



**THE DROVES**  
SOLAR FARM

# **The Drovers Solar Farm**

**Preliminary Environmental Information Report**

**Volume I, Chapter 14: Socio-economics and Human Health**

Prepared by: Volterra

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# 14 Socio-economics and Human Health

## 14.1 Introduction

- 14.1.1 This chapter of the PEIR presents the findings of a preliminary assessment of the likely significant effects in relation to socio-economics and human health. The information presented within this chapter has been informed by the design information of the Scheme provided in **Chapter 5: Scheme Description**.
- 14.1.2 Information considered in this chapter includes relevant socio-economic and human health policy and guidance, baseline socio-economic and human health conditions (as understood at time of writing). It also sets out the methodologies and approaches intended to inform the socio-economic and human health chapter of the ES for the Scheme.
- 14.1.3 The assessment identifies temporary and permanent, beneficial and adverse, direct, indirect and induced likely significant effects on employment, skills and the labour market, temporary worker accommodation, land uses, spending, commuting patterns, Public Rights of Way (PRoW), and local tourism assets as a result of the Scheme.
- 14.1.4 Embedded mitigation measures are presented, where necessary, and discussed to minimise the impacts of the Scheme to an acceptable level (i.e. to a residual minor or negligible effect), during the Construction, Operation and Decommissioning Phases.
- 14.1.5 This chapter should be viewed as a preliminary assessment that will be updated and refined as necessary, particularly as the results of further evaluation become available and as the Scheme design evolves. Initial assumptions have been made based on the survey and background information available to date and professional judgement. The PEIR does not replicate or act as a draft ES but rather aims to enable consultees to understand the likely environmental effects of the Scheme and helps to inform consultation responses during the pre-application stage.

### Socio-economics

- 14.1.6 This chapter details the findings of work undertaken to date and presents a preliminary assessment of the likely significant effects arising from the Construction, Operational and Decommissioning Phases of the Scheme in relation to socio-economics. The chapter also considers proposed avoidance, mitigation and compensation measures and any residual effects following the implementation of such measures.
- 14.1.7 There is no specific guidance available which establishes a methodology for assessing the likely significant socio-economic effects of a solar farm. Therefore, the approach to the socio-economic assessment is based on professional judgement, previous experience and good practice. It is informed by the planning policy requirements set out within the Overarching National Policy Statement for Energy (EN-1), which identifies the potential beneficial and adverse socio-economic impacts that should be considered as a result of energy developments [Ref 14-1].



## Human Health

- 14.1.8 As is set out in the Scoping Opinion Request (**Volume III, Appendix 2.1**), given the small number of likely significant human health effects, and their nature (i.e., often closely related to socio-economics), human health is scoped out as a standalone topic. Instead, the likely significant health effects which relate also to socio-economics have been assessed in this combined socio-economics and human health chapter. Likely significant health effects which relate to climate change is assessed in **Volume I, Chapter 13: Climate**.
- 14.1.9 The requirement to consider human health in an Environmental Impact Assessment (EIA) was introduced in the EIA Regulations, 2017 [Ref 14-2]. However, there is no statutory guidance on how to assess health impacts within an EIA. This chapter does; however, refer to the Institute of Environmental Management and Assessment (IEMA) guidance documents, including Determining Significance and Health in EIA, to help inform the assessment.
- 14.1.10 Human health is defined in line with the World Health Organization's (WHO's) definition of health: 'a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity' [Ref 14-3]. In this assessment, changes to mental health outcomes are considered alongside changes to physical health outcomes. Literature on mental health is less well established compared to those related to impacts on physical health. For this reason, the literature around the impact on mental health often shows mixed findings, with differing impacts that varies from individual to individual, often due to personal (and in some cases subjective) experiences. For this reason, the impact on mental health is considered inherently uncertain, however as consultation continues, more localised findings around mental health implications relating to the Scheme are likely to be drawn out and will be considered further in the ES.

## Consultation

- 14.1.11 The content and assessment methodology contained within this chapter has been informed by the Scoping Opinion from the Planning Inspectorate (PINS) dated 18 December 2024 (**Volume III, Appendix 2.2**) as well as further updated and informed following consultation with key stakeholders in relation to socio-economic and human health matters. The comments from PINS in respect of the socio-economics and human health assessment have been summarised in (**Table 1.1 Volume III, Appendix 14.1**), alongside commentary on where the comments have been addressed in this chapter.
- 14.1.12 Consultation feedback received throughout the pre-application phase of the Scheme has been considered in preparing this PEIR chapter. Further detail on consultation undertaken is included at **Volume III, Appendix 14.1**.

## Legislation, Planning Policy and Guidance

- 14.1.13 A review of the Legislation, Policy and Guidance that is relevant to the socio-economics and human health assessment of the Scheme is included at **Volume III, Appendix 14.1**. The review demonstrates that the Scheme has been developed in accordance with the requirements identified in **Volume III, Appendix 14.1**.



## 14.2 Assessment Methodology

### Assessment Scope for Preliminary Assessment

- 14.2.1 The final assessment of likely significant effects will be reported in the ES. Table 14.1 presents a summary of the effects agreed to be scoped into the PEIR, as set out in the Scoping Report, PINS' Scoping Opinion, and the Scoping Opinion Response (**Volume III, Appendix 2.1, 2.2 and 2.3**).
- 14.2.2 Decommissioning effects are expected to be no greater than construction effects. For example, the size of the decommissioning workforce is currently estimated to be equivalent to 50%-80% of construction jobs supported by the Scheme. Given this, throughout this assessment it is made clear, dependent on the effect being assessed, whether the effect assessment conclusion differs between construction and decommissioning (with suitable justification provided).

### Scoped In and Out effects

**Table 14.1 Scoped in and out effects for the PEIR**

Effects	Construction and Decommissioning Phase	Operational Phase
Socio-economic effects		
Employment	Scoped in	Scoped out
Provision of education, skills, training and supply chain	Scoped in	Scoped in
Changes in demand for temporary workers accommodation	Scoped in	Scoped out
Effect on land uses	Scoped in	Scoped in
Changes in commuting patterns	Scoped in	Scoped out
Disruption to local businesses	Scoped out	Scoped out
Changes in demand for health and social care	Scoped out	Scoped out
Access to open space and Public Rights of Way (PRoW)	Scoped out	Scoped out



Effects	Construction and Decommissioning Phase	Operational Phase
Changes in crime and community safety	Scoped out	Scoped out
Spending generated by workers	Scoped out	Scoped out
Changes to local tourism assets	Scoped out	Scoped in
Impact on local property value	Scoped out	Scoped out
<b>Human Health effects</b>		
Physical activity	Scoped in	Scoped in
Risk-taking behaviour (including use of alcohol, cigarettes, non-prescribed drugs, sexual activity and other risk-related activity)	Scoped out	Scoped out
Diet and nutrition (this effect on human health is assessed under the heading "Effect of land uses" in this chapter.)	Scoped in	Scoped in
Housing	Scoped out	Scoped out
Relocation	Scoped out	Scoped out
Open space, leisure and play	Scoped out	Scoped out
Transport modes, access and connections	Scoped out	Scoped out
Community safety	Scoped out	Scoped out
Community, identity, culture, resilience and influence	Scoped out	Scoped out
Social participation, interaction and support	Scoped out	Scoped out



Effects	Construction and Decommissioning Phase	Operational Phase
Education and training	Scoped in	Scoped in
Employment and income	Scoped in	Scoped out
Climate change and adaptation	Scoped out	Scoped In <sup>1</sup>
Air quality	Scoped out	Scoped out
Water quality or availability	Scoped out	Scoped out
Land quality	Scoped out	Scoped out
Noise and vibration	Scoped out	Scoped out
Radiation	Scoped out	Scoped out
Electromagnetic Fields	Scoped out	Scoped out
Health and social care services	Scoped out	Scoped out
Built environment	Scoped out	Scoped out
Wider societal infrastructure and resources	Scoped out	Scoped out

### Scoped Out

14.2.3 Some of the effects outlined above have been scoped out of further assessment based on supporting evidence, despite the fact that they were raised in the received Scoping Opinion. These decisions have been guided by the feedback received from the relevant consultees during the scoping process, which identified certain topics or receptors as not likely to experience significant effects. The rationale for excluding these effects from the detailed assessment is provided in the following text, alongside references to the Scoping Opinion where appropriate.

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<sup>1</sup> Likely significant health effects which relate to climate change is assessed in Chapter 13: Climate.



Access to open space and PRoW (socio-economics)

- 14.2.4 **Volume III, Appendix 14.1** provides a summary of how the socio-economic recommendations received through the Scoping Opinion have been addressed within this assessment. The Scoping Opinion noted that the Scoping Report did not contain PRoW usage surveys and details on whether any PRoWs are proposed to be closed or re-directed during construction and decommissioning and therefore the assessment should scope in access to open space and PRoW.
- 14.2.5 **Appendix 6.9 Amenity and Recreation** identifies that no physical effects (i.e. permanent extinguishment or permanent diversion) to the PRoW is proposed. Temporary closures or diversions may be required for a very limited time period during construction to establish internal access tracks within the Site Boundary where they cross PRoW but will be limited in extent and duration (it is likely to take just a few days to construct an access track across an existing PRoW). These diversions will be managed in accordance with the measures set out in the Outline Construction Environmental Management Plan (oCEMP) and Outline Decommissioning Environmental Management Plan (oDEMP) such as providing clear signage to recreational users and banksmen to manage plant movements and crossing where appropriate.
- 14.2.6 It is more appropriate to assess this potential effect under human health rather than socio-economics. While access to open space, leisure, and play has been scoped out of the health assessment, physical activity—closely linked to access to open space and Public Rights of Way (PRoW)—has been scoped into the human health element of this chapter. The health assessment considers how changes in access to these spaces may influence both physical health and overall wellbeing. Assessing the impact of physical activity under health is therefore more appropriate, as socio-economic effects related to open space and PRoW have been scoped out from a socio-economic perspective but are addressed through a health perspective.
- 14.2.7 The health assessment considers changes to both physical health and wellbeing resulting from access to these types of spaces. Therefore, socio-economic effects related to PRoW, open space, and physical activity are scoped out from further assessment in this chapter but are considered from a health perspective.

Spending associated with the workers (socio-economics)

- 14.2.8 In addition, the Scoping Report scoped in spending associated with the workers. The next few paragraphs explain why this effect is not expected to be significant and as such scoped out of this assessment. It should be noted that the Applicant is not in a position to provide final construction worker numbers at this preliminary stage. Instead, indicative estimates are provided based on the Applicant and Scheme team's technical knowledge and current understanding of the Scheme.
- 14.2.9 In the peak used for the assessment, the construction period is expected to support 740 workers. This is equivalent to approximately 2% of workplace-based construction workers in the Labour Catchment Area (LCA). The peak period is currently only expected to last six months. The average number of workers supported across the two-year construction period is lower at 310 workers.
- 14.2.10 Workplace-based construction workers in the Local Area (LA) are estimated to earn approximately £36,600 per annum [Ref 14-4]. Given the highly mobile nature of this workforce, with workers frequently traveling to wherever projects are located, it remains



uncertain precisely where their earnings will be spent. While some spending is likely to occur locally, a significant proportion will take place near their temporary accommodations.

- 14.2.11 There are not many spending options near the Site, so it is unlikely that construction workers will spend a significant proportion of their money at these locally limited options. Swaffham is 2km away and is the closest town to the Site. There are various food stores, such as Waitrose, Tesco and cafes and pubs that the construction workers could use; however, it is unlikely that temporary spending by construction workers is not expected to be of a scale that is material. The other major town which provides food options would be in King's Lynn which is over 25km away.
- 14.2.12 Additional spending will occur from construction workers temporarily relocating to areas within commuting distance during the construction period. Conservatively, it is assumed that between 50% and 75% of workers will relocate temporarily, incurring daily expenditures averaging £51 per worker on accommodation and food, based on Construction Industry Joint Council allowances [Ref 14-5]. Total annual spend by these temporarily relocated workers is estimated between £4.1 million and £6.2 million for the construction duration. Although it remains uncertain precisely where these expenditures will occur, it is likely that most will take place within the broader LCA, representing a commuting distance of approximately 60 minutes from the Site. However, even if all spending occurred exclusively within Breckland — which sees annual convenience and comparison goods expenditures totalling around £902.3 million — this additional annual spending would still constitute less than a 0.7% annual uplift. This estimate is conservative as it does not include other local authorities within the LCA [Ref 14-6].
- 14.2.13 Given the uncertainty regarding precise spending locations and the temporary, modest scale of construction worker expenditures relative to local economic activity, it is concluded that this effect is unlikely to be significant. Consequently, this expenditure has been scoped out of this assessment.

### **Sensitivity of Receptors**

- 14.2.14 The receptors that could experience likely significant socio-economic and human health effects are outlined in Table 14.2.
- 14.2.15 Receptor groups include the general population and vulnerable groups. Receptor groups related to health have been identified with reference to the Welsh Health Impact Assessment Support Unit's Health Impact Assessment: A Practical Guide [Ref 14-7]. Engagement to determine other relevant vulnerable groups is ongoing, and any further feedback on population groups vulnerable to health effects will be incorporated into the assessment in the ES.
- 14.2.16 This chapter considers potential socio-economic impact on tourism in the local area, including any impacts on the visitor economy. However, visitors are not considered as a receptor group in this chapter as it is not expected they would experience any socio-economic or health effects when visiting the Local Authorities for a short period of time. GB tourism statistics estimate that the average duration of Norfolk trips is four nights [Ref 14-8]. Therefore, it is not likely that visitors will be impacted by the Scheme from a socio-economic or health perspective.



**Table 14.2 Receptor populations**

Receptor population group	Receptor population
General population (socio-economics and human health)	Existing and future residents
	Existing and future workers
Businesses (socio-economics)	Owners of businesses and properties who experience changes in the environment, including the activity and employment supported by these businesses.
Vulnerable groups (human health)	Children and young people (aged under 18)
	Children and young people (aged under 18) with obesity
	Older people (aged over 65)
	Income-related groups: low-income groups, unemployed, economically inactive, people unable to work due to ill health
	People with disability and long-term illness (including mental health issues, dementia, autism and epilepsy)
	Single-parent families
	Ethnic minority groups
	Religious groups

### Temporal Scope - Assessment years

- 14.2.17 This section discusses the temporal scope that will be considered in the assessment of likely significant socio-economic effects.
- 14.2.18 The Construction Phase is anticipated to take place over up to 24 months. The final programme will be dependent on the detailed layout design and potential environmental constraints on the timing of construction activities, and will be detailed in the ES. However, the Scheme is anticipated to energise in Q4 2033 or as early as National Grid are able to offer. Based on Q3 2033 energisation it is anticipated that the earliest the Construction Phase would commence would be Q3 2033.
- 14.2.19 The temporal scope will vary depending on the nature of the effect. The assessment establishes parameters that are likely to result in the maximum adverse likely significant effect (the worst-case scenario). For example, any change to the existing land uses is expected to begin occurring during the Construction Phase (2031 - 2033) and therefore 2031



is considered as the worst case scenario as that is the earliest that receptors could be affected. The Operational Phase of the Scheme is proposed to be 60 years, from 2033 to 2093. Subject to the replacement activities referred to below, the effects are expected to be largely consistent across the Operational Phase. Operational effects are considered at the first year of operation which is therefore expected to be representative across the whole 60 year period.

- 14.2.20 Due to the design life of some of the infrastructure, various pieces of the Scheme would need to be replaced during the Operational Phase. The Applicant proposes to submit a replacement schedule which would detail the proposed timings of the replacement works and associated construction traffic volumes and management measures.
- 14.2.21 Decommissioning would occur following the 60 year operational period and is anticipated to take approximately 12 to 24 months. While all the Solar PV Array including PV Modules, Mounting Structures, Inverters and Transformers, the BESS and Customer Substation would be removed during the Decommissioning Phase, it is assumed that the National Grid Substation and the pylons and overhead lines would remain in situ.
- 14.2.22 Further detail on the Construction, Operational, and Decommissioning Phases of the Scheme can be found in **Volume I, Chapter 5: Scheme Description**.

### Current and future baseline conditions

- 14.2.23 Existing baseline socio-economic and human health conditions have been established through the interpretation of nationally recognised research, data and survey information. The year 2024 or the most recent data period is presented to reflect the current baseline position.
- 14.2.24 Whilst the current baseline conditions are always presented so that current issues are identified, consideration of the impact against a future baseline is considered robust to allow for a reasonable worst case assessment of each effect. It is not always best practice to consider all effects against the current baseline, given that it is highly likely that baseline conditions evolve in the time between today and the year that the Scheme would be operational.
- 14.2.25 Accordingly, where possible and information is available a future baseline has been developed for socio-economic conditions, reflecting anticipated changes in population, employment, and economic context over time. However, a future baseline has not been presented for human health. This is because future health outcomes are inherently uncertain and difficult to forecast, and there is insufficient reliable information to support a meaningful future health baseline. Therefore, human health effects are assessed against the current baseline only.

### Study Areas

- 14.2.26 Table 14.3 outlines the various geographical study areas used in this assessment, either as direct study areas or geographical comparators. For the purposes of this chapter, the study areas for each effect are the same for both the socio-economics and human health assessments.
- 14.2.27 The spatial scope may vary widely, dependent on the nature of the effect. Effects on the receptors identified is possible at the local, sub-regional and national levels. Study areas have been informed using professional judgement on the geographical extent of where likely



significant socio-economic and human health effects may be reasonably expected to occur as a result of the Scheme. The Study Area does not necessarily capture where the receptor originates from, rather it indicates where the socio-economic and human health effects are expected to occur.

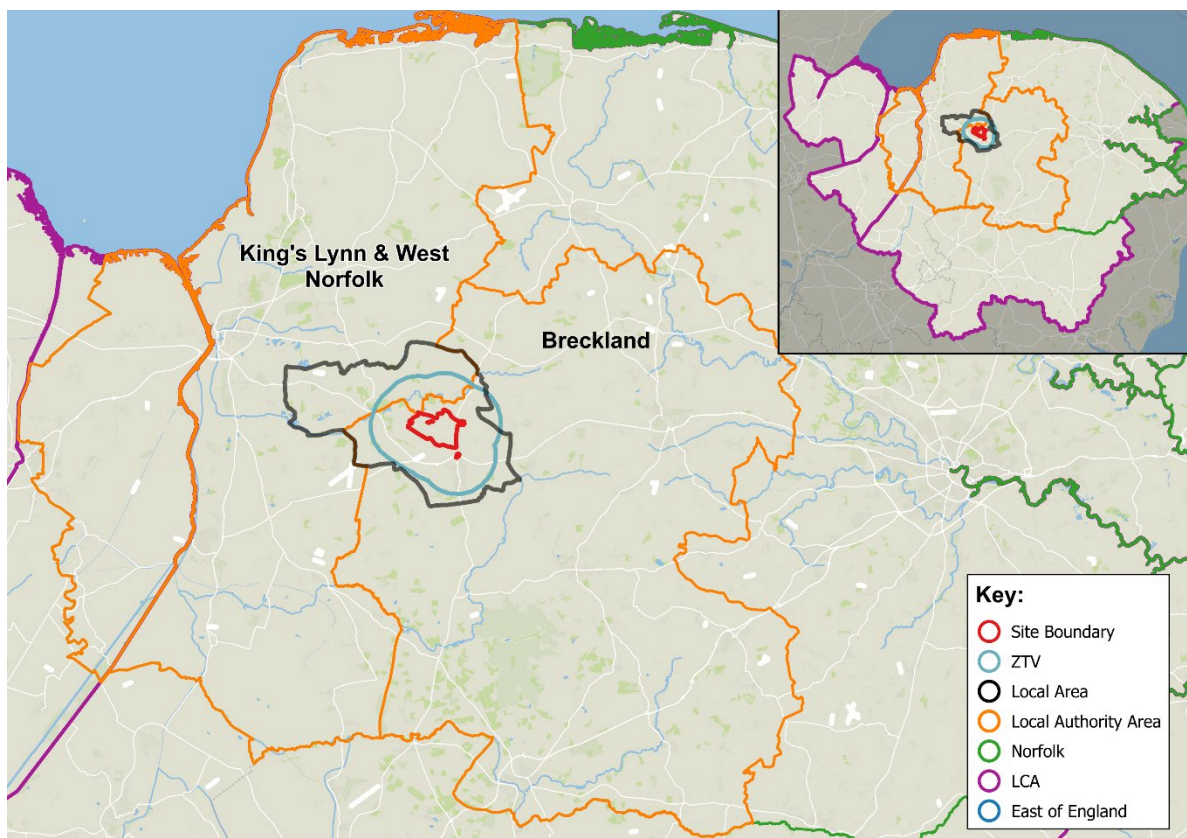
**Table 14.3 Geographical Study Area definitions and rationale**

Geographical study area	Definition
The Site	Area consisting of the Solar PV Site, Associated Development, Ancillary Infrastructure and Highway Works and any other element or component that forms part of the Scheme.
Local Area	The Local Area comprises of the following Lower Layer Super Output Areas (LSOAs) surrounding the Site:  King's Lynn and West Norfolk 012D, Breckland 002C, Breckland 007A, Breckland 007B, Breckland 007C, Breckland 007D, Breckland 007E.
Zone of Theoretical Visibility (ZTV)	A 3km radius from the Scoping Study Area, aligning with the ZTV - the maximum area of assessment for landscape and visual impact within <b>Volume I, Chapter 6: Landscape and Visual</b> and is used to assess the effects on access to PRow, open space, and physical activity and changes to local tourism assets.
Local Authority Districts	King's Lynn & West Norfolk, and Breckland. This is used to assess provision of education, skills and training. The skills effect could be assessed at a wider geographical area in the final ES if feedback from statutory consultees indicates that this would be more appropriate.
Transport and Access Study Area	The Study Area, defined in <b>Volume I, Chapter 9: Transport and Access</b> , includes nine road links expected to be used by vehicles accessing the Scheme, and is used for the changes in commuting patterns effect.
Labour Catchment Area (LCA)	A 60-minute travel time to the Site, as defined by the Local Authorities, intersects more than half of the area within the following local authorities: East Cambridgeshire, Fenland, South Holland, Breckland, Broadland, King's Lynn and West Norfolk, North Norfolk, South Norfolk, Mid Suffolk, West Suffolk, Norwich, used for employment and related effects since this is considered a reasonable time in which workers would commute to the Site.



Geographical study area	Definition
Sub-regional (As outlined in Volume III, Appendix 2.1 Scoping Opinion of Chapter 17: Human Health, the Scoping Health Chapter referred to Norfolk as the ceremonial county. For the purposes of this assessment, the ceremonial county and the sub-region are considered to cover the same area of Norfolk.)	Norfolk, mostly used for context
Regional	East of England, mostly used for context.
National	England, mostly used for context.

**Diagram 14.1 Geographical Study Areas (Socio-Economics and Human Health)**



### Summary of Effects

14.2.28 The following table summarises the above information, showing the receptors, study area and temporal scope for each effect, as shown below in **Table 14.4** .



**Table 14.4 Potential socio-economic and human health effects, receptors, Study Area and assessment phases**

Potential effect	Socio-economic receptor(s)	Human health receptor(s)	Study Area (socio-economics and human health)	Assessment year(s) (Socio-economics and Human Health)
Employment (Direct, indirect and induced construction jobs supported by the delivery of the Scheme)	Residents, workers, and businesses	Residents, workers, relevant vulnerable groups (low-income groups, people with a long-term illness or disability, single-parent families, and ethnic minority groups).	LCA	Construction and Decommissioning Phases
Provision of education, skills, training and supply chain	Residents, workers, and businesses	Residents, workers, relevant vulnerable groups (people with disabilities, and single-parent families)	Local Authority	Construction and Decommissioning Phases
Changes in demand for temporary workers accommodation	Residents and businesses	N/A – scoped out	LCA	Construction worker peak (Q2 2032) 2093
Effect on land uses	Residents, workers, and businesses	Residents, workers, relevant vulnerable groups (young people, young people with obesity, older	LCA	Construction and Decommissioning Phases



Potential effect	Socio-economic receptor(s)	Human health receptor(s)	Study Area (socio-economics and human health)	Assessment year(s) (Socio-economics and Human Health)
		people, low income groups, and people with long-term illness or disability)		
Changes in commuting patterns	Residents, workers, and businesses	N/A – scoped out	Transport and Access Study Area (as defined in <b>Volume I, Chapter 9: Transport and Access</b> )	Construction and Decommissioning Phases
Physical activity	N/A – scoped out	Residents, relevant vulnerable groups (young people, young people with obesity, older people, people with a long-term illness or disability, and single-parent families)	Zone of Theoretical Visibility (ZTV) as defined in <b>Volume I, Chapter 6: Landscape and Visual</b>	Construction and Decommissioning Phases
Changes to local tourism assets	Residents, and businesses	N/A – scoped out	ZTV	Operational Phase

## Determining Significance of Effect

### Receptor Sensitivity

14.2.29 Receptor sensitivity will be assessed on a case-by-case basis, using professional judgement informed by the baseline statistics and stakeholder engagement to date. To assist with this assessment, broad definitions of the receptor sensitivities for socio-economics and human health are provided in Table 14.5. When assessing receptor sensitivity, where effects consider both socio-economics and human health, a combined sensitivity will be presented



using the receptor sensitivity definitions for both. If the effects consider only socio-economics, sensitivity will be presented using the socio-economic definitions alone.

14.2.30 Receptor sensitivity is the ability of a given receptor to respond to change. With regards to human health, sensitivity is determined by the number of people exposed to the human health effect and the extent to which the exposed population experiences inequalities in human health or can access services and facilities. The health criteria used to determine sensitivity of receptors is drawn from the IEMA's (2022) Determining Significance for Human Health In Environmental Impact Assessment [Ref 14-9].

**Table 14.5 Sensitivity Criteria**

Sensitivity	Evidence of sensitivity assessment
Socio-economics	
High	Representative of where a receptor has limited ability to respond to change, possibly due to no surplus capacity / high scarcity.
Medium	Representative of where changes to the receptor would bring about noticeable changes in conditions in the area.
Low	Representative of where a receptor is particularly responsive to change or able to cope with change without substantial effects on existing status or viability.
Human Health	
High	High levels of deprivation (including pockets of deprivation); reliance on resources shared (between the population and the project); existing wide inequalities between the most and least healthy; a community whose outlook is predominantly anxiety or concern; people who are prevented from undertaking daily activities; dependants; people with very poor health status; and/or people with a very low capacity to adapt; high prevalence of vulnerable groups.
Medium	Moderate levels of deprivation; few alternatives to shared resources; existing widening inequalities between the most and least healthy; a community whose outlook is predominantly uncertainty with some concern; people who are highly limited from undertaking daily activities; people providing or requiring a lot of care; people with poor health status; and/or people with a limited capacity to adapt; medium prevalence of vulnerable groups.
Low	Low levels of deprivation; many alternatives to shared resources; existing narrowing inequalities between the most and least healthy; a community whose outlook is predominantly ambivalence with some concern; people who are slightly limited from undertaking daily activities; people providing



Sensitivity	Evidence of sensitivity assessment
	or requiring some care; people with fair health status; and/or people with a high capacity to adapt.

### Magnitude of Impact

14.2.31 Magnitude of impacts will be determined with reference to the baseline conditions (in terms of uplifts or changes to them), using the criteria for socio-economics and human health provided in Table 14.6. They will be classified as high, medium, low, or negligible. The assessment will aim to be objective by quantifying the magnitude of impacts wherever possible. Where quantification is not possible, qualitative assessments based on professional judgement will be made and justified. When assessing the magnitude of impact, where effects consider both socio-economics and human health, a combined magnitude will be presented using the impact criteria for both. If the effects consider only socio-economics, the magnitude will be presented using the socio-economic criteria alone. Impacts will be identified as either beneficial or adverse.

**Table 14.6 Magnitude of Impact**

Magnitude of Impact	Description
Socio-economics	
High	Total loss or major / substantial alteration to key elements / features of the baseline (pre-development) conditions such that the post-development character / composition / attributes will be fundamentally changed.
Medium	Loss or alteration to one or more key elements / features of the baseline conditions such that post-development character / composition / attributes of the baseline will be materially changed.
Low	A minor shift away from baseline conditions. Change arising from the loss or alteration will be discernible / detectable but not material. The underlying character / composition / attributes of the baseline condition will be similar to the pre-development circumstances / situation.
Negligible	Very little change from baseline conditions. Change barely distinguishable, approximating to a 'no change' situation.
Human Health	
High	High exposure or scale; long-term duration; continuous frequency; severity predominantly related to mortality or changes in morbidity (physical or mental health) for very severe illness/ injury outcomes; majority of



Magnitude of Impact	Description
	population affected; permanent change; substantial service quality implications.
Medium	Low exposure or medium scale; medium-term duration; frequent events; severity predominantly related to moderate changes in morbidity or major change in quality-of-life; large minority of population affected; gradual reversal; small service quality implications.
Low	Very low exposure or small scale; short-term duration; occasional events; severity predominantly related to minor change in morbidity or moderate change in quality-of-life; small minority of population affected; rapid reversal; slight service quality implications.
Negligible	Negligible exposure or scale; very short-term duration; one-off frequency; severity predominantly relates to a minor change in quality-of-life; very few people affected; immediate reversal once activity complete; no service quality implication.

### Significance of Effect

14.2.32 Socio-economic and human health effects are a reflection of the relationship between the sensitivity of the affected receptor and the magnitude of the impact. Table 14.7 shows how the assessment of the likely significance of effects has been determined.

**Table 14.7 Significance matrix (socio-economics and human health)**

Magnitude of Impact	Sensitivity of receptor		
	High	Medium	Low
High	Major	Major	Moderate
Medium	Major	Moderate	Minor
Low	Moderate	Minor	Negligible
Negligible	Minor	Negligible	Negligible

14.2.33 The following criteria are applied:

- Moderate or major effects are classed as ‘significant’



- Minor effects are classed as not ‘significant’, although they may be a matter of local concern; and
- Negligible effects are classed as ‘not significant’.

## 14.3 Baseline Conditions

14.3.1 The methodology used to determine the sensitivity of baseline conditions to relevant receptors is outlined in paragraph 14.2.29 onwards. Relevant Study Areas for the baseline conditions, presented by likely significant effect, are also defined and illustrated in Diagram 14.1.

14.3.2 This section begins with a summary of the overall demographics and population health, followed by focused baselines for each relevant socio-economic and human health effect within the various Study Areas.

### Population health baseline

14.3.3 Table 14.8 presents a range of health indicator statistics at the local authority, regional, and national level. The life expectancy for Breckland residents is higher than the regional and national averages for both men and women. King’s Lynn & West Norfolk residents, meanwhile, have a life expectancy that is above the national average but below the regional average for men and women [Ref 14-10]

14.3.4 Both assessed local authorities have a higher proportion of residents who are classed as disabled under the Equality Act 2010 than regional and national averages, with 8% and 9% of residents in Breckland and King’s Lynn & West Norfolk respectively reporting that their disabilities limit their day-to-day activities ‘a lot’ [Ref 14-11].

14.3.5 A higher proportion of residents in both assessed local authorities are classed as overweight or obese than the regional and national averages [Ref 14-12]. There are, however, stark differences in the prevalence of behavioural risk factors. Residents of King’s Lynn & West Norfolk report higher levels of smoking and hospital admissions for alcohol related illness than the regional average, whilst also having a lower proportion of adults who are physically active [Ref 14-13]. Breckland meanwhile, has lower rates of smoking and hospital admissions for alcohol related illnesses than all comparator study areas, but has a proportion of physically active adults that is similar to the regional and national averages [Ref 14-14].

14.3.6 Regarding mental health indicators, Breckland has a greater proportion of residents reporting that they have ‘Poor’ levels of happiness than all other comparator geographies (*Note: Poor wellbeing is defined as: individuals who report the following measures as: life satisfaction: people rating their overall satisfaction with their life as low; worthwhile: people rating how worthwhile they feel the things they do in life are as low; happiness: people rating how happy they felt yesterday as low; feeling anxious: people rating high feelings of anxiety yesterday*).



**Table 14.8 Population health baseline indicators**

Health measure	Breckland	King's Lynn & West Norfolk	East of England	England
Life expectancy - male	79.9	79.1	79.8	78.9
Life expectancy - female	83.6	83.2	83.5	82.8
% of residents reporting bad or very bad health	5%	6%	5%	5%
% of residents who are disabled: day to day activities limited a lot	8%	9%	7%	7%
% of residents who are disabled: day to day activities limited a little	12%	12%	10%	10%
% of residents classed as overweight or obese	65.8	66.6	64.8	64.0
% of adults who smoke	9.5	17.6	11.5	11.6
Admissions for alcoholic conditions per 100,000 residents	349	524	394	581
% of adults who are physically active	67.1	61.4	67.7	67.1
% of residents reporting 'Poor' levels of anxiety	22.6	20.9	22.6	23.3
% of residents reporting 'Poor' levels of happiness	11.8	5.5	7.8	8.9
Sources: Public Health England, 2025. Local Authority Health Profiles. ONS, 2025. Personal well-being estimates by local authority. ONS, 2025. TS038 - Disability				

### Vulnerable Populations

14.3.7 Table 14.9 summarises the vulnerable populations present in each study area. The population share of vulnerable groups is compared to the shares in the local authority,



regional, and national areas, to determine if these groups are highly prevalent in the area. The relative presence of vulnerable population for each effect informs the sensitivity of the receptor population.

14.3.8 Vulnerable groups are shaded in light green when they are less prevalent than the national average, and dark green when they are more prevalent.

14.3.9 Breckland and King’s Lynn & West Norfolk share similar vulnerable group profiles, having an age profile that is skewed towards older residents, a high proportion of residents who are classified as disabled, and low prevalences of other vulnerable groups. These findings are echoed across local policy and evidence bases, including the Norfolk Joint Strategic Needs Assessment (JSNA) [Ref 14-15].

**Table 14.9 Vulnerable groups**

Vulnerable group	Measure Used	Breckland	King's Lynn & West Norfolk	East of England	England
Children and young people	% of residents aged under 18	19%	20%	22%	22%
Older people (Aged 65 and over)	% of residents aged 65+	25%	26%	20%	19%
Income-related groups	Unemployment rate	3.7%	3.9%	4.2%	4.9%
People with disabilities and long-term illnesses	% of residents disabled under Equality Act	20%	20%	17%	17%
Single-parent families	Single parent families with dependent children as a % of households	5%	5%	6%	7%
Ethnic minority	% of residents	11%	11%	22%	26%
Religious groups	% of residents identifying as	52%	54%	54%	57%



Vulnerable group	Measure Used	Breckland	King's Lynn & West Norfolk	East of England	England
	having a religious belief				
<p><i>Source: ONS, 2025. Census 2021 ONS, 2025. Population estimates – local authority by single year of age</i></p>					

### Baseline for scoped in effects

#### Employment (Construction and Decommissioning Phase)

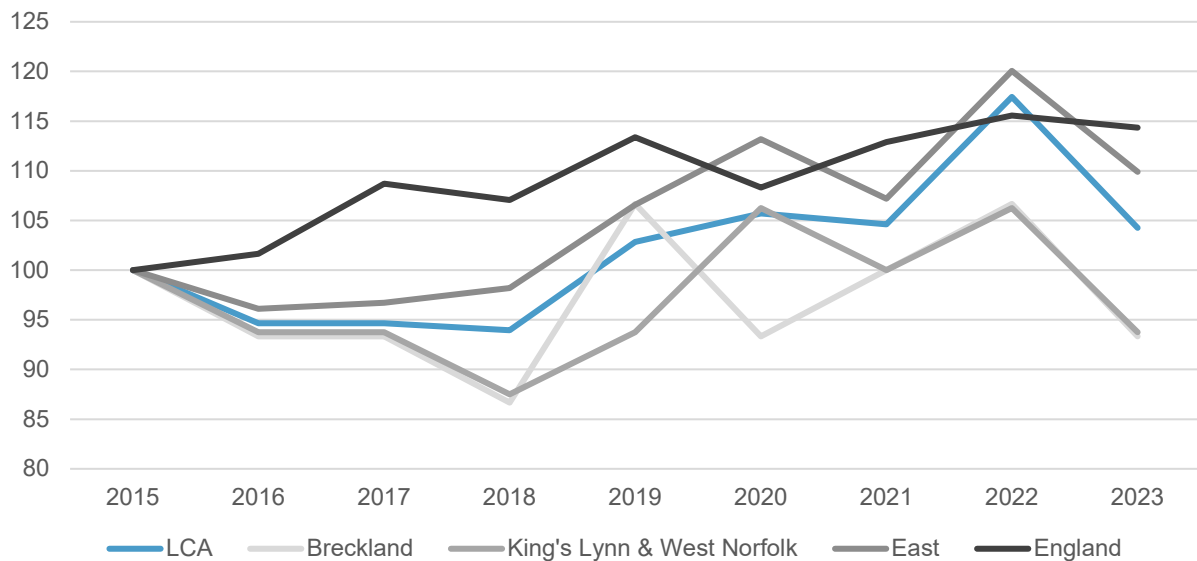
##### Socio-economics

##### *Current baseline*

- 14.3.10 The Scheme is expected to support a considerable workforce over the Construction and Decommissioning Phase. As such, it is necessary to consider the existing baseline of construction employment and construction workforce availability.
- 14.3.11 Within the LCA, there are 62,700 residents who work in the construction industry, equivalent to 9.7% of all employed residents. This proportion is higher than the national average (8.7% of residents) but broadly in line with the regional average (10.0% of residents) [Ref 14-16].
- 14.3.12 Alternatively, using workplace-based data, there are 36,600 individuals working in the construction industry within the LCA, equivalent to 6.0% of total workers [Ref 14-17]. The stark differential between the resident-based and workplace-based analysis suggests that a significant number of construction workers who reside in the LCA commute out of the area for work.
- 14.3.13 This finding is supported by origin destination data. Using origin destination data from the 2021 Census, it is estimated that 15.6% of LCA residents commute out of the area for work. [Ref 14-18]. A comparison of workplace-based and resident-based data from 2021 indicates that at least 41.6% of construction workers who live in the LCA commute out of the area for work, significantly higher than the LCA average [Ref 14-19].
- 14.3.14 The number of people working in the construction industry within the LCA has risen by 4.3% between 2015 and 2023, lower than the regional and national averages of 9.9% and 14.4%, respectively [Ref 14-20]. Construction employment in the LCA, which can be seen in Diagram 14.2, declined significantly between 2015 and 2018, before recovering and then experiencing a second minor decline between 2022 and 2023. Breckland, and King's Lynn & West Norfolk, meanwhile, experienced a 6.7% and 6.2% decline in the number of construction workers working in each district respectively [Ref 14-21].



**Diagram 14.2 Construction employment growth (2015=100)**



(Source: ONS 2024. Business Register and Employment Survey)

- 14.3.15 The unemployment rate in the LCA is 3.7%, lower than the regional average of 4.2% and significantly below the national rate of 4.9% [Ref 14-22]. The unemployment rate in LCA remains below the regional and national averages for each of the 16 – 24, 25 – 34, 35 – 49, 50 – 64, and 65+ age groups.
- 14.3.16 This is balanced by a relatively high economic inactivity rate (41.2%), which is higher than the regional (38.2%) and national (39.1%) rates [Ref 14-23]. This high inactivity rate is largely driven by an increased prevalence of retired residents, who account for 27.0% of the 16+ population, higher than the regional and national averages of 22.9% and 21.5%, respectively.
- 14.3.17 The potential challenges faced by high numbers of retired residents are recognised by local policy. The King's Lynn & West Norfolk Economic Vision and Strategy states that the area needs *'more working age residents, and those residents need jobs and homes to live in'* to achieve economic growth [Ref 14-24]. This is echoed in other areas of the LCA. The North Norfolk Economic Strategy and Action Plan, notes the pressures that an aging population could put on its long-term labour supply and on its social care provision and funding model [Ref 14-25]. Likewise, the South Holland Economic Action Plan highlights its small (relative to the total population) number of working age residents as a key economic weakness of the local authority [Ref 14-26].

#### *Future baseline*

- 14.3.18 The Construction Industry Training Board (CITB) estimates that there will be a 0.8% yearly increase in the number of construction workers in the East of England between 2024 and 2028 [Ref 14-33]. There is a currently a construction skills crisis and the growth estimates reflect the demand in the area [Ref 14-34]. Applying this figure to the LCA, it is estimated that the construction workforce will rise to 65,300 by 2028, a 4% increase from 2023. There are no available estimates for the growth of construction employment between 2028 and 2031, and so the 2024 to 2028 growth rate of 0.8% is used as a best approximation. When this is applied, it is estimated that the construction workforce in the LCA will equal 66,800 in 2031, an increase of 7% from 2023.



- 14.3.19 Past construction employment growth across the LCA casts doubts upon these figures however. Between 2015 and 2023 construction employment in the LCA grew at a significantly slower pace than employment in the East of England, and so it may not be realistic to assume that it will match the East of England growth rates going forward [Ref 14-35].

#### *Sensitivity*

- 14.3.20 Overall, the LCA has a high proportion of residents employed in the construction industry and a relatively low unemployment rate across all age groups compared to the national average. Despite the high concentration of construction workers, construction employment growth in the LCA has been significantly lower than regional and national averages. However, employment in the construction industry remained relatively stable during the pandemic, suggesting a degree of resilience within the sector. Construction employment opportunities are typically short-term, with workers often employed on temporary contracts and needing to secure new work upon completion. The construction sector is also facing a skills shortage, increasing the demand for more workers. The anticipated growth reflects strong local demand, with numerous projects being brought forward. Therefore, based on this, residents, workers and businesses are expected to have a medium sensitivity to changes in employment.

#### Human Health

##### *Current baseline*

- 14.3.21 There is a well-established link between employment and health outcomes. Good quality work is associated with improvements in health, whilst unemployment is associated with poor health outcomes [Ref 14-27]. These impacts are comprehensively laid out by the Marmot Review (2018), which details the close relationship between work and a range of health outcomes. It details, for example, how unemployment is linked with increased rates of long-term illness and cardiovascular disease, whilst adverse working conditions are associated with general ill health, coronary heart disease and musculoskeletal disorders [Ref 14-28].
- 14.3.22 One avenue through which employment impacts health is through behaviour. Unemployment is associated with higher rates of alcohol consumption and smoking, and decreased rates of physical exercise [Ref 14-29]. Another avenue is through the impact of unemployment and mental health. As mentioned in paragraph 14.3.15, the unemployment rate in the LCA is 3.7%, lower than the regional average of 4.2% and significantly below the national rate of 4.9% [Ref 14-22]. The unemployment rate in LCA remains below the regional and national averages for all age groups. Unemployment is linked to a range of negative mental health outcomes, including increased rates of anxiety and lower levels of life satisfaction [Ref 14-30].
- 14.3.23 Residents of King's Lynn & West Norfolk report higher levels of anxiety (an average score of 3.3) than the regional average (3.2), indicating that they may be particularly vulnerable to further increases. Breckland, meanwhile, reports levels of anxiety that are below the regional average (3.1) [Ref 14-31]. In addition, and as described in Table 14.8, King's Lynn & West Norfolk, which falls within the LCA, has a high proportion of residents who smoke relative to geographical comparators and a high hospital admission rate for alcohol related illnesses [Ref 14-32].
- 14.3.24 It is considered that the following groups are vulnerable to changes in employment and income: low-income groups, people with a long-term illness or disability, single-parent families, and ethnic minority groups. Breckland and King's Lynn & West Norfolk, which fall



within the LCA, have high prevalences of residents with disabilities, a group that is considered to be vulnerable to changes in the level of employment.

*Sensitivity*

14.3.25 Overall, given the socio-economic context and existing health vulnerabilities within parts of the local population, there is potential for changes in employment to influence health outcomes, particularly in relation to mental health. The local prevalence of factors such as elevated anxiety and lifestyle-related health risks, and an above average proportion of the population with a disability, suggests a population that may be more susceptible to the wider effects of employment uncertainty. Therefore, based on this, the receptor populations and the vulnerable population groups are deemed to have a medium sensitivity to changes in construction employment.

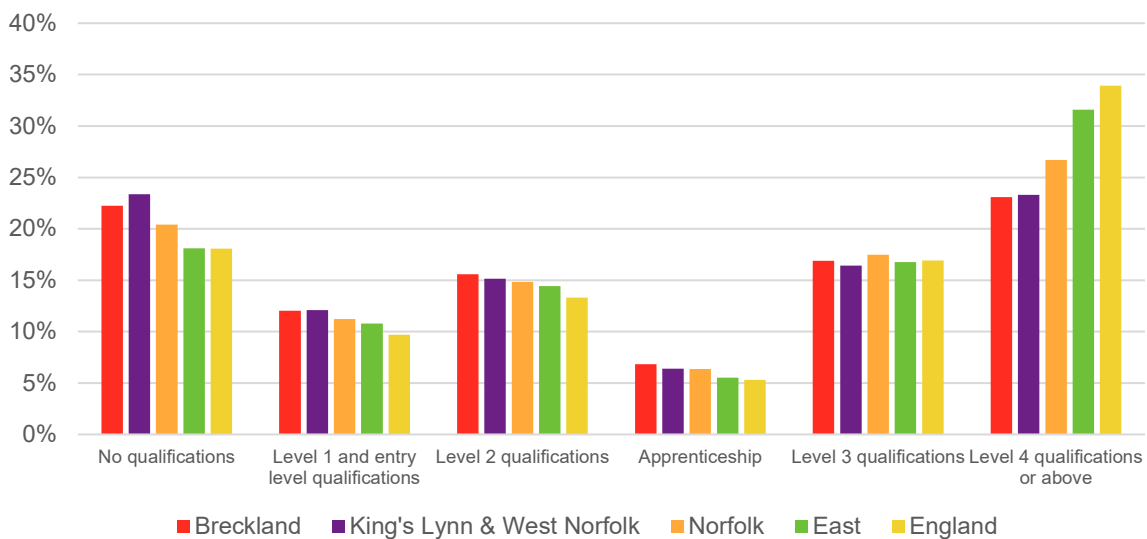
**Provision of education, skills and training (Construction, Operational, and Decommissioning Phase)**

Socio-economics

*Current baseline*

14.3.26 Residents of Breckland and King’s Lynn & West Norfolk have a lower level of qualifications compared to geographical comparators on average, with a higher proportion of residents achieving no qualifications, and a lower proportion of residents achieving Level 4 qualifications or above [Ref 14-36].

**Diagram 14.3 Highest level of qualification by geography**



(Source: ONS, 2024. Census 2021: RM049 - Highest level of qualification by ethnic group)

14.3.27 Breckland has a strong apprenticeship start rate (476 per 100,000 population) compared to the regional average (439 per 100,000 population), but falls short of the national average (483 per 100,000 population) [Ref 14-37]. King’s Lynn & West Norfolk, meanwhile, has a significantly lower apprenticeship start rate than all geographical comparators, standing at 411 starts per 100,000 population [Ref 14-38].



- 14.3.28 Both Breckland and King’s Lynn & West Norfolk have high construction apprenticeship start rates, standing at 41 and 48 starts per 100,000 population respectively, higher than the regional (35) and national (39) averages [Ref 14-39].
- 14.3.29 Additionally, King’s Lynn & West Norfolk has a lower proportion of apprenticeship starts at the highest skill levels than geographical comparators, with just 31% of starts being in the ‘higher’ comparator compared to the regional (39%) and national (36%) averages. Breckland, meanwhile, performs slightly below the national average, with 35% of apprenticeship starts being in the ‘higher’ category [Ref 14-40].
- 14.3.30 Residents of Breckland and King’s Lynn & West Norfolk have average hourly wages (£16.88 and £16.26, respectively) that are lower than the sub-regional (£17.19), regional (£19.26), and national (£18.83) averages [Ref 14-41]. The wages of the two local authorities have experienced greater growth since 2010 than geographical comparators, but are yet to catch them in absolute terms [Ref 14-42].
- 14.3.31 The challenges faced with respect to education, skills, and training are recognised in the Breckland Skills Plan (2024), which flags the low level of skills attainment in the local authority, as well as acute skills shortage being faced by businesses. It further highlights the difficulties in accessing skills training for residents of the local authority, with just 17% of residents being able to access skills training within a 15-minute journey by public transport. [Ref 14-43]. It states that construction and engineering are among the sectors most affected by skills shortages and emphasises the need for future skills strategies to address this challenge.
- 14.3.32 Table 14.10 maps occupations to skill levels, with Level 4 representing the highest skill level required for a job. It shows that Breckland and King’s Lynn & West Norfolk have a higher concentration in occupations requiring level 4 skills – 42% and 36% respectively, compared to other skills levels. However, both of these figures are below the regional and national averages [Ref 14-44]. *Note: Level 4: Relates to what are termed ‘professional’ occupations and high-level managerial positions. Occupations at this level normally require a degree or equivalent period of relevant work experience.*

**Table 14.10 Skill levels matched to resident jobs**

Skill level mapped to occupation	Breckland	King's Lynn & West Norfolk	East	England
4	42%	36%	47%	48%
3	34%	30%	25%	24%
2	19%	20%	20%	20%
1	5%	15%	7%	9%

(Source: ONS, 2024. Annual Population Survey)

- 14.3.33 This challenge is noted by the Breckland Housing and Economic Development Needs Assessment (HEDNA) (2024), which states that the shortage of high-level skills creates a barrier to attracting and retaining high skill and high wage employment [Ref 14-45]. This is



also recognised by the King's Lynn & West Norfolk Economic Strategy, which notes the low qualification attainment, high proportion of residents who are NEET, and high levels of economic inactivity are key issues for the area [Ref 14-46].

- 14.3.34 The Norfolk Rural Economic Strategy flags the 'rural skills gap' as a key concern, noting the mismatch between the skill levels of young people in Norfolk's rural areas and the needs of present and future businesses [Ref 14-47]. The report places particular emphasis on digital skills, stating that Norfolk's rural residents need to improve these skills in order to keep pace with recent and future increases in the level of digitalisation and automation within the workplace. The Norfolk and Suffolk economic strategy notes a shortage of skills in the engineering sector and the need to support skills and learning in STEM fields to support the area's growing clean energy sector [Ref 14-48].
- 14.3.35 Skills challenges with respect to construction are highlighted at the Norfolk level, too. The Norfolk and Suffolk Local Skills Improvement Plan Review, for example, highlights the need to ensure that construction skills and the supply of skilled tradespeople are sufficient to meet the demand placed by the range of Nationally Significant Infrastructure Projects (NSIPs) coming forward in the area [Ref 14-49]. This is echoed by the Norfolk and Suffolk economic strategy, which highlights construction as a key sector that will underpin clean growth within the two counties, including clean energy, agri-food, and Information and Communication Technology (ICT) and creative digital industries [Ref 14-50]. It further notes, however, that the construction industry faces labour shortages across the two counties, and that there is a lack of tutors in the industry [Ref 14-51].
- 14.3.36 The skills shortage in engineering roles is also noted by the Breckland Skills Plan, which highlights the need to focus future skills provision on the sector [Ref 14-52].

#### *Future baseline*

- 14.3.37 Whilst Breckland currently faces challenges with respect to education, skills, and training, the Breckland Skills Plan (2024) outlines a range of measures aimed at improving outcomes in all areas [Ref 14-56]. The Future Breckland board states that "they also see a very Breckland skills plan being shamelessly focused on supporting local economic need, and future economic vision. This means making sure they can effectively address the needs of the local labour market. Which will necessitate a focus around key sectors like manufacturing, engineering, food, construction and health. It also means skills being a key part of their strategy for creating more higher-value, higher-wage opportunities within the local economy." Likewise, the King's Lynn & West Norfolk Economic Vision and Strategy outlines the aim of increasing the rate of Level 4 + qualification attainment [Ref 14-57].
- 14.3.38 The need to ensure that construction skills and engineering are prioritised and brought forth is expressed across a range of local policy documents, including the Breckland Skills Plan and the Norfolk and Suffolk economic strategy (as identified above). This demonstrates that both Breckland and King's Lynn & West Norfolk are prioritising education and skills, particularly in the sectors targeted by the Scheme. It is also anticipated that a number of infrastructure projects will be brought into the area, highlighting the need for the necessary facilities and capabilities to deliver them effectively.

#### *Sensitivity*

- 14.3.39 Breckland, and King's Lynn & West Norfolk face a range of challenges with respect to education, skills and training. Residents of the two Local Authorities have lower levels of educational attainment than regional and national averages, are employed in professional



and managerial occupations at lower rates, and receive lower hourly wages. Construction skills are also noted as being a key issue by Breckland and Norfolk policy documents, both to meet current demand and to meet the future demands placed by forthcoming NSIPs.

- 14.3.40 Based on this evidence, residents, workers, and businesses are expected to have a high sensitivity to changes in education, skills, and training.

### Human Health

#### *Current baseline*

- 14.3.41 Evidence suggests that longer durations in education are associated with positive mental health outcomes, including reductions in the incidence rate and severity of anxiety and depression symptoms. These impacts are assessed to come from a range of channels such as improved employment outcomes, and enhanced coping mechanisms [Ref 14-53].
- 14.3.42 In this context, educational and skills attainment is an important determinant of health across the study area. In Breckland, 22% of residents do not have a qualification, compared to 18% across England, which may constrain access to secure employment and reduce resilience to economic stressors [Ref 14-36]. In King's Lynn & West Norfolk, levels of education attainment are similarly below average.
- 14.3.43 Mental health indicators reflect these health challenges. In Breckland 15.0% of residents have common mental disorders, similar to the regional average (15.1%), a figure that is significantly lower than the national average (16.9%) [Ref 14-54]. King's Lynn & West Norfolk, meanwhile, has a prevalence of common mental disorders (16.5%) which is significantly above the regional average but marginally below the national average [Ref 14-55].
- 14.3.44 Given the established links between education and mental health, initiatives to improve skills and qualifications, particularly for groups facing barriers to participation, could have positive impacts on mental wellbeing, both directly and indirectly through improved job prospects and security
- 14.3.45 The following groups are considered to be vulnerable to changes in education, skills, and training: people with disabilities, and single-parent families. There is a high prevalence of residents with disabilities within Breckland and King's Lynn & West Norfolk.

#### *Sensitivity*

- 14.3.46 Evidence indicates that increased time in education can improve mental health through better employment prospects and enhanced coping mechanisms. While Breckland shows average levels of common mental health disorders, King's Lynn & West Norfolk has a higher prevalence, suggesting some populations may be more vulnerable to disruptions or changes in education access. Furthermore, as a whole, the local population has lower levels of qualifications in comparison to geographical comparators. Therefore, based on this, the receptor populations and vulnerable population groups are deemed to have a medium sensitivity to changes in education and skills provision.



## **Changes in demand for temporary accommodation (Construction, and Decommissioning Phase)**

### Socio-economics

#### *Current baseline*

- 14.3.47 The Scheme has the potential to require a significant workforce during the construction and Decommissioning Phases. The construction workforce is expected to include workers from outside the LCA. While some may commute, it is reasonable to assume that a portion will require temporary accommodation. As such, this section assesses the current stock of accommodation that could house these workers. For the purposes of the PEIR, this assessment has examined the temporary accommodation stock within the LCA (see Table 14.11). A more spatially disaggregated analysis, assessing the distribution of temporary accommodation stock within the LCA, will be undertaken and refined for the ES. This will help to better understand the extent and availability of stock within shorter travel times to the Site.
- 14.3.48 The Construction Industry Joint Council (CIJC) sets out a subsistence allowance for construction workers in its Working Rule Agreement, setting the allowance at just over £50.65 per night, with £5 allocated for food and drink [Ref 14-58]. Therefore, £45.65 is used as the basis for affordability calculations.
- 14.3.49 The following sources are used to inform the temporary accommodation baseline:
- Serviced accommodation stock is sourced from CoStar, which outputs the number of rooms at hotels, hostels, bed and breakfast establishments, and serviced apartments in the area. [Ref 14-59] This analysis also provides occupancy rates for such establishments, and as such, peak occupancies are applied to the year stock to provide a worst-case assessment.
  - To estimate the number of bedspaces that would be provided by the available rooms, the ratio of bedspaces to rooms is taken from a VisitBritain (2016) survey of tourist accommodation in the area. [Ref 14-60].
  - CoStar also provides the revenue per available room (RevPAR) for serviced accommodation stock by hotel class. [Ref 14-61] The average RevPAR by class is divided by the average number of bedspaces per room (2.4) to estimate the RevPAR per bedspace. Based on this data, the 'Midscale and Economy' and 'Upscale & Upper Midscale' use classes are included in the baseline, as they are expected to be affordable based on the CIJC allowance. The average RevPAR per bedspace for these use classes is £22.81 and £29.52, respectively — both significantly below £45.65. While the 'Luxury & Upper Upscale' hotel class has an average RevPAR per bedspace of £50.61, which is only marginally above £45.65, it is conservatively assumed that no bedspaces in this class would be affordable. As such, the figures presented represent a worst-case scenario.
  - An updated figure for campsite bedspaces is not available. However, campsites are recognised as a form of temporary accommodation that could be used by construction workers. Therefore, the stock figure is based on the VisitBritain (2016) survey. [Ref 14-62]



- Airbnb is considered a temporary accommodation option for construction workers and data on the available stock has been sourced from the ONS (2023) [Ref 14-63]. The occupancy rate for Airbnb stock is not readily available. Therefore, as a worst-case scenario, the maximum occupancy rate for holiday accommodation from Visit Britain has been applied to Airbnb bed spaces. [Ref 14-64] Affordability was calculated by applying a rate of £45.65 per person, adjusting based on the number of rooms in the property. For example, a two-bedroom property was assessed as affordable if the total cost was less than £91.30 (£45.65 x 2). [Ref 14-65] This method ensured that the affordability threshold was scaled according to the property size.

**Table 14.11 Temporary accommodation stock in LCA**

Type of temporary accommodation	Total bed spaces	Occupancy rate	Affordability rate	Total available and affordable bed spaces
Serviced (CoStar, 2025)	19,700	76%	87%	4,000
Campsites (2016)	11,800	70%	100%	900
Airbnb (2023)	71,600	83%	39%	4,700
<b>Total</b>	<b>103,200</b>			<b>9,600</b>

*(Sources: CoStar, 2025; Visit Britain, 2016. England Accommodation stock audit Visit Britain, 2025. England Hotel Occupancy: latest; ONS, 2024. Hosts, listings, and bed spaces of short-term lets, UK: 2023 Note: Figures may not sum due to rounding).*

*Future baseline*

14.3.50 There are no available data sources to forecast temporary accommodation stock over time.

14.3.51 However, the following developments have been identified which potentially contribute towards temporary accommodation provision in the LCA: [Ref 14-66]

- 24/00537/F – Two storey extension to provide 12 guestrooms at Knights Hill Hotel;
- 24/00350/CU – Five bedrooms changing use from residential accommodation to serviced accommodation;
- 22/00911/CU – Change of use to hotel / letting accommodation (eight double rooms);
- 21/02220/FM – Improvements and extension to the existing facilities to include six new hotel cabins; and.
- 3DC/2022/0212/DOC – 135-bedroom hotel in Snetterton.
- DC/19/0080/LB – The renovation of the Rutland Arms Hotel, Newmarket to provide an additional 25 bedrooms;



- 21/00851/F – The renovation of the Norwich Hotel, Norwich to provide 38 total rooms;
- F/YR24/0598/F – The proposed redevelopment of 2 Arnolds Lane, Whittlesey into a hotel comprising 16 bedrooms; and
- 24/01050/F – The proposed redevelopment of the Norwich Nelson hotel building on Prince of Wales Road, Norwich to provide 243 total rooms.

14.3.52 Further engagement with the council will be undertaken to understand the full extent of temporary accommodation in the future prior to submission of the ES. Given the uncertainty around whether planned developments will come forward as expected, and to adopt a worst-case approach, a future baseline for temporary accommodation is not considered in this assessment. Therefore, sensitivity is assessed on the current baseline.

#### *Sensitivity*

14.3.53 The sensitivity of residents and businesses to changes in demand for temporary workers accommodation is judged to be low on the basis that there are approximately 9,600 available and affordable bedspaces in the LCA. This is based on a worst-case assessment of availability, using conservative assumptions such as peak occupancy rates and affordability rate.

### **Effect on land uses (Construction, Operational, and Decommissioning Phase)**

#### Socio-economics

##### *Current baseline*

- 14.3.54 In 2024, there was 8.7 million hectares (ha) of utilised agricultural area (UAA), accounting for 67% of England's total land area [Ref 14-67]. Agricultural land is classified into five grades, based on physical and chemical characteristics that determine its suitability for food production. These grades are numbered 1 to 5, with Grade 3 further divided into two subgrades (3a and 3b). Land that falls within Grades 1, 2, or 3a is classified as "best and most versatile" (BMV). **Volume I, Chapter 11: Soils and Agriculture** provides a baseline of the existing conditions, it identifies that 42% of agricultural land in England is of BMV quality.
- 14.3.55 Survey results of the Site (**Volume I, Chapter 11: Soils and Agriculture**) identifies that the agricultural land within the Site represents 0.005% of the UK's utilised agricultural area.
- 14.3.56 The breakdown of the survey results of the Site is shown in Table 14.12. It shows that 42% of the land is poor quality with the remaining land (56%) identified as BMV quality.



**Table 14.12 ALC Survey Results**

Grade	Description	Area (ha)	Proportion of Site (%)
1	Excellent	27	3
2	Very good	279	36
3a	Good	149	19
3b	Moderate	269	35
4	Poor	20	3
NA	Non-agricultural	30	4
Total		774	100

14.3.57 As identified within **Volume I, Chapter 11: Soils and Agriculture**, the Site is farmed by a number of different businesses, partly in-hand (i.e. farmed by the owners) and partly on various tenancy arrangements. The majority of the land is used for arable cropping. This includes combinable crops such as wheat, barley, oilseed rape and arable break crops, as well as rye and vining peas. Part of the Site is let most years to different specialist growers who grow root crops (potatoes, carrots, parsnips) or onions. Parts of the Site are used for agri-environmental farming uses.

14.3.58 In addition, **Volume I, Chapter 11: Soils and Agriculture** identifies that the western side of the Site is farmed in-hand. When vegetables are grown they are grown on a licence arrangement. Within the Site are four areas of outdoor livestock production, which are tenanted to the livestock farmers. Additionally, there are three fields used for rearing outdoor pigs. The rearing areas rotate around part of the farm, and are located on the driest and most free-draining sandy soils.

14.3.59 Breckland (6%) and King's Lynn & West Norfolk has a higher proportion of employment in the agriculture sector compared to the sub-regional (4%), regional (2%) and national average (1%) [Ref 14-68]. This shows that the Local Authorities are more dependent on agricultural output, compared to national level.

#### *Future baseline*

14.3.60 There is no available data to forecast future changes in land uses, therefore it is assumed that the future baseline remains unchanged from the current baseline. Therefore, for the purposes of this assessment, sensitivity is considered in relation to the current baseline.

#### *Sensitivity*

14.3.61 The existing land is primarily used for arable cropping and animal grazing. In terms of employment, the local authority districts are more reliant on agriculture, as it accounts for 6% of total employment. Farm businesses are generally viewed as more resilient to change. Therefore, the sensitivity of current and future residents, workers, and businesses to changes in land uses is judged to be medium.



## Human Health

### *Current baseline*

- 14.3.62 Changes to land use resulting from the Scheme could influence health through its impact on diet and nutrition. As identified in the health baseline, the proportion of residents classed as overweight is higher in Breckland (65.8%) and King's Lynn and West Norfolk (66.6%) than the regional (64.8%) and national (64%) averages [Ref 14-69]. A report by the Department for Environment, Food and Rural Affairs (DEFRA) found that a fifth of UK households are struggling to get access to good quality food at reasonable prices, which is causing them to turn to unhealthy alternatives [Ref 14-70]. In addition, the Family Resources Survey finds that 91% of the East of England is food secure, the third highest region in the UK, and above the UK average of 90% [Ref 14-71].
- 14.3.63 It is found that unhealthy lifestyle behaviours and poor physical fitness increases the risk of being overweight tenfold. Obesity is also known to increase the risk of many other diseases and health problems such as heart disease, diabetes, and high blood pressure.
- 14.3.64 The United Kingdom Food Security Report (2024) finds that the United Kingdom is heavily reliant on imports to meet consumer demand for fruits and vegetables, and that approximately 40% of all food is imported rather than produced domestically [Ref 14-72]. Therefore, as a large part of diet and nutrition is mostly dictated by trade, it is not likely that residents would be very sensitive to changes in diet and nutrition on this basis.
- 14.3.65 The following population groups are considered vulnerable to changes to diet and nutrition: young people, young people with obesity, older people, low income groups, and people with long-term illness or disability. Existing data shows that the Breckland and King's Lynn & West Norfolk has a high presence of older people and people with long-term illness or disability.

### *Sensitivity*

- 14.3.66 The existing land is primarily used for arable cropping and animal grazing. Additionally, as 40% of all UK food is imported, it is unlikely that changes in land use would significantly affect diet and nutrition from a health perspective on these local receptors. Therefore, the sensitivity of the local receptors and vulnerable population groups to changes in land uses is judged to be low.

## **Changes in commuting patterns (Construction, and Decommissioning Phase)**

### Socio-economics

#### *Current baseline*

- 14.3.67 Residents of the Local Authorities live in a rural setting which relies heavily on private vehicles and existing transport links. This reliance emphasises the importance of considering how changes in transport can impact individuals and businesses.
- 14.3.68 The Local Authority and the broader sub-region are predominantly rural areas, leading to a relatively higher reliance on cars and other private vehicles for transportation. In Breckland and King's Lynn & West Norfolk, 60% of residents drive a car or van to work, this is significantly higher than regional (48%) and national levels (45%) [Ref 14-73].



- 14.3.69 As such, disruptions to private transport networks could negatively impact businesses, whose customers may face difficulties reaching them, and workers, who may face greater difficulties reaching their workplace.
- 14.3.70 Swaffham is serviced by the A47 from West to East, and the A1065 from North to South. As such, it has a high-capacity road network providing access in and out of the town. **Volume I, Chapter 9: Transport and Access** identifies that there are three routes to access the Site from the strategic road network, they are:
- Route A: Access to/from the south from the A47, via the A1065;
  - Route B: Access to/from the north via A1065; and
  - Route C: Access to/from the A47, from the west via Narford Road, Low Road, South Acre Road and A1065.
- 14.3.71 **Volume I, Chapter 9: Transport and Access** also identifies the walking and cycling network. There are a limited provisions of footways alongside the carriageways of the roads within the Study Area. There is no footway along the A1065 where it passes along the Site's eastern boundary. In addition, there are no designated sections of the National Cycle Network within the Transport and Access Study Area, though there are some recreational cycle routes that include Peddars Way and Rebellion Way.

#### *Future baseline*

- 14.3.72 There is no available data to forecast future changes in commuting patterns, therefore it is assumed that the future baseline remains unchanged from the current baseline. Therefore, for the purposes of this assessment, sensitivity is considered in relation to the current baseline.

#### *Sensitivity*

- 14.3.73 The Site is located within a rural area and hence there are limited routes around the Site. From a socio-economic perspective, the limited availability of alternative routes suggests that residents, workers, and businesses may have a reduced ability to adapt to changes in commuting patterns. However, some flexibility remains through existing routes and available transport options. Based on this, it is estimated that the residents, workers, and businesses would have a medium sensitivity to changes in commuting patterns.

### **Physical activity (Construction, Operational, and Decommissioning Phase)**

#### Human Health

##### *Current baseline*

- 14.3.74 Physical activity is a key determinant of wider health, being conclusively linked to physical and mental health outcomes [Ref 14-74]. Access to PRoW and open spaces has also been directly associated with higher levels of physical activity. Additionally, an increasing body of research highlights the positive relationship between physical activity and improved mental health and well-being, with finding greater exposure to green spaces and nature can help reduce blood pressure and lower stress levels [Ref 14-75]. Therefore, open space and PRoW has been baselined below due to its close link to physical activity.



- 14.3.75 Although physical activity is assessed at the ZTV level, data is not available at this scale. Therefore, the defined Local Area is used to establish the baseline for this effect.
- 14.3.76 Receptor populations may be more sensitive to changes in access to open spaces, and PRow, particularly in areas where existing access to such facilities is limited or where specific groups rely heavily on them for their health needs. For example, older people, who disproportionately use PRow, would be significantly impacted by the closure of these routes.
- 14.3.77 As mentioned above, the proportion of adults in Breckland engaging in physical activity is on par with the regional and national levels but King's Lynn & West Norfolk is significantly lower than the comparative study areas [Ref 14-76]. Physical activity is associated with lower levels of obesity, and helps to maintain a healthy weight and reduce the risk of cardiovascular disease [Ref 14-77]. Breckland, and King's Lynn & West Norfolk, has 65.8% and 66.6% of adults classified as overweight, respectively, higher than the regional and national rates of 64.8% and 64%, respectively [Ref 14-78].
- 14.3.78 The Local Area is host to a range of active travel routes including Public Rights of Way (PRow), major walking trails, and cycling routes. Peddars Way and Nar Valley Way, for example, are major walking trails that pass through the Local Area, intersecting by Castle Acre.
- 14.3.79 As identified in **Volume III, Appendix 6.9 Amenity and Recreation** it is identified that there are a total of 7 PRow which pass through the Site and a further 14 within a 3km study area identified as the ZTV (this has been used within **Volume I, Chapter 6: Landscape and Visual** and **Volume III, Appendix 6.9 Amenity and Recreation**).
- 14.3.80 Diagram 14.4 shows the location of open space as defined by the ordnance survey [Ref 14-79]. Overall, the Local Area (as defined by the wards) has a high provision of allotments and community growing spaces but lacks general open space that is accessible to all. Table 14.13
- 14.3.81 Table 14.13 compares different types of open space against established targets. It shows that the Local Area, Breckland, and King's Lynn & West Norfolk all fall below Fields in Trust (FiT) guidance for play space provision [Ref 14-80]. The Local Area is also significantly below FiT standards for public parks and gardens, whereas the two Local Authorities exceed the standard.

**Table 14.13 Open space (2023) against FiT targets**

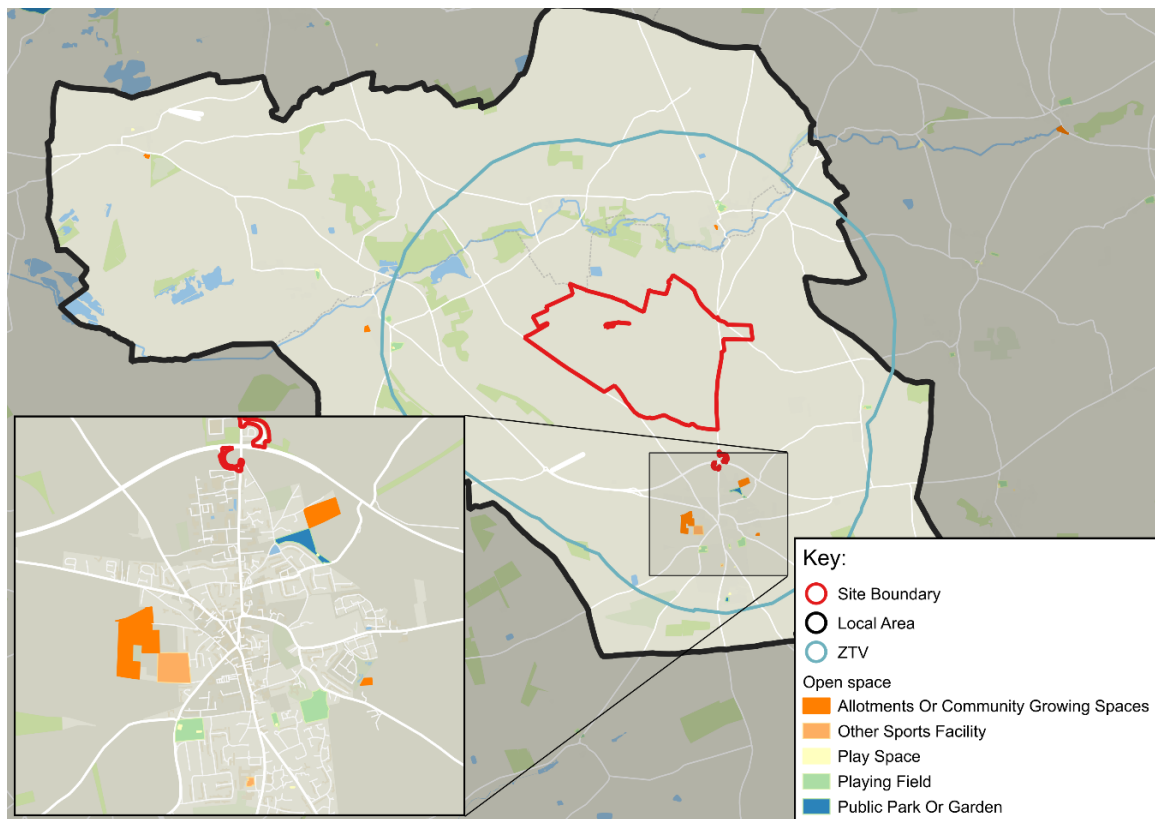
Types of open space	Standards (FiT) (Ha per 1,000 population)	Local Area (ha per 1,000 population)	Breckland (ha per 1,000 population)	King's Lynn & West Norfolk (ha per 1,000 population)
Play Space	0.25	0.07	0.07	0.12
Other Sports Facility	1.6	0.3	0.4	0.2
Public Park Or Garden	0.8	0.22	1.20	4.79



Types of open space	Standards (FIT) (Ha per 1,000 population)	Local Area (ha per 1,000 population)	Breckland (ha per 1,000 population)	King's Lynn & West Norfolk (ha per 1,000 population)
Allotments Or Community Spaces Growing Spaces	0.25	0.91	0.38	0.52
Playing Field	1.2	1.2	1.3	1.3

(Source: OS, 2023. Open space; Fields in Trust, 2024. Guidance for Outdoor Sport and Play Note: Cells highlighted in red indicates provision is below benchmarks, orange indicates in line with the benchmark, and green indicated above the benchmark.)

Diagram 14.4 Open Space (2023)



(Source: OS, 2023. Open space; Fields in Trust, 2024)

14.3.82 Future Breckland (2022) has identified that Breckland is a priority area for social and green infrastructure, as access is more limited compared to King's Lynn and West Norfolk [Ref 14-81].

14.3.83 The following population groups are considered vulnerable to changes in access to PRow, open space, and physical activity: young people, young people with obesity, older people,



people with a long-term illness or disability, and single-parent families. Existing data shows that Breckland and King's Lynn & West Norfolk has a high presence of older people and people with long-term illness or disability.

### *Sensitivity*

- 14.3.84 Using the Local Area as a proxy for the ZTV (due to data limitations), the analysis shows that the provision of open space is poor compared to national standards. However, both the Local Area and the ZTV have a good network of PRow available for residents. The limited supply of open space may reduce residents' ability to adapt to changes in access, making them more reliant on the existing PRow network for recreation and physical activity. Based on this, receptor groups and vulnerable population groups are estimated to have a medium sensitivity to changes physical activity opportunities.

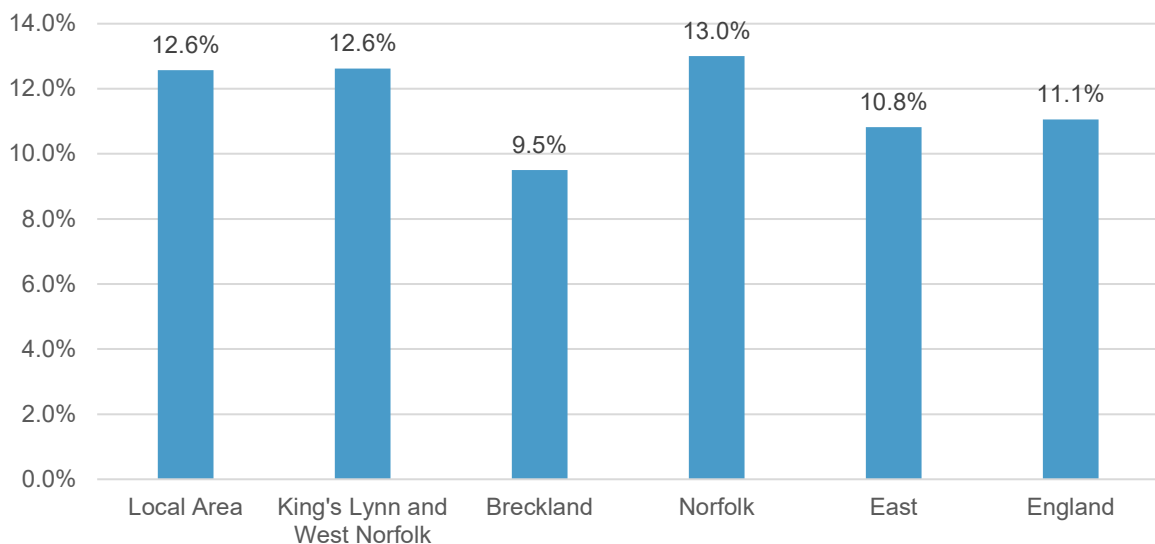
## **Changes to local tourism assets (Operational Phase)**

### Socio-economics

#### *Current baseline*

- 14.3.85 Although local tourism assets is assessed at the ZTV level, data is not available at this scale. Therefore, the defined Local Area is used to establish the baseline for the tourism industry. However, when assessing tourism assets, only those within the ZTV will be considered. Tourism is a key economic contributor in the Local Area, with tourism-related employment making up a similar share of total employment as in King's Lynn & West Norfolk and a higher share than in Breckland. The proportion is also higher than the regional (10.0%) and national (9.5%) average [Ref 14-82].

**Diagram 14.5 Tourism employment as a proportion of total employment (2023)**



(Source: ONS, 2024. BRES)

- 14.3.86 Similarly, for Gross Value Added (GVA), tourism accounts for 11.8% of Breckland's and 11.4% of King's Lynn & West Norfolk total GVA. [Ref 14-83]. Note that data is not available at the Local Area level. Both of these Local Authorities have a higher percentage than the



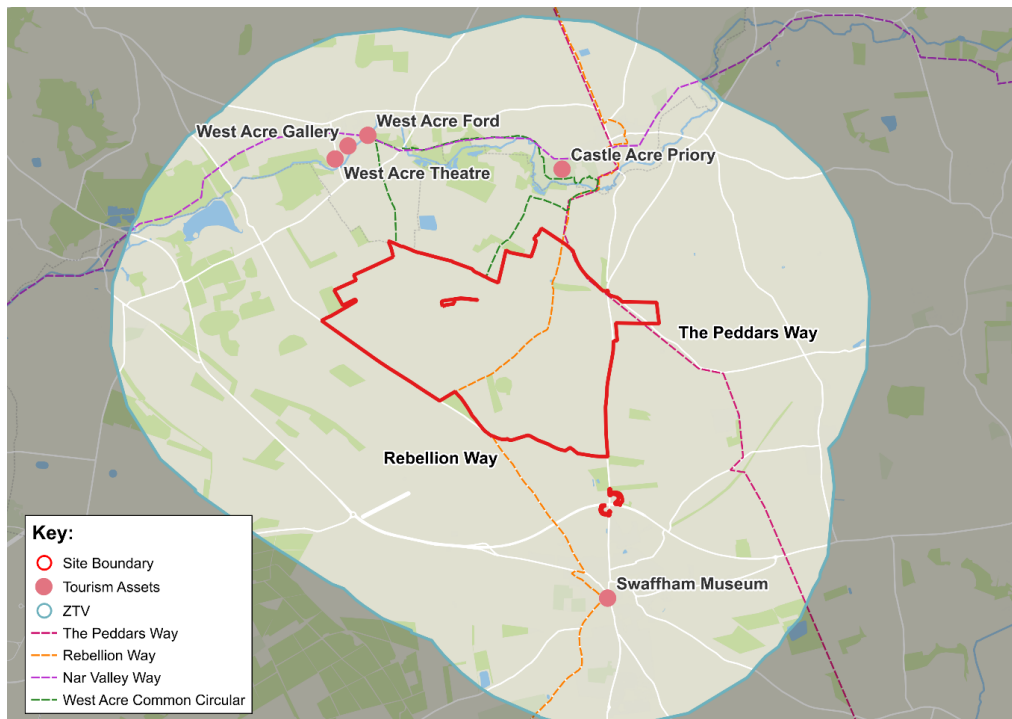
regional (10.0%) and national level (9.5%), highlighting the sector's important role in the economy [Ref 14-84].

14.3.87 Breckland and King's Lynn & West Norfolk rank in the top 41% and 15%, respectively, for total visits among England's 325 local authorities [Ref 14-85]. While data is only available at the local authority level for 2019, the most recent 2024 data shows that Norfolk is the 12th most visited county in England out of 47. As stated in Breckland's Local Plan, tourism is an important contributor to the local economy [Ref 14-86]. The Local Plan identifies the challenge is to enable and manage sustainable tourism, which will safeguard the countryside, heritage and culture for future generations while providing benefits to the local economy.

14.3.88 The ZTV features a diverse range of tourism assets from cultural to natural attractions. The ZTV is anchored by Swaffham Museum which attracted 2,000 visitors in 2022 and 2023. Castle Acre priory is also a popular tourist attraction within the ZTV, with Visit Britain estimating 17,000 visitors in 2022 and 16,000 in 2023. The area ranks in the 58th percentile for tourism visitors according to Visit Britain data, indicating that while tourism activity is moderate compared to other locations, it remains an important contributor to the local economy. [Ref 14-87] In addition, the ZTV contains the West Acre cluster which includes a theatre, gallery and ford.

14.3.89 These attractions are supplemented by the range of major walking and cycling routes that pass through, or nearby to, the Site. These routes include Peddars Way and Nar Valley Way, major walking routes that stretch from North to South and East to West across Norfolk respectively. Diagram 14.6 shows the location of these tourism assets in relation to the Site.

**Diagram 14.6 Tourism assets within the ZTV**



*Future baseline*

14.3.90 There is no data available to inform the future baseline for changes to local tourism assets, with likely significant effects instead to be assessed against the current baseline levels.



### *Sensitivity*

- 14.3.91 Tourism, as in the rest of England, is a key source of employment within Norfolk and the Local Area (LA). The ZTV hosts five tourist attractions, including Castle Acre Priory and Swaffham Museum. Although the ZTV contains multiple assets and maintains steady visitor numbers, particularly at Castle Acre Priory, the attractions are relatively small in scale and tourism activity is modest. Therefore, the sensitivity of residents and businesses to changes in local tourism assets is considered to be medium.

## 14.4 Embedded Mitigation

- 14.4.1 Currently, the following embedded mitigation measures are integrated into the design of the Scheme that are relevant to socio-economics and human health are as follows:

- Construction works which create dust will be kept to a minimum within proximity to existing pedestrian routes and residential properties, and dust prevention measures, such as damping, will be undertaken to reduce the impact on users of the PRow network (as will be secured within the Construction Environmental Management Plan (CEMP) submitted as a requirement of the DCO Application)
- Retention of the existing landscape fabric within and around the boundaries of the Site, namely mature hedgerows and tree cover which contribute to the landscape character of the local context. These landscape features serve to restrict, filter and enclose visibility within the Site and study area south of Bartholomews Hills Plantation
- Offset and buffering of the Scheme with new hedgerow and tree planting to mitigate potential views from the existing residential dwellings within close proximity to the Site
- In addition to the establishment of new hedgerow and hedgerow trees, the embedded mitigation also includes the retention, gapping up and enhancement of existing hedgerow within the Site. New planting species would be native, locally prevalent and also include a mixture of deciduous and evergreen species to provide year round screening. Alongside the existing hedgerow and trees within the Site's context, the gapping up of hedgerow with native trees and whips would provide visual screening of the Scheme from visual receptors within the wider study area, and from PRow and droves within the Site itself
- Setting back the Scheme from key landscape features within and adjacent to the Site Boundary, such as trees, hedgerow and woodland. The minimum offsets/buffers included within the Concept Masterplan (**Volume III. Appendix 2.1**), from existing landscape features are outlined fully in **Volume I, Chapter 5: Scheme Description**. The Scheme would be offset from existing PRow by a minimum of 15m, to respect the amenity and experience for PRow users along existing routes and allow for planting along the margins of the Scheme. Potential new planting is also proposed underneath the Solar PV Arrays which would enhance biodiversity within the Site
- Recreational enhancements such as the potential for new publicly accessible amenity space within the north-western area of the Site, that is connected to the existing PRow network. In addition to this, a number of new permissive routes are proposed, of approximately 5.0km in total, which would link to the existing PRow network within the Study Area to provide recreational benefits. This total number can be broken down to



approximately 1.2km new offsite permissive route provision and approximately 3.8km new onsite permissive route provision; and

- Internal access routes will be provided within the Site to minimise vehicles needing to use the Local Road Network (LRN) where possible. The details of this will be secured through the detailed design of the Scheme.

14.4.2 Embedded mitigation measures, particularly those relating to employment and skills and the supply chain, are currently developing as part of the Scheme design. Further refinement of embedded mitigation measures for the Scheme is ongoing and will be presented once confirmed in the ES for the submission of the DCO Application. Emerging employment and skills initiatives (mitigation and enhancement measures) are treated as additional mitigation for the purposes of the PEIR.

## 14.5 Assessment of Likely Significant Effects

14.5.1 The following assessment takes into account the embedded mitigation measures that are embedded to the design of the Scheme.

### Construction and Decommissioning Effects

#### **Employment**

#### Socio-economics

#### *Construction Phase*

14.5.2 The Scheme will create direct, indirect, induced, and local jobs during the Construction Phase.

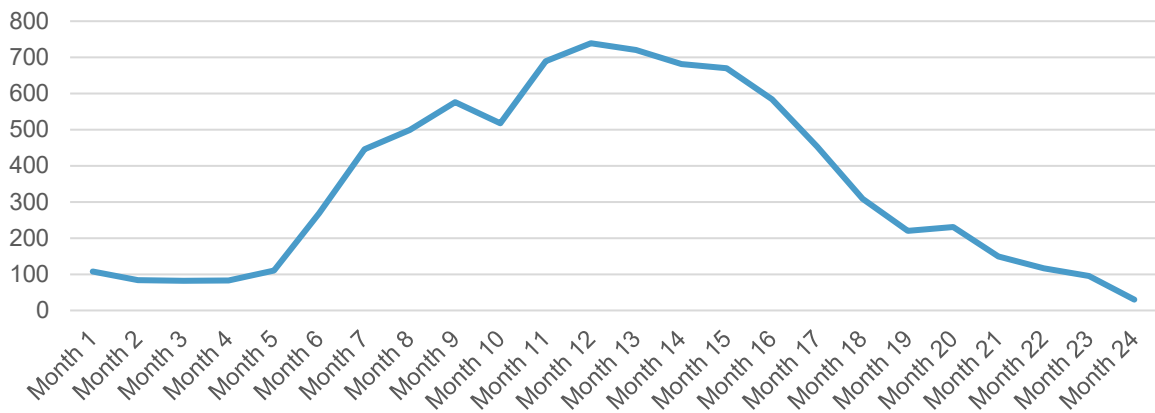
- Direct jobs are those supported by Scheme activities on the Site;
- Indirect jobs are those supported by the Scheme's supply chain;
- Induced jobs are those supported by expenditure in the relevant area created by the Scheme's workers; and
- Local jobs are those supported by residents within the TTWA.

#### Direct jobs

14.5.3 The Applicant estimates that the Construction Phase would support an indicative peak of approximately 740 construction jobs. In total, the Construction Phase would support approximately 1,245 construction jobs. Diagram 14.7 shows the total construction workforce required on-site by month. It indicates that few workers would be on-site at the start of the Construction Phase, with construction workforce demand peaking during the middle period before declining toward the end of the Construction Phase. See Table 14.14 for a detailed breakdown of the types of jobs and skills required during the Construction Phase.



**Diagram 14.7 Indicative direct jobs in the Construction Phase**



14.5.4 The peak construction workforce of 740 represents 2% of the workplace-based LCA construction workforce (36,600) and 1% of the resident-based LCA construction workforce (62,700).

14.5.5 To consider the net direct impact, displacement must be considered. Displacement measures the extent to which jobs supported are offset by reductions in employment elsewhere in the LCA. The construction workforce is highly mobile, moving to where there is work or between construction projects, as demand requires. The CITB highlights that there is a need for over 19,750 extra construction workers required in the East of England between 2024 and 2028 to meet extra demand. Furthermore, a report by Turner and Townsend states that all UK regions are suffering from a shortage of green collar construction worker leading to a competition for workers [Ref 14-88]. The Local Growth Plan: Norfolk Economic Strategy 2024-2029 highlights challenges in the construction labour market due to a lack of core skills in the sector, particularly for green technology adaptation [Ref 14-89]. Given this, a medium level of displacement is applied, considered as 50% in the HCA Additionality Guide. [Ref 14-90]

14.5.6 Applying a displacement rate of 50%, it is estimated that there will be approximately 625 net direct jobs created during the Construction Phase.

#### Indirect and induced jobs

14.5.7 The indirect and induced impact of the construction workers to other sectors is generated through supply chain (indirect) and worker expenditure (induced). A multiplier is used to capture this economic activity associated with additional local income and local supplier purchases. The scale of multiplier effects varies by intervention, industry and geography. The HCA Additionality Guide considers multiplier effects by industry, from estimates produced by Oxford Economics. However, these are at a national level, whilst the analysis here focuses on the indirect and induced impacts at the LCA level [Ref 14-91].

14.5.8 To calculate the regional construction multiplier, a ready reckoner medium multiplier of 1.5 at the regional level is taken from the HCA Additionality Guide. This is then adjusted by the difference between the national construction multiplier (2.7) and the all-industry average multiplier (2.2), resulting in an uplifted regional construction multiplier of 1.8. The construction industry relies heavily on its supply chain compared to other industries, leading to a higher-than-average indirect impact. Using a multiplier of 1.8 is therefore reasonable to account for the significant impact of the construction supply chain.



- 14.5.9 Based on the total of approximately 625 net direct jobs supported over the Construction Phase, and applying the uplifted regional construction multiplier (1.8), there are expected to be 525 net indirect and induced jobs supported through the Construction Phase (Note: These figures may not sum due to rounding).

#### Local jobs

- 14.5.10 Leakage is the amount of jobs that will be taken by workers outside the LCA. The leakage assumption will be refined for the ES, but the following provides a preliminary assessment of leakage. A range of previous relevant projects and baseline data have been reviewed to provide a range for leakage. There is currently uncertainty around estimating leakage for these types of projects and hence a range has been taken at this preliminary stage. Important considerations include precedence on large-scale specialised low carbon energy projects. These estimates range from 50%-75% (*Note: This range has been found using a range of previous relevant projects such as Cottam Solar Farm, Prosiect Maen Hir, Heckington Fen Solar Park, and West Burton Solar Project.*). Commuting patterns data shows that 84% of residents in the LCA, both live and work in the LCA, albeit these estimates are likely to be a significant over-estimation due to the pandemic and working from home patterns when the Census was undertaken (2021).[Ref 14-92] In addition, the construction workforce for this Scheme is expected to differ from the typical construction workforce due to the specialised nature of the Scheme.
- 14.5.11 There will be employment opportunities for local residents within the LCA during the Construction Phase. However, it is expected that a number of jobs will be taken by people living outside the LCA. The range of jobs required outside the LCA would include specialised solar PV professions [Ref 14-93]. The construction workforce of major projects is also highly mobile, indicating that a proportion of workers will move towards where the current work is [Ref 14-94]. More work will be undertaken for the ES to establish reasonable local employment targets for the Scheme, with leakage implicitly being the inverse of this target. For the purposes of the PEIR, a broad range is presented based on a conservative leakage of 50%-75% outside of the LCA, which would capture the range of considerations presented above.
- 14.5.12 Accounting for this leakage factor, the Scheme is estimated to support approximately 155-310 net direct jobs for residents in the LCA over the Construction Phase. This is equivalent to a 0.2%-0.5% uplift on the current baseline positions for residents in construction jobs in the LCA.

#### Net additional jobs

- 14.5.13 Taking the net direct and net indirect jobs together, the Scheme is expected to support 1,145 net additional jobs during the Construction Phase, with between 285 and 575 of these being taken by LCA residents.

#### *Decommissioning Phase*

- 14.5.14 The Decommissioning Phase is expected to start in 2093 and is assumed to support a lower number of direct, indirect, induced and local jobs than the Construction Phase. For the purposes of the PEIR, it is assumed that a workforce the size of approximately 50%-80% of the construction workforce would be required for the Decommissioning Phase. The ES will consider in more detail how many workers would be supported in the Decommissioning Phase of the Scheme once available.



*Conclusion: Construction and Decommissioning*

- 14.5.15 Overall, the Scheme is considered to have a low magnitude of impact in relation to Construction and Decommissioning Phase jobs, as there is only estimated to be an uplift of 2.0% (during the Construction Phase) and between 1.0%-1.6% (during the Decommissioning Phase) on existing LCA residents working in construction with respect to approximate gross direct jobs and is likely to have a positive impact on health. On a medium sensitivity, this leads to a direct, temporary, minor beneficial effect that is considered **not significant** during the Construction and Decommissioning Phase.

Human health

- 14.5.16 As outlined above, the Construction and Decommissioning Phases of the Scheme would create new employment opportunities both on and off-site. There is a well-established link between employment and health outcomes, with good quality work associated with improved health, while unemployment is linked to poorer health. The unemployment rate in the LCA is 3.7%, lower than the regional average of 4.2%, with 16,300 residents currently unemployed. The Scheme could provide job opportunities for some of these residents, although not all roles are likely to be suitable. Given the strong link in existing literature between employment and improved physical and mental health, the creation of new job opportunities through the Scheme could have a beneficial human health impact on the LCA, though likely to be small.
- 14.5.17 Employment is recognised as a wider determinant of health, particularly when it improves financial stability or reduces prolonged unemployment. However, in this instance, the scale and duration of the employment uplift are not expected to lead to any sustained improvements in population health. Overall, the Scheme is considered to have a low magnitude of impact on human health in relation to jobs created during the Construction and Decommissioning Phases. The temporary nature of the Construction Phase (24 months) and Decommissioning Phase means it is unlikely to influence long-term health outcomes. On a medium sensitivity, this leads to a direct, temporary, minor beneficial effect that is considered **not significant** during the Construction and Decommissioning Phase.

**Provision of education, skills and training**

Socio-economics

*Construction Phase*

- 14.5.18 The Construction Phase of the Scheme will provide opportunities for upskilling and training. The Applicant will appoint an Engineering, Procurement, and Construction (EPC) contractor to manage the Construction of the Scheme, however at this stage no EPC has been procured. The EPC will be in control of hiring workers, including deciding on the total size of the workforce required, and how many local residents are hired for roles during construction of the Scheme. For the purposes of this preliminary assessment for PEIR, the Applicant has provided an estimated skills overview of direct jobs opportunities during Construction at this early stage (**Table 14.14**). Further detail will be provided around construction education, skills, training and supply chain opportunities created by the Scheme in the ES.



**Table 14.14 Types of roles and skills likely to be supported during the Construction Phase of the Scheme**

Job Name	Responsibilities	Skills Required
Site Manager	Oversee the overall site operations, ensuring construction is completed on time and within budget. Manage subcontractors, safety, and quality.	Degree in construction management or engineering. Experience in large-scale infrastructure projects. Strong leadership and communication skills.
Civil Workers	Prepare the site, including removal and storage of topsoil, levelling the land, building access roads, digging trenches for cabling, and laying foundations for solar stations and substations.	Ability to operate construction equipment (e.g., excavators, trenchers). Experience in civil works, including concrete and structural work.
Mechanical Workers	Install mounting structures, frames, and panels. Ensure mechanical systems are properly secured and aligned.	Experience with solar installation techniques.
Electrical Workers	Install and connect solar panels, inverters, and cabling. Test electrical systems and ensure compliance with technical and safety standards.	NVQ Level 3 in electrical installation or equivalent.
Commissioning Engineers	Test and verify the performance of the installed solar system. Identify and fix any technical issues before handover.	Degree in electrical or mechanical engineering. Experience in commissioning large-scale infrastructure projects. Strong problem-solving skills.
Landscaping and Site Restoration Workers	Carry out landscaping and restoration of the site, including planting, erosion control, and access road repair.	Experience in landscaping, site restoration, and environmental compliance. Proficiency in operating landscaping equipment.
Health, Safety, and Environment (HSE) Officers	Ensure compliance with health and safety regulations. Conduct site	Recognised HSE qualification. Experience in



Job Name	Responsibilities	Skills Required
	inspections and provide training on safety protocols.	managing safety on large construction sites.
Logistics and Procurement Manager	Manage the supply chain, including sourcing and delivering materials and equipment.	Experience in procurement and logistics. Recognised procurement qualification. Strong organisational skills.
Security Personnel	Monitor and protect the site during construction. Manage access control and respond to security incidents.	Experience in security operations. Knowledge of security protocols and emergency response.
General Labourers	Provide support across various site activities, including material handling, assisting trades, and site maintenance.	Experience in construction labouring. CSCS card or equivalent. Ability to follow instructions and work in a team.

- 14.5.19 The Scheme will create substantial employment opportunities across a range of different occupation types in construction, however, these will be temporary due to the duration of the Construction Phase. The Applicant is actively engaging and meeting with Breckland Council, the Borough Council of King’s Lynn & West Norfolk, and Norfolk County Council to identify the most effective ways to support education and skills development in the local area. The construction of the Scheme will support local jobs and provide opportunities for upskilling and training. It is expected that similar roles would be required during the Decommissioning Phase.
- 14.5.20 The Scheme would also support a range of supply chain opportunities to local businesses. Should more information on the supply chain strategy become available during the design of the Scheme this will be considered in the relevant chapter of the ES. Where possible, the Scheme would seek to source materials and components from the local supply chain. The Applicant would aim to create partnerships between suppliers, manufacturers, and distributors, to maximise local economic benefits and stimulate economic activity with the LCA.
- 14.5.21 The procurement of all key equipment, whether by the Applicant or its contractors, will follow standard competitive bidding practices, with final award decisions based on technical compliance, price, and other key onboarding criteria. For the purposes of the PEIR, it is not yet known which materials could be sourced locally; however, this will be further explored for the ES through engagement with the Councils and other stakeholders.
- 14.5.22 Based on a preliminary assessment, the Scheme is considered to have a medium magnitude of impact in relation to education, skills and training for local residents and businesses. On a high sensitivity, this leads to a direct, temporary, moderate beneficial effect that is considered **significant** during the Construction Phase.



### *Decommissioning Phase*

- 14.5.23 It is expected that similar types of roles would be required during the Decommissioning Phase of the Scheme. For the purposes of the PEIR, it is assumed that a workforce the size of approximately 50%-80% of the construction workforce would be required for the Decommissioning Phase (and hence the numbers of available education, skills and training opportunities would naturally be lower). The ES will consider in more detail how many workers would be supported in the Decommissioning Phase of the Scheme once available.
- 14.5.24 The Scheme will create substantial employment opportunities across a range of different occupation types in decommissioning, however, these will be temporary due to the duration of the Decommissioning Phase. The decommissioning of the Scheme will support local jobs and provide opportunities for upskilling and training. It is expected that similar roles would be required during the Decommissioning Phase.
- 14.5.25 Given the 60-year timescales on this effect, there is far less certainty regarding the extent to which initiatives to support education, skills and training could be achieved.
- 14.5.26 Based on a preliminary assessment, the Scheme is considered to have a low magnitude of impact on education, skills, and training opportunities for local residents and businesses during the Decommissioning Phase. As the decommissioning workforce is expected to be approximately 50%–80% of the size of the construction workforce, the overall magnitude of impact is likely to be lower than during the Construction Phase. On a high sensitivity, this leads to a direct, temporary, minor beneficial effect that is considered **not significant** during the Decommissioning Phase

### Human Health

#### *Construction Phase*

- 14.5.27 As mentioned, residents of Breckland and King's Lynn & West Norfolk have a lower level of qualifications compared to geographical comparators on average, with a higher proportion of residents achieving no qualifications, and a lower proportion of residents achieving Level 4 qualifications or above. In addition, the Breckland Skills Plan (2024) identified the challenges within the local authority with low levels of skill attainment as well as a high proportion of NEET residents in the area.
- 14.5.28 Therefore, the impact from the Scheme is likely to have a positive impact on mental health for residents as there would be a greater opportunity for them to upskill. In addition, with greater employment opportunities in the area, it would encourage younger residents to stay in the area rather than move away, which is another concern identified by local authorities.
- 14.5.29 Based on a preliminary assessment, the Scheme is considered to have a medium magnitude of impact in relation to education, skills and training for local residents and businesses. On a medium sensitivity, this leads to a direct, temporary, moderate beneficial effect that is considered **significant** during the Construction Phase.

#### *Decommissioning Phase*

- 14.5.30 It is expected that the impact from the Scheme during the Decommissioning Phase is likely to have a positive impact on mental health for residents as there would be a greater opportunity for them to upskill. In addition, with greater employment opportunities in the area, it would encourage younger residents to stay in the area rather than move away, which is



another concern identified by Local Authorities. However, as the decommissioning workforce is expected to be approximately 50%–80% of the size of the construction workforce, the overall magnitude of impact is likely to be lower than during the Construction Phase. Furthermore, given the 60-year timescales on this effect, there is far less certainty regarding the extent to which initiatives to support education, skills and training could be achieved.

- 14.5.31 Based on a preliminary assessment, the Scheme is considered to have a low magnitude of impact in relation to education, skills and training for local residents and businesses. On a medium sensitivity, this leads to a direct, temporary, minor beneficial effect that is considered **not significant** during the Decommissioning Phase.

### **Changes in demand for temporary worker accommodation**

#### Socio-economics

- 14.5.32 As previous, some construction workers will be specialists with highly specialised skills and are likely to be sourced from a range of locations. It is conservatively estimated that between 50-75% of the construction workforce would come from outside of the LCA and therefore, may require temporary accommodation during the Construction Phase.
- 14.5.33 At the peak of the Construction Phase used for assessment (Q2 2032), it is estimated that 740 workers will be onsite. Applying a leakage of 50%-75% suggests that between 370-555 construction workers at peak would come from outside of the LCA and seek temporary accommodation. This is a reasonable worst-case scenario given that potential displacement of workers from other construction projects in the LCA is not factored into this calculation.
- 14.5.34 The baseline data shows that there are an estimated 9,600 available and affordable bed spaces within the LCA. This indicates that, in a worst-case scenario where all construction workers require temporary accommodation, the Scheme would require 7.7% of the remaining available and affordable stock in the LCA. This assessment applies several conservative assumptions regarding the percentage of non-LCA based workers, the area of impact, the occupancy rates of accommodation (peak across the year) and the peak workforce size, and concludes there is sufficient capacity within the temporary accommodation market.
- 14.5.35 Engagement will take place, prior to the ES, with owners of accommodation within the LCA in order to understand their appetite for accommodating workers. However, the data presented suggests that there is sufficient capacity within the temporary accommodation market.
- 14.5.36 Although the decommissioning workforce is expected to be approximately 50%–80% of the size of the construction workforce, the assessment of potential changes in demand for temporary worker accommodation during the Decommissioning Phase has been based on the Construction Phase estimates. This approach ensures a worst-case scenario assessment.
- 14.5.37 Based on this, the Scheme is expected to have a medium magnitude of impact in the reasonable worst-case scenario. Given the low sensitivity, this leads to a direct, temporary, minor adverse effect that is considered **not significant** during the Construction and Decommissioning Phases.



## Effect on land uses

### Socio-economics

- 14.5.38 The Construction Phase of the Scheme will lead to a temporary loss of agricultural land. Most of the Site boundary is grassland and is actively farmed. **Volume I, Chapter 11: Soils and Agriculture** concludes that the Construction Phase of the Scheme will lead to a temporary loss of agricultural land. Whilst some agricultural activities will likely temporarily stop during the Construction Phase, it is expected that some agricultural practices such as sheep grazing will be able to continue on a rotational basis, aligned with the construction phasing.
- 14.5.39 There are two substantial arable farming enterprises that will be affected. **Volume I, Chapter 11: Soils and Agriculture** concludes that there will be a significant adverse effect on the day-to-day operations of the farm's businesses. Whilst the Scheme has the potential to reduce agricultural incomes for farm businesses affected during the Construction Phase, this is countered by the alternative incomes received by the leasing of the land for the Scheme, which would lead to an overall beneficial impact for these landowners.
- 14.5.40 Interviews will be carried out with the agricultural landowners to better understand the expected socio-economic impacts on their farming operations. These interviews are due to take place prior to the ES being produced, and will be crucial to determining the extent to which any temporary losses of land will have a socio-economic impact (and the magnitude of that impact). These findings will be updated and reflected in the final assessment.
- 14.5.41 For this assessment, it has been conservatively assumed that the Decommissioning Phase mirrors the Construction Phase in terms of magnitude of impact for the effect on land uses. This represents a worst-case scenario, as it assumes continued displacement of agricultural land during the Decommissioning Phase.
- 14.5.42 The Scheme is expected to have a low magnitude of impact. This is a preliminary conclusion that will be refined in the ES following further engagement with landowners. The Scheme will result in the loss of some agricultural activity. However, it is anticipated that alternative income and some of the agriculture practices, would help to offset some of the losses experienced by affected farmers. Given the medium sensitivity, this leads to a direct, temporary, minor adverse effect that is considered **not significant** during the Construction and Decommissioning Phases.

### Human Health

- 14.5.43 As mentioned in the baseline, the UK is heavily reliant on imports to meet consumer demand for fruits and vegetables, and that approximately 40% of all food is imported rather than produced domestically. As a large part of diet and nutrition is mostly dictated by macro trade factors, it is not likely that any potential loss of agricultural land at this scale would have a likely significant effect in this instance. Similarly, the Site may benefit from a break from cultivation and improved soil health, once the land is returned to agricultural production at the end of the Decommissioning Phase. However, it is assumed that the National Grid Substation and the pylons and overhead lines would remain in situ, so there would be a small temporary loss as a result of the remaining infrastructure.
- 14.5.44 As described in **Volume I, Chapter 11: Land Use and Soils**, the UK Food Security Report finds that that food production levels could be maintained or moderately increased alongside the land use change required to meet our Net Zero and Environmental Act targets and commitments.



- 14.5.45 For this assessment, it has been conservatively assumed that the Decommissioning Phase mirrors the Construction Phase in terms of magnitude of impact for the effect on land uses. This represents a worst-case scenario, as it assumes continued displacement of agricultural land during the Decommissioning Phase.
- 14.5.46 As such, the change in land use is not expected to impact the diet or nutrition of the local residents and it is unlikely that these land use changes would have any impact on residents' health. Therefore, the Scheme is expected to have a low magnitude of impact on the effect of land uses with regards to human health. Given the low sensitivity, this leads to a direct, temporary, negligible effect that is considered **not significant** during the Construction and Decommissioning Phases.

### Changes in commuting patterns

#### Socio-economics

- 14.5.47 **Volume I, Chapter 9: Transport and Access** states that no local capacity assessments (which measures the capacity of the local road networks) have been undertaken for the PEIR as agreed with Norfolk County Council. However, it confirms that most vehicle trips associated with the Scheme will occur outside of peak network hours (08:00–09:00 and 17:00–18:00), except in emergencies or exceptional circumstances. Chapter 9 concludes that the Scheme would have a local, temporary, medium-term, and negligible adverse effect on driver delay, which is not significant.
- 14.5.48 Similarly, regarding pedestrian delay, **Volume I, Chapter 9: Transport and Access** finds that during the Construction Phase, the Scheme will result in less than a 10% increase in annual average daily traffic. This falls within the normal range of daily traffic fluctuations and is therefore considered **not significant**.
- 14.5.49 Although the decommissioning workforce is expected to be approximately 50%–80% of the size of the construction workforce, the assessment of potential changes in commuting patterns during the Decommissioning Phase has been based on the Construction Phase estimates. This approach ensures a worst-case scenario assessment.
- 14.5.50 From a socio-economic perspective, the Construction and Decommissioning Phases are unlikely to disrupt commuting patterns in a way that would prevent employees or shoppers from accessing businesses. Therefore, the Scheme's magnitude on changes in commuting patterns is expected to be negligible. Given the medium sensitivity, this leads to a direct, temporary, and negligible effect that is considered **not significant** during the Construction and Decommissioning Phases of the Scheme.

### Physical activity

#### Human Health

- 14.5.51 **Volume III, Appendix 6.9 Amenity and Recreation** identifies that most construction effects are likely to arise due to perceptual or actual changes during the Construction Phase as a result of the construction activities such as operation of plant and movement of materials.
- 14.5.52 No physical effects (i.e. permanent extinguishment or permanent diversion) to the amenity are proposed. Temporary closures or diversions may be required for a very limited time period during construction to establish internal access tracks within the Site boundary where they cross PRow but will be limited in extent and duration (it is likely to take just a few days



to construct an access track across an existing PRoW). These diversions will be managed in accordance with the measures set out in the oCEMP and oDEMP such as providing clear signage to recreational users and banksmen to manage plant movements and crossing where appropriate.

- 14.5.53 **Volume I, Chapter 6: Landscape and Visual** identifies potential impacts during the Construction and Decommissioning Phases among various different visual receptors (including motorists on local roads, users of rights of way and local residents or visitors to settlements). It is stated that effects during Construction and Decommissioning Phase would be temporary and short-term and would be of medium-low magnitude, resulting in moderate adverse effects that are **significant**.
- 14.5.54 During the Construction Phase, the magnitude of change to the access to PRoW, open space, and physical activity within the Site is likely to be greatest given the proximity of these routes to construction. The greatest construction and decommissioning effects would be in close proximity to the Customer and National Grid Substations and Grid Connection Infrastructure – given that there would be an increase in noise, dust particulates and vibration and increases in the scale of adverse effects on visual amenity along these routes. It should be noted however that this effect would be temporary, and Construction and Decommissioning Phases would take place on a phased basis (within the presumed two-year programme) meaning it is unlikely that all routes would be affected at the same time. Additionally, many of the significant adverse effects identified in both **Volume I, Chapter 6: Landscape and Visual** and **Volume III, Appendix 6.9 Amenity and Recreation** are linked to visual impacts rather than access to PRoW.
- 14.5.55 There is strong evidence of the link between PRoW and open spaces and health outcomes. [Ref 14-95] In addition, there is a growing body of literature relating access to open space, play space and nature with positive mental health and wellbeing. [Ref 14-96] As stated in **Volume III, Appendix 6.9 Amenity and Recreation**, impacts on access to PRoW and open spaces during the Construction Phase are expected to be limited. While there may be some adverse effects related to noise, dust particulates, and vibration, these are expected to be mitigated through the oCEMP and oDEMP. Therefore, it is unlikely that the Construction Phase of the Scheme would have a significant adverse effect on physical health, as individuals would still be able to access the routes throughout the Site.
- 14.5.56 However, from a mental health perspective, many of the routes would be visually impacted during construction. This could discourage individuals from engaging in physical activity if they feel impeded by construction works or are put off by the visual impact of ongoing works. Consequently, the Scheme may have an indirect impact on physical activity levels due to concerns which may impact mental health and a persons willingness to go outside and use the PRoW around the Site. Mitigation measures to reduce these impacts and support individuals' confidence in using the PRoW around the Site will be outlined in the oCEMP and oDEMP.
- 14.5.57 For this assessment, it has been conservatively assumed that the Decommissioning Phase mirrors the Construction Phase in terms of magnitude of impact for physical activity. This represents a worst-case scenario, as it assumes there is a potential for temporary closures or diversions may be required for a very limited time period during the Decommissioning Phase.
- 14.5.58 As a result, the Scheme is not expected to have any physical impact on access to PRoW during the Construction Phase. While some visual impacts may deter individuals from using the PRoW, these are expected to be limited. As a result, the magnitude of change to physical



activity it is expected to be low. Given the medium sensitivity, this leads to a direct, temporary, minor adverse effect that is considered **not significant** during the Construction and Decommissioning Phase.

### Operational Effects

#### Provision of education, skills and training

##### Socio-economics

- 14.5.59 The Scheme will support limited operational employment opportunities (due to the nature of the development), that consist of operation and maintenance crews (including technical professions such as electrical engineers and performance managers), landscaping, and occasional repair teams. The types of skills required to be supported by these outlined in Table 14.15 .
- 14.5.60 As in the Construction Phase, the jobs supported would also support long-term skills development for local residents. Many of the skills that will be developed among local residents will support career opportunities across the sector in the future.

**Table 14.15 Types of jobs supported during the Operational Phase**

Job name	Responsibilities	Skills
Electrical Engineers	The electrical engineer would advise on the mechanical systems and would help to reinstall broken panels and maintain electrical systems required for the Project.	Degree in engineering or related field with an understanding of engineering principles.  Understanding of mechanical and electrical engineering principles, ability to use CAD software and familiarity with industry standards.
Performance Managers	Performance managers will monitor, maintain, and look to optimise the solar power performance. These managers will be responsible for collecting data on various factor to see where improvements can be made, for example factors would include the system, voltage, and temperature.	Degree in engineering or related field with an understanding of engineering principles.  Understanding of mechanical and electrical engineering principles, ability to use CAD software and familiarity with industry standards.
Landscape Monitoring and	Responsible for monitoring and maintaining the Site. This role involves ensuring the	Ability and proficiency in operating various equipment



Job name	Responsibilities	Skills
Managers	landscape remains in optimal condition and oversees plant health.	and performing basic labouring tasks to maintain the landscape
CCTV and security	Responsible for protecting the site during the Operational Phase of the Project. They monitor surveillance systems and control access to site security.	Basic understanding of security practices

14.5.61 Overall, the Scheme is considered to have a negligible magnitude of impact in relation to education, skills and training for local residents and businesses. On a high sensitivity, this leads to a direct, long-term, negligible effect that is considered **not significant** during the Operational Phase of the Scheme.

#### Human Health

14.5.62 The impact from the Scheme on health during the Operational Phase is likely to have a positive impact on mental health for residents. This is based on evidence showing that access to education and training opportunities can improve mental wellbeing by offering a sense of security, purpose, and personal development. Awareness of future employment opportunities in the area may motivate some residents to develop their skills in preparation, contributing to improved confidence and optimism about the future. However, the overall scale of operational employment is expected to be limited compared to the Construction and Decommissioning Phase, meaning that the number of residents directly benefitting from these opportunities is also likely to be lower. As such, while the potential for positive mental health impacts exists, it is expected to be limited in scale.

14.5.63 Overall, the Scheme is considered to have a negligible magnitude of impact in relation to education, skills and training for local residents and businesses. On a medium sensitivity, this leads to a direct, long-term, negligible effect that is considered **not significant** during the Operational Phase of the Scheme.

#### **Effect on land uses**

##### Socio-economics

14.5.64 There are two substantial arable farming enterprises that will be affected. As noted in the **Volume I, Chapter 11: Soils and Agriculture**, once the Scheme is operational, there is potential for the land to continue to be used for agricultural purposes and be farmed by way of sheep grazing, or fodder production with associated land management of the grassland. The design of the Scheme has been chosen to enable agricultural uses. For example, minimum heights of the PV panels have been designed to allow sheep to move freely under the Solar PV Arrays.

14.5.65 Whilst the Scheme has the potential to reduce agricultural incomes for farm businesses affected during the Operational Phase, this is countered by the alternative incomes received



by the leasing of the land for the Scheme, which would lead to an overall beneficial impact for these landowners.

- 14.5.66 The Scheme is expected to have a low magnitude of impact. This is a preliminary conclusion that will be refined in the ES following further engagement with landowners. It is known that the Scheme will result in the loss of some agricultural activity. However, it is anticipated that alternative income, would help to offset some of the losses experienced by affected farmers. Given the medium sensitivity, this leads to a direct, long-term, minor adverse effect that is considered **not significant** during the Operational Phases.

#### Human Health

- 14.5.67 As mentioned in the baseline, the UK is heavily reliant on imports to meet consumer demand for fruits and vegetables, and that approximately 40% of all food is imported rather than produced domestically. As a large part of diet and nutrition is mostly dictated by macro trade factors, it is not likely that any potential loss of agricultural land at this scale would have a likely significant effect in this instance. Similarly, the Site may benefit from a break from cultivation and improved soil health, once the land is returned to agricultural production at the end of the Decommissioning Phase. However, it is assumed that the National Grid Substation and the pylons and overhead lines would remain in situ, so there would be a small temporary loss as a result of the remaining infrastructure.
- 14.5.68 Throughout the Operational Phase, agricultural uses could still be supported. At this stage it is not known the level or type of agricultural output that would be supported, however as 42% of the existing land is not BMV any potential impact on diet and nutrition is likely to be low.
- 14.5.69 As such, the change in land use is not expected to impact the diet or nutrition of the local residents and it is unlikely that these land use changes would have any impact on residents' health. Therefore, the Scheme is expected to have a low magnitude of impact on the effect of land uses with regards to human health. Given the low sensitivity, this leads to a direct, long-term, negligible effect that is considered **not significant** during the Operational Phase.

#### **Changes to local tourism assets**

##### Socio-economics

- 14.5.70 The Scheme would not directly impact tourism assets as there are no tourism assets on Site, however it will likely indirectly adversely impact the visual amenity of a limited number of local tourism assets, with the effect likely to reduce throughout the Operational Phase through embedded mitigation measures.
- 14.5.71 **Volume III, Appendix 6.9 Amenity and Recreation** assesses the effects on visual amenity in mid to long distance views. This would specifically impact the view from Castle Acre. The assessment concludes that the visual impact from Castle Acre would reduce from moderate to slight in the long-term as hedgerow grows with time.
- 14.5.72 The extent of large visual effects, where the Scheme would form major alterations to key elements, features, qualities and characteristics of the landscape, would generally be limited to the land within the Site boundary. Based on this, it is unlikely that changes to recreational and visual amenity associated with local tourism assets and PRoWs would affect overall tourist visits to the LA.



- 14.5.73 The PEIR assessment is based on parameter plans, and further design evolution will take place following statutory consultation. This preliminary assessment should be considered a worst-case assessment, with the effect conservatively concluded on. More work will be done in the ES to further understand the impact on individual tourism assets.
- 14.5.74 At this stage, it is expected that the impact of the Scheme overall on local tourism assets on current and future residents, visitors and businesses would be low. On a medium sensitivity receptor, this leads to a direct, long-term, minor adverse effect that is considered **not significant** during the Operational Phase of the Scheme.

### Physical activity

#### Human Health

- 14.5.75 **Volume III, Appendix 6.9 Amenity and Recreation Assessment** outlines that a key benefit of the Scheme is the creation of 5.0 km of new permissive paths, improving access to previously inaccessible land and integrating with the wider PRoW network to provide off-road alternatives for pedestrians and cyclists. These paths include 1.2 km of off-site permissive routes, enhancing links beyond the Site, and 3.8 km of on-site permissive routes (a 36% uplift of existing pathways in the Site area), improving connectivity within the Site itself. Along these new routes, the Scheme will introduce nature areas, interpretation boards, and wayfinding signage to encourage engagement with and understanding of the natural environment.
- 14.5.76 **Volume III, Appendix 6.9 Amenity and Recreation Assessment** concludes that in relation to PRoW, existing and new planting would temper impacts and change the character and amenity of some routes from open, long-distance views to more visually enclosed, such as views along PRoWs. However, the overall access to the PRoWs would not be impacted by the Scheme and as mentioned some routes would be enhanced.
- 14.5.77 There is strong evidence of the link between PRoW and open spaces and health outcomes [Ref 14-97] In addition, there is a growing body of literature relating access to open space, play space and nature with positive mental health and wellbeing [Ref 14-98].
- 14.5.78 The provision of additional and improved PRoW is expected to encourage greater levels of walking and physical activity. Increased walking is strongly associated with improved physical health outcomes, including reduced risk of cardiovascular disease, lower blood pressure, improved weight management, and enhanced musculoskeletal health. Walking is also linked to positive mental health benefits, such as reduced stress and anxiety, improved mood, and increased overall wellbeing.
- 14.5.79 While the Scheme is expected to enhance the overall PRoW network, some existing routes may experience changes in character due to the development. However, access to existing PRoW would not be affected, ensuring that residents can continue to use the routes for walking and recreation. On balance, the Scheme has the potential to increase participation in physical activity, which could lead to improved physical and mental health outcomes for local residents.
- 14.5.80 As a result, the magnitude of change to physical activity it is expected to be medium. Given the medium sensitivity, this leads to a direct, long-term, moderate beneficial effect that is considered **significant** during the Operational Phase of the Scheme.



## 14.6 Additional Mitigation

14.6.1 The Preliminary Employment and Skills Plan (PESS) provides an initial outline of the range of broad commitments the Applicant is considering making towards supporting local jobs and skills, including supporting apprenticeship opportunities during the duration of the Scheme, engaging local education providers to maximise opportunities for local residents, and offering local procurement opportunities to businesses. The PESS provides broad commitments under consideration by the Applicant related to employment and skills initiatives associated with the Project in the Construction and Operational Phases. Additional mitigation measures will be developed and confirmed with the Applicant and reflected in the ES.

14.6.2 The Applicant intends to make a strong commitment to implementing employment and skills initiatives as part of the Scheme. The following sets out a longlist of potential initiatives that are currently being explored, drawing on precedent from similar schemes. This list provides an early indication of the Applicant's ambition and areas of focus. As the Scheme evolves, and in response to ongoing consultation, the initiatives will be refined and developed further, with consideration given to which are the most achievable and the mechanisms for securing their delivery. The Outline Employment and Skills Strategy (OESS), to be submitted with the DCO Application, will set out a refined list of commitments with further detail, along with the steps required to ensure they are effectively secured and implemented.:

- Collaborate with council initiatives such as the Boost Programme, Careers Hub, and the Breckland Skills Assembly
- Collaborate with other projects to coordinate on skills and employment commitments
- Partner with local education institutions
- Graduate trainee programmes
- Work with STEM organisations
- Delivery of construction and operational apprenticeships
- Green energy construction courses
- Educational outreach on solar energy
- Offer site tours during the Operational Phase for schools and colleges
- Summer internship and research programmes
- Sponsoring secondary or college students
- Source main construction services from local contractors and sub-contractors
- Advertising jobs on local job boards
- Provide local jobs
- Green energy awareness campaigns; and
- Skills workshops for local residents.

14.6.3 The emerging employment and skills commitments are being developed to respond to the key socio-economic priorities of the local area and to maximise local benefits. A PESS has been made available as part of the PEIR materials to outline the Applicant's early thinking and initial areas of focus. Building on this, an outline Employment and Skills Strategy (oESS)



will be submitted alongside the DCO Application. The oESS will contain specific commitments and an accompanying action plan, which will set out how these commitments would be implemented during the Construction and Operational Phases. The oESS will be refined into a final Employment and Skills Strategy (ESS) prior to the commencement of construction which will be secured by a DCO requirement. The final ESS will then be approved before construction begins and secured through a requirement in the DCO, should the Secretary of State grant consent. Breckland Council will be the key partner in developing, securing, and delivering the Strategy, with important contributions from Norfolk County Council and King's Lynn & West Norfolk Councils through ongoing consultation and collaboration. In addition, a separate outline Supply Chain Strategy will also be submitted as part of the DCO Application which will outline how the Applicant intends to deliver local supply chain opportunities. A final Supply Chain Strategy will be submitted for approval to Breckland Council prior to the commencement of construction and secured by a DCO requirement.

## 14.7 Residual Effects

- 14.7.1 The impact of education, skills and training during the Construction, Operational, and Decommissioning Phases increases after considering the likely additional employment and skills related additional mitigation presented above. For the provision of education, skills and training during construction, the magnitude of impact rises from medium to high from both a socio-economic and health perspective, which on a high sensitivity leads to a residual effect that is major beneficial and significant. For education skills and training during operation of the Scheme the impact magnitude increase from negligible to low from a socio-economic and health perspective, which on a high sensitivity leads to a moderate beneficial effect that is significant. For education skills and training during decommissioning of the Scheme the impact magnitude increase from low to medium from a socio-economic and health perspective, which on a medium sensitivity leads to a moderate beneficial effect that is significant. All other residual effects are the same as the potential effects set out in Section 14.5.
- 14.7.2 The preliminary likely significant socio-economic and human health residual effects are summarised in the table below. Where the assessment year is not stated, the sensitivity, magnitude of impact and effect significance are considered to be the same in all assessment years.



**Table 14.16 Summary of residual effects**

Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Socio-economics - Construction Effects					
Employment	Residents, workers, and businesses	LCA	Medium	Low	Minor beneficial (Not significant)
Provision of education, skills, training and supply chain	Residents, workers, and businesses	Local Authority	High	High	Major Beneficial ( <b>Significant</b> )
Changes in demand for temporary workers accommodation	Residents and businesses	LCA	Low	Medium	Minor adverse (Not significant)
Effect on land uses	Residents, workers, and businesses	LCA	Medium	Low	Minor adverse (Not significant)
Changes in commuting patterns	Residents, workers, and businesses	Transport and Access Study Area	Medium	Negligible	Negligible (Not significant)
Socio-economics - Operational Effects					



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Provision of education, skills and training	Residents, workers, and businesses	Local Authority	High	Low	Moderate Beneficial ( <b>Significant</b> )
Effect on land uses	Residents, workers, and businesses	The Site	Medium	Low	Minor adverse (Not significant)
Changes to local tourism assets	Residents, and businesses	ZTV	Medium	Low	Minor adverse (Not significant)
<b>Socio-economics - Decommissioning Effects</b>					
Employment	Residents, workers, and businesses	LCA	Medium	Low	Minor beneficial (Not significant)
Provision of education, skills, training and supply chain	Residents, workers, and businesses	Local Authority	High	Medium	Moderate Beneficial ( <b>Significant</b> )
Changes in demand for temporary workers accommodation	Residents and businesses	LCA	Low	Medium	Minor adverse (Not significant)
Effect on land uses	Residents, workers, and businesses	LCA	Medium	Low	Minor adverse (not significant)



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Changes in commuting patterns	Residents, workers, and businesses	Transport and Access Study Area	Medium	Negligible	Negligible (Not significant)
Human Health - Construction Phase					
Employment	Residents, workers, low-income groups, people with a long-term illness or disability, single-parent families, and ethnic	LCA	Medium	Low	Minor beneficial (Not significant)
Provision of education, skills, training and supply chain	Residents, workers, people with disabilities, and single-parent families	Local Authority	Medium	High	Major Beneficial ( <b>Significant</b> )
Effect on land uses	Residents, workers, young people, young people with obesity, older people, low income groups,	LCA	Low	Low	Negligible (not significant)



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
	and people with long-term illness or disability				
Physical activity	Residents, young people, young people with obesity, older people, people with a long-term illness or disability, and single-parent families	ZTV	Medium	Low	Minor adverse (Not significant)
Human Health - Operational Phase					
Provision of education, skills and training	Residents, workers, people with disabilities, and single-parent families	Local Authority	Medium	Low	Minor Beneficial ( <b>Significant</b> )



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Effect on land uses	Residents, young workers, young people, young people with obesity, older people, low income groups, and people with long-term illness or disability	LCA	Low	Low	Negligible (not significant)
Physical activity	Residents, young people, young people with obesity, older people, people with a long-term illness or disability, and single-parent families	ZTV	Medium	Medium	Moderate beneficial <b>(Significant)</b>
Human Health - Decommissioning Phase					



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Employment	Residents, workers, low-income groups, people with a long-term illness or disability, single-parent families, and ethnic	LCA	Medium	Low	Minor beneficial (Not significant)
Provision of education, skills, training and supply chain	Residents, workers, people with disabilities, and single-parent families	Local Authority	Medium	Medium	Moderate Beneficial ( <b>Significant</b> )
Effect on land uses	Residents, workers, young people, young people with obesity, older people, low income groups, and people with long-term illness or disability	LCA	Low	Low	Negligible (not significant)



Effect	Receptor	Spatial scale	Sensitivity	Impact	Effect
Physical activity	Residents, young people, young people with obesity, older people, people with a long-term illness or disability, and single-parent families	ZTV	Medium	Low	Minor adverse (Not significant)



## 14.8 Cumulative Effects

### Introduction

- 14.8.1 The cumulative effects assessment for socio-economics and human health considers the impact of Committed Developments, considering those raised by PINs in the Scoping Opinion response (**Volume III, Appendix 2.2**) alongside the Scheme on the effects considered in the assessment. For this assessment, Tier 1 and Tier 2 schemes have been considered, but Tier 3 schemes (site allocations in the local plan) have not been assessed. (*Note: Refer to paragraph 2.5.32 on PINS guidance on cumulative schemes.*) Where this assessment relies on other technical chapters, the Committed Developments are considered within the study areas of those chapters, ensuring consistency with the assessment of the Scheme's direct effects on socio-economics and human health.
- 14.8.2 A blended approach has been undertaken for the cumulative effects assessment, meaning that different methods have been applied depending on the type of effect being assessed. For employment effects, the assessment is considered inherently cumulative for all approved Committed Developments since impacts are assessed against a future baseline that includes employment projections. These projections inherently reflect the impacts of approved Committed Developments within the relevant study area.
- 14.8.3 For other effects, where projections are not available, data are presented on the expected changes as a result of Committed Developments. The effect of cumulative schemes is therefore considered through a combination of projections and plans for future developments in the future baseline. Effects, where there is a forecast, are considered against this future baseline so a separate assessment of the cumulative effects would constitute double counting.

### Construction and Decommissioning jobs (Construction, and Decommissioning)

#### Socio-economics

- 14.8.4 Many of the committed developments are considered inherently cumulative because the future baseline already accounts for the construction workforce requirements within the relevant study area (LCA). Therefore, this includes the impacts of approved schemes.
- 14.8.5 However, there are smaller local schemes within 25km of the Site for which the construction timelines are currently unknown. (*Note: Scoping Opinion Request for proposed development of a 400,000 bird broiler farm - Scoping Opinion, Scoping Opinion Request for proposed development of a 400,000 bird broiler farm - Scoping Opinion, Scoping Opinion Request for upgrade of existing poultry unit, Scoping Opinion Request for proposed crematorium facility, Scoping Opinion Request for proposed crematorium facility*). As a result, construction activities for the Scheme may overlap with those of other projects. However, it is unlikely that these schemes would have a material impact on the availability of temporary construction workers for this Scheme given its requirement for specialist workers.
- 14.8.6 While most cumulative schemes have been considered inherently cumulative, High Grove Solar Farm has not. This is because it is expected to have a large construction workforce that is not likely to be accounted for in the projections, as the projections are based on typical construction workforce requirements, and therefore would not account for major projects. Therefore, for the purposes of this assessment, High Grove Solar Farm has been treated separately. While the start date for construction at High Grove Solar Farm is not yet known,



it is likely to coincide with the construction period of the Scheme. The exact workforce requirements for High Grove Solar Farm are unknown at this stage. However, it has been conservatively assumed that the worker-to-MW ratio from the Scheme has been applied to the High Grove Solar Farm scheme, estimating a peak workforce of 1,500 construction workers.

- 14.8.7 Given the scale of the High Grove Solar Farm together with the Scheme, the cumulative impact is considered to be medium in magnitude from a socio-economic perspective. Given the medium sensitivity, the cumulative effect is therefore assessed as direct, temporary, moderate beneficial effect that is considered **significant**. This is a preliminary assessment and will be reviewed further in the ES, when more is known about High Grove Solar Farm.

#### Human Health

- 14.8.8 Given the combined scale of the High Grove Solar Farm and the Scheme, the cumulative impact on human health is considered to be of medium magnitude. This assessment reflects the strengthened relationship between employment opportunities and positive health outcomes resulting from the delivery of both projects together. Given the medium sensitivity, the cumulative effect is therefore assessed as direct, temporary, moderate beneficial effect that is considered **significant**. This is a preliminary assessment and will be reviewed further in the ES, when more is known about High Grove Solar Farm.

#### **Provision of education, skills, training and supply chain (Construction, Operation, and Decommissioning)**

#### Socio-economics

- 14.8.9 Similar to construction and decommissioning jobs, many of the committed developments are considered inherently cumulative in terms of employment and skills provision. This is because the future baseline accounts for the employment and skills requirements within the LCA, reflecting the impacts of approved schemes.
- 14.8.10 Of the unapproved schemes, High Grove Solar Farm is the only scheme that could have a material impact on employment and skills provision, but the scale of its employment and skills provision is not yet known. It is assumed that the High Grove Solar Farm scheme will be delivering employment and skills initiatives, similar to the ones delivered as part of the Scheme. The Applicant will work with the scheme to ensure that the initiatives are aligned and coordinated where possible.
- 14.8.11 Based on the assumption that High Grove Solar Farm will be delivering similar employment and skills initiatives during both Construction and Decommissioning Phases and Operational Phase, the cumulative impact is considered to be medium in magnitude during the Operational Phase from a socio-economic perspective. The cumulative effect is therefore assessed as direct, temporary, major beneficial effect that is considered significant. However, the cumulative impact is considered to be high in magnitude for the Construction Phase from a socio-economic perspective. Given the high sensitivity, the cumulative effect is therefore assessed as direct, temporary, major beneficial effect that is considered **significant**. These are preliminary assessments and will be reviewed further in the ES, when more is known about High Grove Solar Farm.



### Human Health

- 14.8.12 Similarly, from a health perspective, given the established links between education, skills, training, and human health, the cumulative impact during the Operational Phase is considered to be of medium magnitude from a socio-economic standpoint. The cumulative effect is therefore assessed as direct, temporary, major beneficial effect that is considered significant. However, the cumulative impact is considered to be high in magnitude for the Construction Phase from a socio-economic perspective. Given the high sensitivity, the cumulative effect is therefore assessed as direct, temporary, major beneficial effect that is considered **significant**. These are preliminary assessments and will be reviewed further in the ES, when more is known about High Grove Solar Farm.

### **Changes in demand for temporary workers accommodation (Construction, and Decommissioning)**

#### Socio-economics

- 14.8.13 Of the committed developments, the only Scheme likely to overlap with the Scheme's Construction Phase is High Grove Solar Farm. However, this has not yet been confirmed.
- 14.8.14 If both schemes begin construction at the same time, it is likely to have a material impact on the availability of temporary worker accommodation due to the combined construction workforce demand. However, High Grove Solar has not scoped in the effect of temporary worker accommodation, and the scale of their workforce requiring temporary accommodation is currently unknown. Using the same assumption as the Scheme, between 750 and 1,130 construction workers would need temporary accommodation.
- 14.8.15 Given the baseline of tourism accommodation, the cumulative impact is considered to be medium in magnitude. Given the low sensitivity, the cumulative effect is therefore assessed as direct, temporary, minor adverse effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES, when more is known about High Grove Solar Farm.

### **Effect on land uses (Construction, Operation, and Decommissioning)**

#### Socio-economics

- 14.8.16 **Volume I, Chapter 11: Soils and Agriculture** concludes that there is likely to be a cumulative impact involving some potentially permanent loss of land, possibly including BMV, and areas that are affected temporarily as a result of the High Grove Solar Farm. Overall, the cumulative effect is likely to be moderate or major adverse (i.e. >50ha of BMV), which is significant. The other two schemes identified in **Volume I, Chapter 11: Soils and Agriculture** were deemed to have no significant cumulative effects.
- 14.8.17 From a socio-economic perspective, therefore, the cumulative impact is considered to be low in magnitude (the same as assessment) in all phases. Given the medium sensitivity, the cumulative effect is assessed as direct, temporary, minor adverse effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES.

### Human Health

- 14.8.18 From a health perspective, therefore, the cumulative impact is considered to be negligible in magnitude (the same as assessment) in all phases. Given the medium sensitivity, the



cumulative effect is assessed as direct, temporary, negligible effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES.

### **Changes in commuting patterns (Construction, and Decommissioning)**

#### Socio-economics

- 14.8.19 As identified in **Volume I, Chapter 9: Transport and Access**, all cumulative traffic flows associated with committed schemes are considered to be inherently accounted for within the TEMPro growth factors used in **Section 9.4** to generate the 2031 future baseline traffic flow scenario. This is because no dedicated traffic flow data is available within the documentation for the cumulative schemes. If additional information on trip generation for these cumulative schemes becomes available and is found to have the potential to affect the Study Area, it will be defined and incorporated into the ES.
- 14.8.20 Therefore, the cumulative impact from a socio-economic perspective is considered to be negligible in magnitude (the same as assessment). Given the medium sensitivity, the cumulative effect is assessed as direct, temporary, minor adverse effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES.

### **Physical activity (Construction, Operation, and Decommissioning)**

#### Human Health

- 14.8.21 **Volume III, Appendix 6.9 Amenity and Recreation** identifies that the only recreational resource within the study area (ZTV) that could experience significant adverse effects is PRow Sporle with Palgrave, located east of the Site Boundary. The Scheme would be partially visible in filtered views during construction, decommissioning, and operation at the western end of the PRow, alongside the High Grove Solar Farm to the east of the A1065. Significant cumulative effects could arise if the construction and decommissioning of both schemes occur at the same time, potentially affecting the visual amenity of PRow users and causing noise and dust impacts during construction.
- 14.8.22 **Volume III, Appendix 6.9 Amenity and Recreation** concluded that during the Construction and Decommissioning Phase, the short-term combined effect would be of medium-low magnitude and of moderate significance. This effect would be adverse and significant. During operation, the combined effect would lessen, with adverse effects mainly linked to High Grove Solar Farm. The farm would partially screen views of the Scheme with new solar PV panels positioned to the north and south of the PRow. The combined effect would be of low magnitude and slight significance. This effect would be adverse but not significant.
- 14.8.23 Reduced access to recreational routes and increased noise and dust during construction could temporarily limit opportunities for physical activity and reduce the mental health benefits associated with walking. Therefore, the cumulative impact during the Construction Phase is considered to be low in magnitude. Given the medium sensitivity, the cumulative effect is therefore assessed as direct, temporary, minor adverse effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES.
- 14.8.24 However, during operation, the enhanced PRow network and improved long-term access to walking routes are likely to have positive health impacts, supporting increased physical activity and associated mental health benefits. Therefore, the cumulative impact during the Operational Phase is considered to be medium in magnitude (the same as assessment). Given the medium sensitivity, the cumulative effect is therefore assessed as direct,



temporary, moderate beneficial effect that is considered **significant**. This is a preliminary assessment and will be reviewed further in the ES.

### Changes to local tourism assets (Operation)

#### Socio-economics

- 14.8.25 As noted in **Volume III, Appendix 6.9 Amenity and Recreation**, High Grove Solar Farm is the only development considered for cumulative effects due to its scale and location. High Grove Solar Farm has the potential to generative a number of effects on landscape and visual receptors, which includes tourism assets. Cumulative effects could arise if the construction and decommissioning of both schemes occur at the same time, potentially affecting the visual amenity of PRow users and causing noise and dust impacts during construction.
- 14.8.26 However, no impacts have been identified with regard to tourism assets within **Volume III, Appendix 6.9 Amenity and Recreation**. Therefore, the cumulative impact from a socio-economic perspective is considered to be low in magnitude (the same as assessment). Given the medium sensitivity, the cumulative effect is therefore assessed as direct, temporary, minor adverse effect that is considered **not significant**. This is a preliminary assessment and will be reviewed further in the ES.

## 14.9 Assumptions and Limitations

- 14.9.1 The assessment of the existing environment is naturally limited to the availability of baseline data. Existing baseline economic conditions have been established through interpretation of nationally recognised research, data and survey information. Where possible, the latest full year of data published for each given study area is used throughout this assessment, which in most cases is 2022 or 2023. In some cases, the next best alternative (i.e. the most up-to-date) is used such as the latest Census (2021).
- 14.9.2 Information on the future baseline is presented where available, based upon economic, social or community plans or projections. Where this is not available, the receptor population affected in the future assessment are assumed to have the same sensitivity as the population in the baseline.
- 14.9.3 The Construction Phase is anticipated to take place over up to 24 months. The final programme will be dependent on the detailed layout design and potential environmental constraints on the timing of construction activities, and will be detailed in the ES. However, the Scheme is anticipated to energise in Q4 2033 or as early as National Grid are able to offer. Based on Q3 2033 energisation, it is anticipated that the earliest the Construction Phase would commence would be Q3 2031. There is likely to be a pre-construction period preceding the Construction Phase of approximately six months (Q1 and Q2 2031) to allow site preparation works. More information on the likely construction phasing will be provided in the ES.
- 14.9.4 Part of the limitations of this assessment relates to the coronavirus pandemic on the presented baseline data. The assessment presents baseline data over a reasonable period of time, where time series data are available, so that the impact of any short-term changes such as those caused by coronavirus can be identified in the baseline.



**Table 14.17 Significance of Effects**

Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Socio-economics - Construction Phase								
Construction and decommissioning jobs	N/A	None	Direct, temporary, beneficial	Medium	Low	Minor (Not significant)	None	Minor (Not significant)
Provision of education, skills, training and supply chain	N/A	None	Direct, temporary, beneficial	High	Medium	Moderate (Significant)	Yes (initiatives identified within the PESS)	Major (Significant)
Changes in demand for temporary workers accommodation	N/A	None	Direct, temporary, adverse	Low	Medium	Minor (Not significant)	None	Minor (Not significant)
Effect on land uses	N/A	None	Direct, temporary, adverse	Medium	Low	Minor (Not significant)	None	Minor (Not significant)



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Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Changes in commuting patterns	N/A	None	Direct, temporary, negligible	Medium	Negligible	Negligible (Not significant)	None	Negligible (Not significant)
Socio-economics - Operational Phase								
Provision of education, skills and training	N/A	None	Direct, long-term, beneficial	High	Negligible	Minor (Not significant)	Yes (initiatives identified within the PESS)	Moderate (Significant)
Effect on land uses	N/A	None	Direct, long-term, adverse	Medium	Low	Minor (Not significant)	None	Minor (Not significant)
Changes to local tourism assets	N/A	None	Direct, long-term, adverse	Medium	Low	Minor (Significant)	None	Minor (Not significant)
Socio-economics - Decommissioning Phase								
Construction and decommissioning jobs	N/A	None	Direct, temporary, beneficial	Medium	Low	Minor (Not significant)	None	Minor (Not significant)



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Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Provision of education, skills, training and supply chain	N/A	None	Direct, temporary, beneficial	High	Low	Moderate (Significant)	Yes (initiatives identified within the PESS)	Major (Significant)
Changes in demand for temporary workers accommodation	N/A	None	Direct, temporary, adverse	Low	Medium	Minor (Not significant)	None	Minor (Not significant)
Effect on land uses	N/A	None	Direct, temporary, adverse	Medium	Low	Minor (Not significant)	None	Minor (Not significant)
Changes in commuting patterns	N/A	None	Direct, temporary, negligible	Medium	Negligible	Negligible (Not significant)	None	Negligible (Not significant)
Human Health - Construction Phase								
Construction and decommissioning jobs	N/A	None	Direct, temporary, beneficial	Medium	Low	Minor (Not significant)	None	Minor (Not significant)



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Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Provision of education, skills, training and supply chain	N/A	None	Direct, temporary, beneficial	Medium	Medium	Moderate (Significant)	Yes (initiatives identified within the PESS)	Major (Significant)
Effect on land uses	N/A	None	Direct, temporary, adverse	Low	Low	Negligible (Not significant)	None	Negligible (Not significant)
Physical activity	N/A	None	Direct, temporary, adverse	Medium	Low	Minor (Not significant)	None	Minor (Not significant)
Human Health - Operational Phase								
Provision of education, skills and training	N/A	None	Direct, long-term, beneficial	Medium	Negligible	Negligible (Not significant)	Yes (initiatives identified within the PESS)	Minor (Not significant)
Effect on land uses	N/A	None	Direct, long-term, adverse	Low	Low	Negligible (Not significant)	None	Negligible (Not significant)



Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Physical activity	N/A	Yes, improved and additional permissive routes/PRO W secured through Access and Rights of Way Plans	Direct, long-term, beneficial	Medium	Medium	Moderate (significant)	None	Minor (Not significant)
Human Health - Decommissioning Phase								
Construction and decommissioning jobs	N/A	None	Direct, temporary, beneficial	Medium	Low	Minor (Not significant)	None	Minor (Not significant)
Provision of education, skills, training and supply chain	N/A	None	Direct, temporary, beneficial	Medium	Medium	Moderate (Significant)	Yes (initiatives identified within the PESS)	Major (Significant)



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Receptor/Feature	Activity	Embedded Mitigation Measures	Nature and Duration of Effect	Sensitivity of Receptor	Magnitude of Impact	Preliminary Likely Significant Effects	Additional Mitigation Measures	Residual Effect Significance
Effect on land uses	N/A	None	Direct, temporary, adverse	Low	Low	Negligible (Not significant)	None	Negligible (Not significant)
Physical activity	N/A	None	Direct, temporary, adverse	Medium	Low	Minor (Not significant)	None	Minor (Not significant)



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