

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.1 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF1	<ul style="list-style-type: none"> <li>Net additional dwellings for the current year (Trend: +ve , Target: Achieved)</li> <li>Affordable housing completions (Trend: +ve , Target: n/a)</li> <li>Households on the housing register (Trend: -ve , Target: N/A)</li> <li>Ratio of lower quartile house price to lower quartile house price by district (Trend: -ve , Target: n/a)</li> <li>Number of non decent homes per 1000 dwellings (Trend: +ve , Target: n/a)</li> <li>Percentage of new build and retrofit homes meeting EcoHomes Very Good standard or above or equivalent Code for Sustainable Homes (Trend: Neutral/unchanged , Target: n/a)</li> </ul>	<i>What is the anticipated effect/issue?</i> <ul style="list-style-type: none"> <li>This RSF may be in agreement with RSF1</li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<i>Data:</i> <ul style="list-style-type: none"> <li>Net additional dwellings for the current year</li> <li>Affordable housing completions</li> <li>Households on the housing register</li> <li>Ratio of lower quartile house price to lower quartile house price by district</li> <li>Number of non decent homes per 1000 dwellings</li> <li>Percentage of new build and retrofit homes meeting EcoHomes Very Good standard or above or equivalent Code for Sustainable Homes</li> </ul>	LP	+	D	This policy may have a positive effect on RSF1 if this includes the building of residential developments

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.2 The Council will support major employment generating development in the town centres of Addlestone, Chertsey and Egham						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF3	<ul style="list-style-type: none"> <li>Proportion of children in poverty (Trend: -VE, RSF Target: N/A)</li> <li>Percentage of population of working age that are claiming key benefits (Trend: -VE, RSF Target: Neutral/unchanged)</li> <li>Percentage of households in fuel poverty (Trend: Neutral/unchanged , RSF Target: N/A)</li> <li>Proportion of population who live in areas that rank within the most deprived 20% of areas in the country (Indices of multiple deprivation) (Trend: -VE, RSF Target: N/A)</li> <li>Number of households experiencing financial exclusion</li> <li>i. Number of households without a current account (Trend: +VE, RSF Target: N/A)</li> <li>ii. Number of households without access to affordable personal credit (Data Gap)</li> </ul>	This policy may be in agreement with RSF3	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Proportion of children in poverty</li> <li>Percentage of population of working age that are claiming key benefits</li> <li>Percentage of households in fuel poverty</li> <li>Proportion of population who live in areas that rank within the most deprived 20% of areas in the country (Indices of multiple deprivation)</li> <li>Number of households experiencing financial exclusion</li> <li>i. Number of households without a current account</li> </ul>	LP	+	D	This policy may be in agreement with RSF3 depending upon the employment opportunities available

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<b>Sub- plan, policy, programme or project under assessment:</b>		17.3 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF3	<ul style="list-style-type: none"> <li>Proportion of children in poverty (Trend: -VE, RSF Target: N/A)</li> <li>Percentage of population of working age that are claiming key benefits (Trend: -VE, RSF Target: Neutral/unchanged)</li> <li>Percentage of households in fuel poverty (Trend: Neutral/unchanged , RSF Target: N/A)</li> <li>Proportion of population who live in areas that rank within the most deprived 20% of areas in the country (Indices of multiple deprivation) (Trend: -VE, RSF Target: N/A)</li> <li>Number of households experiencing financial exclusion</li> <li>i. Number of households without a current account (Trend: +VE, RSF Target: N/A)</li> <li>ii. Number of households without access to affordable personal credit (Data Gap)</li> </ul>	<p><i>What is the anticipated effect/issue?</i></p> <p>This policy may be in agreement with RSF3</p>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p><i>Data:</i></p> <ul style="list-style-type: none"> <li>Proportion of children in poverty</li> <li>Percentage of population of working age that are claiming key benefits</li> <li>Percentage of households in fuel poverty</li> <li>Proportion of population who live in areas that rank within the most deprived 20% of areas in the country (indices of multiple deprivation)</li> <li>Number of households experiencing financial exclusion</li> <li>i. Number of households without a current account</li> <li></li> </ul>	LP	+	D	This policy may be in agreement with RSF3 depending upon the types of development

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.4 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF6</b>	<ul style="list-style-type: none"> <li>Percentage of people who feel that their local area is a place where people from different backgrounds and communities can live together harmoniously (Data Gap)</li> <li>Percentage of people who say that they are satisfied with their local area as a place to live (Trend: Neutral/Unchanged, Target: N/A)</li> <li>Participation in regular volunteering (Data Gap)</li> </ul>	<i>What is the anticipated effect/issue?</i>  This policy may be in agreement with RSF6	Yes <input checked="" type="checkbox"/>  No <input type="checkbox"/>	<i>Data:</i> <ul style="list-style-type: none"> <li>Percentage of people who say that they are satisfied with their local area as a place to live</li> </ul>	LP	+	D	This policy may be in agreement with RSF 6 depending upon the types of development

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<b>Sub- plan, policy, programme or project under assessment:</b>		17.5 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF7	<ul style="list-style-type: none"> <li>Access to key services and facilities by public transport , walking and cycling (Data Gap)</li> <li>Percentage of rural households at set distances from key services (Trend: +ve, Target: N/A)</li> <li>Access to natural greenspace (Data Gap)</li> </ul>	<i>What is the anticipated effect/issue?</i>  This policy may be in agreement with RSF 7	Yes <input checked="" type="checkbox"/>  No <input type="checkbox"/>	<i>Data:</i> <ul style="list-style-type: none"> <li>Percentage of rural households at set distances from key services</li> </ul>	LP	+	D	This policy may be in agreement with RSF 7 depending upon the types of development

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.6 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF8	<ul style="list-style-type: none"> <li>Participation in cultural activity (Trend: -ve, RSF Target: -ve – estimate)</li> </ul>	<i>What is the anticipated effect/issue?</i> <ul style="list-style-type: none"> <li>This policy may be in agreement with RSF8</li> </ul>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<i>Data:</i> <ul style="list-style-type: none"> <li>Participation in cultural activity</li> </ul>	LP	+	D	This policy may be in agreement with RSF 8 depending upon the types of development

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<b>Sub- plan, policy, programme or project under assessment:</b>		17.7 The Council will identify and allocate Strategic Business Areas through its Housing and Commercial Site Allocations Development Plan Document. These existing sites will be protected for employment generating uses.						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF9	<ul style="list-style-type: none"> <li>Overall employment rate (Trend: -ve , RSF Target: N/A)</li> <li>Change in economic activity rate (Data Gap)</li> <li>The business stock per 1,000 inhabitants businesses in the area (Data Gap)</li> <li>Change in the number of businesses owned by women (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 9	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Overall employment rate</li> </ul>	LP	+	D	This policy is in direct agreement with RSF 9 by preventing a reduction in sites that provide employment

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004				
<b>Sub- plan, policy, programme or project under assessment:</b>		17.8 Up to 60,000 square metres of business floor space will be provided at DERA site to support a new community of 2500 dwellings							
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>							
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>		Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
					Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF9	<ul style="list-style-type: none"> <li>Overall employment rate (Trend: -ve , RSF Target: N/A)</li> <li>Change in economic activity rate (Data Gap)</li> <li>The business stock per 1,000 inhabitants businesses in the area (Data Gap)</li> <li>Change in the number of businesses owned by women (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 9	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	• Overall employment rate	LP	+	D	This policy is in agreement with RSF 9 by increasing economic growth opportunities

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.9 The Council will support major employment generating development in the town centres of Addlestone, Chertsey and Egham						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF9</b>	<ul style="list-style-type: none"> <li>Overall employment rate (Trend: -ve , RSF Target: N/A)</li> <li>Change in economic activity rate (Data Gap)</li> <li>The business stock per 1,000 inhabitants businesses in the area (Data Gap)</li> <li>Change in the number of businesses owned by women (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 9	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Overall employment rate</li> </ul>	LP	+	D	This policy is in agreement with RSF 9 by increasing economic growth opportunities

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.10 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>		<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>
					<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>	
<b>RSF9</b>	<ul style="list-style-type: none"> <li>Overall employment rate (Trend: -ve , RSF Target: N/A)</li> <li>Change in economic activity rate (Data Gap)</li> <li>The business stock per 1,000 inhabitants businesses in the area (Data Gap)</li> <li>Change in the number of businesses owned by women (Data Gap)</li> </ul>	This policy may not be in agreement with RSF9	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Overall employment rate</li> </ul>	LP	-	D	This policy may not be in agreement with RSF9 as it may reduce economic opportunities

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<b>Sub- plan, policy, programme or project under assessment:</b>		17.11 Redevelopment of existing employment sites in the Green Belt will be restricted in terms of bulk , height and floor space to the quantum of existing development on the site						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF9	<ul style="list-style-type: none"> <li>Overall employment rate (Trend: -ve , RSF Target: N/A)</li> <li>Change in economic activity rate (Data Gap)</li> <li>The business stock per 1,000 inhabitants businesses in the area (Data Gap)</li> <li>Change in the number of businesses owned by women (Data Gap)</li> </ul>	This policy may not be in agreement with RSF9	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Overall employment rate</li> </ul>	LP	+	D	This policy may not be in agreement with RSF9 as it may reduce economic opportunities

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<b>Sub- plan, policy, programme or project under assessment:</b>		17.12 The Council will identify and allocate Strategic Business Area through its Housing and Commercial Site Allocations Development Plan Document. These existing employment sites will be protected for employment generating uses						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF10	<ul style="list-style-type: none"> <li>Real GVA per capita growth (Trend: +ve , RSF Target: -ve)</li> <li>Real productivity per employee (total) growth rate (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 10	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Real GVA per capita growth</li> </ul>	LP	+	D	This policy is in direct agreement with RSF 10 as protecting sites for employment generating purposes will help sustain economic growth

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<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.13 up to 60,000 square metres of business floor space will be provided at the DERA site to support a new community of 2,500 dwellings						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF10</b>	<ul style="list-style-type: none"> <li>Real GVA per capita growth (Trend: +ve , RSF Target: -ve)</li> <li>Real productivity per employee (total) growth rate (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 10	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Real GVA per capita growth</li> </ul>	LP	+	D	This policy is in direct agreement with RSF 10 as potential business floorspace will increase the economic growth opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.14 The Council will support major employment generating development in the town centres of Addlestone , Chertsey and Egham						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF10	<ul style="list-style-type: none"> <li>Real GVA per capita growth (Trend: +ve , RSF Target: -ve)</li> <li>Real productivity per employee (total) growth rate (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 10	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Real GVA per capita growth</li> </ul>	LP	+	D	This policy is in direct agreement with RSF 10 as support of major employment related development will support economic growth

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.15 Mixed use development will be supported in the centres of Addlestone , Chertsey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF10</b>	<ul style="list-style-type: none"> <li>Real GVA per capita growth (Trend: +ve , RSF Target: -ve)</li> <li>Real productivity per employee (total) growth rate (Data Gap)</li> </ul>	This policy may not be in agreement with RSF10	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Real GVA per capita growth	LP	-	I	This policy may not be in agreement with RSF 10 as it may reduce the amount of employment sites generating economic growth

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.16 Redevelopment of existing employment sites in the Green Belt will be restricted in terms of bulk, height and floor space to the quantum of existing development on the site						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF10</b>	<ul style="list-style-type: none"> <li>Real GVA per capita growth (Trend: +ve , RSF Target: -ve)</li> <li>Real productivity per employee (total) growth rate (Data Gap)</li> </ul>	This policy may not be in agreement with RSF10	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Real GVA per capita growth	LP	-	I	This policy may not be in agreement with RSF10 as prevention of expansion of employment sites may reduce economic growth opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.17 The Council will identify and allocate Strategic Business Area through its Housing and Commercial Site Allocations Development Plan Document. These existing employment sites will be protected for employment generating uses						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF11	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas (Trend: -ve, RSF Target: N/A)</li> </ul>	This policy may be in agreement with RSF 11	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas</li> </ul>	LP	+	D	This policy may be in agreement with RSF 11 depending upon employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.18 Up to 60,000 square metres of business floor space will be provided at the DERA site to support a new community of 2,500 dwellings						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF11	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas (Trend: -ve, RSF Target: N/A)</li> </ul>	This policy may be in agreement with RSF 11	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas</li> </ul>	LP	+	D	This policy may be in agreement with RSF 11 depending upon employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.19 The council will support major employment generating development in the town centres of Addlestone , Chertsey and Egham						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF11	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas (Trend: -ve, RSF Target: N/A)</li> </ul>	This policy may be in agreement with RSF 11	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas</li> </ul>	LP	+	D	This policy may be in agreement with RSF 11 depending upon employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.20 Mixed use development will be supported in the centres of Addlestone, Chertsey, Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF11</b>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas (Trend: -ve, RSF Target: N/A)</li> </ul>	This policy may not be in agreement with RSF11	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas</li> </ul>	LP	-	I	This policy may not be in agreement with RSF 11 as it may reduce employment opportunities within Runnymede

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.21 Redevelopment of existing employment sites in the Green Belt will be restricted in terms of bulk, height and floor space to the quantum of existing development on the site						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF11</b>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas (Trend: -ve, RSF Target: N/A)</li> </ul>	This policy may not be in agreement with RSF 11	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Number of income support claimants in the 20% most deprived areas</li> </ul>	LP	-	I	This policy may not be in agreement with RSF 11 as it may reduce employment opportunities within Runnymede

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.22 The Council will identify and allocate Strategic Business Area through its Housing and Commercial Site Allocations Development Plan Document. These existing employment sites will be protected for employment generating uses						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF12</b>	<ul style="list-style-type: none"> <li>The percentage of total South East business turnover attributable to new (new to market) and significantly improved products (Data Gap)</li> <li>Value of manufacturing exports per head (Trend: +ve, RSF Target: n/a)</li> <li>The expenditure on R&amp;D as the proportion of GVA (Data Gap)</li> </ul>	This policy may be in agreement with RSF12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Value of manufacturing exports per head</li> </ul>	LP	+	D	This policy may be in agreement with RSF 12 depending upon the type of employment sectors

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.23 Up to 60,000 square metres of business floor space will be provided at the DERA site to support a new community of 2,500 dwellings						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF12</b>	<ul style="list-style-type: none"> <li>The percentage of total South East business turnover attributable to new (new to market) and significantly improved products (Data Gap)</li> <li>Value of manufacturing exports per head (Trend: +ve, RSF Target: n/a)</li> <li>The expenditure on R&amp;D as the proportion of GVA (Data Gap)</li> </ul>	This policy may be in agreement with RSF12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Value of manufacturing exports per head</li> </ul>	LP	+	D	This policy may be in agreement with RSF 12 depending upon the type of employment sectors

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.24 The Council will support major employment generating development in the town centres of Addlestone , Chertsey and Egham						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
<b>SA/SEA Objectives</b>	<b>Indicators / Targets /Trends</b> <i>(see Scoping Report for full description)</i>	<b>Description of Effect/Issue</b>	<b>Can the effect be quantified?</b> <i>(if yes, insert data reference)</i>	<b>Characterisation of Effect</b>			<b>Comments including recommendations for minor effect mitigation &amp; enhancement</b> <i>(See Note 4)</i>	
				<b>Duration</b> <i>(See Note 1)</i>	<b>Consequence</b> <i>(See Note 2)</i>	<b>Status</b> <i>(See Note 3)</i>		
<b>RSF12</b>	<ul style="list-style-type: none"> <li>The percentage of total South East business turnover attributable to new (new to market) and significantly improved products (Data Gap)</li> <li>Value of manufacturing exports per head (Trend: +ve, RSF Target: n/a)</li> <li>The expenditure on R&amp;D as the proportion of GVA (Data Gap)</li> </ul>	This policy is in direct agreement with RSF 12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Value of manufacturing exports per head</li> </ul>	LP	+	D	This policy is in direct agreement with RSF12 as it support employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.25 Mixed use development will be supported in the centres of Addlestone , Cherstey , Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF12	<ul style="list-style-type: none"> <li>The percentage of total South East business turnover attributable to new (new to market) and significantly improved products (Data Gap)</li> <li>Value of manufacturing exports per head (Trend: +ve, RSF Target: n/a)</li> <li>The expenditure on R&amp;D as the proportion of GVA (Data Gap)</li> </ul>	This policy may not be in agreement with RSF12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Value of manufacturing exports per head</li> </ul>	LP	-	I	This policy may not be in agreement with RSF12 as this may diminish employment opportunities depending upon the type of development

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.26 Redevelopment of existing employment sites in the Green Belt will be restricted in terms of bulk, height and floor space to the quantum of existing development on the site						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? (if yes, insert data reference)	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration (See Note 1)	Consequence (See Note 2)	Status (See Note 3)		
RSF12	<ul style="list-style-type: none"> <li>The percentage of total South East business turnover attributable to new (new to market) and significantly improved products (Data Gap)</li> <li>Value of manufacturing exports per head (Trend: +ve, RSF Target: n/a)</li> <li>The expenditure on R&amp;D as the proportion of GVA (Data Gap)</li> </ul>	This policy may not be in agreement with RSF12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Value of manufacturing exports per head</li> </ul>	LP	-	I	This policy may not be in agreement with RSF12 as this may diminish employment opportunities depending upon the type of development

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**

# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development			Assessment ID: F44.13.004			
<b>Sub- plan, policy, programme or project under assessment:</b>		17.27 Mixed use development will be supported in the centres of Addlestone , Chertsey, Egham and Virginia Water on sites previously used for employment purposes						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF13	<ul style="list-style-type: none"> <li>Working age population qualified to at least level 3 or higher (Trend: Neutral/unchanged, RSF Target: N/A)</li> <li>Working age population qualified to at least level 4 or higher (Trend: Neutral/unchanged , RSF Target: N/A)</li> <li>The proportion of employers reporting skills gaps and shortages (Data Gap)</li> <li>Proportion of labour receiving training (Data Gap)</li> </ul>	This policy may not be in agreement with RSF 13	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Working age population qualified to at least level 3 or higher</li> <li>Working age population qualified to at least level 4 or higher</li> </ul>	LP	-	I	This policy may not be in agreement with RSF13 depending upon employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

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# Impact Assessment Matrix 1: Effect and Impact Identification

<b>Plan, policy, programme or project under assessment:</b>		17. Employment Development		Assessment ID: F44.13.004				
<b>Sub- plan, policy, programme or project under assessment:</b>		17.28 Redevelopment of existing employment sites in the Green Belt will be restricted in terms of bulk , height and floor space to the quantum of existing development on the site						
<b>Will implementation of the proposed strategic option, policy or action affect the sustainability of the Borough...</b>		<b>Brief description &amp; character of the anticipated effect</b>						
SA/SEA Objectives	Indicators / Targets /Trends <i>(see Scoping Report for full description)</i>	Description of Effect/Issue	Can the effect be quantified? <i>(if yes, insert data reference)</i>	Characterisation of Effect			Comments including recommendations for minor effect mitigation & enhancement <i>(See Note 4)</i>	
				Duration <i>(See Note 1)</i>	Consequence <i>(See Note 2)</i>	Status <i>(See Note 3)</i>		
RSF13	<ul style="list-style-type: none"> <li>Working age population qualified to at least level 3 or higher (Trend: Neutral/unchanged, RSF Target: N/A)</li> <li>Working age population qualified to at least level 4 or higher (Trend: Neutral/unchanged , RSF Target: N/A)</li> <li>The proportion of employers reporting skills gaps and shortages (Data Gap)</li> <li>Proportion of labour receiving training (Data Gap)</li> </ul>	This policy may not be in agreement with RSF 13	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Working age population qualified to at least level 3 or higher</li> <li>Working age population qualified to at least level 4 or higher</li> </ul>	LP	-	I	This policy may not be in agreement with RSF13 depending upon employment opportunities

Note 1 **Duration** refers to whether the anticipated effect is a short (S), medium (M) or long (L) term one, and whether it is expected to be permanent (P) or temporary (T).

Note 2 **Consequence** refers to whether the anticipated effect will be a significantly beneficial (++), beneficial (+), neutral (0), adverse (-) or significantly adverse (--).one.

Note 3 **Status** refers to whether the anticipated effect will be direct (D), indirect (I), cumulative (C) or synergistic (S).

Note 4 **PPPP can definitely do**; **PPPP could do, subject to limits or further investigation thereof**; **PPPP can't do, but others can**