern and South Bucks is very much lower, frustrating attempts to align labour supply and demand.

The policy challenges arising from the economic assessment are:

- Addressing localised unemployment and deprivation
- Improving poor housing affordability
- Supporting the industrial structure of the economy
- Supporting small businesses and the self employed
- Maintaining the supply of commercial property
- Provision of skills appropriate to local demand, particularly in growth sectors

3.0 Business sentiment

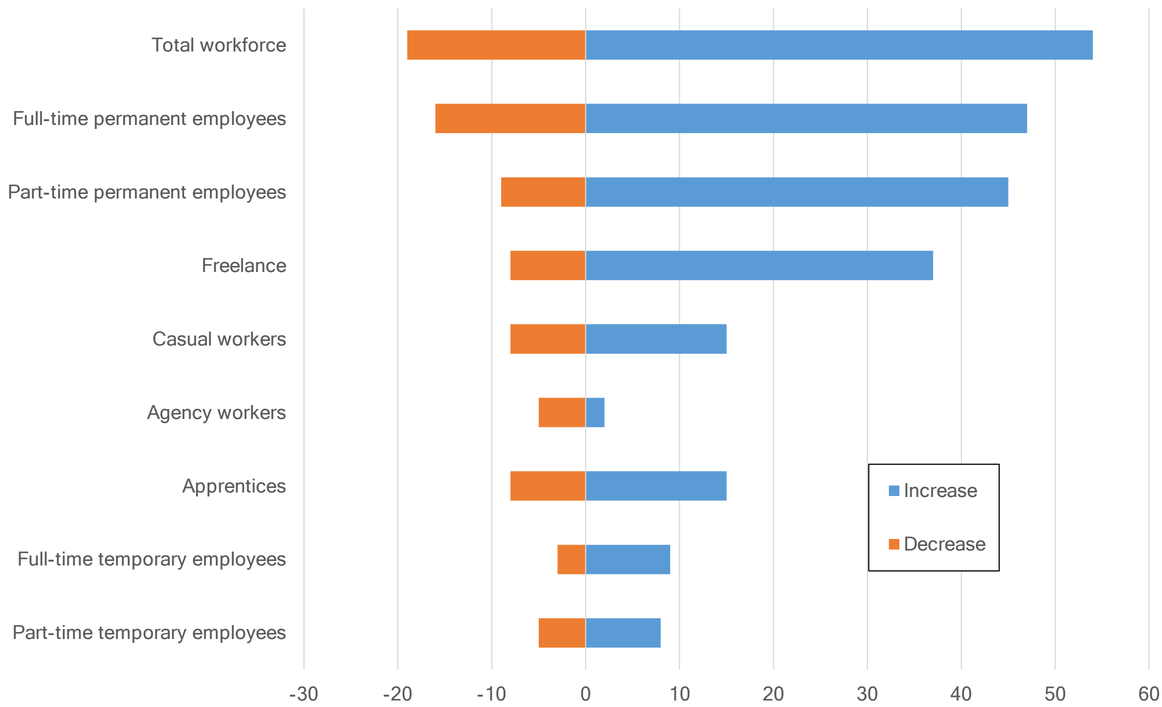
3.0.1 Chiltern and South Bucks is a great place to run a business. Only 8.3% of businesses are dissatisfied with the districts as a business location. Of the 30.7% of businesses in the districts that were looking to relocate in the next two years, 28.8% wanted to stay in the districts, with a further 22.7% wishing to stay in Buckinghamshire.

3.0.2 Businesses in Chiltern and South Bucks are ambitious, with almost three quarters (72.1%) planning to increase turnover in the next year, including a quarter (25.0%) planning to increase turnover by at least 20%. Of those companies looking to increase turnover most rapidly, 92.6% are expecting to increase staffing levels.

3.0.3 The districts have a small firm economy, being skewed towards the smallest micro businesses. More than a fifth of those working in Chiltern and South Bucks at the 2011 Census worked from home. The electronic survey reflected that orientation with 45.3% of respondents being home-based, 36.3% in rented commercial premises and 18.4% being owner occupiers.

3.0.4 More than two thirds of home-based businesses (68.6%) are expecting to increase turnover next year, with 30% expecting to recruit additional staff in the next year, rising to 92% of those planning turnover growth in the next year.

Chart 7: Change in numbers of staff by type in the last year



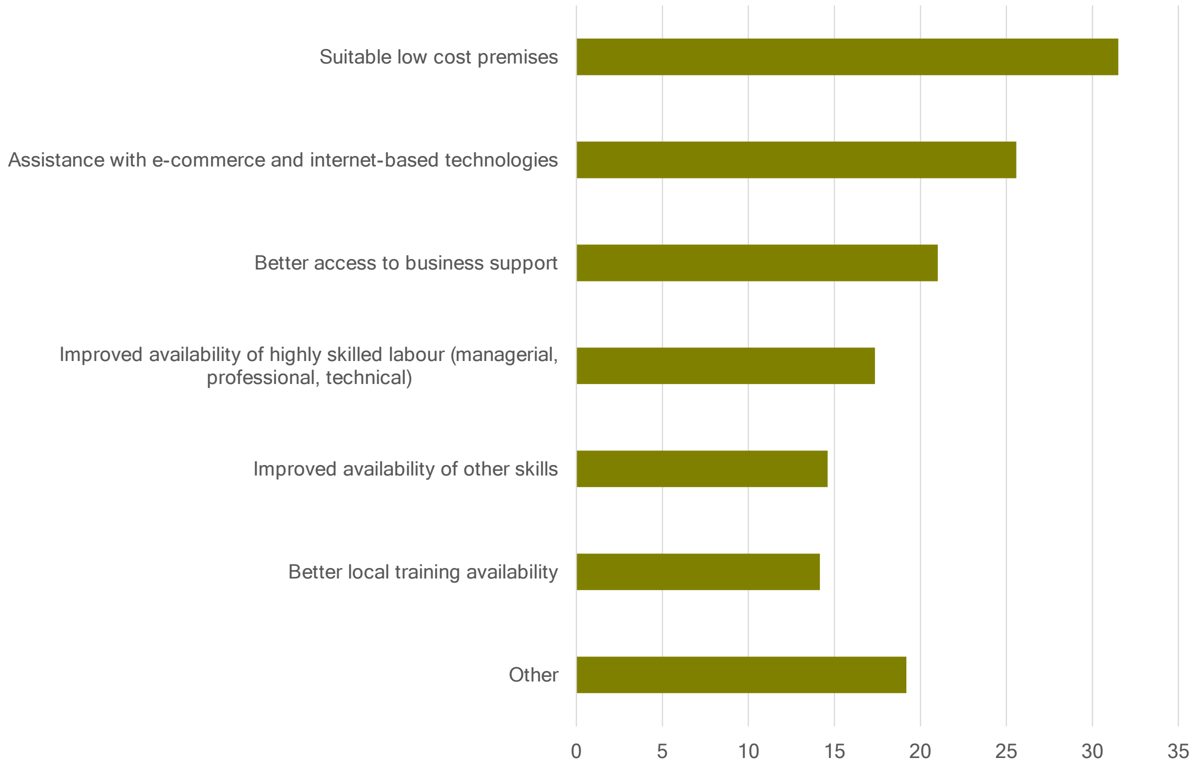
Source: Chiltern and South Bucks Survey, 2016

3.0.5 A shortage of suitable commercial property impacts on the success of 1 in 6 businesses in Chiltern and South Bucks (16.4%), rising to more than one in three businesses looking to relocate.

3.0.6 Businesses expecting to relocate in the next two years were more likely to be moving to change some aspect of their business than because their lease was coming to an end. The most common reason for seeking to relocate was to secure more car parking, to find larger premises and to find cheaper accommodation. An approaching end of lease was cited in 16.7% of cases.

3.0.7 The factors that would be significantly beneficial to business by district are presented below. In both Chiltern and South Bucks suitable low cost premises were most commonly cited ahead of assistance with e-commerce, better access to business support and the availability improved availability of skills, with higher skills more commonly cited that other skills.

Chart 8: Factors that would be beneficial to business



Source: Chiltern and South Bucks Survey, 2016

3.0.8 The importance of sufficient broadband speeds has long been acknowledged by Government. The 2016 Autumn Statement has allocated £740 from the new National Productivity Investment Fund to support the market to roll out full-fibre connections and future 5G communications, having previously argued in 2015's Plan for Productivity that "there are still too many businesses hampered by slow connections", pledging to "ensure superfast broadband (at least 24MBPS) is available to 95% of UK households and businesses by 2017". In Chiltern and South

Bucks more than a third of businesses do not have broadband speeds over 24MBPS. While three quarters of businesses in the districts are satisfied with their broadband speeds more than one in 20 businesses with superfast broadband find their speeds insufficient, rising to more than 1 in 5 overall.

Table 15: Broadband speed

	Slow (0-2MBPs)	Standard (2-24MBPs)	Superfast
Chiltern	15.3	48.7	36.0
South Bucks	16.3	41.9	41.8
Buckinghamshire	15.0	42.2	42.9

Source: Buckinghamshire Business Survey, 2016

Table 16: Is broadband speed sufficient by connection speed?

	No broadband		Broadband		Superfast		Don't know		All	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Buckinghamshire	22.1	77.9	77.0	23.0	92.7	7.3	84.4	15.6	75.4	24.6
Chiltern	25.7	74.3	80.4	19.6	91.9	8.1	92.0	8.0	76.2	23.8
South Bucks	31.1	68.9	80.9	19.1	93.6	6.4	78.9	21.1	78.0	22.0

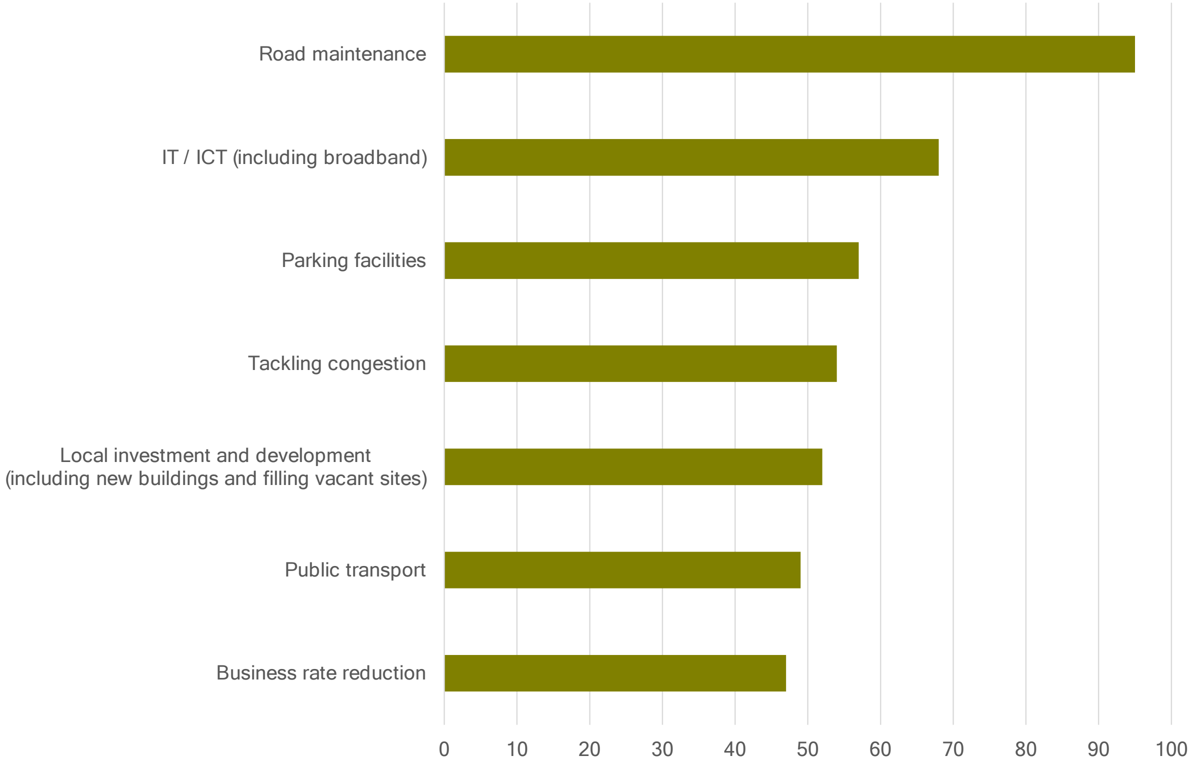
Source: Buckinghamshire Business Survey, 2016

3.0.9 Where businesses are looking to relocate in the next two years, almost one in five gave the need to find faster broadband as a reason for moving.

3.0.10 On Business rates, although almost half of survey respondents made business rate reduction a priority for business investment, the 2016 Buckinghamshire Business Survey found that when given two statements 58.6% of businesses in Chiltern and South Bucks preferred "The council should provide value for money services, whilst retaining and improving services for my business and local area, even if this means that there are small increases in business rates", with only 24.6% favouring "business rates should be kept to a minimum, even if this means that less services are provided for my business and the local area, cutting front line services for my business and local people".

3.0.11 The priorities of businesses in Chiltern and South Bucks for public investment are set out below in chart 9.

Chart 9: Businesses priorities for public investment (% of respondents)



Source: Chiltern and South Bucks Survey, 2016

3.0.12 The advantages of trading in Chiltern and South Bucks are reflected by the satisfaction its businesses report with it as a location and their desire to remain and grow in the districts. However, the mix and availability of commercial property and access to broadband continue to present challenges. Although local government support for continued broadband rollout is ongoing, investment in ICT including broadband ranks behind only road maintenance as businesses' priority for public investment. Businesses are already highlighting a shortage of suitable commercial premises across the districts, with this situation likely to be exacerbated by the loss of office space, including through permitted development rights, set out in section 2.7 and the recruitment and growth ambitions of Chiltern and South Bucks businesses, particularly those currently home-based.

3.0.13 The policy priorities arising from engagement with business are:

- public investment in ICT including broadband
- addressing the shortage of suitable commercial premises for the districts' small and home-based businesses to grow in to premises
- facilitating recruitment to small businesses

4.0 Policy Environment

4.0.1 The importance of the economy is highlighted in a range of local strategies and plans, including planning documents and the Chiltern and South Bucks Joint Business Plan[15] (2016-2020) which sets out the vision that by 2026 the districts will be: "prosperous and diverse economies that encourage local employers and small businesses so we can protect the areas' economy for the future and achieve a better balance between the jobs available and the people to fill them". While 2016's Joint Community Strategy[16] set out the following challenges for the economy:

- Supporting the local economy to continue to thrive and provide local jobs for local people
- Identifying workforce skills and technological resources for tomorrow's economy and encouraging their development
- Sustainable delivery of new homes, of the right type to meet residents' needs, and with the necessary supporting infrastructure
- Understanding and managing the impact of growth in the north of Buckinghamshire on infrastructure

4.0.2 These challenges are reflected in the strategic priorities to 2020 identified in Buckinghamshire Thames Valley Local Enterprise Partnership's refreshed Strategic Economic Plan 2016-31)[17]:

- **Business Growth and Innovation**: strengthening the local growth hub; accelerating innovation in ambitious, growth orientated companies and priority sectors (including life science, the information economy and the creative industries); encouraging investment in key research infrastructure; providing a sustainable source of funding for business growth; enhancing entrepreneurship programmes in the skills system; encouraging peer to peer learning; markedly growing Buckinghamshire's export performance; and promoting business resource efficiency and resilience.

- **Skills and Talent**: delivering STEAM (science, technology, engineering, arts and mathematics) inspiration activities for pre-secondary school age children and delivering business-school challenges in STEAM; encouraging business incubation in FE and HE to stimulate youth enterprise and graduate enterprise; establish enhanced workplace based qualifications; improve

---

[15] http://www.southbucks.gov.uk/CHttpHandler.ashx?id=3820&p=0
[16] http://www.southbucks.gov.uk/CHttpHandler.ashx?id=4989&p=0
[17] http://www.buckstvlep.co.uk/uploads/downloads/SEP%20refresh-1.pdf

systems to aggregate employer skills needs; and help establish new partnerships to deliver undergraduate provision in areas of skill shortages.

- **Connectivity**: making major transport infrastructure fit for economic purpose; supporting the work of the National Infrastructure Commission; recognising the importance of corridors across Buckinghamshire and into *England's Economic Heartland*; improving digital connectivity; and fixing utility constraints

- **Town Centre Regeneration**: supporting the delivery of new housing and business space; ensuring employment growth develops linked to the scale and location of planned future housing growth; stimulating sustainable, vibrant and liveable urban centres; and ensuring main urban centres include sufficient high quality green and blue infrastructure.

4.0.3 At the national level, Theresa May's cabinet reshuffle removed some of the political uncertainty about the UK's exit from the EU announcing in her first speech as Conservative Party leader that there would be no second EU referendum and then creating Cabinet posts in her reshuffle that reflected the intention for the UK to leave the EU. The UK's four principles and 12 priorities for negotiation have subsequently been set out[18] including certainly, control of immigration, free trade with European markets and new trade agreements with other countries, ensuring Britain remains one of the best places in the world for science and innovation and delivering a "smooth, orderly Brexit".

4.0.4 Despite the demise of the Department for Business, Innovation and Skills, the reshuffle hinted at policy consistency for the economic development agenda by creating a Department for Business, Enterprise and Industrial Strategy, led by Greg Clark, who has set out role of the new department as being "delivering a comprehensive industrial strategy, leading government's relationship with business, furthering our world-class science base, delivering affordable, clean energy and tackling climate change".

4.0.5 The UK had an industrial strategy since 2012 providing a focus on 11 sectors which in turn produced their own sector specific industrial strategies. By 2016, then Business Secretary Sajid Javid[19] promised that the "closed shop" approach of the

---

[18] https://www.gov.uk/government/speeches/the-governments-negotiating-objectives-for-exiting-the-eu-pm-speech
[19] https://www.gov.uk/government/speeches/manufacturing-doing-what-works

2012 industrial strategy was to be replaced with an "open door", so that although the Government would still support the 11 sectors of the original strategy "Britain's business leaders deserve a strategy as wide-ranging as the economy you serve so well. A strategy of deeds, not words", before citing cuts in Corporation Tax (since accelerated), raised investment allowances and lowering the threshold for small business exemption from National Insurance. As noted in section 2.1, Chiltern and South Bucks perform well in the current industrial strategy sectors and may need to prepare for a less targeted approach to intervention.

4.0.6 In January 2017, the industrial strategy Green Paper was published[20] with the objective to "improve living standards and economic growth by increasing productivity and driving growth across the whole country". The Green Paper identifies *ten pillars* that reinforce each other to drive growth, arguing "an economy with more innovative start-ups will require more highly skilled people, more venture capital, and better digital infrastructure".

4.0.7 From 2010 employment in the UK has steadily risen, reaching first an absolute all-time high, subsequently reaching a record share of the working age population. However, productivity growth has been much slower, so that while total output (GDP) joins employment at a record high, GDP per capita (constant prices) is almost unchanged since the pre-recession high in Q4 2007.

4.0.8 Accordingly the emphasis in central Government economic plans has shifted from "achieving strong, sustainable and balanced growth that is more evenly shared across the country and between industries" in 2011's Plan for Growth to acknowledging that compared to employment "productivity is the more essential ingredient" in 2015's *Plan for Productivity* that focused on raising the UK's performance and closing the gap in productivity between the UK and the other G7 economies and retained in the Industrial Strategy Green Paper. The Plan for Productivity contained two sections:

- **Long-term investment**, which stresses the role of investment in raising productivity through investing in equipment and physical infrastructure but also the development of human and intellectual capital.
- **Dynamic economy**, concerning the matching of skills, technology and machine to their best use. The section includes lessening the constraints placed on the economy by the "delay and inflexibility" of the planning

[20] https://www.gov.uk/government/consultations/building-our-industrial-strategy

system, raising exports and making sure it is "easy to start a business, that the best new businesses can scale up rapidly, and they can fulfil their long term potential"

4.0.9 However, the Plan for Productivity also stated "cities are the driving force of the economy" before going on to note "it is important that all areas of the economy contribute to, and benefit from, productivity growth". Launched with *Fixing the Foundations* was the Government's 10 point plan for raising rural productivity[21].

4.0.10 The 2016 Autumn Statement[22] retained the emphasis on productivity, most notably through the launch of the National Productivity Investment Fund. However the emphasis on major cities is less explicit, despite retaining a focus on regional rebalancing and retaining references to the *Northern Powerhouse* and *Midlands Engine* and offering larger per capita allocations to areas outside the Greater South East from the Local Growth Fund.

4.0.11 The Industrial Strategy Green Paper includes *cultivating world leading sectors* and *driving growth across the whole country* among its ten pillars. While the Green Paper further reduces the emphasis on cities noting challenges extend to towns and rural areas reflecting on connectivity, skills, R&D expenditure and local institutional leadership, it retains a sector focus with Chiltern and South Bucks' strength featuring prominently. Reviews of the UK's creative and life science industries are to be launched ahead of *sector deals*, drafted by businesses to "enhance their competitiveness as a sector".

4.0.12 The Autumn Statement also offered further business rate relief, while moving to local business rate retention remains an objective for Government. The motivation to build the districts' business rate base may depend on the details of 100% business rate retention and the extent to which that relates to retention within the sector rather than within the billing authority. However, the Industrial Strategy's support for businesses focuses on scale ups, suggesting measures to improve access to finance, to ensure the uptake of new technology and digital processes and to build networks.

---

[21] https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/454866/10-point-plan-rural-productivity-pb14335.pdf

[22] https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/571559/autumn_statement_2016_web.pdf

5.0 SWOT

5.1 Strengths

5.1.1 Chiltern and South Bucks has one of the most productive economies in the country, where highly qualified workers are well remunerated for working in growing sectors. The districts combine good quality of life and low deprivation with excellent communications with ready access to national road and rail services.

5.1.2 The districts enjoy very high levels of entrepreneurship combined with large, well known employers that make a significant contribution to the growth sectors identified by the Government and the Buckinghamshire Thames Valley Local Enterprise Partnership.

5.1.3 Chiltern and South Bucks have proved themselves to be comparatively resilient economies, exhibiting some of the highest levels of growth seen in the UK since 2008's recession in output, business population and employment.

5.2 Weaknesses

5.2.1 The gap between residence and work place based earnings is large, albeit closing, causing local inequality and contributing to the comparative shortage of young people in the local economy. The economy is skewed towards very small firms reducing the availability of employee jobs and towards service jobs in the private sector increasing exposure to market downturns in those parts of the economy.

5.2.2 Despite the prosperity of Chiltern and South Bucks housing affordability is among the lowest in the country and worsening. Population rises are expected to outstrip housing supply.

5.2.3 Commercial property across the districts is ageing and does not neatly map to demand, particularly for small and start-up businesses, while commercial rents may be too low to either support speculative development or dissuade changes of use for existing commercial stock to residential, threatening economic vibrancy. There is a lack of land with development potential for period to 2036.

5.3 Opportunities

5.3.1 If HS2 goes ahead the project will provide contracting and service opportunities for local businesses during the construction phase. The construction of Crossrail and the third runway at Heathrow offer both short and long term opportunities as the local economic geography changes.

5.3.2 The Government's Industrial Strategy Green Paper shows continued support for sectors with a strong footprint in the districts.

5.3.3 The new joint Local Plan offers an opportunity to bring forward sites for employment generating use and safeguard the economic vibrancy of the districts.

5.3.4 The districts have a strong and established tourism offer, particularly for the Chilterns; however the potential exists to convert day trips into longer stays giving additional exposure to the wider sector.

5.4 Threats

5.4.1 The high and rising cost of residential property may become a disincentive to companies to locate in the districts, frustrating attempts of local businesses to recruit. For commercial property, the conversion of floorspace to residential uses further erodes the choice of premises available in the districts. Recruitment difficulties may be compounded by the loss of large numbers of the highest achieving young people after Key Stage 5 combined with high levels of education deprivation for young people across the districts.

5.4.2 A lack of good quality, mid-sized commercial premises prevent expanding businesses from remaining in the districts.

5.4.3 The loss of employment space in town centres reduces the space available to businesses and allows retail expenditure to leak out of the centres and potentially out of the districts entirely.

5.4.4 Poor public transport and slow broadband speeds frustrate the development of the rural economy.

Strengths	Weaknesses
Productivity Skilled workforce Communications Industrial structure skewed to growth sectors Low deprivation Natural environment Resilience Business support infrastructure	Unbalanced industrial structure Lack of young people / ageing population Significant inequality Housing affordability Quality and choice of commercial property Price of commercial property
Opportunities	**Threats**
HS2 contracting Heathrow third runway – housing displaced business and future economic geography New Local Plan Strong presence in growth sectors Priorities set out in the Industrial Strategy Green Paper	Diminishing employment floor space Cost of living high and rising Low value added to young people in deprived areas Labour market shortages Broadband coverage and speeds

6.0 Strategic Economic Objectives and Action Plan

6.0.1 The Chiltern and South Bucks Economic Development Strategy share the vision of the districts' Joint Business Plan, that by 2026 the districts will be "prosperous and diverse economies that encourage local employers and small businesses". Through achieving this the Councils can "protect the areas' economy for the future and achieve a better balance between the jobs available and the people to fill them", while also addressing the Joint Community Plan aspiration of "supporting the local economy to continue to thrive and provide local jobs for local people".

The actions are split by the following strategic objectives:

1) Connectivity
2) Enterprise and business growth
3) Space for business
4) Skills and employability
5) Tourism and town centres
6) Monitoring and review

6.1 Connectivity

6.1.1 As well as helping to raise productivity, digital technology enables new ways of working, relieving pressure on employment space. Road and rail connectivity improves the economic geography of Chiltern and South Bucks. Investment in ICT including broadband was named as the top priority for investment by more businesses than any other issue in the Economic Development Strategy Survey, while across Chiltern and South Bucks more than a third of businesses do not have broadband speeds over 24MBPS.

- Broadband investment: continued investment in broadband with a focus on business and residential premises
- Wireless / 5G investment: ensure essential outdoor mobile services – such as basic talk, text and data - are available throughout the districts[23]

[23] See National Infrastructure Commission, Connected Future (2016) on 5G telecommunication technology

- Transport: lobbying for enhancement and maintenance of the strategic road network
- Support the improvement of north-south connectivity within Buckinghamshire to provide access to the opportunities for economic growth associated with housing growth and planned infrastructure improvements (including East West Rail and the Oxford Cambridge Expressway)[24]

6.2 Enterprise and business growth

6.2.1 Chiltern and South Bucks are among the most entrepreneurial places in the country delivering high productivity. However, the districts have a comparatively high share of home based businesses and the shares of business stock with five or more employees are among the lowest in Great Britain. Growing businesses to become employers and relocate to commercial premises can help Chiltern and South Bucks businesses *scale up*[25].

- Business support: provision / promotion of business support activities to help businesses and aspiring businesses to grow and prosper. To include networking, training and signposting
- Incubation space: provision / promotion of incubation space for growing businesses
- Ensure public sector procurement opportunities are made available to local businesses
- Promote sectors where Chiltern and South Bucks have strengths in nationally significant sectors to ensure the districts are not overlooked as the Industrial Strategy develops and associated resources can be used to benefit the local economy
- Promote / provide finance for businesses, particularly those with high growth potential

---

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/577906/CONNECTED_FUTURE_ACCESSIBLE.pdf

[24] See for example paragraph 3.16 of the 2016 Autumn Statement: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/571559/autumn_statement_2016_web.pdf

[25] For a comparison of *Initial Scaling* and *Stepping Up* see ERC's Growth Dashboard (2016): http://www.enterpriseresearch.ac.uk/wp-content/uploads/2016/11/ERC-UK-Local-Growth-Dashboard-FINAL.pdf and see Theresa May's 2016 speech to CBI for the importance of Scale Ups: https://www.gov.uk/government/speeches/cbi-annual-conference-2016-prime-ministers-speech

- Maintain dialogue with large employers

6.3 Space for business

6.3.1 Employment floorspace in Chiltern and South Bucks does not match demand and is under pressure from conversion to residential use. In the six years to 2015/16, South Bucks' employment floorspace fell by 16,000m^2 (2.6%), including a 13,000m^2 (8.4%) fall in office space, both among the largest falls across the UK. The districts must be able to meet the demand of small businesses and provide opportunities for them to grow and move into suitable, high quality space.

- Planning for a portfolio of premises to meet the current and future needs of businesses by size and sector, including changes brought about by the advance of the *digital* industries and facilitating the co-location of complementary small scale commercial activity
- Provide or plan for smaller office units of up to 400m^2
- Promote or bring forward prestigious offices for head office functions and to attract businesses displaced by Heathrow expansion
- Promote the efficient use of employment land and buildings, enabling new ways of working, supporting the use of new technologies and promoting developments that build on the strengths of the local economy.
- Promote / provide inward investment to make the most of the local connectivity, to supplement enterprise driven employment growth and widen the range of jobs available locally
- Promotion of live work units
- Protect the natural environment and landscape to support those businesses that rely upon it and help attract business investment

6.4 Skills and employability

6.4.1 While Chiltern and South Bucks residents have some of highest levels of educational attainment in the country and, as part of Buckinghamshire, see the highest share of young people attend Russell Group universities after Key Stage 5, education deprivation for young people persists in parts of the district. Businesses report recruitment difficulties.

- Provide / support services that forge links between employers and educators, in order to enable young people to become more work ready through greater employer involvement and to ensure they gain the right skills for the local growth sectors

- Provide / support services that directly connect local businesses and young people in work experience and apprenticeship opportunities, as well as full and part-time employment
- Promotion of apprenticeships and vocational routes to employment
- Promotion of youth enterprise as a route into employment
- Provision / support schemes to help older workers remain economically active

6.5 Tourism and town centres

6.5.1 Although Chiltern and South Bucks already attract significant numbers of visitors, day trips are comparatively rarely converted into overnight stays. Longer stays generate markedly higher spending helping to raise employment in the sector. Town centres must continue to be vibrant and liveable places to maintain the quality of life offered by Chiltern and South Bucks and ensure their attractiveness as destinations and places to live are maintained.

- Promotion / support for tourism uses in rural areas to help convert day visits to overnight stays, with the associated uplift in local spending.
- Enhance the competitiveness and vitality of town centres so they continue and develop as places of employment and commerce with a varied retail offer complementing their leisure and recreation and cultural offers
- Support for tourism businesses to recruit and grow, providing jobs well aligned with local labour supply.

6.6 Monitoring and review

6.6.1 Ongoing measurement of the economy's performance against the strategic objectives. Including metrics such as claimant count and job openings, jobs density, growth in employment floorspace, educational attainment, business rates collected and planning permissions for housing and commercial development.

- Progress against these strategic objectives to be periodically measured and presented for discussion.

ECONOMIC DEVELOPMENT STRATEGY – ACTION PLAN

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
6.1 Connectivity		
a	Broadband investment: continued investment in broadband with a focus on business and residential premises	• Joint Local Plan to consider inclusion of a policy to support broadband connection for new developments and the Infrastructure Delivery Schedule to consider broadband infrastructure requirements, delivery and funding. Scope to also consider funding opportunities through CIL if introduced and subject to other funding requirements. • Support Connected Counties Broadband project with officer attendance at Buckinghamshire Digital Infrastructure Group to ensure Digital requirements for Chiltern and South Bucks are prioritised at all levels within BT and BDUK incl: 1) options for gain share and claw back funding to support phases 2 and 3 of BDUK Programme 2) options for the delivery of the final 5% • Highlight the availability of superfast broadband, telecommunications and mobile connectivity across the districts.
b	Wireless / 5G investment: ensure essential outdoor mobile services – such as basic talk, text and data - are available throughout the districts	• Following the evaluation of the town centre Virgin media Super-Fast WiFi pilot in Chesham, officers will discuss with Virgin media the potential for further promotion and development of the scheme. • Through the Buckinghamshire Digital Infrastructure Group press Government for open source mapping of talk and digital connectivity throughout Bucks by end of 2017

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		• Identify opportunities to develop Town Centre wireless connectivity for all Chiltern and South Bucks town centre locations, building on Chesham pilot project. • Through engagement with Buckinghamshire Business First (BBF) encourage involvement of Chiltern and South Bucks app developers/ businesses to engage with 5G Test bed facility at Westcott
c	Transport: lobbying for enhancement and maintenance of the strategic road network	Through membership of BTVLEP continue to press: • The DfT for National Co-ordination of Major Infrastructure Investment at Iver . • For Delivery of £6.05m Local Growth Funding secured for A355 Improvement Scheme in Beaconsfield and also parts of Chiltern District. • Support for transport infrastructure funding/delivery to deliver highway improvements and to enable growth in the emerging Joint Local Plan/Infrastructure Delivery Schedule.
d	Support the improvement of north-south connectivity within Buckinghamshire to provide access to the opportunities for economic growth associated with housing growth and planned infrastructure improvements (including East West Rail and the Oxford Cambridge Expressway)	• Include relevant proposals and policies in the Joint Local Plan/Infrastructure Delivery Schedule and promote through Duty to Co-operate and other meetings (e.g. BPG) and involvement in other plans such as Local Transport Plans and adjacent local plans. • Support Bucks CC North South Strategic Review & Modelling to consider strategic improvements on A413 and to ensure strategic routes in the Chiltern / South Bucks area are incorporated into BCC Strategic Infrastructure Plan and England's Economic Heartland Investment Programme.

No.	Description of Objective (extracts from the Economic Development Strategy document)	Action
		• Seek to ensure transport mitigations and opportunities connected to Heathrow expansion affecting the districts are taken into account and where possible delivered.
6.2 Enterprise and business growth		
a	Business support: provision / promotion of business support activities to help businesses and aspiring businesses to grow and prosper. To include networking, training and signposting	• Ensure Buckinghamshire Business First Growth Hub Services and events provided continue to be promoted via Chiltern and South Bucks DC Networks • BBF Growth Hub to be invited to present to Annual Business Forum. • Maintain register of business start-up and incubation facilities in the Chiltern and South Bucks Area. • Retain presence on Growth Hub Planning group 2017/18. • Partner with Bucks Business First and other stakeholders to ensure maximum leverage of additional funding to meet the priorities of Chiltern and South Bucks businesses and the local economy. • By 31 March 2018, provide a summary of growth businesses (scale ups) in the Districts. Chiltern and South Bucks will further develop the provision of business advice and support to enable improved regulatory compliance to reduce the burdens on business. This will include; • training and coaching to businesses on food and health and safety,

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		• supporting business achieve higher ratings on the National Food Hygiene Rating system, • improving business access to the Primary Authority scheme • Assisting businesses at risk of flooding to develop their Business Continuity Plans or mitigate the risks. • Work with businesses to assess navigate the complexity of regulatory services to provide business advice and assistance when seeking to develop and grow. Work with partners to liaise with local employers to: • Identify if employers are facing challenges in recruitment to due to problems in potential staff obtaining or retaining accommodation in Chiltern and South Bucks, • Develop package of housing advice and support that employers can use to assist staff in securing accommodation. • Identify opportunities to work in partnership with employers to bring forward initiatives to secure affordable accommodation for staff. • Promote small business rate relief and other government relief schemes available to new and existing non domestic rates payers. • Provision of information on business rates and reliefs for new businesses – ensure website includes information and signposting for new businesses. • Explore opportunities to engage with business groups and raise awareness of business rate issues.

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		• Raise awareness of discretionary rate relief policy where discretionary rate relief/hardship relief can be applied for if the new business is considered to generate positive economic impact in the community in terms of employment etc. • Council website to be updated to ensure information is readily accessible, with clear sign posting to other advisory and support services.
b	Incubation space: provision / promotion of incubation space for growing businesses	• Include proposals and policies in the Joint Local Plan including exploring scope for the provision of an Innovation Centre and consider development enabling opportunities to deliver investment and support external funding bids. • Liaise with commercial developers using council powers wherever possible to ensure appropriate sites are protected and developed for new business incubation opportunities. • Consider use of CDC/SBDC owned premises and other public buildings in the districts as small business incubation and hatchery facilities. • Promote commercial incubation and hatchery facilities currently available within the districts. • Explore the potential to develop a creative hub for small business in Chesham involving local artists and designers.. • Identify opportunities to award discretionary rate relief in these cases.
c	Ensure public sector procurement opportunities are made available to local	• Promote opportunities for local business.

Appendix

No.	Description of Objective (extracts from the Economic Development Strategy document)	Action
	businesses	**For Contracts with an Estimated Spend of over £25k** • The CDC / SBDC Contract Procedure Rules already require these tender opportunities to be advertised on the National free 'Contacts Finder' Website **https://www.gov.uk/contracts-finder** • This permits anyone, be it local, national or international, to register an interest in these tender opportunities. • We will review the CDC / SBDC websites to ensure the 'Doing Business with the Council' page http://www.chiltern.gov.uk/business is easy to find and cross references to the Contracts Finder Website. **For Contracts with an Estimated Spend of under £25k** • Ensure Contract Opportunities from National Infrastructure Projects including HS2 & Heathrow Expansion are promoted to Chiltern and South Bucks Districts via local opportunities workshops and Buckinghamshire Business First. • We will consider amending the CDC / SBDC Contracts Procedure Rules to require officers to actively consider local suppliers who would be able to meet our requirements and if so, include at least one local supplier when seeking quotations where possible. (The Business Directory available at www.bbf.uk.com will be useful in this regard).
d	Promote sectors where Chiltern and South Bucks have strengths in nationally significant sectors to ensure the districts are not overlooked as the Industrial Strategy develops	• Ensure the Joint Local Plan provides the right planning policy framework to support key sector development. • Participate in the BTVLEP Industrial Strategy Think Tank event on 30 March 2017.

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
	and associated resources can be used to benefit the local economy	
e	Promote / provide finance for businesses, particularly those with high growth potential	• Promote the support available from the BBF Growth Hub which will signpost to known sources of funding including Start Up loans, Crowd Funding and the Business Bank. • Continue to deliver over £1M in financial support to households through grants and loan funding, enabling local traders to deliver, improve, maintain or repair properties
f	Maintain dialogue with large employers	• Seek to engage with local employers through the preparation, monitoring and review of the Joint Local Plan and other planning policy related documents. • Develop a business support feedback mechanism and central repository for all SBDC/CDC Officer and Member Discussions with major employers in the district. • Support employers through the Chamber of Trades or through business focus groups. • Support business think tank events and Business Leaders Dinners organised by BTVLEP / BBF in the Chiltern and South Bucks Area.
6.3 Space for business		
a	Planning for a portfolio of premises to meet the current and future needs of businesses by size and sector, including changes brought about by the advance of the *digital* industries	• Ensure the Joint Local Plan provides the right planning policy framework and proposals. • In reviewing the Councils' Asset Management Plans in future consider how the

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
	and facilitating the co-location of complementary small scale commercial activity	Councils' can support the aspirations contained within the economic development strategy.
b	Provide or plan for smaller office units of up to 400m^2	• Ensure the Joint Local Plan provides the right planning policy framework and proposals. • Review of Councils' use of office space with a view to making available that which is surplus to requirements.
c	Promote or bring forward prestigious offices for head office functions and to attract businesses displaced by Heathrow expansion.	• Ensure the Joint Local Plan provides the right planning policy framework and proposals. • Consider awards of discretionary rate relief to encourage re- location because of local positive impact • Support Inward Investment activity carried out by BTVLEP and BBF
d	Promote the efficient use of employment land and buildings, enabling new ways of working, supporting the use of new technologies and promoting developments that build on the strengths of the local economy.	• Ensure the Joint Local Plan provides the right planning policy framework. • Support partner Digital and Innovation programmes of work
e	Promote / provide inward investment to make the most of the local connectivity, to supplement enterprise driven employment growth and widen the range of jobs available locally	• Promotion of inward investment to be supported by Joint Local Plan objectives and policies/proposals where relevant. • Engage with Partner Inward Invest activity. • Develop Chiltern and South Bucks propositions .

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		• Promote through the LEP, Bucks Advantage and BBF . • Support the Revitalisation Groups to undertake local visitor strategies to enable improved opportunities for the local high street and tourist centres.
f	Promotion of Live work units	• Consider appropriate opportunities/policy through the Joint Local Plan.
g	Protect the natural environment and landscape to support those businesses that rely upon it and help attract business investment	• Core Joint Local Plan objective, delivered through Sustainability Appraisal, Habitat Regulation Assessment, evidence base documents, plan policies and proposals and Infrastructure Delivery Schedule. • Support community groups to invest and protect the important open spaces in the district. • Invest in the delivery of the Open Spaces Strategy to enable quality access at low cost. • Remediate contaminated land through the planning process. • Improve access to the open spaces through improving cycle ways and supporting green travel. • Explore the opportunities to invest in the leisure infrastructure enabling improved access to leisure. • Support the work of the NEP –Natural Environment Partnership. • Work with stakeholders to minimise damage caused by major infrastructure projects.

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		• Promote the Leader Programme providing grant funding to rural based businesses. • Promote the LEP's EAFRD grant funding programme for businesses in food processing, rural business development, and rural tourism infrastructure.
6.4 Skills and employability		
a	Provide/support services that forge links between employers and educators, in order to enable young people to become more work ready through greater employer involvement and to ensure they gain the right skills for the local growth sectors.	• Work with the BTVLEP's Skills Hub and their programme to support educators and employers link up through their programme called Opps in Bucks which seeks to bring together the two stakeholders so that employer engagement needs are met through work experience, careers talks, apprenticeship opportunities, part time paid for work, etc. • Work with Council leisure providers to maximise the number of apprentices employed and trained through their coaching programme. • Seek funding opportunities to support the Young Entrepreneur Project to enable participants to be better prepared to establish their own small businesses.
b	Provide/support services that directly connect local businesses and young people in work experience and apprenticeship opportunities, as well as full and part-time employment	• Consider appropriate measures in the Local Plan to promote local employment and Apprenticeship training opportunities linked to development. • Work with the BTVLEP's Skills Hub and their programme to support young people into their first jobs through their new website offerings called Opps in Bucks and Wannabe. The latter being specifically designed to promote work opportunities whether they are paid for, work experience or apprenticeships at all levels. • Work with Council leisure providers to maximise the number of apprentices

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		employed and trained through its coaching programme.
c	Promotion of apprenticeships and vacation routes to employment	• To work with the BTVLEP's Skills Hub to develop the Apprenticeship Strategy for the county and to work with them to promote apprenticeships and to support the apprenticeship levy for those employers who are required to pay it. • Work with Council leisure providers to maximise the number of apprentices employed and trained through its coaching programme.
d	Promotion of youth enterprise as a route into employment	• Seek funding opportunities to support the Young Entrepreneur Project to enable participants to be better prepared to establish their own small businesses. • Work with the BTVLEP's Skills Hub with the on-going coordination and roll out of the county's Enterprise Adviser network which is currently working with 37/38 of the county's schools.
e	Provision/support schemes to help older workers remain economically active	• Through BBF and the Skills Hub encourage apprenticeship levy paying employers to promote apprenticeships to their older workers. • Work with the voluntary sector to enable opportunities for older workers to learn new skills or to maintain current skills. • Supporting older workers to remain fit and healthy through the exercise referral, outreach and club sports programme with Council leisure providers.
6.5 Tourism and town centres		
a	Promotion / support for tourism uses in rural areas to help convert day visits to overnight	• Ensure the Joint Local Plan provides the right planning policy framework.

No.	Description of Objective (extracts from the Economic Development Strategy document)	Action
	stays, with the associated uplift in local spending	• Develop a Heritage Strategy and conservation area appraisal/actions to protect, enhance and support awareness and interpretation of important heritage assets and areas. • Actively engage with and promote Visit Buckinghamshire which is the Destination Management organisation for Buckinghamshire which has a strong emphasis on Market Towns, Food and Drink and historic landscape. • Promote BBF's LEADER grant funding programme and EAFRD grants for rural businesses in the tourism sector – both grant programmes delivering job outcomes. • Support Visit Buckinghamshire to develop a new tourism strategy for the county. • Work with local business and community organisations to develop a range of festivals including; educational, young people, literacy, food, and music festivals in the district. • Support pubs and local venues to widen their offer to support food sales through the delivery of business advice and assistance. • Develop Tourism page on website with links to other sources of local information.
b	Enhance the competitiveness and vitality of town centres so they continue and develop as places of employment and commerce with a varied retail offer complementing their leisure and recreation and cultural offers	• Ensure the Joint Local Plan provides the right planning policy framework and proposals including a review of town centre boundaries and primary/secondary shopping frontages and consideration of funding opportunities linked to development to support public realm and other town centre enhancements. • Develop a Heritage Strategy and conservation area appraisal/actions to protect,

Appendix

No.	**Description of Objective** (extracts from the Economic Development Strategy document)	**Action**
		enhance and support awareness and interpretation of important town centre heritage assets. • Support the revitalisations groups deliver on the community plan actions, small business Saturday, Christmas lighting events, improving local information and infrastructure.
c	Support for tourism businesses to recruit and grow, providing jobs well aligned with local labour supply.	• Identify the potential skill shortages arising from the impact of Brexit and work with local employers and educators to deliver training to younger and older people (nationally 80% of hospitality workers are from migrant labour) • Promote BBF's LEADER grant funding programme and EAFRD grants for rural businesses in the tourism sector – both grant programmes delivering job outcomes. • Promote the support from BTVLEP Skills Hub to attract young recruits – apprentices / work experience. • Promote BBF's new 'Virtual Adviser tool which helps to diagnose a business's skills gaps and enables brokerage to appropriate support.
6.6 Monitoring and review		
a	Progress against these strategic objectives to be periodically measured and presented for discussion	• Joint Local Plan elements to be included where relevant in the Authority's Monitoring Reports. • Actions identified to be incorporated into annual service plans, and progress monitored and reviewed to determine impact.