

---

14 March 2022

Advisory Committees can meet virtually with appropriate Councillors attending via remote video link. Public access is available via a live stream video through the [Mid Sussex District Council's YouTube channel](#).

Dear Councillor,

A meeting of **SCRUTINY COMMITTEE FOR LEADER, FINANCE AND PERFORMANCE** will be held **VIA REMOTE VIDEO LINK** on **TUESDAY, 22ND MARCH, 2022 at 6.00 pm** when your attendance is requested.

Yours sincerely,  
KATHRYN HALL  
Chief Executive

### **A G E N D A**

#### **Pages**

- |    |  |                  |
|----|--|------------------|
| 1. | Roll Call and Virtual Meetings Explanation.  |                  |
| 2. | To note Substitutes in Accordance with Council Procedure Rule 4 - Substitutes at Meetings of Committees etc. |                  |
| 3. | To receive apologies for absence.  |                  |
| 4. | To receive Declarations of Interests from Members in respect of any matter on the Agenda.                    |                  |
| 5. | To confirm the minutes of the meeting held on 12 January 2022.   | <b>3 - 6</b>     |
| 6. | To consider any items that the Chairman agrees to take as urgent business.                                   |                  |
| 7. | Sustainable Economy Strategy and Action Plan 2022-2025.  | <b>7 - 100</b>   |
| 8. | Performance Monitoring for the Third Quarter of 2021/22.   | <b>101 - 120</b> |

9. Questions pursuant to Council Procedure Rule 10.2 due notice of which has been given.

To: **Members of Scrutiny Committee for Leader, Finance and Performance:** Councillors J Knight (Chair), M Pulfer (Vice-Chair), A Bennett, H Brunsdon, P Coote, R Cromie, A Eves, I Gibson, J Henwood, S Hicks, R Jackson, Andrew Lea, L Stockwell, C Trumble and R Whittaker

**Minutes of a meeting of Scrutiny Committee for Leader, Finance  
and Performance  
held on Wednesday, 12th January, 2022  
from 6.00 - 7.28 pm**

**Present:** J Knight (Chair)  
M Pulfer (Vice-Chair)

A Bennett	I Gibson	L Stockwell
H Brunsdon	J Henwood	C Trumble
P Coote	S Hicks	R Whittaker
R Cromie	R Jackson	
A Eves	Andrew Lea	

**Also Present:** Councillors R Clarke, R de Mierre, S Hillier, R Salisbury and  
N Webster

**Also present (as Cabinet Member):** Cllr Ash-Edwards and Cllr Llewellyn-Burke.

**1 ROLL CALL AND VIRTUAL MEETINGS EXPLANATION.**

The Chairman carried out a roll call to establish attendance at the meeting. The Solicitor to the Council provided information on the reasons for the virtual meeting.

**2 TO NOTE SUBSTITUTES IN ACCORDANCE WITH COUNCIL PROCEDURE  
RULE 4 - SUBSTITUTES AT MEETINGS OF COMMITTEES ETC.**

None.

**3 TO RECEIVE APOLOGIES FOR ABSENCE.**

None.

**4 TO RECEIVE DECLARATIONS OF INTERESTS FROM MEMBERS IN RESPECT  
OF ANY MATTER ON THE AGENDA.**

None.

**5 TO CONFIRM THE MINUTES OF THE MEETING HELD ON 10 NOVEMBER 2021.**

The minutes of the meeting held on 10 November 2021 were agreed as a correct record and electronically signed by the Chairman.

**6 TO CONSIDER ANY ITEMS THAT THE CHAIRMAN AGREES TO TAKE AS URGENT BUSINESS.**

None.

**7 DRAFT CORPORATE PLAN AND BUDGET 2022-23.**

Kathryn Hall, Chief Executive introduced the report noting that the Covid pandemic continues to have a significant impact on the Council's finances and demand on services. The draft Corporate Plan and Budget should therefore be considered in that context. She also highlighted that despite the pressures, the Council has enhanced services to the community and will continue to do so. This includes £10million investment in fibre infrastructure which projects a significant productivity gain and job increase for the local economy, as well as enhancements to community assets such as £1million investment in playgrounds and park improvements. In the coming year work will also begin on the Centre for Outdoor Sport in Burgess Hill which will be a regionally significant sporting asset with a total value of over £6million.

The Leader reiterated the impact of the pandemic on finances and noted that the proposed plan sets out the work required to get back to a balanced budget as well as focussing on supporting the communities and businesses. He also highlighted crucial projects coming forward such as the Burgess Hill Growth Programme, food waste trial, fibre infrastructure work and investment in a number of community facilities.

Members discussed the Council priorities, and a number of Members expressed a wish that the climate agenda features more prominently in these priorities, noting there is no direct mention of the environment and climate change in the summary section of the Plan. The Leader clarified that the Plan does give a clear direction of travel for meaningful action on environmental issues, citing the food waste trial and sustainable economy strategy as examples.

Members discussed risks related to inflation rates and the allocation of funds relating to the New Homes Bonus. Discussion was also held on the transfer of funds for the job evaluation reserve and capital receipts that have come in over the past year. The use of Reserves was discussed in detail with Members acknowledging that the pandemic has resulted in a loss of income from areas such as parking and Leisure Centres. Peter Stuart, Head of Corporate Resources noted that work in ongoing to reduce the need to draw on reserves and highlighted how potential increase in parking charges could have a positive impact on the reserve position, as well as a return to the full contract value from Leisure Centres in 2023/24. He also highlighted the potential impact of a business rates reset which may occur in 2023/24 and could affect the amount of retained business rates that the Council can use.

Members discussed the Service Plans and Summary Budget tables, with the Head of Service for each area providing a summary introduction.

The Chief Executive highlighted the positive acquisition of 23 units of temporary accommodation and noted the ambition to acquire more. She acknowledged additional funding from the Government to assist with staffing resources in the Housing section and the high level of client demand in that area. She also drew attention to the scale of work in the Burgess Hill Growth Programme, notably the new housing at Freeks Farm where the Council has secured over 50% affordable housing provision. Members discussed monitoring the social housing register, fly tipping and the health of town centres in terms of economic development. Sally Blomfield, Divisional Leader for Planning Policy and Economic Development confirmed that the



Council monitors footfall in the three towns and 5 largest villages as part of the management of the Welcome Back Fund and a consultant has been commissioned for health check work as part of the District Plan review. The collection of Community Infrastructure Levy was also discussed and it was noted that the position on this is currently uncertain as the Council awaits a revision to the Planning White Paper. Section 106 monies are still collected in line with current legislation.

Peter Stuart, Head of Corporate Resources highlighted that the Revenue and Benefits team continue providing business rates relief and the Finance department has implemented a new cash management system to provide more flexible way for resident to make payments. The focus of the Community Services team is on reinstating face-to-face Wellbeing services and rebuilding community resilience. The Estates and Facilities team are concentrating on a viable proposal to redevelop part of the Orchards Shopping Centre, progressing Burgess Hill Town Centre regeneration with New River and the business case for the redevelopment of Clair Hall. A Member highlighted a wish to extend the parks investment work to include upgrades to sports facilities across the District.

Simon Hughes, Head of Digital Services and HR confirmed that the main focus of the Customer Services section is to improve services based on the information and feedback received from residents. This is to ensure key messages and information reach the correct audience in a timely way. He highlighted the work carried planned by the council including website redesign, working with the Government towards better line of business systems and the completed fibre projects. These include enabling 'dig once' where digital infrastructure is put in when roads are being dug or built for other services and negotiating with connectivity providers. Members discussed the need to monitor email and digital form use as well as telephone contact, and the working patterns of Officers and usage of Oaklands by staff. The Chief Executive noted that the future use of Oaklands as an asset could be considered in the medium to long term but is currently needed to ensure it remains a covid secure office environment.

Tom Clark, Head of Regulatory Services noted that a new cloud-based system is being sourced to increase efficiency for the legal files. He also noted the salary reduction in Land Charges as data is now computerised and the Land Registry are now required to pick up LLC searches. He noted that Democratic Services have 2 Governance Reviews underway and more may be required as a result of the Boundary Commission review. Work in Building Control and Environmental Health continues, with an aim to go back to normal post Covid levels from the new financial year.

Peter Stuart, Head of Corporate Resources provided an update on the Capital Projects, noting that the allocation for the replacement of waste bins falls under this area. In response to a Member question, he confirmed that the capital receipt for the disposal of Hurst Farm went into the Capital Receipts Reserve to finance the purchase of the Orchards Shopping Centre and temporary accommodation. Members discussed expenditure for park improvements, the asset register and asset management plan. The Head of Corporate Resources confirmed that the asset register is up to date and reviewed regularly. No further assets are in line for sale other than those which have been to Cabinet recently.

Discussion was also held on whether the Council has assessed the sustainability impact and positive benefits of each capital project and it was agreed to take Members comments on board with future considerations. In response to a Member's query specifically on waste collection, Rob Anderton, Divisional Lead for Commercial

Services and Contracts confirmed that the Council is awaiting Government legislation concerning the collection of dry recycling, and if it was required to collect items separately, it would be on the basis of a viability assessment. The Council is confident that it can demonstrate that the current collection method is sustainable and economic. He noted that the bin replacement programme is phased over 15 years and can be reviewed if changes are required. Hemsley's Meadow was also discussed and it was confirmed that project has an estimated cost in region of £900,000 of which nearly £700,000 is Section 106 funds collected for repurposing and enhancing that site. The outline proposals at this stage are based on detailed public consultation and include things such as sports pitch improvements, play areas and general public realm improvements.

Following discussion, the Chairman took Members to a vote on each individual recommendation contained in the report. Recommendation A was agreed unanimously. Recommendation B was agreed with 14 in favour and 1 abstention. Recommendation C was agreed with 13 in favour, 1 against and 1 abstaining and Recommendations D and E were agreed with 14 in favour and 1 abstention.

## **RESOLVED**

The Committee considered the proposals for 2022/23 set out in the appended report and agreed any comments or recommendations that it wishes to make to Cabinet on:

- (a) The financial outlook facing the Council over the medium term;
- (b) The proposed increase in Council Tax;
- (c) The strategy to use General Reserve to balance the budget over the medium term;
- (d) The proposed Capital Programme; and
- (e) The service commentaries and supporting summary budget tables for each business unit.

## **8 SCRUTINY COMMITTEE FOR LEADER, FINANCE AND PERFORMANCE WORK PROGRAMME 2021/22.**

The Chairman introduced the report noting the items to be presented at future meetings. He took Members to a vote on the recommendation contained in the report which was agreed.

## **RESOLVED**

The Committee agreed the indicative Work Programme as set out at paragraph 5 of the report.

## **9 QUESTIONS PURSUANT TO COUNCIL PROCEDURE RULE 10.2 DUE NOTICE OF WHICH HAS BEEN GIVEN.**

None.

The meeting finished at 7.28 pm

Chairman

## SUSTAINABLE ECONOMY STRATEGY AND ACTION PLAN 2022-2025

REPORT OF: ASSISTANT CHIEF EXECUTIVE  
Contact Officers: Sally Blomfield and Emma Sheridan  
[sally.blomfield@midsussex.gov.uk](mailto:sally.blomfield@midsussex.gov.uk) and  
[emma.sherdian@midsussex.gov.uk](mailto:emma.sherdian@midsussex.gov.uk)  
Wards Affected: All  
Key Decision: Yes  
Report to: Scrutiny Committee for Leader, Finance and Performance  
22 March 2022

---

### Purpose of Report

1. This report presents to the Scrutiny Committee for Leader, Finance and Performance the proposed draft Mid Sussex Sustainable Economy Strategy 2022-2025 (attached as Appendix 1). Following consideration by the Scrutiny Committee, the strategy will be recommended for approval by Council.

### Summary

2. This Report:
  - Summarises the purposes of preparing the Sustainable Economy Strategy (SES) which will replace the approved Economic Development Strategy (2018 – 2023) and the Sustainability Strategy (2018 - 2023);
  - Describes the process of preparing the draft SES, including preparation of the evidence base; stakeholder engagement; and the work of the cross-party SES Member Working Group; and
  - Summarises the Vision and Objectives of the draft SES.

### Recommendations

3. **That the Scrutiny Committee:**
    - (i) **Considers and comments on the draft Sustainable Economy Strategy and Action Plan 2022-2025 attached as Appendix 1;**
    - (ii) **Recommends to Council that the draft Sustainable Economy Strategy and Action Plan 2022-2025 be approved.**
- 

### Background

4. On 30 September 2020, the Council approved a revised Corporate Plan which outlined the Council's response to and early plans for recovery from the Covid19 pandemic. The Plan included a way forward for the continued delivery and evolution of the Council's Sustainability Strategy, and, in light of the impacts of the Covid19 pandemic, committed to revise and merge the Council's Sustainability and Economic Development Strategies with the aim of driving a Green Recovery for the District.
5. The commitment to developing a new Strategy was also included in the Corporate Plan and Budget for 2021-22.

6. The outline roadmap for the development of a new Strategy was presented to Members of the Scrutiny Committee for Leader, Finance and Performance on 2 March 2021 which also agreed to establish a cross party Member Working Group to advise on the development of the Strategy.
7. On 2 March 2022, the Council approved the Corporate Plan and Budget for 2022-2023 which included a commitment to deliver a new Sustainable Economy Strategy.

### **Development of the Strategy**

8. Consultants (Marshall Regen and Ricardo) were appointed to support the development of the draft Sustainable Economy Strategy (the draft SES). These consultants bring industry expertise, best practice and benchmarking principles to the project.
9. A member working group was established to lead and inform the process. The member working group comprises 8 members from this Scrutiny Committee, representing geographical and political balance. A total of 8 member working group meetings have been held to advise on the development of the draft SES and the Action Plan. These meetings were supported by the Council's consultants.
10. An officer working group supported this work and consisted of representatives from across the Council including but not limited to Planning, Economy Development, Sustainability, Estates, Community and Commercial Services.
11. In line with previous strategy development at the Council, the development of the SES strategy progressed through three phases:
  - (i) Discovery: Reviewing current policies, existing operations and benchmarking
  - (ii) Challenge: Challenging policies and operations to establish priorities, future needs and delivery requirements, supported by policy (existing and anticipated) and delivering value for money
  - (iii) Design: Developing a strategy and action plan to guide strategic development and future delivery.
12. Throughout the phases, account was taken of previously commissioned work, progress against existing strategies and actions plans and, an extensive review was undertaken of current and anticipated policy at local, regional and national levels. In addition, there was comprehensive benchmarking of where the current and proposed pathways and actions sit in relation to neighbouring and other comparable local authorities.
13. The following additional evidence was also commissioned:
  - (i) A carbon baseline and emissions pathways at a District level
  - (ii) A carbon baseline and emissions pathways at a Council level
  - (iii) Employment land need
  - (iv) Town centre health checks and retail needs
14. The background evidence is summarised in the Mid Sussex District Profile which is attached as Appendix 2. The evidence was used by officers and the working group to inform the development of a draft SES and Action Plan, meeting the overall aim of supporting sustainable economic growth within the district.

15. The Council engaged with partners and stakeholders from the public, private and community / voluntary sector as well as directly with residents. This included a residents survey, meetings with different sectors including individual businesses, the District's three Business Associations (Burgess Hill, East Grinstead and Haywards Heath), the Mid Sussex Partnership, a variety of fora hosted by MSVA and sustainability networks including the Sussex Nature Partnership. In addition, meetings were held with delivery partners who will help secure the delivery of the Action Plan. These conversations will continue and be built upon as the Strategy is delivered over the coming months and years.

### **Draft SES and Action Plan 2022-2025**

16. The draft SES provides a framework within which to identify and prioritise areas for intervention and investment, and to assist in securing external funding. Clear in its priorities, it is inherently adaptable to changing circumstances, emergent policy and new technologies, placing the Council in the best position to maximise opportunities as they are realised.
17. The overarching Vision of the SES is:
- “A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth.”
18. The Vision is supported by a series of objectives under the following three themes:
- People –protecting and creating better employment (particularly in the new and emerging green economies); developing skills; improving pathways to work; and reducing pay inequality.
  - Place –reducing the Council's carbon emissions; supporting businesses to reduce their carbon emissions and to both recover from the pandemic and to grow; encouraging business start-ups; promoting sustainable business practices; developing digital infrastructure; enhancing bio-diversity; providing new homes; creating quality town and village centres which meet local needs; and improving active travel connectivity.
  - Partnerships – The Council's guiding principles of working in partnership are openness, trust, honesty and mutual respect. The Council will agree and deliver shared goals, based on common values and will maintain regular and effective communication with all our partners.
19. Each Theme is underpinned by strategic objectives and performance measures, linked to the most relevant United Nations17 Sustainable Development Goals<sup>1</sup>
20. The draft SES is supported by 44 actions which set out how the Objectives will be delivered, detailing broad timescales and organisations that will lead on and participate in its delivery. Many of the objectives in the strategy cannot be directly delivered by the Council alone. The draft SES recognises that effective change can only be delivered by working in partnership with residents, other Council stakeholders, other organisations, and businesses.
21. The draft SES and Action Plan is attached as Appendix 1 to this Report.

---

<sup>1</sup> <https://sdgs.un.org/goals>

22. The Council's aim is "to be an effective Council delivering value for money services and helping to create a strong economy, environment and community". The draft SES provides a key opportunity to enable the Council to achieve this.
23. The draft SES provides a clear roadmap for the Council's post-Covid 19 response, driven by the specific needs of the District. It is informed by the national 'Building Back Better' agenda, the Government's decarbonisation and Net Zero ambitions and underpinned by the United Nations' Sustainable Development Goals. It addresses how economic development and social and environmental sustainability can successfully co-exist and be sustained in Mid Sussex for future generations.
24. Finally, the draft SES also provides the District with a renewed focus on sustainable growth, enabling the economy to grow whilst reducing carbon emissions. This includes: supporting resource efficient consumption; reducing ecological footprints; improving residents' skills and health and well-being; promoting green innovation; creating new jobs; attracting new investment; and supporting business formation and growth.

### **Risk Management Implications**

25. There are no risk management implications associated directly with this report.

### **Equalities Implications**

26. There are no direct equality implications contained within this report. Equality impact assessments (EIAs) are undertaken within individual services and projects contained within the action plan as required. An overarching EIA has been undertaken for the strategy as a whole and is provided as Appendix 3.

### **Sustainability Implications**

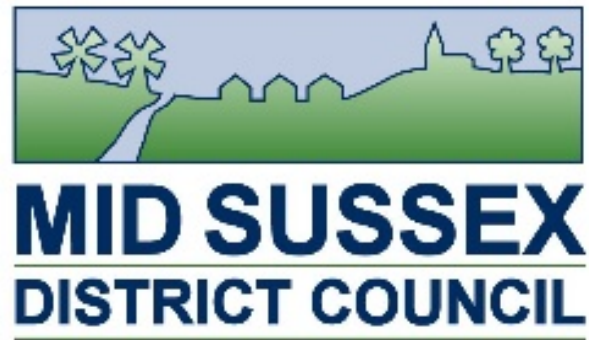
27. The Sustainable Economy Strategy has been informed by the United Nation's 17 Sustainable Development Goals. These aim to mitigate climate change, eradicate poverty, reduce gender and social inequality and improve economic and health conditions. They are a "blueprint to achieve a better and more sustainable future for all". Whilst they are broad and inter-dependent, they are underpinned by specific targets and measures.

### **Financial Implications**

28. A reserve of £100k was established to support the Council's work in this area. There is a remaining budget of £60k which will be used to deliver the sustainability measures in the Strategy.

### **Background Papers**

1. [MSDC Corporate Plan and Budget 2022-23](#) (March 2022)
2. [MSDC Scrutiny report: Sustainability Strategy progress report](#) (March 2021)



## **Draft Sustainable Economy Strategy**

**2022 – 2025**

## Foreword by Leader of the Council

TBA



## 1. Introduction

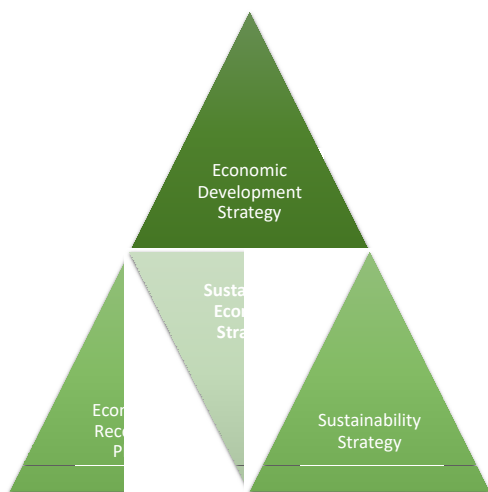
This Sustainable Economy Strategy sets out Mid Sussex District Council's ambitions for sustainable economic growth. It brings together the Council's sustainability and economic development workstreams, and it is a key feature of the Corporate Plan.

The Strategy provides a framework within which to identify and prioritise areas for intervention and investment, and to assist in securing external funding. Clear in its priorities, it is inherently adaptable to changing circumstances, emergent policy and new technologies, placing the Council in the best position to maximise opportunities as they are realised.

The Sustainable Economy Strategy sets the following Vision for Mid Sussex:

**A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth**

The Council's stated main purpose is *"to be an effective Council delivering value for money services and helping to create a strong economy, environment and community"*. This Strategy provides a key opportunity to enable the Council to achieve this.



It builds on the successful interventions which have been delivered through the Council's Sustainability Strategy (2018-2022), Economic Development Strategy (2018-2022) and Economic Recovery Plan (2020). Key priorities and actions from these have been updated and, together with new actions, form an ambitious and coherent strategy and action plan for Mid Sussex.

The Strategy provides a clear roadmap for the Council's post-Covid 19 response, driven by the specific needs of the District. It is informed by the national 'Building Back Better' agenda, the Government's decarbonisation and Net Zero ambitions and underpinned by the United

Nations 17 Sustainable Development Goals. It addresses how economic development and social and environmental sustainability can successfully co-exist and be sustained in Mid Sussex for future generations.

This Strategy and Action Plan (as set out in Annex 1) also provides the District with a renewed focus on sustainable growth, enabling the economy to grow whilst reducing carbon emissions. This includes: Supporting resource efficient consumption; reducing ecological footprints; improving residents' skills and health and well-being; promoting green innovation; creating new jobs; attracting new investment; and supporting business formation and growth.

## Statement of Intent

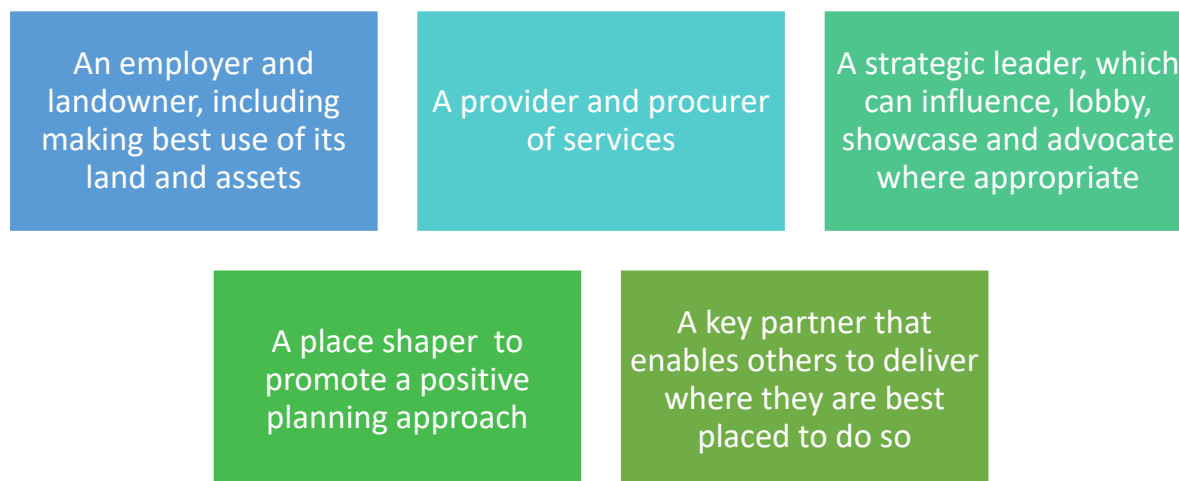
This Sustainable Economy Strategy focuses on three themes:

- **People** –protecting and creating better employment (particularly in the new and emerging green economies); developing skills; improving pathways to work; and reducing pay inequality.
- **Place** –reducing the Council’s carbon emissions; supporting businesses to reduce their carbon emissions and to both recover from the pandemic and to grow; encouraging business start-ups; promoting sustainable business practices; developing digital infrastructure; enhancing biodiversity; providing new homes; creating quality town and village centres which meet local needs; and improving active travel connectivity.
- **Partnerships** – The Council’s guiding principles of working in partnership are openness, trust, honesty and mutual respect. The Council will agree and deliver shared goals, based on common values and will maintain regular and effective communication with all our partners.

Each theme is underpinned by strategic objectives and performance measures, linked to the most relevant United Nations Sustainable Development Goals. A series of actions set out how each objective will be delivered, detailing broad timescales and organisations that will lead on and participate in its delivery.

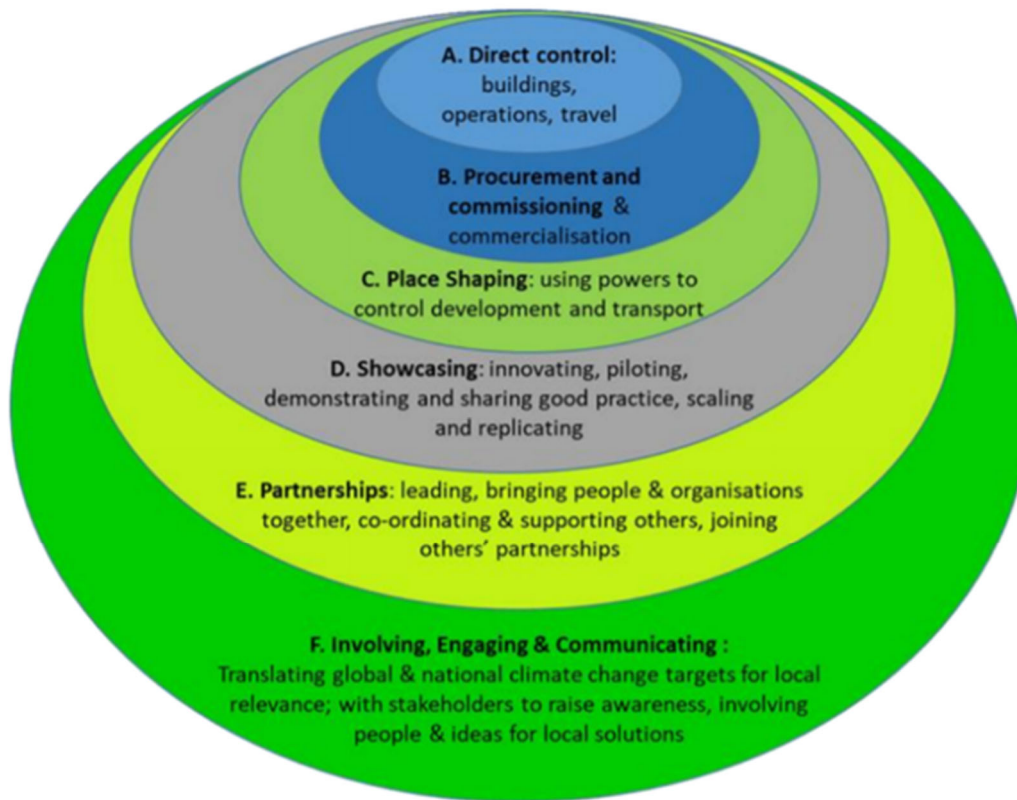
## The District Council’s Role

The Strategy can only be delivered through effective partnerships with stakeholders, businesses and residents. Mid Sussex District Council has a key role as:



An illustration of the different levels of influence that the Council can and will exert to ensure that this Strategy is delivered successfully is set out below:

Figure 1: Scope of Influence



### How the Strategy Has Been Developed

A cross party Member Working Group has guided the development of the Strategy.

The Council also engaged with partners from the public, private and community / voluntary sector. These conversations will continue and be built upon as the Strategy is delivered over the coming months and years.

Developing the Strategy has and will continue to be an iterative process. It is based on the most recent evidence and data available and will be updated and refreshed as necessary as new evidence emerges to ensure it remains relevant.

While unable to fully predict the future impact of the Covid 19 pandemic, the Strategy is flexible and can be updated and adapted to exploit funding and investment opportunities for Mid Sussex.

## 2. Setting the Policy Context

### Introduction

The Sustainable Economy Strategy is set within wider international, national, regional and local policy context.

The policy environment has changed significantly since the 2018 Economic Development Strategy and the Sustainability Strategy were approved. The Covid-19 pandemic continues to influence how people live and work; the medium-term impacts of the UK's withdrawal from the European Union in January 2020 are still unclear; and the climate emergency is upon us and is now strongly informing how policy interventions are designed across a multitude of disciplines.

### The United Nations Sustainable Development Goals

The Sustainable Economy Strategy has been informed by the United Nations 17 Sustainable Development Goals. These aim to mitigate climate change, eradicate poverty, reduce gender and social inequality and improve economic and health conditions. They are a "blueprint to achieve a better and more sustainable future for all". Whilst they are broad and inter-dependent, they are underpinned by specific targets and measures.

**Figure 2: The UN Sustainable Development Goals**



Mid Sussex District Council and its partners have a key role in ensuring that its priorities and actions support the UK Government to meet these targets.

## National Policy

This Strategy and Action Plan takes a local approach to address the climate crisis and deliver more sustainable and inclusive economic growth, whilst aligning and supporting national Government ambitions. This means that Mid Sussex District Council is well placed to gain Government support and funding for its initiatives.

*Build Back Better: Our Plan for Growth* (March 2021) sets out the UK Government's post-Covid economic ambitions for the UK. It is based around three core pillars:

- **Infrastructure:** accelerating UK-wide gigabit broadband infrastructure roll-out, investing in roads, rail and cities;
- **Skills:** rolling-out 24 T-level (mixture of classroom/ 'on-the-job' learning) qualifications, establishing employer-led skills bootcamps, and strengthening apprenticeships, particularly in technical disciplines; and
- **Innovation:** incentivising the creation of new ideas and technologies and supporting high-growth businesses, increasing investment in Research and Development, and establishing a Help to Grow Digital programme to help SMEs to adopt and utilise productivity-saving software.

Three themes cut across these core pillars:

- **Levelling Up:** aims to address the spatial inequalities that exist across the UK by regenerating struggling towns and catalysing centres of excellence across the country. The Levelling Up, Shared Prosperity, Towns and Future High Streets funds are directed towards local areas, aimed at enabling people to see tangible improvements in their area, feel more pride in their place and supporting them to believe that they can succeed wherever they live.
- **Net Zero:** sets out the Government's ambition to tackle the climate crisis by developing a strong green economy, supporting industries to develop and adopt new low carbon technologies, building net zero-ready homes, installing low carbon heating technologies, rolling out of electric vehicle infrastructure and investing in active travel.
- **Global Britain:** responds to the UK's post-EU status, including developing a new export strategy and strengthening the UK's trading links with countries throughout the world.

Alongside this, the Government published its Net Zero strategy, *Build Back Greener*. It includes ambitions for UK to be entirely powered by clean energy by 2035, reducing carbon emissions to net zero by 2050, reversing biodiversity loss and creating a circular economy through better resource efficiency.

It includes policies to advance off-shore wind; drive growth of low carbon hydrogen; deliver advanced nuclear power; shift to zero-emissions vehicles; promote public transport, cycling and walking; develop low carbon aviation and maritime travel; build and adapt greener buildings; support low carbon farming and agriculture through innovation; invest in carbon capture, usage and storage; protect the natural environment; and support green finance and innovation.



In addition, changes to the National Planning Policy Framework acknowledge the importance of the UN Sustainable Development Goals and reiterate the importance of planning in achieving sustainable development through the delivery of three key objectives: economic; social; and environmental.

## Regional Policy

The regional economic development landscape is changing. The Government is currently undertaking a review of Local Enterprise Partnerships (LEP), which have played a key role in supporting sub-national economic development for over a decade. The outcome of the review is likely to influence how funding support for sub-national economic development is allocated in the future.

The Coast to Capital LEP's *Build Back Stronger, Smarter and Greener (2020)* strategy identifies transformational projects that it believes will drive post-Covid recovery and future productivity. Whilst some of these are spatially focused, others are thematic and cut across the whole of the Coast to Capital LEP region. These include:

- Driving new markets for clean energy production and application;
- Delivering retrofit programmes for homes and buildings;
- Creating a natural capital investment vehicle to develop a long-term pipeline of biodiversity and carbon offsetting investment opportunities;
- Using innovation specialisms to develop and apply automation, digital and low carbon technologies in niche agriculture and viticulture sectors and solar energy and storage; and
- Ensuring comprehensive digital infrastructure coverage across the region.

There are plans to establish a Natural Capital Investment Company to create an investment vehicle to develop a long-term pipeline of biodiversity and carbon offsetting investment opportunities.

In its Local Skills Report, the Coast to Capital LEP takes a collaborative approach to addressing the skills and labour market challenges, in particular focusing on supporting education leavers; young people; lower skilled adults; older workers; residents of the most vulnerable areas; and those made redundant or furloughed during the pandemic. Developing digital skills, addressing STEM<sup>1</sup> skills challenges and supporting skills to develop a clean and green economy are central features of the LEP's approach to skills.

The Coast to Capital LEP retains an important role in delivering high quality business support through its Growth Hub, and a network of Growth and Digital Champions, which provide specialist business support.

Mid Sussex District Council can also capitalise of its membership of the Greater Brighton Economic Board (GBEB), including developing the area's international profile, promoting inward investment; supporting innovative businesses and commercialising knowledge; rolling out fibre and 5G infrastructure, and attracting talent.

This strategy also supports the GBEB's ten pledges to tackle climate change<sup>2</sup>. This includes a specific project to introduce recycled water to the 3,500 homes at the Northern Arc in addition to commitments around Electric Vehicle Charging Points, use of Zero Emissions vehicles, rewilding, improving water efficiency in homes,

---

<sup>1</sup> Science, Technology, Engineering and Mathematics

<sup>2</sup> <https://greaterbrighton.com/greater-brighton-makes-10-pledges-on-tackling-climate-change/>

reducing energy consumption in homes and public buildings, investing in green innovation and acting as a powerful lobby to Government.

## Local Policy

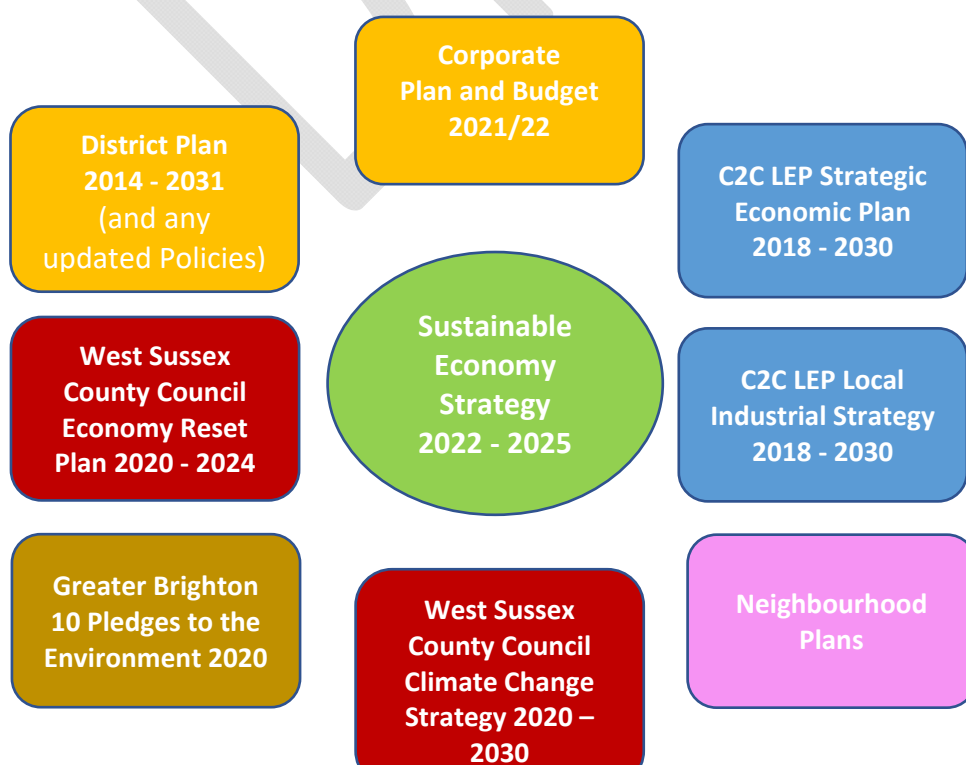
West Sussex County Council's (WSCC) Economic Reset Plan (2020-2024) provides a clear policy focus for the county's continued recovery from the Covid-19 pandemic. WSCC is now developing its approach to supporting the growth of the county's knowledge-based economy and the transition to a low carbon economy. Resources are available to develop projects that support innovation, develop the digital infrastructure and skills, and ensure that the county makes its contribution to the national Net Zero targets.

Developing the right interventions to maximise impacts is a collaborative and dynamic exercise and Mid Sussex's participation in the West Sussex Economy Recovery Group enables it to shape, influence and benefit from actions that are taken to support sustainable economic growth across West Sussex. WSCC is also a key partner in delivering the Mid Sussex Growth Deal, including regenerating Burgess Hill town centre, developing the Northern Arc and the Science & Technology Park at Burgess Hill and implementing sustainable transport packages.

This strategy aligns with Mid Sussex District Council's Corporate Strategy and District Plan, providing a clear spatial and corporate focus for how it will support sustainable economic growth over the next three years. The Council is reviewing its District Plan which provides an opportunity to update a range of policies to support the delivery of this strategy.

The District's Town and Parish Councils have produced Neighbourhood Plans, setting out their own local priorities. These also inform actions that Mid Sussex District Council will take to deliver this strategy

**Figure 3: Regional and Local Policy Alignment**



## District Profile and Challenges

In developing the Sustainable Economy Strategy, a revised District Profile has been prepared using the most up to date datasets and insights. The Data Profile is available on the MSDC website and a summary is provided in Figure 4.

Mid Sussex is one of the most affluent districts in England. It has low levels of deprivation, high average resident earnings, a high employment rate and healthy business start-up and survival rates. Overall, its resident population is well-qualified, with a large proportion of residents working in higher paid occupations. Crime rates are low and life satisfaction amongst residents is high.

Mid Sussex is an important part of the sub-regional economy, with sector specialisms in the manufacture of computer, electronic and optical products; scientific research and development; high tech financial services activities; the creative and digital industries and life sciences.

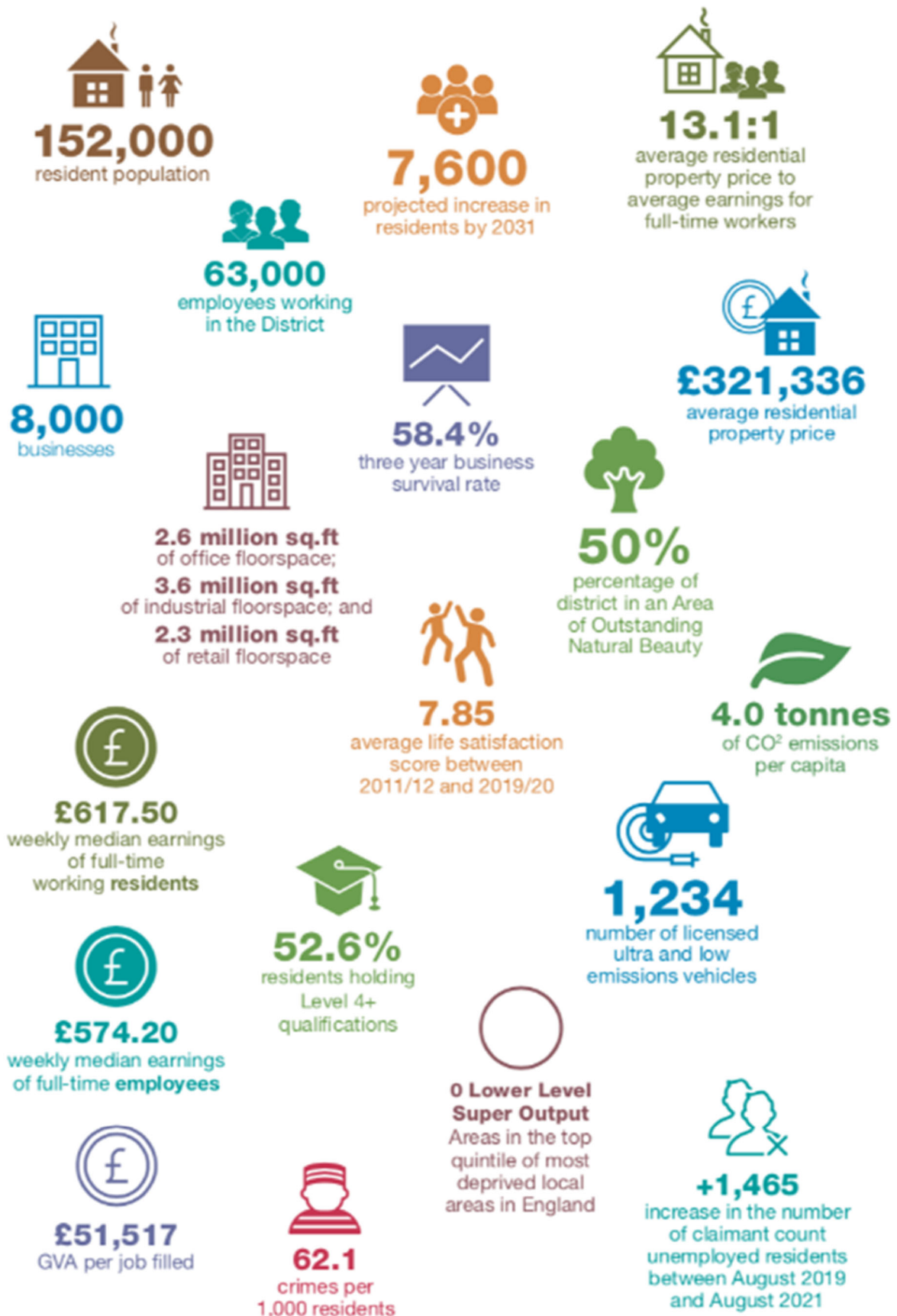
One of the District's key assets is its natural environment. It is one of the most wooded districts in England and nearly half of its area is designated as an Area of Outstanding Natural Beauty (AONB) and an additional 10% lies in the South Downs National Park. It is attractive to visitors, supports a strong rural economy and the Carbon footprint of residents is well below the national and regional rates, mainly due to the sector structure of the District's economy.

The District has a pioneering initiative to roll out world-class digital infrastructure across the region. It aims to make the district one of the country's most digitally advanced - bringing full optical fibre broadband to stimulate a culture of high performance and innovation. Over 100km of fibre has been laid and businesses and communities are connecting up to affordable, high-performance digital services. It's an outstanding example of public and private sector organisations working together to bring new opportunities.



**Figure 4: District Profile Summary**

DRAFT



## Key Challenges

The District's affluence also creates challenges. Recent economic growth has been modest and high levels of out-commuting suggest that local jobs are, generally, not as attractive as they could be, whilst low job density suggests that there are simply not enough of them.

Projected population increases mean that creating more and higher quality local jobs will be a priority. However, the implications of Covid on patterns of remote and hybrid working or on demand for more flexible workspaces that are digitally well-connected to support business adoption are emerging.

High earnings also mask gender income inequalities. A significant number of residents earn less than the Living Wage Foundation's Living Wage of £9.50 per hour, whilst the ageing resident population is likely to increase demand for health and well-being services and strengthen the need to promote active lives, for instance by encouraging more walking and cycling.

Housing has become increasingly unaffordable for many people who work in the District, as house price growth has outstripped that of workplace earnings.

Whilst unemployment is low compared with many areas, the Covid-19 pandemic has resulted in a significant rise in worklessness in Mid Sussex, and it is still unclear when and how levels of unemployment will fall to below their pre-pandemic levels.

The District has three main towns - Burgess Hill, Haywards Heath and East Grinstead and a number of villages that also support the wider rural area. These have all been impacted by the Covid-19 pandemic and changing shopping patterns. Although footfall has recovered from its lowest levels at the height of the pandemic, there is a need to invest in and re-imagine the District's town and village centres, to ensure that they continue to be attractive and vibrant.

Carbon emissions in Mid Sussex decreased by around 32% from 2005 to 2019. This is slightly below the national and County-wide averages, both of which saw around a 36% decrease in the same time period. However, there is scope to reduce carbon emissions further, particularly from domestic building and transport sectors.

## 3. The Vision, Themes and Strategic Objectives

### The Vision

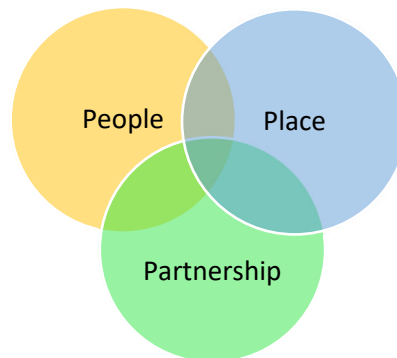
The strategy is guided by an overarching vision, framed by the 17 United Nations Sustainable Development Goals. The vision is aimed at securing sustainable economic growth whilst recognising the shift in business models and embracing digital and climate change opportunities to transform our economy.

The vision is for Mid Sussex to be:

**A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth**

## The Priority Themes

The Sustainable Economy Strategy sets out the Council's priorities for the next three years under the three core themes: People, Place and Partnership.



## People

Securing support and investment in people and skills is crucial to delivering clean and inclusive growth and increasing resilience against future economic setbacks, such as COVID-19. Despite low levels of deprivation, we need to continue to raise aspirations and develop the skills set necessary to drive a low-carbon economy.

The development of the skills needed to respond to the challenges and opportunities facing our local economy are central to our new strategy. A core delivery theme is ensuring that all our residents have the skills to enrich their lives and reach their full potential and meet the needs of our existing and future businesses.

### Strategic Objectives

**Objective 1:** Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults

#### *What we will do:*

- Identify future employment needs in the District and provide a policy framework in the updated District Plan to meet this need.
- Secure high value employment development, including the Science and Technology Park and the employment space at the Northern Arc, through a proactive development management approach and the use of Planning Performance Agreements.

**Objective 2:** Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs

#### *What we will do:*

- Support and promote access to skills, training, apprenticeships and other career pathways in key sectors, (including digital and creative industries, life sciences, land-based industries, fintech and the green economy) building on the Sussex Chamber of Commerce's Local Skills Improvement Plan.
- Develop employment and skills plans to maximise opportunities for local people through Planning Legal Agreements.
- Promote new models of volunteering as routes into employment across the District

Objective 3: Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex

*What we will do:*

- Support and promote initiatives which raise aspirations and awareness of roles and opportunities in target sectors, including digital and creative industries, life sciences and fintech and where possible, promote such opportunities within the Council.
- Adopt a Social Value and Sustainability Charter to ensure that there is a commitment to support economic, environmental and social improvements from Council suppliers and contractors.

Objective 4: Improve the economic and social wellbeing of our residents.

*What we will do:*

- Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'.
- Promote workplace and community well-being programmes.
- Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.

Objective 5: Encourage business start-ups, improve business survival rates and growth.

*What we will do:*

- Promote investment opportunities including through Opportunity Mid Sussex and support target sectors (including digital & creative industries; life sciences; and fintech) to help them to locate, survive and grow in the District.
- Signpost support and advice services available to businesses and third sector organisations to simplify access to grants, funding, business advice, start-up information, premises and business rates.
- Use the Council's contracts to encourage procurement of goods and services from local SMEs and third sector organisations.
- Implement the Micro Business Grant Scheme, ensuring grant awards target businesses which can demonstrate a commitment to sustainability and green innovation.

Objective 6: Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero.

*What we will do:*

- Secure a Council-wide cultural and behavioural shift towards sustainable travel, through a range of measures including developing active travel plans; delivering Electric Vehicle (EV) charging points on the Council's campus; and changing Council fleet vehicles.
- Promote sustainable travel options and initiatives, including green travel plans, to businesses, schools and residents.
- Co-ordinate and promote advice to help local small businesses to improve the sustainability of their organisations via delivery of a programme of Low Carbon SME support, funded through the Economic Recovery Fund.



## Place

Place refers to the physical properties and connectivity in the District. The Place Theme relates to our town and village centres, commercial development and industrial structure, rural business and our natural and built environment. Delivery will focus on creating an inclusive, sustainable and prosperous place, where people choose to live, work and invest.

Significant progress has been made in securing the regeneration and renewal of our three main towns and village centres. Post COVID-19, we need to accelerate the transformation of our towns and village centres to meet new market demands and local need. We also need to ensure that Mid Sussex has a mix of premises to encourage entrepreneurship, incubation, retention and relocation of businesses as well as aiming to ensure the District attracts inward investment, particularly in our priority sectors.

We need to continue our digital transformation to ensure we fully realise the opportunity that digital technology presents for businesses and communities alike.

We will position biodiversity at the centre of the development process as well as facilitating behaviour change to help reduce environmental impacts

### Strategic Objectives

**Objective 7:** Position and promote our town and village centres as healthier, greener and more sustainable places generating footfall, social interaction and economic activity.

#### *What we will do:*

- Identify future retail and town centre needs in the District and provide the policy framework in the updated District Plan to support these across our towns and villages.
- Identify and agree a range of sustainable transport projects in the District's three towns to promote sustainable transport options for residents and businesses.
- Support and deliver, where possible, a package of improvements, including public realm improvements, to enhance the economic resilience and attractiveness of the District's town and village centres, including delivering the Council's Car Parking Strategy and Parks Investment Plan.
- Provide practical support to High Street retailers, including through the Independent Retailers Scheme, and West Sussex Retail Hub.
- Continue to secure a Green Flag award for at least one park in each town centre.

**Objective 8:** Improve, manage and promote biodiversity and nature recovery.

#### *What we will do:*

- Ensure that new development and land management demonstrates significant improvements to biodiversity and nature recovery by developing and implementing policies in the District Plan Review (including Biodiversity Net Gain) and working with stakeholders to implement the Local Nature Recovery Strategy (subject to secondary legislation).
- Refresh the management plans for the Council's countryside sites to ensure they deliver maximum benefit in terms of biodiversity and environmental impact.
- Build on the success of local rewilding initiatives to oversee a managed and incremental growth in the proportion of Council-owned land managed for biodiversity under the national BLUE campaign.



**Objective 9:** Provide commercial and employment space to support new and growing businesses and to attract businesses to the district.

*What we will do:*

- Work with site promoters to promote and deliver new business parks and commercial property that provides a competitive environment for businesses, securing the retention of existing and attracting new businesses.
- Work with site promoters to establish centres of excellence and clusters of sector specialisation (digital and creative industries, life sciences and fintech) including by securing planning permission for the development of the Science and Technology Park.
- Support businesses to secure funding to deliver pilot initiatives such as incubator space, grow on hubs, co-working spaces, to provide flexible space that meet the needs of established and growing businesses and third sector organisations.

**Objective 10:** Facilitate the design, delivery and use of sustainable infrastructure and services.

*What we will do:*

- Increase the number of electric vehicle charging points across the District via the West Sussex Electric Vehicle Partnership delivering a network of chargers that meets demand.
- Review the evidence base that informs the District Plan Review process and, if supported by evidence, develop a policy setting out the standards for providing EV charging on new developments (both speculative planning applications and forthcoming allocations within the District Plan).
- Implement a 1-2-3 collection trial, including food waste, across 3,000 homes and prepare for the new statutory responsibilities that will arise from the government's Resources and Waste Strategy.
- Work in collaboration with West Sussex County Council to promote rural bus networks connecting the district's rural communities.

**Objective 11:** Deliver enhanced digital infrastructure and promote its use as a catalyst for growth and innovation across all sectors in the district.

*What we will do:*

- Facilitate the delivery and use of advanced digital infrastructure (full fibre, wireless network technology and other digital technologies) to support citizens, public services, existing and new economic activity within Mid Sussex.
- Maximise local business impacts of the digital transformation, by providing support and signposting to relevant projects and funding.
- Promote the benefits of digital connectivity availability to businesses and other organisations through wider partnership networks.
- Enable businesses to register their interest and connect to Cooperative Network Infrastructure (CNI) members and the Digital Infrastructure to attract high-end investors in tech and digital industries.
- Participate in the Government's Digital Connectivity Infrastructure Accelerator (DIA) in order to extend the digital infrastructure across Mid Sussex.
- Use dark fibre MSDC, WSCC and Cooperative Network Infrastructure (CNI) assets to enable scalable, social and offshoot start-ups and support the Community and Voluntary Sector to develop and test new digital technologies.

**Objective 12:** Promote Mid Sussex's assets, ambitions and potential.



*What we will do:*

- Launch and continue to promote inward investment through the Opportunity Mid Sussex brand, which promotes Mid Sussex as a desirable place to live, work and do business at a local, national, and international level through promotional channels, holding/ attending business events and working with partner organisations.
- Support the recovery and growth of the visitor economy by working in partnership with organisations such as Experience West Sussex to support the delivery of their 3-Year Action Plan and providing grant support where possible.

Objective 13: Reduction in Carbon Emissions.*What we will do:*

- Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest “F” and “G” EPC rated homes to maximise the reduction of carbon emissions.
- Secure funding for home energy efficiency improvements through available Green Home Grant Local Authority Delivery schemes. We will actively participate in those schemes to maximise the uptake of the district’s residents.
- Identify a residential construction and refurbishment sustainability rating standard and provide a policy framework in the updated District Plan to meet this need.
- Identify a non-residential construction and refurbishment sustainability rating standard and provide a policy framework in the updated District Plan to meet this need.
- Partner with businesses and 3rd Sector organisations in the district to help them create their own net-zero carbon programme.
- Use the Ricardo analysis to create a Mid Sussex Net-Zero Carbon Programme.
- Use the Ricardo Action Plan to identify the investment, job creation and green economy potential for Mid Sussex of achieving carbon net-zero.

## Partnership

The Sustainable Economy Strategy can only be successfully delivered through effective partnership working between our stakeholders, businesses and residents. There is already a strong culture of partnership working and we will continue to work hard to strengthen existing partnerships and develop new partnerships and collaborative working to deliver better outcomes for all.

‘Partnership’ refers to the way in which the Council will work with public, private and voluntary sector organisations to achieve our ambitions for the District. There are already well-established relationships with local, regional and national partners. These have been central to the successful delivery of many previous strategies, programmes and projects.

**Figure 5: Partnership Priorities**



The Council has a key role through its direct service delivery. Where best placed to do so, the Council will **Lead** and drive at pace the delivery of the Strategy; and **Promote**, influence, lobby and advocate our strategic priorities in partnership with public and private sector stakeholders.

The guiding principles of working in partnership are **openness, trust, honesty and mutual respect**. The Council will strive to agree and deliver shared goals, based on common values and we will maintain regular and effective communication with our partners at national, regional and local levels. The focus will be to establish and maintain effective relationships with stakeholders, businesses and residents ensuring that an inclusive approach is taken that proactively engages under-represented groups and individuals with a weaker public voice.

### Strategic Objective

**Objective 14** : Ensure that Mid Sussex is an exemplar district and Council in promoting effective partnership working to support sustainable economic development, combat climate change, sustain and increase biodiversity and promote health and well-being

#### What we will do:

- Maximise the impact and benefits of the Sustainable Economy Strategy by building effective and collaborative partnerships through a range of mechanisms including Service Level Agreements.
- Work with West Sussex County Council, other local authorities and partnership organisations to bring forward projects and initiatives under the Economic Recovery Fund programme

- Work with West Sussex County Council and other appropriate organisations to deliver training for Councillors and Council staff on sustainability matters

## 4. How we will deliver the Strategy

The delivery of this Strategy will focus on those programmes and projects that will have the greatest beneficial impact on sustainable economic growth in the district. We will build on the successful interventions delivered through the Economic Development Strategy (2018-2022), the recent Economic Recovery Plan (2020) and the Sustainability Strategy (2018- 2022).

Delivery will focus on the areas where the District Council can most actively contribute, either directly or in supporting other organisations that are better placed to make an impact.

### Delivery Principles

#### Realistic

- Actions will be ambitious, but deliverable.

#### Sustainability

- Actions will focus on the greatest need and impact.
- Actions will contribute to the achievement of net zero, in line with national government targets.

#### Collaborative

- Actions will strengthen partnerships and be focused at the right spatial level.
- Actions will add value to, rather than duplicate, other interventions.
- Actions will encourage wider public or private sector engagement and investment.

#### Evidenced based

- Actions will be evidenced by data and insight.
- Actions will be framed by robust and measurable performance indicators.

Mid Sussex District Council has framework of strategic documents that guide the direction of policy development and financial commitment. The Sustainable Economy Strategy and Action Plan will complement these key strategies and policies to ensure policy and programmes align.

### Funding

We will take a fresh and innovative approach to funding the delivery of the Strategy. The Council will **bid** for resources to secure funding from national (Department for Levelling Up, Housing and Communities) and regional (Coast to Capital Local Enterprise Partnership, Greater Brighton Economic Board and West Sussex County Council) public investment opportunities. This will include regeneration, economy and levelling-up opportunities that will flow from the Government's Shared Prosperity Fund, Affordable Homes Programme, and economic investment opportunities priorities.

We will Continue to work with private sector developers and investors to secure **inward investment** for the District and bring forward key regeneration sites.

## 5. How We Will Monitor Performance

Monitoring our performance is key. All stakeholders need to know whether the actions that we take make a difference to the District in the way that is intended. We recognise that many socio-economic and environmental conditions are beyond our control. External economic shocks, such as the Covid-19 pandemic, can have a significant effect on the economic and social well-being of our residents and the performance of our businesses, whilst Government policies at national level also impact on the District.

Nevertheless, the objectives in our Action Plan are all supported by a series of Key Performance Indicators (KPIs). These are drawn from publicly available datasets. For most of these confidence bands at local level can be quite wide and up-to-date data is not always readily available. This means that they should be interpreted as indicators, rather than in absolute terms.

For some objectives, credible metrics are simply not available. For example, one of the key priorities for Mid Sussex is to reduce the level of out-commuting. However, the baseline data is taken from the 2011 Census and the next time comparable data will be available is likely to be in 2031. It will, therefore, be prudent to assess the level of out-commuting by assessing other related measures or commissioning additional research and analysis.

Nevertheless, publicly available datasets provide the best, most transparent, and cost-effective way of monitoring how Mid Sussex is performing across a range of measures. Where there is a need to commission additional research, we will do so, but only where this demonstrably adds value to the monitoring framework.

The Council will publish a dashboard, setting out the baseline position for each strategic objective. This will be updated when new data sets become available to monitor performance for the duration of the Strategy. The Council will investigate why achievements may be at variance with the performance indicators, providing monitoring reports and recommending actions where there is clear underperformance that can be remedied locally.

## 6. Next Steps

This Strategy sets the framework for the Council and focuses on our commitments to deliver a better result both for the local economy and the environment.

Future updates of this Strategy will be driven by new data and evidence based reports for each of the three Themes.

## Case Studies

The following case studies demonstrate how Mid Sussex is seen as an exceptional location for businesses. Through the delivery of this Strategy we will continue to work with and support our businesses to grow and prosper.

### Faversham House Ltd, East Grinstead

"As publishers of the UK's leading sustainability information portal for businesses [www.edie.net](http://www.edie.net) since its launch in 1998, we are of course very keen on practising what we preach! We are working towards becoming a certified B Corp. B Corp companies have written into their Articles a commitment to create a more equitable and sustainable global society. It's all about using business as a force for good. For us as a purpose and values led company, becoming a B Corp pulls all aspects of our business together and helps us do our bit towards creating a better future. The process is demanding though there is a rigorous process you follow which helps. The upside of doing the right thing and being part of an awesome globally community at the end of it makes it all worthwhile."

**Amanda Barnes , Chief Executive**  
Faversham House Ltd  
Spark ideas and action

### Steve Willis Training, Burgess Hill

"Over the last year we've upgraded our apprenticeship offering and achieved the largest intake of apprentices to date across our gas and electrical courses. With this intake we now have over 450 apprentices on programme working with over 300 local employers across the South of England. Recently we've had further success with our apprenticeship programme with our first official Ofsted visit, after a thorough inspection across both centres we achieved a 'Good' grading. Looking to the future we're updating the curriculum for our apprenticeships to include renewable energy sources and the pathway to decarbonisation. We expect the Apprenticeship Standards, which are the training delivery template, to be updated in the near future to include renewable technologies such as Heat Pumps, Solar Photovoltaic, Solar Thermal, Hydrogen etc."

**Tom Brain**  
Steve Willis Training  
Marketing Executive

### Universal Quantum

"We recently moved into our new headquarters at Haywards Heath, where we're growing our team and quantum computing technology. This Mid Sussex location matches our ambitions to attract the best talent while giving us enough space to grow and thrive."

**Ilan Elson**  
Vice President of Operations  
Universal Quantum

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

PEOPLE					
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
<b>Objective 1:</b> <b>Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults</b>  <b>UN Sustainable Goal 8 – Decent Work and Economic Growth</b>	<ul style="list-style-type: none"> <li>Maintain employment rate above 78% in all quarters<sup>1</sup></li> <li>Increase employment rate from 78% to 83%<sup>2</sup></li> <li>Increase job density from 0.80 to 0.85 per working age resident<sup>3</sup></li> <li>Increase Mid Sussex hourly workplace earnings from 87% to 93%<sup>4</sup></li> </ul>	Identify future employment needs in the District and provide a policy framework in the updated District Plan to meet this need.	2022/23 – 2023/24	Mid Sussex District Council	Site Promoters and developers / Homes England
		Secure high value employment development, including the Science and Technology Park and the employment space at the Northern Arc, through a proactive development management approach and the use of Planning Performance Agreements.	2022/23 – 2024/25	Mid Sussex District Council	Site Promoters and developers / Homes England / Coast to Capital LEP
<b>Objective 2:</b> <b>Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs</b>  <b>UN Sustainable Goal 4 – Quality Education</b>	<ul style="list-style-type: none"> <li>Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period<sup>5</sup></li> </ul>	Support and promote access to skills training apprenticeships and career pathways in key sectors, (including digital and creative industries, life sciences, land based industries, fintech and the green economy) building on the Sussex Chamber of Commerce Local Skills Improvement Plan	2022/23 – 24/25	Mid Sussex District Council	Education and training providers and local businesses Sussex Chamber of Commerce
		Develop employment and skills plans to maximise opportunities for local	2023/24	Mid Sussex District Council	Site Promoters and developers

1 Source: Annual Population Survey via NOMISWEB – Note: wide confidence levels at District Level

2 Source: Annual Population Survey via NOMISWEB – Note average employment from July 2020-July 2021 was 76.4%. In the year prior to the pandemic (Jan2019-Dec 2019 it averaged 84.0%)

3 Source: Job Density, Office for National Statistics via NOMISWEB.

4 Source: Annual Survey of Hours & Earnings via NOMISWEB – Note: In 2021, median workplace earnings were £14.81 per hour, compared with £17.07 per hour worked for local residents

5 Source: Annual Population Survey via NOMISWEB – Note average % of 16-64 year olds with Level 4 qualifications and Level 3 qualifications between 2019 and 2021 was 51.5% and 68.6% respectively



## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

UN Sustainable Goal 8 - Decent Work and Economic Growth		people through Planning Legal Agreements.			
		Promote new models of volunteering as routes into employment across the District.	2022/23 – 24/25	Mid Sussex District Council	Community and voluntary sector organisations
<b>Objective 3:</b> <b>Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex</b>  UN Sustainable Goal 5 – Gender Equality  UN Sustainable Goal 10 – Reduced Inequalities	<ul style="list-style-type: none"> <li>Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations so that it equals the proportion of male residents in higher level occupations<sup>6</sup></li> <li>Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex by the end of the Strategy period<sup>7</sup></li> </ul>	Support and promote initiatives which raise aspirations and awareness of roles and opportunities in target sectors, including digital and creative industries, life sciences and fintech and where possible, promote such opportunities within the Council.	2022/23 – 24/25	Mid Sussex District Council	Business Networks, Chamber of Commerce
		Adopt a Social Value and Sustainability Charter to ensure that there is a commitment to support economic, environmental and social improvements from Council suppliers and contractors.	2022/23 – 24/25	Mid Sussex District Council	Council contractors and suppliers
<b>Objective 4:</b> <b>Improve the economic and social wellbeing of our residents.</b>  UN Sustainable Goal 1 – No Poverty	<ul style="list-style-type: none"> <li>Reduce the number of Lower-layer Super Output Areas that are in the top third of most deprived local areas in England by the Income domain from one to zero<sup>8</sup></li> <li>Reduce the number of areas in Mid Sussex (LSOAs) that</li> </ul>	Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'	2022/23 – 24/25	Mid Sussex District Council	DWP, Job Centre Plus, Not in Education, Employment or Training Forum
		Promote workplace and community well-being programmes.	2022/23 – 24/25	Mid Sussex District Council	Business Networks, Chamber of Commerce, Community and

6 Source: Annual Population Survey via NOMISWEB – Note: In the year July 2020-June 2021, 62.3% of female Mid Sussex employed residents were employed in higher level occupations, compared with 66.9% of male employed residents

7 Source: Annual Survey of Hours & Earnings via NOMISWEB – Note: In 2021, female workers in Mid Sussex earned, on average (median), £14.41 per hour compared with £15.15 per hour for male workers

8 Source: Indices of Multiple Deprivation. Note: The IMD is produced irregularly. Previous iterations have been produced in 2000, 2004, 2007, 2010, 2015, and 2019

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>UN Sustainable Goal 2 – Zero Hunger</b>  <b>UN Sustainable Goal 3 – Good Health and Well-Being</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>	are in the top third of most deprived local areas in England by the Employment domain from one to zero <sup>9</sup> • Maintain the Mid Sussex Life Satisfaction Score within the top two Districts/ Boroughs in West Sussex <sup>10</sup>	Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.	2022/23 – 24/25	Mid Sussex District Council	voluntary sector organisations Community and voluntary sector organisations
<b>Objective 5: Encourage business start-ups, improve business survival rates and growth</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>  <b>UN Sustainable Goal 9 – Industry, Innovation and Infrastructure</b>  <b>UN Sustainable</b>	• Maintain the business formation rate above 65 per 10,000 16+ residents <sup>11</sup> • Increase the number of high growth enterprises from 25 to 30 <sup>12</sup> • Increase 3 year business survival rate from 58.4% to 60.3% or above the West Sussex average by the end of the strategy period <sup>13</sup>	Promote investment opportunities including through Opportunity Mid Sussex and support target sectors (including digital & creative industries; life sciences; and fintech) to help them to locate, survive and grow in the District.	2022/23 – 24/25	Mid Sussex District Council	Business Networks, Chamber of Commerce, developers and investors.
		Signpost support and advice services available to businesses and third sector organisations to simplify access to grants, funding, business advice, start-up information, premises and business rates.	2022/23 – 24/25	Coast to Capital LEP	MSDC, Chamber of Commerce, Business Networks
		Use the Council's contracts to encourage procurement of goods and services from local SMEs and third sector organisations.	2022/23 – 24/25	Mid Sussex District Council	Council contractors and suppliers

9 Source: Indices of Multiple Deprivation. Note: The IMD is produced irregularly. Previous iterations have been produced in 2000, 2004, 2007, 2010, 2015, and 2019. LSOA - Lower-Layer Output Areas

10 Source: Personal Well-Being Index, Office for National Statistics. Note – this is produced annually; the Mid Sussex Life Satisfaction Score has been amongst the top two highest scores amongst Districts and Boroughs in West Sussex in five of the ten years between 2011/12 and 2019/20, but in none of the three years between 2017/18 and 2019/2020

11 Source: Tables 1.1b & 1.1c, Business Demography, Office for National Statistics

12 Source: Tables 7.1b & 7.1c Business Demography, Office for National Statistics

13 Source: Table 5.1c, Business Demography, Office for National Statistics. Note: 58.4% of businesses and 60.3% of businesses that were formed in 2016 were still trading in 2019



## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>Goal 12 – Responsible Consumption and Production</b>  <b>UN Sustainable Goal 13 – Climate Action</b>		Implement the Micro Business Grant Scheme, ensuring grant awards target businesses which can demonstrate a commitment to sustainability and green innovation.	2022/23	Mid Sussex District Council	Chamber of Commerce, Business Networks
<b>Objective 6: Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>  <b>UN Sustainable Goal 12 – Responsible Consumption and Production</b>  <b>UN Sustainable Goal 13 – Climate Action</b>	<ul style="list-style-type: none"> <li>Reduce CO2 emissions in-line with the council-only annual net-zero pathway target<sup>14</sup></li> </ul>	<p>Secure a Council-wide cultural and behavioural shift towards sustainable travel, through a range of measures including developing active travel plans; delivering Electric Vehicle (EV) charging points on the Council's campus; and changing Council fleet vehicles.</p> <p>Promote sustainable travel options and initiatives, including green travel plans, to businesses, schools and residents.</p> <p>Co-ordinate and promote advice to help local small businesses to improve the sustainability of their organisations via delivery of a programme of Low Carbon SME support, funded through the Economic Recovery Fund.</p>	<p>2022/23 – 24/25</p> <p>2022/23 – 24/25</p> <p>2022/23 –</p>	<p>Mid Sussex District Council</p> <p>Mid Sussex District Council</p> <p>WSCC</p>	<p>Council contractors and suppliers</p> <p>Business networks, Chamber of Commerce, Schools, Resident Associations</p> <p>Business Networks, Community and Voluntary Sector, specialist sustainability training providers</p>

<sup>14</sup> Source: Local Authority Territorial CO2 Emissions Estimates 2005-2018. Note: the latest dataset is for 2018. This shows CO2 emissions for Mid Sussex at 4.2 tonnes per 16+ resident. This compares with 3.5 tonnes in Adur; 3.4 tonnes in Arun; 5.3 tonnes in Chichester; 5.2 tonnes in Crawley; 4.6 tonnes in Horsham; and 3.0 tonnes in Worthing

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

PLACE					
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
<b>Objective 7:</b> <b>Position and promote our town and village centres as healthier, greener and more sustainable places generating footfall, social interaction and economic activity</b>  <b>UN Sustainable Goal 7 – Affordable and Clean Energy</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>  <b>UN Sustainable</b>	<ul style="list-style-type: none"> <li>Increase the dwell time in the towns by 2% and maintain the average dwell time in the villages.<sup>15</sup></li> <li>Increase the proportion of adults who cycle or walk at least five times per week from 35.9% to 37.1% or above the West Sussex average by the end of the strategy period<sup>16</sup></li> </ul>	Identify future retail and town centre needs in the District and provide the policy framework in the updated District Plan to support these across our towns and villages.	2022/23 – 24/25	Mid Sussex District Council	Town Councils
		Identify and agree a range of sustainable transport projects in the District's three towns to promote sustainable transport options for residents and businesses.	2022/23 – 24/25	West Sussex County Council	Mid Sussex District Council, Town Councils
		Support and deliver, where possible, a package of improvements, including public realm improvements, to enhance the economic resilience and attractiveness of the District's town and village centres, including delivering the Council's Car Parking Strategy and Parks Investment Plan.	2022/23 – 24/25	Mid Sussex District Council / West Sussex County Council	Town Councils, West Sussex County Council
		Provide practical support to High Street retailers, including through the Independent Retailers Scheme, and West Sussex Retail Hub.	2022/23 – 24/25	Mid Sussex District Council	Business Networks, Chamber of Commerce

<sup>15</sup> The current average decline in footfall in the three towns is 7.7% (comparing December 2021 to December 2019 data) and the average increase in the 5 largest villages is 2% (using the same data period). Due to the impact of the pandemic it is difficult to predict footfall data so this will be kept under review. The average dwell time in the three town centres has decreased by 5.3% but increased by an average of 3% across the largest five villages since the pandemic (using Dec 19-Dec21 data).

<sup>16</sup> Source: Walking & Cycling Statistics; Department for Transport. Note: In 2019/20 35.9% of adults in Mid Sussex cycled or walked at least five times per week, compared with 37.0% across West Sussex as a whole

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>Goal 11 – Sustainable Cities and Communities</b>		Continue to secure a Green Flag award for at least one park in each town centre.	2022/23 – 24/25	Mid Sussex District Council	Town Councils
<b>Objective 8:</b> <b>Improve, manage and promote biodiversity and nature recovery</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>  <b>UN Sustainable Goal 13 – Climate Action</b>  <b>UN Sustainable Goal 15 – Life on land</b>	<ul style="list-style-type: none"> <li>Biodiversity Net Gain secured through the planning system (% to be agreed through the District Plan Review)<sup>17</sup></li> </ul>	Ensure that new development and land management demonstrates significant improvements to biodiversity and nature recovery by developing and implementing policies in the District Plan Review (including Biodiversity Net Gain) and working with stakeholders to implement the Local Nature Recovery Strategy (subject to secondary legislation).	2022/23 – 24/25	Mid Sussex District Council	Site Promoters and developers
		Refresh the management plans for the Council's countryside sites to ensure they deliver maximum benefit in terms of biodiversity and environmental impact.	2022/23 – 24/25	Mid Sussex District Council	Rural West Sussex Partnership and other rural partners and organisations
		Build on the success of local rewilding initiatives to oversee a managed and incremental growth in the proportion of Council-owned land managed for biodiversity under the national BLUE campaign.	2022/23 – 24/25	Mid Sussex District Council	Town Councils
<b>Objective 9:</b> <b>Provide commercial and employment space to support new and</b>	<ul style="list-style-type: none"> <li>Deliver 10ha of additional employment land over the Strategy period</li> </ul>	Work with site promoters to promote and deliver new business parks and commercial property that provides a competitive environment for businesses, securing the retention of	2022/23 – 24/25	Mid Sussex District Council	Site Promoters and developers

<sup>17</sup>Source: 2005-2019 UK Local and Regional CO2 Emissions; Department for Business, Energy & Industrial Strategy (BEIS); June 2021. Note 1: LULUCF = Land Use & Land Use Change & Forestry This target is twice the trend rate for the period 2005-2019.

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>growing businesses and to attract businesses to the district</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>  <b>UN Sustainable Goal 9 – Industry, Innovation and Infrastructure</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>	<ul style="list-style-type: none"> <li>Commence delivery of 25,000sqm of specialist S&amp;T floorspace by 2025</li> <li>Increase in the new firm formation rate (per 10,000 16+ residents) from 68.8% to 76.9% or above the England average at the end of the strategy period</li> <li>Increase the proportion of knowledge-based economy businesses from 11.1% to 12.5% of the District's business stock<sup>18</sup></li> <li>Increase the number of high growth businesses in the District from 20 to 30<sup>19</sup></li> </ul>	existing and attracting new businesses.			
		Work with Site Promoters to establish centres of excellence and clusters of sector specialisation (digital and creative industries, life sciences and fintech) including by securing planning permission for the development of the Science and Technology Park.	2022/23 – 24/25	Mid Sussex District Council	Business Networks, Site Promoters and developers
		Support businesses to secure funding to deliver pilot initiatives such as incubator space, grow on hubs, co-working spaces, to provide flexible space that meet the needs of established and growing businesses and third sector organisations.	2022/23 – 24/25	Mid Sussex District Council	West Sussex County Council Coast to Capital LEP
<b>Objective 10:</b>  <b>Facilitate the design, delivery and use of sustainable infrastructure and services</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>	<ul style="list-style-type: none"> <li>Increase in EV charging points from 23.7 per 100,000 population to 38.8 per 100,000 population or above the England rate at the end of the strategy period<sup>20</sup></li> <li>Increase the number of LULEV registered vehicles from 1,234 (23.2% of the West Sussex total) to 25% of the West Sussex total<sup>21</sup></li> </ul>	Increase the number of electric vehicle charging points across the District via the West Sussex Electric Vehicle Partnership delivering a network of chargers that meets demand.	2021-2030	Connect Kerb / West Sussex County Council/MSDC	Tier 2 and 3 West Sussex Councils including MSDC
		Review the evidence base that informs the District Plan Review process and, if supported by evidence, develop a policy setting out the standards for providing EV charging on new developments (both	2022/23 – 24/25	Mid Sussex District Council	Town Councils

18 Source: Business Register & Employment Survey, Office for National Statistics via NOMISWEB. Note: Knowledge economy is based on the ONS definition.

19 Source: Tables 7.1a-7.1c; UK Business Demography; Office for National Statistics; 2019. Note: the number of high growth businesses in the district fell from 30 to 20 between 2018 and 2019

20 Source: Table EVCD\_01a; Electric Vehicle Charging Statistics; Department for Transport; October 2021. Note there were 38.8 EV charging points for 100,000 residents in England in October 2021

21 Source: Table VEH0132a: Ultra low emission vehicles by local authority; Department for Transport; Q2 2021

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>UN Sustainable Goal 12 – Responsible Consumption and production</b>  <b>UN Sustainable Goal 13 – Climate Action</b>		speculative planning applications and forthcoming allocations within the District Plan).			
		Implement a 1-2-3 collection trial, including food waste, across 3,000 homes and prepare for the new statutory responsibilities that will arise from the government's Resources and Waste Strategy.	2022/23 – 24/25	Mid Sussex District Council	West Sussex County Council
		Work in collaboration with West Sussex County Council to promote rural bus networks connecting the district's rural communities.	2022/23 – 24/25	Mid Sussex District Council	West Sussex councils  CSPP working in partnership with Community Transport Sussex and other D&B and WSCC
<b>Objective 11:</b>  <b>Deliver enhanced digital infrastructure and promote its use as a catalyst for growth and innovation across all sectors in the district</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>	<ul style="list-style-type: none"> <li>• Increase super and ultra-fast coverage from 37.5% of households to 60%<sup>22</sup></li> <li>• Increase maximum mean download speed from 400 Mbps to 475 Mbps or above the South East regional average at the end of the strategy period<sup>23</sup></li> <li>• Increase availability of dark fibre network connections and advanced digital infrastructure from existing zero base.</li> </ul>	Facilitate the delivery and use of advanced digital infrastructure (full fibre, wireless network technology and other digital technologies) to support citizens, public services, existing and new economic activity within Mid Sussex.	2022/23 – 24/25	Mid Sussex District Council	Digital providers, Business Networks, Further and Higher education and research.
		Maximise local business impacts of the digital transformation, by providing support and signposting to relevant projects and funding.	2022/23 – 24/25	Mid Sussex District Council	West Sussex County Council (WSCC), Business Networks
		Promote the benefits of digital connectivity availability to businesses	2022/23 – 24/25	Mid Sussex District Council	Wired Sussex, Rural Community

22 Source: Local Broadband Information: <https://labs.thinkbroadband.com/local/E07000229>; Q2 2021. Note: Worthing has the highest coverage in West Sussex at 72.7%

23 Local Broadband Information: <https://labs.thinkbroadband.com/local/E07000229>; Q2 2021. Note: Maximum mean download speed in the South East region in Q2 2021 was 453 Mbps

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>UN Sustainable Goal 9 – Industry, Innovation and infrastructure</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>		<p>and other organisations through wider partnership networks.</p> <p>Enable businesses to register their interest and connect to Cooperative Network Infrastructure (CNI) members and the Digital Infrastructure to attract high-end investors in tech and digital industries.</p>			<p>Hubs Business Networks, Cooperative Infrastructure Network Organisation (CNI)</p>
		Participate in the Government's Digital Connectivity Infrastructure Accelerator (DIA) in order to extend the digital infrastructure across Mid Sussex.	2022/23 – 24/25	Mid Sussex District Council	Building Digital UK (BDUK), WSCC.
		Use dark fibre MSDC, WSCC and Cooperative Network Infrastructure (CNI) assets to enable scalable, social and offshoot start-ups and support the Community and Voluntary Sector to develop and test new digital technologies.	2022/23 – 24/25	Mid Sussex District Council	CNI, Digital Catapult, NHSX, WSCC.
<b>Objective 12:</b>  <b>Promote Mid Sussex's assets, ambitions and potential</b>  <b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b>  <b>UN Sustainable</b>	<ul style="list-style-type: none"> <li>50% increase in number of 2021/ 2022 direct Inward Investment enquiries to MSDC per year</li> <li>Support the recovery of the Mid Sussex Tourism Economy to at or above pre-pandemic levels by 2023/24 and see growth above pre-pandemic levels by 2024/25</li> </ul>	Launch and continue to promote inward investment through the Opportunity Mid Sussex brand, which promotes Mid Sussex as a desirable place to live, work and do business at a local, national, and international level through promotional channels, holding/ attending business events and working with partner organisations.	2022/23 - 24/25	Mid Sussex District Council	WSCC, Coast to Capital LEP, Business Networks
		Support the recovery and growth of the visitor economy by working in partnership with organisations such as Experience West Sussex to	2022/23 – 24/25	Mid Sussex District Council	Experience West Sussex West Sussex County Council,



## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

<b>Goal 9 – Industry, Innovation and infrastructure</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>		support the delivery of their 3-Year Action Plan and providing grant support where possible.			Tourism businesses,
<b>Objective 13</b>  <b>Reduction in Carbon Emissions</b>  <b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b>  <b>UN Sustainable Goal 12 – Responsible Consumption and production</b>  <b>UN Sustainable Goal 13 – Climate Action</b>	<ul style="list-style-type: none"> <li>Reduce the carbon emissions of 20% of the districts most inefficient homes.</li> </ul>	Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest “F” and “G” EPC rated homes to maximise the reduction of carbon emissions.	2022/23 – 2023/24	Mid Sussex District Council	Mid Sussex District Council Clarion Local Authority Delivery Main Contractors
	<ul style="list-style-type: none"> <li>100% participation in applicable and available Green Home Grant schemes throughout the Strategy period</li> </ul>	Secure funding for home energy efficiency improvements through available Green Home Grant Local Authority Delivery schemes. We will actively participate in those schemes to maximise the uptake of the district’s residents.	2022/23 - 2023/24	Mid Sussex District Council	Mid Sussex District Council
	<ul style="list-style-type: none"> <li>100% of proposals for new build residential development to meet the sustainability rating policy requirement set out in the District Plan</li> <li>100% of proposals for major residential refurbishment and conversion to meet the sustainability rating policy</li> </ul>	Identify a residential construction and refurbishment sustainability rating standard and provide a policy framework in the updated District Plan to meet this need.	2022/23 - 2023/24	Mid Sussex District Council	Mid Sussex District Council  Developers

## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

	requirement set out in the District Plan				
	<ul style="list-style-type: none"> <li>100% of proposals for new build non-residential development to meet the sustainability rating policy requirement set out in the District Plan</li> <li>100% of proposals for non-residential refurbishment and conversion (over 500 m2) to meet the sustainability rating policy requirement set out in the District Plan</li> </ul>	Identify a non-residential construction and refurbishment sustainability rating standard and provide a policy framework in the updated District Plan to meet this need.	2022/23 - 2023/24	Mid Sussex District Council	Mid Sussex District Council  Developers
	<ul style="list-style-type: none"> <li>Key business and 3rd Sector stakeholders in the District to have a net-zero carbon programme</li> </ul>	Partner with businesses and 3rd Sector organisations in the district to help them create their own net-zero carbon programme.	2022/23 - 2023/24	Mid Sussex District Council	Mid Sussex District Council  Businesses and 3 <sup>rd</sup> Sector Partners
	<ul style="list-style-type: none"> <li>The successful creation and implementation of a Mid Sussex Net-Zero Carbon Programme throughout the Strategy period</li> </ul>	Use the Ricardo analysis to create a Mid Sussex Net-Zero Carbon Programme.	2022/23	Mid Sussex District Council	Mid Sussex District Council
		Use the Ricardo Action Plan to identify the investment, job creation and green economy potential for Mid Sussex of achieving carbon net-zero.	2022/23	Mid Sussex District Council	External Consultant



## MID SUSSEX SUSTAINABLE ECONOMY STRATEGY - DRAFT ACTION PLANNING for 2022/23 – 2024/25

PARTNERSHIPS					
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
<b>Objective 14:</b>  <b>Ensure that Mid Sussex is an exemplar district and Council in promoting effective partnership working to support sustainable economic development, combat the effect of climate change, increase biodiversity and promote health and well-being</b>  <b>UN Sustainable Goal 17- Partnerships for the goals</b>	<ul style="list-style-type: none"> <li>Mid Sussex District Council receives national recognition as an exemplar Local Authority, for example with a Local Government Chronicle award, in promoting and delivering sustainable economic development</li> </ul>	Maximise the impact and benefits of the Sustainable Economy Strategy by building effective and collaborative partnerships through a range of mechanisms including Service Level Agreements.	2022/23 – 2024/25	Mid Sussex District Council	National Government Departments, Regional Partners and West Sussex Districts and Boroughs
		Work with West Sussex County Council, other local authorities and partnership organisations to bring forward projects and initiatives under the Economic Recovery Fund programme	2022/23 – 2024/25	Mid Sussex District Council	West Sussex County Council, other local authorities, LEP, Experience West Sussex
		Work with West Sussex County Council and other appropriate organisations to deliver training for Councillors and Council staff on sustainability matters	2022/23 – 2024/25	Mid Sussex District Council	Training providers (Various)

## Abbreviations

**AONB** Area of Outstanding Natural Beauty  
**CO2** Carbon Dioxide  
**CNI** Cooperative Network Infrastructure  
**COVID-19** Coronavirus Disease 2019  
**DIA** Digital Connectivity Infrastructure Accelerator  
**T-Level** Education Qualification (Alternative to A Level)  
**EVCP \ Electric Vehicle CP** Electric Vehicle Charging Point  
**EPC** Energy Performance Certificate  
**FinTech** Financial Technology  
**GBEB** Great Brighton Economic Board  
**GVA** Gross Value Add  
**Ha** Hectares  
**tCO2 \ ktCO2** Tonnes of carbon dioxide \ kilo-Tonnes of carbon dioxide  
**LULUCF** Land Use, Land Use Change and Forestry  
**LEP** Local Enterprise Partnerships  
**LULEV** Low or Ultra-Low Emission Vehicle  
**LSOA** Lower-Level Super Output Area  
**MW \ MWh** Mega Watt \ Mega Watt Hour  
**MSDC** Mid Sussex District Council  
**NVQ** National Vocational Qualification  
**NEET** Not In Education, Employment or Training  
**OAN** Objectively Assessed Need  
**STEM** Science, Technology, Engineering, Mathematics  
**SME** Small to Medium Enterprise  
**SOC** Standard Occupational Classification  
**ULEV** Ultra and Low Emissions Vehicles  
**WSCC** West Sussex County Council

## Glossary

**1-2-3 Waste Collection Trial:** 1-2-3 waste collection is (1) weekly collection of food waste (2) two-weekly collection of recycling (3) three-weekly collection of general rubbish.

**Ancient Monuments:** A historical structure or monument worthy of preservation and study due to archaeological or heritage interest.

**Area of Outstanding Natural Beauty (AONB):** Areas designated to conserve and enhance natural beauty, wildlife and cultural heritage; and to meet the need for quiet enjoyment of the countryside and have regard for the interests of those who live and work within them.

**Biodiversity:** Biodiversity encompasses all species of animals and plants alive on our planet.

**Biodiversity Net Gain:** An approach to development that aims to leave the natural environment in a measurably better state than it was beforehand.

**Biodiversity Opportunities Area:** Areas that identify where the greatest opportunities for habitat creation and restoration lie at a landscape scale; they enable the efficient focusing of resources to where they will have the greatest positive conservation impact, representing a more efficient way of delivering action on the ground.

**Carbon Emissions & Carbon Footprint:** The amount of carbon dioxide emissions associated with all activities of a person or other entity (e.g., building, business, organisation, local authority, country).

**Carbon Net Zero:** Net Zero, also known as carbon neutrality, simply means achieving a balance between emissions of greenhouse gases (GHG) to the atmosphere and removals of carbon dioxide (the most widespread GHG) from the atmosphere, for example by nature-based solutions such as tree planting or by technological means such as carbon capture and storage. If the emissions and removals balance out, carbon neutrality has been achieved.

**Carbon Offsetting:** The action or process of compensating for carbon dioxide emissions arising from industrial or other human activity, by participating in schemes designed to make equivalent reductions of carbon dioxide in the atmosphere.

**Circular Economy:** A model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the life cycle of products is extended.

**Climate Change:** The United Nations describes Climate Change as long-term shifts in temperatures and weather patterns. These shifts may be natural, such as through variations in the solar cycle. But since the 1800s, human activities have been the main driver of climate change, primarily due to burning fossil fuels like coal, oil and gas. Burning fossil fuels generates greenhouse gas emissions that act like a blanket wrapped around the Earth, trapping the sun's heat and raising temperatures. Examples of greenhouse gas emissions that are causing climate change include carbon dioxide and methane. These come from using gasoline for driving a car or coal for heating a building, for example. Clearing land and forests can also release carbon dioxide. Landfills for garbage are a major source of methane emissions. Energy, industry, transport, buildings, agriculture and land use are among the main emitters.

**Community Well-Being Programmes & Hubs:** Programmes or places that provide access a range of services that will help you stay safe and well and improve your health and wellbeing.

**Conservation & Heritage Areas:** Areas in which there are extra planning controls and considerations in place to protect the historic and architectural elements which make the place special.

**Cooperative Network Infrastructure (CNI):** Hardware and software that enable network connectivity and communication between users, devices, applications and the internet.

**Coronavirus Disease 2019 (COVID-19):** Coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus.

**Corporate Plan:** The Corporate Plan is a Council business planning document which sets out the future priorities, objectives and budget.

**Dark Fibre Broadband:** A lightless fibre optic connection that provides improved bandwidth, scalability, control and security.

**Decarbonisation:** All measures through which an entity reduces its carbon dioxide emissions.

**District Plan:** This document is the principal Development Plan Document, setting out the long-term strategic vision for the District, as well as objectives for the area and strategic policies.

**Dwell Time:** Time spent in the same area.

**Ecological Footprint:** A way to measure the natural resources we use and consume, in relation to our environment's capacity to provide and support our needs.

**Employment Deprivation Domain:** Measures the proportion of the working-age population in an area involuntarily excluded from the labour market.

**Energy Performance Certificates (EPC):** Identifies how energy efficient a building is and gives it a rating from A (very efficient) to G (inefficient).

**Green Economy:** A low carbon, resource efficient and socially inclusive economy.

**Green Flag Award:** The benchmark international standard for publicly accessible parks and green spaces.

**Green Home Grants:** A Government funded scheme that helps residents make energy improvements to their homes.

**Green Infrastructure:** A connected network of multi-functional greenspace, both urban and rural, that delivers a wide range of environmental, social and economic benefits, including promoting ecosystem services and improving quality of life.

**Gross Value Add (GVA):** A measure of the value of goods and services produced in an area, industry or sector of an economy.

**Income Deprivation Domain:** Measures the proportion of the population experiencing deprivation relating to low income.

**Infrastructure:** Includes roads and other transport facilities; flood defences; schools and other educational facilities; medical facilities; sporting and recreational facilities; and open spaces

**Journey To Work Programme:** A programme that helps residents find sustainable employment.

**Knowledge-Based Economy:** Economies that are based on a greater dependence on knowledge, information and high skill levels, and the increasing need for ready access to all of these by the business and public sectors.

**Level 3 & 4 Qualifications:** Education qualification levels. Level 3 includes: A levels, AS level, NVQ and advanced apprenticeships Level 4 includes: certificate of higher education, NVQ and higher apprenticeships.

**Life Satisfaction Score:** The life satisfaction score is provided by the Office of National Statistics as part of their Annual Population Survey. It includes areas such as health, relationships, education and skills, what we do, where we live, our finances and the environment.

**Local Enterprise Partnerships (LEP):** A body, designated by the Secretary of State for Housing, Communities and Local Government, established for the purpose of creating or improving the conditions for economic growth in an area. The Coast to Capital LEP covers MSDC.

**Local Nature Recovery Strategy:** A system of spatial strategies for nature, which will cover the whole of England. They are established by clauses 100 to 104 of the Environment Bill and are designed as tools to drive more coordinated, practical and focussed action to help nature.

**Local Nature Reserve (LNR):** Designated by the local authority and managed for either nature conservation or to provide recreational opportunities to communities.

**Low Carbon Economy:** An economy that is based on energy sources, technologies, products and services that emit low levels of carbon dioxide emissions.

**Low Carbon SME Support Fund:** A fund to support small to medium enterprises that emit low levels of carbon dioxide emissions.

**Low Carbon Technologies:** Technologies that emit low levels of carbon dioxide emissions.

**Lower-Level Super Output Areas (LSOA):** A geography of constituent areas. They have an average population of 1,500 people or 650 households for which statistics are created.

**National Blue Campaign:** The Blue campaign was founded in 2014 and requires a patch of land to be allowed to grow naturally and see what plants and creatures return.

**Natural Capital:** Natural capital can be defined as the world's stocks of natural assets which include geology, soil, air, water and all living things.

**Nature Conservation Sites:** Locally important natural heritage sites that could be damaged by development.

**Nature Recovery Networks:** An expanding, increasingly connected, network of wildlife rich habitats supporting species recovery, alongside wider benefits such as carbon capture, water quality improvements, natural flood risk management and recreation. It includes the existing network of protected sites and other wildlife rich habitats as well as and landscape or catchment scale recovery areas where there is coordinated action for species and habitats

**Net-Zero Pathway:** Projects the what, when and how of achieving carbon net-zero.

**Objectively Assessed Need (OAN):** The total amount of housing that would be needed to meet, as a minimum, expected levels of growth in population over the plan period. This level of growth expected should take into account demographics (i.e., birth/death rates and migration) and other signals that could influence future trends in demographics.

**Opportunity Mid Sussex:** This interactive prospectus promotes Mid Sussex and all that it offers in terms of a place to live, work and invest.

**Planning Legal Agreements:** A legal agreement entered into under section 106 of the Town and Country Planning Act 1990 to mitigate the impacts of a development proposal.

**Planning Performance Agreements:** Voluntary undertakings that enable local planning authorities and applicants for planning permission to agree the timescales, actions and resources necessary to process a planning application

**Resource Efficiency:** Resource efficiency means using the Earth's limited resources in a sustainable manner while minimising impacts on the environment.

**Rewilding:** Rewilding is a form of environmental conservation and ecological restoration that has significant potential to increase biodiversity, create self-sustainable environments and mitigate climate change.

**Science & Technology Park:** A business support environment that encourages and supports the start-up, incubation and development of innovation-led, high-growth, knowledge-based businesses. Initiatives called by other names such as Research Park, Innovation Centre, Technology Park, Technopole or technology-based Incubator – where they aspire to meet the essential criteria set out above - are also included within the definition.

**Standard Occupational Classification (SOC):** The Standard Occupational Classification (SOC) is a common classification of occupational information for the UK.

**Sustainability:** The creation or maintenance of conditions that fulfil current and future economic, environmental and social requirements.

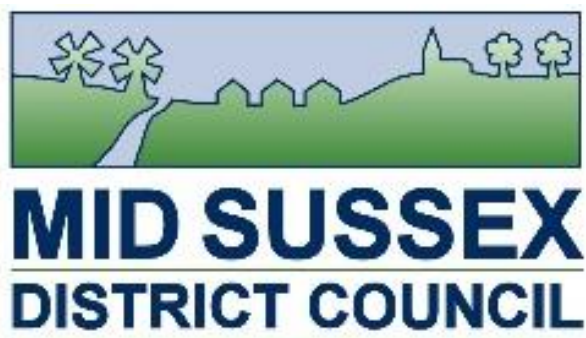
**Third Sector Organisations:** The charity sector often referred to as the 'third sector', 'voluntary sector', 'not-for-profit sector', 'community sector' or 'civic sector',

**Travel Plans:** A long-term management strategy for an organisation or site that seeks to deliver sustainable transport objectives and is regularly reviewed.

**West Sussex Retail Hub:** Supports retailers across West Sussex to innovate, learn and transform their businesses.

**Worklessness:** Worklessness Refers to a state where an individual or no one in a household aged 16 and over are in employment, either through unemployment or economic inactivity.

This page is intentionally left blank



**Mid Sussex**

**Sustainable Economy Strategy**

**District Profile**

**2021/22**

## About this Profile

This District Profile provides a summary of key indicators for Mid Sussex. It draws on publicly available datasets and, where appropriate compares Mid Sussex with West Sussex and England.

It has two main sections that are linked to the themes in the Sustainable Economy Strategy 2022-2025: People and Place. It has been used to inform the associated Action Plan and to assist baselines and targets to monitor the impact of the supporting Action Plan.

## About Mid Sussex

Mid Sussex is an affluent District in West Sussex in the South East of England with a total population of 152,000.

It covers an area of 334 square kilometres (207 square miles) and it has borders with Tandridge, Wealden, Lewes, Brighton & Hove, Horsham and Crawley. The majority of the District is well connected to the highway network and benefits from good railway linkages between London, Gatwick and the South Coast.

It has three main towns, Burgess Hill; East Grinstead; and Haywards Heath which together with a large number and wide variety of villages. However, the District is rural in character: nearly 50% of the District is within the High Weald Area of Outstanding Natural Beauty, and over 10% is within the South Downs National Park.

It also has many sites valued for their biodiversity including Sites of Special Scientific Interest, Sites of Nature Conservation Importance/ Local Wildlife Sites, Local Nature Reserves and Biodiversity Opportunity Areas.

## Sustainable Economy Strategy

This profile has been used to develop the Measures of Success set out in the Mid Sussex Sustainable Economy Strategy Action Plan. These are set out overleaf:



PEOPLE THEME	
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS
<p><b>Objective 1:</b>  <b>Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults</b></p> <p>UN Sustainable Goal 8 – Decent Work and Economic Growth</p>	<ul style="list-style-type: none"> <li>• Maintain employment rate above 78% in all quarters</li> <li>• Increase employment rate from 78% to 83%</li> <li>• Increase job density from 0.80 to 0.85 per working age resident</li> <li>• Increase Mid Sussex hourly workplace earnings from 87% to 93%</li> </ul>
<p><b>Objective 2:</b>  <b>Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs</b></p> <p>UN Sustainable Goal 4 – Quality Education</p> <p>UN Sustainable Goal 8 - Decent Work and Economic Growth</p>	<ul style="list-style-type: none"> <li>• Maintain Mid Sussex's position as the District with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period</li> </ul>
<p><b>Objective 3:</b>  <b>Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex</b></p> <p>UN Sustainable Goal 10 – Reduced Inequalities</p> <p>UN Sustainable Goal 5 – Gender Equality</p>	<ul style="list-style-type: none"> <li>• Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations so that it equals the proportion of male residents in higher level occupations</li> <li>• Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex by the end of the strategy period</li> </ul>
<p><b>Objective 4:</b>  <b>Improve the economic and social wellbeing of our residents.</b></p> <p>UN Sustainable Goal 1 – No Poverty</p> <p>UN Sustainable Goal 2 – Zero Hunger</p> <p>UN Sustainable Goal 3 – Good Health and Well-Being</p> <p>UN Sustainable Goal 8 - Decent Work and Economic Growth</p>	<ul style="list-style-type: none"> <li>• Reduce the number of Lower-layer Super Output Areas that are in the top third of most deprived local areas in England by the Income domain from one to zero</li> <li>• Reduce the number of areas in Mid Sussex (LSOAs) that are in the top third of most deprived local areas in England by the Employment domain from one to zero</li> <li>• Maintain the Mid Sussex Life Satisfaction Score within the top two districts/ boroughs in West Sussex</li> </ul>
<p><b>Objective 5:</b>  <b>Encourage business start-ups, improve business survival rates and growth</b></p> <p>UN Sustainable Goal 8 - Decent Work and Economic Growth</p> <p>UN Sustainable Goal 9 – Industry, Innovation and Infrastructure</p> <p>UN Sustainable Goal 12 – Responsible Consumption and Production</p> <p>UN Sustainable Goal 13 – Climate Action</p>	<ul style="list-style-type: none"> <li>• Maintain the business formation rate above 65 per 10,000 16+ residents</li> <li>• Increase the number of high growth enterprises from 25 to 30</li> <li>• Increase 3-year business survival rate from 58.4% to 60.3% or above the West Sussex average by the end of the strategy period.</li> </ul>

<p><b>Objective 6:</b>  <b>Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p> <p><b>UN Sustainable Goal 12 – Responsible Consumption and Production</b></p> <p><b>UN Sustainable Goal 13 – Climate Action</b></p>	<ul style="list-style-type: none"> <li>• Reduce CO2 emissions in-line with the council-only annual net-zero pathway target.</li> </ul>
--	--

PLACE THEME	
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS
<p><b>Objective 7:</b></p> <p><b>Position and promote our town and village centres as healthier, greener and more sustainable places generating footfall, social interaction and economic activity</b></p> <p><b>UN Sustainable Goal 7 – Affordable and Clean Energy</b></p> <p><b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p>	<ul style="list-style-type: none"> <li>• Increase the dwell time in the towns by 2% and maintain the average dwell time in the villages</li> <li>• Increase the proportion of adults who cycle or walk at least five times per week from 35.9% to 37.1% or above the West Sussex average by the end of the strategy period</li> </ul>
<p><b>Objective 8:</b></p> <p><b>Improve, manage and promote biodiversity and nature recovery</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p> <p><b>UN Sustainable Goal 13 – Climate Action</b></p> <p><b>UN Sustainable Goal 15 – Life on land</b></p>	<ul style="list-style-type: none"> <li>• Biodiversity Net Gain secured through the planning system (% to be agreed through the District Plan Review)</li> </ul>
<p><b>Objective 9:</b></p> <p><b>Provide commercial and employment space to support new and growing businesses and to attract businesses to the district</b></p> <p><b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b></p> <p><b>UN Sustainable Goal 9 – Industry, Innovation and infrastructure</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p>	<ul style="list-style-type: none"> <li>• Deliver 10ha of additional employment land over the Strategy period</li> <li>• Commence delivery of 25,000sqm of specialist S&amp;T floorspace by 2025</li> <li>• Increase in the new firm formation rate (per 10,000 16+ residents) from 68.8% to 76.9% or above the England average at the end of the strategy period</li> <li>• Increase the proportion of knowledge-based economy businesses from 11.1% to 12.5% of the District's business stock</li> <li>• Increase the number of high growth businesses in the District from 20 to 30</li> </ul>
<p><b>Objective 10:</b></p> <p><b>Facilitate the design, delivery and use of sustainable infrastructure and services</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p> <p><b>UN Sustainable Goal 12 – Responsible Consumption and production</b></p> <p><b>UN Sustainable Goal 13 – Climate Action</b></p>	<ul style="list-style-type: none"> <li>▪ Increase in EV charging points from 23.7 per 100,000 population to 38.8 per 100,000 population or above the England rate</li> <li>• Increase the number of LULEV registered vehicles from 1,234 (23.2% of the West Sussex total) to 25% of the West Sussex total</li> </ul>
<p><b>Objective 11:</b></p> <p><b>Deliver enhanced digital infrastructure and promote its use as a catalyst for</b></p>	<ul style="list-style-type: none"> <li>• Increase super and ultra-fast coverage from 37.5% of households to 60%</li> </ul>

<p><b>growth and innovation across all sectors in the district</b></p> <p><b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b></p> <p><b>UN Sustainable Goal 9 – Industry, Innovation and infrastructure</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p>	<ul style="list-style-type: none"> <li>• Increase maximum mean download speed from 400 Mbps to 475 Mbps or above the Southeast regional average</li> <li>• Increase availability of dark fibre network connections and advanced digital infrastructure from existing zero base.</li> </ul>
<p><b>Objective 12:</b></p> <p><b>Promote Mid Sussex’s assets, ambitions and potential</b></p> <p><b>UN Sustainable Goal 8 - Decent Work and Economic Growth</b></p> <p><b>UN Sustainable Goal 9 – Industry, Innovation and infrastructure</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p>	<ul style="list-style-type: none"> <li>• 50% increase in number of 2021/ 2022 direct Inward Investment enquiries to MSDC per year</li> <li>• Support the recovery of the Mid Sussex Tourism Economy to at or above pre-pandemic levels by 2023/24 and see growth above pre-pandemic levels by 2024/25</li> </ul>
<p><b>Objective 13</b></p> <p><b>Reduction in Carbon Emissions</b></p> <p><b>UN Sustainable Goal 11 – Sustainable Cities and Communities</b></p> <p><b>UN Sustainable Goal 12 – Responsible Consumption and production</b></p> <p><b>UN Sustainable Goal 13 – Climate Action</b></p>	<ul style="list-style-type: none"> <li>▪ Reduce the carbon emissions of 20% of the districts most inefficient homes.</li> <li>▪ 100% participation in applicable and available Green Home Grant schemes throughout the Strategy period.</li> <li>▪ 100% of proposals for new build residential development to meet the sustainability rating policy requirement set out in the District Plan.</li> <li>▪ 100% of proposals for major residential refurbishment and conversion to meet the sustainability rating policy requirement set out in the District Plan.</li> <li>▪ 100% of proposals for new build non-residential development to meet the sustainability rating policy requirement set out in the District Plan.</li> <li>▪ 100% of proposals for non-residential refurbishment and conversion (over 500 m2) to meet the sustainability rating policy requirement set out in the District Plan.</li> <li>▪ Key business and 3rd Sector stakeholders in the District to have a net-zero carbon programme.</li> <li>▪ The successful creation and implementation of a Mid Sussex Net-Zero Carbon Programme throughout the Strategy period.</li> </ul>

PARTNERSHIP THEME	
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS
<p><b>Objective 14:</b></p> <p><b>Ensure that Mid Sussex is an exemplar district and Council in promoting effective partnership working to support sustainable economic development, combat the effect of climate change, increase biodiversity and promote health and well-being</b></p> <p><b>UN Sustainable Goal 17 -Partnerships for the goals</b></p>	<ul style="list-style-type: none"> <li>Mid Sussex District Council receives national recognition as an exemplar Local Authority, for example with a Local Government Chronicle award, in promoting and delivering sustainable economic development.</li> </ul>

# Contents

## People

Key Findings	9
Population	10
Health & Well-Being	11
Deprivation	14
Fuel Poverty	15
Unemployment	16
Employment	17
Earnings	19
Travel to Work	20
Education & Qualifications	21
Apprenticeships	21

## Place

Key Findings	22
GVA & Productivity	22
Business Stocks and Business Birth, Death and Survival Rates	25
Business Sectors	26
Business Size	28
Commercial Floorspace	29
Housing	31
Transport	32
Car Parking	34
Digital Connectivity	35
Crime	35
Rural Economy	36
Energy	36
Natural Environment & Biodiversity	38
Culture & Tourism	39

# People

This section provides data and statistics on the **People** theme of the Sustainable Economy Strategy.

## Key findings

- Mid Sussex has 152,000 residents, 60% of whom are of working age. 90% of the increase in the resident population over the next ten years is projected to be amongst people aged 65+ years<sup>1</sup>.
- The District has a high proportion of economically active residents (79.8%<sup>2</sup>) and low levels of unemployment at 2.5 per cent<sup>3</sup>.
- Mid Sussex scores well on most health indicators, but less well on road casualties and self-harm related hospital admissions
- There are very low levels of deprivation, although geographical access to services is an issue in rural areas and there are pockets of skills deprivation amongst young people in each of the three main urban areas.
- There are relatively high levels of commuting into and out from the district – 35%<sup>4</sup> of the District's working residents commute out of the District and 23% of the District's workers commute into Mid Sussex to work. Males are more likely than females to be both in-commuters and out-commuters. Nearly 10,000 working residents work at, or mainly from, home and a further 5,800 have no fixed place of work.
- The resident population is highly educated with 52.6 per cent of those aged 16-64 possessing an NVQ 4+ qualification<sup>5</sup>.
- Nearly 59 per cent of residents work in Groups 1 – 3 of the Standard Occupational Classification as managers, senior officials, professional and technical occupations<sup>6</sup>.
- Median earnings by residence of full-time workers who live in Mid Sussex of £617.50<sup>7</sup> are higher than median earnings by Mid Sussex workplace at £574.20<sup>8</sup>.
- Full-time female workers earn 89% of full-time male workers hourly earnings, but female residents who work full-time outside the district only earn 83% of their male colleagues.
- There were 640 apprenticeship starts and 190 apprenticeship achievements by residents in the District in Q3 2019/20. 200 of the starts and 80 of the achievements were at intermediate level; 170 of the starts and 30 of the achievements were at Higher Level; and 270 of the starts and 90 of the achievements were at Advanced Level.<sup>9</sup>

---

<sup>1</sup> Strategic Housing Market Assessment (October 2021)

<sup>2</sup> Annual Population Survey; April 2020-March 2021; Office of National Statistics via NOMISWEB

<sup>3</sup> Claimant count: as a proportion of 16-64 year olds; August 2021; Office for National Statistics via NOMISWEB

<sup>4</sup> Census 2011; Office for National Statistics via NOMISWEB. In 2011 there were 57,341 residents in work, 25,400 of whom worked in Mid Sussex and a further 9,685 worked mainly from home.

<sup>5</sup> Annual Population Survey; January 2020-December 2020; Office for National Statistics; via NOMISWEB

<sup>6</sup> Annual Population Survey; April 2020-March 2021; Office for National Statistics; via NOMISWEB

<sup>7</sup> Annual Survey of Hours and Earnings 2020 – Resident Analysis; Office for National Statistics; via NOMISWEB

<sup>8</sup> Annual Survey of Hours and Earnings 2020 – Workplace Analysis; Office for National Statistics; via NOMISWEB

<sup>9</sup> Apprenticeship Data Park for 2019/20; Department for Education

## Population

- Mid Sussex has a total population of around 152,000 Burgess Hill has a population of 32,800; East Grinstead has a population of 26,900 and Haywards Heath has a population of 39,100<sup>10</sup>.
- 20% of the District's population is aged 0-15 years; 60% is aged 16-64 years; and 20% aged 65+ years. Proportionately, it has a larger working age population than West Sussex, but a smaller one than England.
- The resident population is projected to grow by just over 7,500 by 2031. This is a 5% increase. Almost all (90%) of this is growth is projected to be amongst residents aged 65+.

2021						
Age	Mid Sussex		West Sussex		England	
	Count	Percent	Count	Percent	Count	Percent
Aged 0 to 15	30,012	19.6%	159,762	18.2%	10,913,822	19.2%
Aged 16 to 64	90,728	59.4%	512,718	58.4%	35,406,739	62.1%
Aged 65+	32,096	21.0%	205,422	23.4%	10,668,992	18.7%
All Ages	152,837	100.0%	877,911	100.0%	56,989,572	100.0%
2031						
Age	Mid Sussex		West Sussex		England	
	Count	Percent	Count	Percent	Count	Percent
Aged 0 to 15	28,972	18.1%	151,773	16.4%	10,387,050	17.5%
Aged 16 to 64	92,543	57.7%	523,606	56.4%	36,056,306	60.7%
Aged 65+	38,891	24.2%	252,391	27.2%	12,945,733	21.8%
All Ages	160,404	100.0%	927,768	100.0%	59,389,107	100.0%
2021- 2031						
Age	Mid Sussex		West Sussex		England	
	Count	Percent	Count	Percent	Count	Percent
Aged 0 to 15	-1,040	-3.5%	-7,989	-5.0%	-526,772	-4.8%
Aged 16 to 64	1,815	2.0%	10,888	2.1%	649,567	1.8%
Aged 65+	6,795	21.2%	46,969	22.9%	2,276,741	21.3%
All Ages	7,567	5.0%	49,857	5.7%	2,399,535	4.2%

<sup>10</sup> Population estimates – small area based by single year of age – England & Wales (2020); Office for National Statistics via NOMISWEB



# Health and Well-Being

## Life Expectancy and Mortality

- Life expectancy at birth is 85.2 years for females and 81.5 years for males. For both males and females in Mid Sussex, life expectancy is higher than for West Sussex 84.2 years & 80.8 years; and England 83.2 years & 79.6 years). However, the gap between female and male life expectancy (+3.7 years) is higher than in both West Sussex (+3.4 years) and in England (3.6 years).
- Mid Sussex has better mortality rates for people under aged 75 years for all cancer, cardiovascular diseases and all causes.

	MALES	FEMALES	DIFFERENCE
<b>Mid Sussex</b>	<b>81.5</b>	<b>85.2</b>	<b>3.7</b>
<b>West Sussex</b>	<b>80.8</b>	<b>84.2</b>	<b>3.4</b>
<b>England</b>	<b>79.6</b>	<b>83.2</b>	<b>3.6</b>
<i>Adur</i>	81.2	83.7	2.5
<i>Arun</i>	79.7	83.5	3.8
<i>Chichester</i>	81.1	84.8	3.7
<i>Crawley</i>	80.5	83.4	2.9
<i>Horsham</i>	82.5	85.1	2.6
<i>Worthing</i>	79	83.1	4.1

Source: <https://fingertips.phe.org.uk/profile/healthprofiles/data#page/1/gid/1938132701/ati/201/iid/90366/age/1/sex/1/cat/-1/ctp/-1/yr/3/cid/4/tbm/1>

## Life Satisfaction

- Since 2011/12, residents in Mid Sussex have, on average, had higher life satisfaction levels (7.85) than residents across West Sussex as a whole (7.76). Indeed, average life satisfaction in the county is higher only in Chichester (7.88).
- However, in 2019/20, there was a significant fall in life satisfaction in Mid Sussex (7.74) and in Chichester (7.54). Residents in these two areas were had lower levels of life satisfaction than residents in all the other districts/boroughs in West Sussex.
- Anxiety levels have also increased significantly, from a low score of 2.32 in 2013/14 to a high of 3.33 in 2019/20. Anxiety levels amongst Mid Sussex residents in 2019/20 were higher than in any other district/borough in West Sussex.

Life Satisfaction	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Average
<b>Mid Sussex</b>	<b>7.78</b>	<b>7.73</b>	<b>7.86</b>	<b>7.85</b>	<b>8.05</b>	<b>8.02</b>	<b>7.79</b>	<b>7.83</b>	<b>7.74</b>	7.85
<b>West Sussex</b>	<b>7.67</b>	<b>7.59</b>	<b>7.64</b>	<b>7.85</b>	<b>7.8</b>	<b>7.76</b>	<b>7.77</b>	<b>7.89</b>	<b>7.84</b>	7.76
Adur	7.36	7.47	7.52	7.9	7.64	7.31	7.83	7.31	x	7.54
Arun	7.79	7.65	7.6	7.86	7.86	7.64	7.85	7.87	8.09	7.80
Chichester	8.16	7.63	7.75	7.94	7.55	8.17	8.05	8.1	7.54	7.88
Crawley	7.29	7.42	7.77	7.72	7.74	7.63	7.68	7.88	7.83	7.66
Horsham	7.7	7.81	7.47	7.94	8.14	7.66	7.52	8.1	7.92	7.81
Worthing	7.33	7.25	7.48	7.73	7.4	7.64	7.67	7.9	7.8	7.58

Source: Personal Well-Being Index, Office for National Statistics (2020)

### Other Health Indicators

- Mid Sussex performs better than the England average on the following health indicators:
  - Hospital admissions for alcohol specific conditions
  - Smoking amongst residents aged 18+ years
  - Percentage of adults who are overweight or obese
  - Under 18 conception rates
  - Breastfeeding initiation
  - Obesity amongst Year 6 children
  - Children in low income families
  - New Sexually transmitted infection diagnoses
  - Tuberculosis incidence
- Mid Sussex performs similar to the England average on the following health indicators:
  - Suicide rate
  - Hip fractures in people aged 65+ years
  - Estimated dementia rate
  - Admission episodes for alcohol-specific conditions - Under 18s
  - Infant mortality rate
  - Excess winter deaths index
- Mid Sussex performs worse than the England average on the following health indicators:
  - People killed or seriously injured on roads
  - Emergency hospital admissions for intentional self-harm
  - Early cancer diagnosis
  - Diabetes diagnosis rate

MID SUSSEX					
	Age	Time period	Value	Count	Compared to England value or percentiles
Under 75 mortality rate from all causes	<75 yrs	2017 - 19	241	1010	Better
Under 75 mortality rate from cancer	<75 yrs	2017 - 19	112	472	Better
Under 75 mortality rate from all cardiovascular diseases	<75 yrs	2017 - 19	40	167	Better
Suicide rate	10+ yrs	2017 - 19	8	31	Similar
Killed and seriously injured (KSI) casualties on England's roads (historic data)	All ages	2016 - 18	54	240	Worse
Emergency Hospital Admissions for Intentional Self-Harm	All ages	2019/20	262	350	Worse
Hip fractures in people aged 65 and over	65+ yrs	2019/20	516	175	Similar
Cancer diagnosed at early stage (experimental statistics)	All ages	2017	49	325	Not compared
Estimated diabetes diagnosis rate	17+ yrs	2018	71		Worse
Estimated dementia diagnosis rate (aged 65 and over)	65+ yrs	2021	64	1451	Similar
Admission episodes for alcohol-specific conditions - Under 18s	<18 yrs	2017/18 - 19/20	36	35	Similar
Admission episodes for alcohol-related conditions (Narrow)	All ages	2018/19	477	706	Better
Smoking Prevalence in adults (18+) - current smokers (APS)	18+ yrs	2019	9	10117	Better
Percentage of physically active adults	19+ yrs	2019/20	71		Similar
Percentage of adults (aged 18+) classified as overweight or obese	18+ yrs	2019/20	56		Better
Under 18s conception rate / 1,000	<18 yrs	2018	9	22	Better
Smoking status at time of delivery	All ages	2019/20	4	57	Better
Breastfeeding initiation	All ages	2016/17	88	1366	Better
Infant mortality rate	<1 yr	2017 - 19	4	17	Similar
Year 6: Prevalence of obesity (including severe obesity)	10-11 yrs	2019/20	12	175	Better

Source: <https://fingertips.phe.org.uk/profile/health-profiles/data#page/1/gid/1938132701/ati/201/iid/90366/age/1/sex/1/cat/-1/ctp/-1/yr/3/cid/4/tbm/1>

## Deprivation

- There are 83 Lower Level Super Output Areas (LSOAs) in Mid Sussex, 38 (46%) of these are in the least deprived decile in England and 70% are in the least deprived quintile.
- There are no LSOAs in the top quintile of most deprived local areas in England and only one in the top tertile of deprived local areas. This is located in the Haywards Heath Bentswood ward. The only other LSOA that is in the top half of most deprived local areas in England is located in the Burgess Hill Victoria ward.
- The domains where there is the most deprivation are:
  - Geographical barriers to housing (12 LSOAs in the most deprived decile)
  - Indoor living environment (5 LSOAs in the most deprived decile)
  - Young people's education and skills (4 LSOAs in the most deprived decile)
- Indoor living environment deprivation is most acute in parts of Hurstpierpoint & Downs; High Weald and Bolney wards.
- Young people's education deprivation is most acute in parts of Burgess Hill St Andrews; Burgess Hill Victoria; East Grinstead Ashplats and Haywards Heath Bentswood wards.

IMD Overall		Income	Employment	Education & Skills			Health & Disability	Crime	Barriers to Housing			Living Environment		
				Overall	Children & Young People	Adult Skills			Overall	Geog. Barriers	Wider Barriers	Overall	Indoors	Outdoors
Decile	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs	LSOAs
1	0	0	0	1	4	0	0	0	3	12	0	4	5	0
2	0	0	0	2	3	1	0	0	5	18	0	2	2	4
3	1	2	1	4	2	0	0	2	10	12	0	2	3	4
4	1	3	6	2	7	2	1	1	7	6	4	3	3	3
5	3	4	3	5	7	4	0	5	10	10	8	6	6	14
6	7	3	6	7	9	8	1	8	10	8	11	5	7	10
7	3	14	6	14	11	13	4	14	6	9	21	8	6	16
8	10	9	10	13	20	14	4	18	14	6	21	11	9	19
9	20	19	20	24	13	26	21	15	11	2	13	19	18	13
10	38	29	31	11	7	14	51	20	7	0	5	23	23	0

Source: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

## Fuel Poverty

- There are 3,572 households in the District that are fuel poor (2019). This represents 5.8% of all the District's households. This is much lower than the level of fuel poverty in England (13.4%) and below the average for West Sussex (7.0%). Mid Sussex has the lowest proportion of fuel poor households of all districts in the county.

	Number of households	Number of households in fuel poverty	Proportion of households fuel poor (%)
<b>Mid Sussex</b>	<b>61,810</b>	<b>3,572</b>	<b>5.8</b>
West Sussex	372,658	26,185	7.0
England	23,661,751	3,175,979	13.4
<i>Adur</i>	<i>29,120</i>	<i>2,264</i>	<i>7.8</i>
<i>Arun</i>	<i>72,015</i>	<i>5,165</i>	<i>7.2</i>
<i>Chichester</i>	<i>53,740</i>	<i>4,053</i>	<i>7.5</i>
<i>Crawley</i>	<i>46,153</i>	<i>3,441</i>	<i>7.5</i>
<i>Horsham</i>	<i>59,157</i>	<i>3,538</i>	<i>6.0</i>
<i>Worthing</i>	<i>50,663</i>	<i>4,152</i>	<i>8.2</i>

Source: <https://www.gov.uk/government/statistics/fuel-poverty-detailed-tables-2021>

## Unemployment

- At 2.5% (2,280), Mid Sussex has one of the lowest claimant count unemployment rates in England – only 12 districts/boroughs in the country have a lower rate.
- However, the Covid-19 pandemic has had a significant impact on the number of people in the District who are out of work. In August 2019, 815 residents were unemployed. This rose to 3,400 in August 2020 before falling back to 2,280 in August 2021. However, there are still nearly three times more unemployed people in the district than there were before the start of the Covid-19 pandemic.
- Cumulatively, 26,400 employments in the District were furloughed during the pandemic. The number had fallen to 4,790 furloughed by June 2021. The sector with the most furloughed workers in June 2021 were Transport & Storage (870), administrative & support services (650); wholesale & retail (600); and accommodation & food service (560). Equal numbers of males (2,400) and females (2,400) were furloughed
- Males (2.9%) are more likely to be unemployed than females (2.1%) and they account for 56% of the increase in claimant count unemployment since August 2019.
- In June 2021 there were 25 young people Not in Education, Employment or Training) who were seeking opportunities (Haywards Heath 9, Burgess Hill 9, East Grinstead 7; 15 NEETs who were not available (Haywards Heath 7, Burgess Hill 5, East Grinstead 3); and 114 young people about whom it was not known whether or not they were in employment, education or training

Mid Sussex	August 2019		August 2020		August 2021		Change 2019-2021	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Male	455	1.0	1,985	4.4	1,295	2.9	840	284.6%
Female	360	0.8	1,415	3.1	985	2.1	625	273.6%
Total	815	0.9	3,400	3.7	2,280	2.5	1,465	279.8%
West Sussex	August 2019		August 2020		August 2021		Change 2019-2021	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Male	4,835	1.9	16,105	6.5	12,140	4.9	7,305	251.1%
Female	3,750	1.5	11,215	4.3	9,100	3.5	5,350	242.7%
Total	8,585	1.7	27,325	5.4	21,240	4.2	12,655	247.4%
England	August 2019		August 2020		August 2021		Change 2019-2021	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Male	558,795	3.2	1,357,985	7.7	1,095,930	6.2	537,135	196.1%
Female	406,480	2.3	924,025	5.2	778,620	4.4	372,140	191.6%
Total	965,275	2.7	2,282,005	6.5	1,874,550	5.3	909,275	194.2%

Source: Claimant Count Office for National Statistics via NOMISWEB

## Employment

- The employment rate before the Covid pandemic was 80.4%. This was the third highest in West Sussex (after Adur (84.0%) and Crawley (81.9%). Since the pandemic, the employment rate has fallen to 76.4% - higher only than Chichester (70.0%) and Horsham (75.9%).
- There were 63,000 people working in Mid Sussex in 2019, 52,100 (86%) working in the private sector. This is similar proportion to West Sussex (86%) and a higher proportion than in England as a whole (84%).
- The number of people working in the District increased by 3,000 (4.5%) between 2015 and 2019. The main increases were in Professional, Scientific & Technical Activities (+1,000); Administrative and Support Activities (+1,500); Education (+1,000); Arts, Entertainment & Recreation (+500); and Other Service Activities (+500). There were 1,000 fewer people working in the Wholesale & Retail sector.
- Two thirds (64%) of local employees in Mid Sussex work full-time. This is lower than in West Sussex (66%) and lower than in England (68%).
- Four sectors account for over half (51 per cent) of employee jobs in Mid Sussex as follows:
  - Wholesale and retail trade 18%
  - Human Health and social work activities 14%
  - Education 11%
- A higher proportion of people are employed in Agriculture, Forestry and Fishing than in West Sussex or England, which reflects the rural nature of the District. However, the percentage who work in these sectors is still very low (1.3%).
- Over half (59%) of Mid Sussex residents are employed in Groups 1-3 of the Standard Occupational Classification as managers, directors, senior officials, professional and associated professional and technical occupations. This is well above the average for the South East of 50% and West Sussex of 49%.
- The most highly concentrated sub-sectors in the district, based on employment density are:
  - Other Credit Granting - LQ = 13.0 - 800 employees
  - Retail Sale of Watches and Jewellery - LQ = 8.0 - 500 employees
  - Wholesale of Pharmaceutical Goods - LQ = 7.5 - 900 employees
  - Activities of Religious Organisations - LQ = 7.5 - 900 employees
- Of sectors that employ more than 1,000 people, the most concentrated activities are:
  - General Secondary Education - LQ = 2.6 – 4,000 employees
  - Other Business Support Service Activities - LQ = 2.3 – 1,500 employees
  - Residential Care Activities for the Elderly - LQ = 2.0 – 1,000 employees
- Three-quarters (74%) of the District's jobs are in Haywards Heath (22%), Burgess Hill (22%) and East Grinstead (30%), but a quarter (26%) are in rural areas.

2019	number	Percent	LQ West Sussex	LQ England
A : Agriculture, forestry and fishing	800	1.3	0.8	1.0
B : Mining and quarrying	40	0.1	N/A	1.0
C : Manufacturing	4,000	6.3	0.8	0.8
D : Electricity, gas, steam and air conditioning supply	100	0.2	0.7	0.5
E : Water supply; sewerage, waste management and remediation activities	500	0.8	0.9	1.3
F : Construction	3,500	5.6	1.2	1.1
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	11,000	17.5	1.1	1.2
H : Transportation and storage	1,500	2.4	0.3	0.5
I : Accommodation and food service activities	4,500	7.1	0.8	0.9
J : Information and communication	2,000	3.2	1.1	0.7
K : Financial and insurance activities	3,000	4.8	1.8	1.4
L : Real estate activities	1,000	1.6	1.1	0.8
M : Professional, scientific and technical activities	6,000	9.5	1.3	1.0
N : Administrative and support service activities	4,500	7.1	0.8	0.8
O : Public administration and defence; compulsory social security	1,000	1.6	0.6	0.4
P : Education	7,000	11.1	1.4	1.3
Q : Human health and social work activities	9,000	14.3	1.1	1.2
R : Arts, entertainment and recreation	1,500	2.4	1.1	1.0
S : Other service activities	2,500	4.0	1.8	1.9
Total	<b>63,000</b>	<b>100.0</b>	1.0	1.0

Source: Annual Business Inquiry via NOMISWEB



## Earnings

- Median earnings for Mid Sussex residents working full-time are £617.50 per week. This is higher than West Sussex residents' median weekly earnings £575.40 and those of residents in England as a whole (£589.80) meaning that the local economy has access to relatively wealthier consumers than other areas.
- Median earnings for full-time workers in Mid Sussex are £574.20 per week. This is lower than median earnings for full-time workers in England (£589.90 per week) and similar to full time workers in West Sussex (£574.90 per week).
- Hourly earnings for all workers are £14.81. This is 87% of the hourly earnings of working residents (£17.07).
- Female full-time workers who are employed in the District earn, on average, 80% of what their male colleagues earn and full-time female workers who work outside the district earn 76% of what their male equivalents earn. In both these cases, they are lower than the differences in England
- Male full-time workers who work outside the district earn £108.30 per week more than male full-time workers who are employed in the district. Female full-time workers who work outside the district earn £54.10 per week more than female full-time workers who are employed in the district.
- Some of the difference in gender pay levels is attributable to the difference in the number of hours worked by men and women. Female full-time workers who work outside the district earn 83% of what their male colleagues earn per hour worked. Female full-time workers who are employed within the district earn 89% of what their male colleagues earn per hour.
- Female workers in the district earn £14.41 per hour. This is 95% of male workers' average hourly earnings (£15.15).

Weekly pay - gross (2020)	Amount	Amount	Amount	Female % of Male Earnings		
	Mid Sussex	West Sussex	England	Mid Sussex	West Sussex	England
<b>All Full Time Workers</b>	<b>£617.50</b>	<b>£575.40</b>	<b>£589.80</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Male Full Time Workers	£705.70	£616.10	£627.30	100	100	100
Female Full Time Workers	£533.40	£493.20	£544.30	76	80	87
Male Part Time Workers	N/A	£174.10	£192.20	N/A	100	100
Female Part Time Workers	£192.00	£198.90	£204.80	N/A	114	107
All Male	£604.40	£574.80	£574.90	100	100	100
All Female	£422.40	£375.80	£397.50	69.9	65.4	69.1
<b>Workplace Earnings</b>						
Weekly pay - gross (2020)	Amount	Amount	Amount	Female as % of Male Earnings		
	Mid Sussex	West Sussex	England	Mid Sussex	West Sussex	England
<b>All Full Time Workers</b>	<b>£574.20</b>	<b>£574.90</b>	<b>£589.90</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Male Full Time Workers	£597.40	£588.20	£628.00	100	100	100
Female Full Time Workers	£479.30	£511.00	£544.00	80	87	87
Male Part Time Workers	N/A	£182.10	£191.60	N/A	100	100

Female Part Time Workers	n/A	£198.90	£204.50	N/A	109	107
All Male	£567.00	£568.10	£574.90	100	100	100
All Female	£411.20	£377.00	£397.30	72.5	66.4	69.1

Source: Annual Survey of Hours & Earnings; Office for National Statistics via NOMISWEB; 2020

## Travel to Work

- There are 0.8 jobs in Mid Sussex for every 1.0 working age resident. This results in high levels of out-commuting, particularly to London and neighbouring Crawley and Brighton & Hove.
- Mid Sussex has 91,000 working age residents and 69,600 economically active residents who are available for work<sup>11</sup>.
- Around 44 per cent of employed residents (31,880) commute out of the District to work and 33 per cent of the District's workers (20,410) commute into Mid Sussex to work.
- There are over 11,000 net out-commuters from the District and 2.1 people commute out of Mid Sussex to work for every one person who commutes into the district to work
- Nearly 10,000 working residents work at or mainly from home and a further 5,800 employed residents have no fixed place of work.
- 8,100 of the District's working residents commute to London, including 5,600 males and 2,500 females; and a further 7,100 commute to Crawley to work.
- The impact of the Covid-19 pandemic and the adoption of digital technologies is likely to have a significant impact on travel to work patterns, with more flexible employment and increases in home-working.

Working Residents	72,805
Workplace Workers	61,335
Live & Work in District	40,925
Self-Contained Rate	56.2%
Out Commuters	31,880
Top out-commuting destinations	Crawley, Brighton & Hove, Westminster, City of London, Tandridge
In-Commuters	20,410
Top in-commuting destinations	Brighton & Hove, Crawley, Wealden, Lewes
Net inflow of workers	-11,470

Source: Population estimates – England & Wales (2020); Office for National Statistics via NOMISWEB & Annual Population Survey April 2020-March 2021; Office for National Statistics via NOMISWEB

<sup>11</sup>Population estimates – England & Wales (2020); Office for National Statistics via NOMISWEB & Annual Population Survey April 2020-March 2021; Office for National Statistics via NOMISWEB

## Education and Qualifications

- Mid Sussex has a highly educated workforce, with 52.6 per cent of those aged 16-64 possessing a Level 4+ qualification and 68.3 per cent hold a Level 3+ qualification. Mid Sussex has the highest proportion of working age residents with Level 4 qualifications.
- Mid Sussex has a mix of independent and state secondary and special schools. State secondary schools include Warden Park School and Oathall Community College in Haywards Heath; the Burgess Hill Academy, St Paul's Catholic College and Downlands Community School in Burgess Hill; and Sackville School and Imberhorne School in East Grinstead, all of which have either 'Good' or 'Outstanding' OFSTED ratings. Independent schools include Hurstpierpoint College, Burgess Hill Girls School. and Worth School all offering post 16 education.
- The closure of Central Sussex College has removed the only specialist state Sixth Form College in the District with access to state Sixth Form now limited to that provided in secondary schools.
- Mid Sussex does not have a dedicated centre for higher education, but is close to the Universities of Sussex and Brighton. The District is well provided with independent 6th Form opportunities with Ardingly College, Burgess Hill School for Girls, Hurstpierpoint College

Jan 2020-Dec 2020	% with NVQ4+ - aged 16-64		% with NVQ3+ - aged 16-64		% with NVQ2+ - aged 16-64		% with NVQ1+ - aged 16-64		% with no qualifications (NVQ) - aged 16-64	
	Count	percent	Count	percent	Count	percent	Count	percent	Count	percent
Mid Sussex	45,300	52.6	58,800	68.3	72,800	84.6	79,200	92.0		
West Sussex	203,600	40.5	302,800	60.2	389,800	77.6	444,300	88.4	24,500	4.9
England	14,886,100	42.8	21,296,900	61.2	27,158,800	78.0	30,594,400	87.9	2,153,900	6.2

Source: Annual Population Survey, Office for National Statistics via NOMISWEB, Jan 2020-December 2020

## Apprenticeships

Between August 2019 and April 2020, 640 residents in Mid Sussex started an apprenticeship and 190 completed one. There were 270 Advanced Apprenticeship starts and 90 achievements; 170 Higher Apprenticeship starts and 30 achievements; and 200 intermediate starts and 80 achievements;

- Business, Administration and Law had the most starts (190), followed by Health, Public Services & Care (160) and Engineering & Manufacturing Technologies (100). These sectors also had the highest number of achievements.

- Marginally more males (52%) than females (48%) started an apprenticeship. However, only 10 of the 100 Engineering & Manufacturing Technology apprenticeship starters were females and only 25% (4) of the Health, Public Services & Care apprenticeship starters were males
- Just under a half (45%) of all new apprentices were aged 25+ years.

Apprenticeships August 2019-April 2020					
Level	Starts	Achievements	Subject	Starts	Achievements
Advanced Apprenticeship	270	90	Agriculture, Horticulture and Animal Care	10	-
Higher Apprenticeship	170	30	Business, Administration and Law	190	50
Intermediate Apprenticeship	200	80	Construction, Planning and the Built Environment	40	10
Gender	Starts	Achievements	Education and Training	10	-
Male	330	100	Engineering and Manufacturing Technologies	100	40
Female	310	100	Health, Public Services and Care	160	60
Age	Starts	Achievements	Information and Communication Technology	40	10
Under 19	150	70	Leisure, Travel and Tourism	20	10
19-24	200	60	Retail and Commercial Enterprise	70	20
25+	290	60	<b>TOTAL</b>	<b>640</b>	<b>190</b>

Source: <https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships>; Department for Education; August 2019-April 2020

## Key Findings

- Mid Sussex has a high proportion of micro-businesses and a small number of larger employers compared with West Sussex and England.
- There is a high concentration of businesses in the Professional, Scientific & Technical, Information & Communication and education sectors.
- The number of newly registered businesses has declined and the number of business de-registering has increased in recent years.
- Three sectors of the economy account for a little under half (43%) of all jobs in the district: Wholesale & retail (18%); health & social work (13%); and education (12%).
- The District has around 158,000 sqm of office accommodation; The district has around 497,000 sqm of industrial floorspace.
- Average rents range from £15.71 per sq.ft to £23.45 per sq.ft for offices space; £9.93 per sq.ft to £10.54 per sq.ft for industrial accommodation; and from £21.86 per sq.ft to £23.52 per sq.ft for retail floorspace.
- The three town centres, Burgess Hill, East Grinstead and Haywards Heath are performing relatively well although footfall in the centres has been impacted by the Covid 19 pandemic.
- The number of vacant units in East Grinstead and Haywards Heath has stayed relatively consistent over time and is below the national average of 14.2%. However, the percentage of vacant units in Burgess Hill has increased from 13.2 % in 2014 (the date of the previous Health Checks) to 14.7% (in the latest Study) which is higher than the national average.

## GVA and Productivity

- In 2018 the total value of the Mid Sussex economy was £3.23 billion. The main contributors to this were:
  - *Real Estate Activities*: £749 million (24%) – this is mainly accounted for by 'owner occupiers imputed rental (£579 million), which is the implied amount that owner occupiers would have to pay rent for the properties that they own.
  - *Wholesale & Retail*: £369 million (11%) – this is equally split between the wholesale and retail sub-sectors
  - *Human health & social work activities*: £349 million (11%)
  - *Manufacturing*: £257 million (8%)
  - *Education*: £269 million (8%).
- A quarter of the value of the Mid Sussex economy is accounted for by the imputed costs of residential properties.
- Gross Value Added (GVA) per hour worked is £32.52 and £51,157 per job filled – both below the average for the Coast to Capital LEP area.<sup>12</sup> Since 2010 productivity per job has increased by 1

<sup>12</sup> Subregional Productivity: Labour Productivity by Local Authority District (2019); Office for National Statistics

- 8.5% and productivity per hour worked by 19.3%, based on current prices.

GVA per Hour Worked	2010	2019	2010-2019 Change	
<b>Mid Sussex</b>	<b>£27.45</b>	<b>£32.52</b>	<b>£5.07</b>	<b>18.5%</b>
<i>Adur</i>	£29.44	£32.65	£3.21	10.9%
<i>Arun</i>	£23.89	£29.81	£5.92	24.8%
<i>Chichester</i>	£25.55	£31.15	£5.60	21.9%
<i>Crawley</i>	£32.00	£37.07	£5.07	15.8%
<i>Horsham</i>	£30.11	£32.55	£2.44	8.1%
<i>Worthing</i>	£35.31	£46.04	£10.73	30.4%
GVA per Job Filled	2010	2019	2010-2019 Change	
<b>Mid Sussex</b>	<b>£42,879</b>	<b>£51,157</b>	<b>£8,278</b>	<b>19.3%</b>
<i>Adur</i>	£45,676	£50,367	£4,691	10.3%
<i>Arun</i>	£36,570	£43,925	£7,355	20.1%
<i>Chichester</i>	£38,084	£46,011	£7,926	20.8%
<i>Crawley</i>	£50,116	£62,666	£12,551	25.0%
<i>Horsham</i>	£46,936	£52,789	£5,853	12.5%
<i>Worthing</i>	£54,136	£71,620	£17,484	32.3%

Source: Sub Regional Productivity: Labour Productivity Indices by Local Authority District; Office for National Statistics; 2021

## Business Stocks and Birth, Death & Survival Rates

- There are 8,080 registered businesses in Mid Sussex (2019). This is 775 more than there were in 2014. The growth rate over the period (10.6%) is similar to the average for West Sussex (10.9%).
- There has been a modest annual reduction in the number of newly formed businesses since 2014, when 905 new businesses were registered. In 2019, 835 new businesses were started.
- The number of business de-registrations has increased from 630 in 2014 to 815 in 2019.
- Three year business survival rates were lower for businesses that were formed in 2016 (58.4%) than there were for businesses that were formed in 2014 (63.5%). They are below the three year survival rates for West Sussex (60.3%).

	2014	2019		2014	2019
<b>STOCK</b>					
Mid Sussex	7,305	8,080	Mid Sussex	N/A	N/A
West Sussex	36,155	40,090	West Sussex	N/A	N/A
<b>BIRTHS</b>			<b>BIRTH RATES</b>		
Mid Sussex	905	835	Mid Sussex	12.4%	10.3%
West Sussex	4,315	4,180	West Sussex	11.9%	10.4%
<b>DEATHS</b>			<b>DEATH RATES</b>		
Mid Sussex	630	815	Mid Sussex	8.6%	10.1%
West Sussex	3,245	3,985	West Sussex	9.0%	9.9%
<b>CHANGE IN STOCK from 2014</b>			<b>CHANGE IN STOCK from 2014</b>		
Mid Sussex	0	775	Mid Sussex	0.0%	10.6%
West Sussex	0	3,935	West Sussex	0.0%	10.9%
<b>3 YEAR SURVIVAL RATE</b>					
	<b>2014</b>	<b>2016</b>			
Mid Sussex	63.5%	58.4%			
West Sussex	64.0%	60.3%			

Source: Business Demography, Office for National Statistics; 2021

## Business Sectors

- Three sectors account for nearly half (46%) of all business units in the District: Professional, scientific & Technical (20%); Wholesale & Retail (14%); and Construction (12%). However, many of these businesses are micro-businesses employing a small number of people,.
- There is a high concentration of businesses in the Professional, Scientific & Technical, Information & Communication and education sectors. There is a low concentration of businesses in the Transport & Storage; Accommodation & Food Service; Manufacturing; Electricity, Gas & Water Supply, Agriculture, Forestry & Fishing and Public Administration, Defence & Social Security sectors.
- Since 2015, the largest increase in local business units has been in construction (+185), professional, technical & scientific activities (+85), administration & support (+90) and information & communications (+90)
-

Industry-2020	Count	Percent	LQ - England	LQ - West Sussex
A : Agriculture, forestry and fishing	230	2.8	0.7	0.8
B : Mining and quarrying	5	0.1	1.1	1.3
C : Manufacturing	315	3.8	0.8	0.8
D : Electricity, gas, steam and air conditioning supply	10	0.1	0.7	0.6
E : Water supply; sewerage, waste management and remediation activities	30	0.4	1.0	0.9
F : Construction	1,045	12.6	1.1	1.0
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	1,175	14.1	0.9	0.9
H : Transportation and storage	165	2.0	0.4	0.6
I : Accommodation and food service activities	395	4.8	0.7	0.8
J : Information and communication	815	9.8	1.3	1.3
K : Financial and insurance activities	225	2.7	1.1	1.2
L : Real estate activities	290	3.5	0.9	1.0
M : Professional, scientific and technical activities	1,615	19.4	1.2	1.2
N : Administrative and support service activities	790	9.5	1.1	1.1
O : Public administration and defence; compulsory social security	35	0.4	0.6	0.7
P : Education	225	2.7	1.2	1.1
Q : Human health and social work activities	405	4.9	1.0	1.0
R : Arts, entertainment and recreation	225	2.7	1.0	1.0
S : Other service activities	320	3.9	1.1	1.0
Column Total	<b>8,310</b>	100.0		

Source: Business Register & Employment Survey (BRES); Office for National Statistics via NOMISWEB; 2020



## Business Size

- Nearly nine out of ten (87%) of the District's businesses employ fewer than ten people and three quarters (75%) employ fewer than five people. The proportion of micro-businesses in the District is slightly higher than in West Sussex (85%) and England (85%).
- There are 905 (10.9%) business units in the district employing 10-49 staff. This is a lower proportion than in West Sussex (12.1%) and in England (12.2%).
- The District also has a low proportion of business units employing 50-249 staff (1.9% or 160 businesses). This compares with 2.5% in West Sussex and 2.6% in England.
- There are twenty business units in the district with 250+ staff – 0.2% of all the District's businesses. This is a much lower proportion than in West Sussex (0.4%) and England (0.4%). Secondary education providers and retail supermarkets account for at least half of the District's large business units.

	Count	Percent	LQ England	LQ West Sussex
<b>Micro (0 to 9)</b>	<b>7,225</b>	<b>86.9</b>	<b>1.0</b>	<b>1.0</b>
0 to 4	6,225	74.9	1.0	1.0
5 to 9	1,000	12.0	1.0	1.0
<b>Small (10 to 49)</b>	<b>905</b>	<b>10.9</b>	<b>0.9</b>	<b>0.9</b>
10 to 19	575	6.9	0.9	1.0
20 to 49	330	4.0	0.8	0.8
<b>Medium-sized (50 to 249)</b>	<b>160</b>	<b>1.9</b>	<b>0.8</b>	<b>0.8</b>
50 to 99	105	1.3	0.8	0.8
100 to 249	55	0.7	0.7	0.7
<b>Large (250+)</b>	<b>20</b>	<b>0.2</b>	<b>0.6</b>	<b>0.6</b>
250 to 499	15	0.2	0.7	0.7
500 to 999	0	0.0	0.0	0.0
1000+	0	0.0	0.0	0.0
<b>Total</b>	<b>8,310</b>	<b>100.0</b>	<b>1.0</b>	<b>1.0</b>

Source: UK Business Counts, Office for National Statistics via NOMISWEB; 2020

## Commercial Floorspace

In 2021, Mid Sussex contained 655,000 sqm of business floorspace, comprising 497,000 sqm of industrial and 158,000 sqm of office space.

Mid Sussex's commercial property market centres around the District's three main towns of Haywards Heath, Burgess Hill and East Grinstead, , each with a distinctive offer and character.

- **Haywards Heath** - 35% of the District's office market is located in Haywards Heath due in part to its connectivity strengths, and historic role as an important office destination. Demand for good quality modern office premises remain high although there is a need to improve the older stock so that it continues to be attractive to current business occupiers.
- **Burgess Hill** has the largest and most established industrial space market, with 50% of the District's industrial floorspace. The new business parks, once developed will provide even further employment opportunities.
- **East Grinstead** has a mixed employment offer although has suffered significant loss of office space through permitted development.
- Two-thirds 66% of the commercial floorspace is in urban parts of the district and one third (34%) is in its rural parts. Over half of all the District's warehouse space is located in rural areas.

### Offices

- The District has 158,000 sqm office accommodation. There has been a modest decline in the stock since 2014, however this is anticipated to increase due to the allocation of office space within the Site Allocations DPD, including at the Science and Technology Park to the west of Burgess Hill (provisionally over 30% equivalent to nearly 40,000 sqm)
- Four and five star accommodation accounts for 13% of the office floorspace stock; three and four star makes up 63%; and one and two star the remaining 25%.
- The long-term impact of the Covid-19 pandemic on working patterns could change the way that office space is used in the district.
- Market rents range from £16.87 per sq.ft for one and two star accommodation to £23.45 per sq.ft for five star office space. Most of stock is three and four star, for which rents are £15.71 per sq.ft.
- The office vacancy rate is 3.4%, but this is much higher for four and five star accommodation (19%) than three star (3.2%) and one and two star (0.8%) accommodation.

### Industrial

- The District has around 497,000 sqm of industrial floorspace, 64% of which is in the logistics sector; 12% is specialist industrial floorspace; and the remaining 23% is light industrial.
- There has been an increase of around 8.3% since 2020, mostly in the logistics sector.
- Market rents range from £9.93 per sq.ft for specialist industrial floorspace to £10.54 per sq.ft for light industrial floorspace. Logistics floorspace averages at £10.29 per sq.ft.

- The vacancy rate is 3.9% which is expected to reduce to 3% in 2022. This includes 5.5% of logistics accommodation and 3.0% of light industrial floorspace. There is no vacancy in the specialist industrial sector.
- There are twenty-one business parks spread across the District, the largest of which is the Victoria Business Park in Burgess Hill.
- The development plan for the District sets out a policy framework to support the delivery of a c50ha Science and Technology Park in Burgess Hill, which will deliver approximately 123,000 sqm of floorspace plus ancillary uses and will bring 2,500 jobs to the District.

## **Retail**

The Mid Sussex District Council Retail Study (2022) indicated that while the three towns are performing reasonably well they are not meeting their full potential. In addition:

- The Covid -19 pandemic has led to a significant increase in the number of residents shopping online for both convenience and comparison goods. Before the first lockdown, 34.6% of those residents in the Study Area had shopped for groceries online at some point. During the lockdowns, this number increased to 46.6%. Since the lockdown has been lifted, the number using online services has decreased slightly to 41.1%, but remains significantly higher than before lockdowns. Before the first lockdown, 82.5% of Study Area residents shopped for comparison goods online. During the lockdowns, this number increased slightly to 83.1%. Since the lockdowns have been lifted, this figure has risen slightly again to 84.7%.
- There is an extant planning permission to redevelop the Martlets Centre in Burgess Hill, including the provision of larger floorspace sites suitable for fashion retail, commercial leisure and a town centre hotel.
- There are also plans to redevelop the Orchards Shopping Centre in Haywards Heath, highlighted in the Haywards Heath Town Centre Masterplan, including expanding the existing Marks & Spencer store as the anchor tenant.

The Retail Study also sets out the results of a town centre health check and the conclusions for the three town centres are set out below:

### Burgess Hill:

- There are 15 convenience units which account for 7.6% of the overall composition in Burgess Hill Town Centre. This is slightly lower than the UK average of 9.2%. Since the previous health checks were undertaken for the 2014 Retail Study, the overall proportion of convenience floorspace has reduced from 14.4% to 11.6%, which is lower than the UK average of 15.4%.
- Comparison units account for 25.8% of the overall units which is slightly lower than the conclusions of the previous retail study (28.4%), and the UK average (27.1%).
- The vacancy rate in the centre is 14.6% of the overall composition, slightly higher than the UK average of 14.2%. The vacancy rate also represents an increase since the previous retail study health checks were undertaken in 2014, from 13.2%.
- Enhancement to the overall public realm and landscaping will be key to improving the environmental quality and would have significant benefits for the appearance and perception of the area. This would in turn assist in generating further investment in the wider town centre;

- The centre has vacancy rate of 14.6% of the overall composition in the centre which has increased from 13.2% in 2014;
- Although Burgess Hill is one of the larger centres in the District, the range of shops, cafes, pubs and restaurants is limited.
- The footfall within the Centre has decreased by 13% in December 2021 from the figure in December 2019. The average dwell time has decreased by 11% over the same time-period.

### East Grinstead

- East Grinstead has seen an increase in convenience units since the last Retail Study in 2014, from 4.3% to 7.9% of the overall units in the centre. This is slightly below the UK average of 9.2%. Overall, convenience floorspace accounts for 12.2% of the centre's total floorspace, which is slightly below the UK average of 15.4%. The centre has a range of convenience stores with the main big name brands including Waitrose, Holland & Barret, Iceland and Greggs. The remaining convenience stores are mainly independent.
- The centre has seen a significant decrease in the number of comparison units since 2014, at which point, comparison units accounted for 35.1%. In 2021, comparison units made up 27.1% which is in line with the UK average. Notwithstanding, comparison units still make up the largest proportion of units in the centre.
- The centre has a successful offering of independent units.
- The number of vacant units in the centre have remained largely the same in both 2014 (7.7%) and 2021 (7.4%) which in any event is lower than the UK average of 14.2%.
- The historic environment provides an important platform to market the town as a destination with a particular focus on the unique historic character including existing tourist facilities such as the Bluebell Railway nearby.
- The quality of the attractive shopfronts decreases as you move northbound and away from the historic buildings on the High Street.
- The majority of the units in the centre close at 5:30pm, limiting the potential for an established night time economy.
- The footfall within the Centre has decreased by 8% in December 2021 from the figure in December 2019. The average dwell time has decreased by 5% over the same time-period.

### Haywards Heath

- The centre has seen a slight decrease of 1.0 percentage points in convenience stores (6.7%) compared to 2014 figures (7.7%). This proportion of convenience units in 2021 is lower than the UK average of 9.2%. In terms of convenience floorspace, the centre has the same proportion as the UK average of 15.4%.
- Comparison units account for the majority of the stores within Haywards Heath with 84 units, representing 37.7% of the overall composition. There has been a slight drop in comparison stores since 2014, when comparison units accounted for 40.3% of the overall units.
- The centre comprises largely of independent stores.
- The Retail Study identified 19 vacant units (8.5%), which is a lower proportion than the UK average (14.2%). This demonstrates the success of the large number of independent retailers and services available in the centre. The majority of the vacant units were located on the southern end of the Broadway as well as a few along South Road.

- Buildings in the centre would benefit from a consistent strategy of upgrading or repainting in order to improve the appearance and perception of the area, and overall environmental quality.
- Comments From stakeholders suggested that there was an under provision of supermarkets in the centre, and that more variety would benefit the town centre.
- The footfall within the Centre has decreased by 2% in December 2021 from the figure in December 2019. The average dwell time has remained the same over the same time-period.

The following table compares the change in footfall within the District’s five Village centres between December 2019 and December 2021

Village Centre	% Change Footfall (Dec 19 – Dec 21)	% Change Dwell Time (Dec 19 – Dec 21)
Crawley Down	25%	-23%
Cuckfield	1%	29%
Hassocks	-3%	6%
Hurstpierpoint	-11%	-10%
Lindfield	-2%	13%

Source: Visitor Insights baseline reports (December 2021)

## Housing

- The Objectively Assessed Need (OAN) for housing has been established as 14,892 (an average of 876 dwellings per annum). The District Plan sets a minimum housing provision figure of 16,390 homes in the 17-year period 2014 – 2031. The annual provision in this stepped trajectory is 876 dwellings per annum until 2023/24 and 1,090 dwellings thereafter.
- As at 1st April 2021, there were 9,140 commitments within the planning process. This includes sites allocated within the District Plan and Neighbourhood Plans as well as dwellings with planning permission. The Site Allocations DPD is currently at examination, with adoption anticipated in spring 2022. This will allocate a further 1,704 dwellings meaning a total of 17,297 dwellings will have been planned-for within the period 2014-2031 against the adopted target of 16,390.
- The average price of a residential property in July 2021 was £399,158. This is higher than in West Sussex (£356,189) and in England (£270,973). Flats and maisonettes are also more expensive (£216,743) than in West Sussex (£201,609), but they are less expensive than the England average (£237,188).
- Residential property prices increased by 24% between 2015 and 2021. This is a slightly slower rate of increase than in West Sussex (27%) and England (27%). The costs of flats and maisonettes have also increased at a slightly slower rate.
- Housing affordability is a significant local issue. The average cost of a residential property in the district is 13.4 times median workplace earnings of full-time workers and 10.8 times the earnings of local residents. This compares with 11.8 and 11.3 respectively in West Sussex and 8.5 for both workers and residents in England.
- Flats and maisonettes are more affordable - 7.3 times median earnings of full-time workers and 5.9 times median earnings of full-time working residents. This makes flats and maisonettes less affordable than the equivalent properties across the whole of West Sussex (6.7 & 6.4), but slightly more affordable than in England as a whole (7.5 & 7.5).
- Between 2014/15 and 2018/19, 3,914 new homes were built in the district, 709 of which were affordable homes. Around 930 households approach the Council each year regarding housing and homelessness.

	All Properties Jul-15			All Properties Jul-21		
	Average Price	Affordability Workplace	Affordability Residents	Average Price	Affordability Workplace	Affordability Residents
Mid Sussex	£321,336	11.5	10.1	£399,158	13.4	10.8
West Sussex	£279,825	10.5	9.8	£356,189	11.8	11.3
England	£213,518	7.7	7.7	£270,973	8.5	8.5
	FLATS & MAISONNETTES					
	Average Price	Affordability Workplace	Affordability Residents	Average Price	Affordability Workplace	Affordability Residents
Mid Sussex	£184,286	6.6	5.8	£216,745	7.3	5.9
West Sussex	£166,843	6.3	5.8	£201,691	6.7	6.4
England	£200,004	7.2	7.2	£237,188	7.5	7.5

Source: UK House Price Index; HM Land Registry 2015 and 2021; and Annual Survey of Hours & Earnings (Workplace Analysis) Office for National Statistics, via NOMISWEB (2015 & 2021)

# Transport

- Just over a third (37%) of adult residents either walk or cycle at least five times per week. This is marginally more than the average for West Sussex (37%) and significantly more than the average for England (34%).
- Regular cycling (3.7%) is similar to West Sussex (4.0%) and more prevalent than England (3.4%), but less prevalent than in neighbouring Crawley (6.6%).
- One in ten (10.1%) of adult residents cycle at least once a week for leisure and one in thirteen (6.7%) cycle at least once a week for non-leisure purposes.
- A third (34.0%) of adult residents walk at least five times per week. This is a higher proportion than in both West Sussex (32.5%) and England (30.9%).
- Half (49.8%) walk at least once a week for leisure purposes, compared with 52.7% in West Sussex and 47.0% in England. A fifth (20.3%) of adult residents walk regularly (at least five times per week) for non-leisure purposes, compared with 15.4% in West Sussex

## Active Travel

Cycling and Walking	2015-16	2015-16	2015-16	2015-16
	Once per month	Once per week	Three times per week	Five times per week
Mid Sussex	81.4%	75.4%	48.9%	36.8%
England	79.0%	70.5%	45.7%	34.2%
West Sussex	83.8%	74.4%	49.0%	36.3%
Cycling	Once per month	Once per week	Three times per week	Five times per week
	Once per month	Once per week	Three times per week	Five times per week
Mid Sussex	20.7%	14.0%	6.7%	3.7%
England	17.1%	11.9%	5.7%	3.4%
West Sussex	21.6%	15.4%	6.7%	4.0%
Walking	Once per month	Once per week	Three times per week	Five times per week
	Once per month	Once per week	Three times per week	Five times per week
Mid Sussex	80.7%	73.4%	45.4%	34.0%
England	77.3%	68.0%	41.8%	30.9%
West Sussex	82.0%	71.6%	44.6%	32.5%

Source: How Often and Time Spent Walking & Cycling at Local Authority Level (CW010); Department for Transport; 2016

## Road Traffic Accidents

- There were 319 road traffic accidents in Mid Sussex in 2019. This is 53 fewer than there had been in 2014. The number of accidents per resident has fallen from 2.6 to 2.1 over the period. The accident rate is now amongst the lowest in West Sussex, having previously been amongst the highest.

	2014			2019		
	Population	Road Accidents	Road Accidents per 1000 Residents	Population	Road Accidents	Road Accidents per 1000 Residents
<b>Mid Sussex</b>	<b>144,700</b>	<b>372</b>	<b>2.6</b>	<b>151,000</b>	<b>319</b>	<b>2.1</b>
<b>West Sussex</b>	<b>830,500</b>	<b>2088</b>	<b>2.5</b>	<b>864,000</b>	<b>1981</b>	<b>2.3</b>
Adur	63,300	168	2.7	64,300	148	2.3
Arun	154,700	354	2.3	160,800	314	2.0



<i>Chichester</i>	116,300	350	3.0	121,100	326	2.7
<i>Crawley</i>	109,900	270	2.5	112,400	301	2.7
<i>Horsham</i>	134,500	315	2.3	143,800	315	2.2
<i>Worthing</i>	107,300	261	2.4	110,600	259	2.3

Source: Reported Road Casualties: Great Britain Annual Report; Department for Transport Statistics 2019

### Ultra-Low Emissions Vehicles

- There were 1,234 licensed Ultra Low Emissions Vehicles in Mid Sussex in Q2 2021. This is an increase of 1,052 since Q2 2016. There are more ULEVs in Mid Sussex than in any other District/Borough in West Sussex. The District has 35 Public Electrical Charging Points, including five rapid points.

	Licensed Ultra Low Emissions Vehicles			
	2016	2021	Change	
<b>Mid Sussex</b>	<b>182</b>	<b>1,234</b>	<b>1,052</b>	<b>578%</b>
<b>West Sussex</b>	<b>747</b>	<b>5,324</b>	<b>4,577</b>	<b>613%</b>
<b>England</b>	<b>67,218</b>	<b>505,077</b>	<b>437,859</b>	<b>651%</b>
<i>Adur</i>	39	290	251	644%
<i>Arun</i>	105	676	571	544%
<i>Chichester</i>	117	984	867	741%
<i>Crawley</i>	93	463	370	398%
<i>Horsham</i>	143	1,227	1,084	758%
<i>Worthing</i>	66	449	383	580%

Source: Ultra low emission vehicles by local authority; Department for Transport; Q2 2021

### Car Parking

- The Council provides just under 2,800 spaces in 34 public car parks across the District. 22 are pay and display car parks in the towns and a further 12 have time limits but no charges in the larger villages.
- There are 745 off-street parking spaces in Burgess Hill, 722 in East Grinstead, 846 in Haywards Heath and 468 in rural parts of the district.
- There are also 2,300 restricted on-street spaces. This includes the Controlled Parking Zone in East Grinstead.
- Average tariffs are £1.10 for two hours. This is low compared with most neighbouring district

Location	Spaces
Burgess Hill	745
East Grinstead	722
Haywards Heath	846
Other	468
<b>TOTAL</b>	<b>2,781</b>
On Street Parking	2,300
Average 2 hour tariff	£1.10

Source: Car Park Investment Strategy; Mid Sussex District Council; March 2021

## Digital Connectivity

- There are 2,865 (4.7%) people working in the digital economy, 1,000 of whom are employed in computer consultancy activities. This is a higher proportion than across West Sussex (3.7%), but slightly below the proportion for England (5.0%).
- Over nine out of ten (92%) of households have access to superfast broadband. This is much higher than in West Sussex (64%) as a whole.

## Crime

- In the 12 months to July 2021, there were 9,443 crimes committed in the District, including 2,661 violent crimes and 3,212 Anti-Social Behaviour crimes. Based on current population estimates, this represents a crime rate of 62.1 crimes per 1,000 residents. This is the lowest of all the Districts/Boroughs in West Sussex.
- In 2019-2020, the crime rate increased to 62.9 per 1,000 residents from 55.9 the year before. It continued to rise in the twelve months to July 2021.

	Resident Population	Crimes	Crimes per 1000 residents
<b>Mid Sussex</b>	<b>152,100</b>	<b>9443</b>	<b>62.1</b>
<b>West Sussex</b>	<b>867,600</b>	<b>73972</b>	<b>85.3</b>
<i>Adur</i>	64,200	5127	79.9
<i>Arun</i>	161,100	14804	91.9
<i>Chichester</i>	121,500	10257	84.4
<i>Crawley</i>	112,500	14407	128.1
<i>Horsham</i>	145,500	9427	64.8
<i>Worthing</i>	110,700	10584	95.6

Source: UK Crime stats <https://www.ukcrimestats.com/>

## Rural Economy

- Nearly 50% of the District is within the High Weald Area of Outstanding Natural Beauty, and over 10% is within the South Downs National Park.
- There are 230 Agriculture, Fishing and Forestry businesses in Mid Sussex, reflecting the importance of the local economy. Within this sector, there are concentrations of businesses relating to silviculture & forestry activities and also to wine-making.

## Energy

### Carbon Emissions

- In 2019 Mid Sussex net emissions were 599 ktCO<sub>2</sub>. This was equivalent to 4.0tCO<sub>2</sub> per capita. This was the same as for West Sussex (4.0tCO<sub>2</sub>). Transport (289 ktCO<sub>2</sub> accounted for the largest share of emissions, followed by Domestic (224.7 tOC<sub>2</sub>). The total figure is net of -70 ktCO<sub>2</sub> LULUCF.  
Net emissions have fallen by 287 ktCO<sub>2</sub> (-32%) and by 2.8tCO<sub>2</sub> (-42%) per capita since 2005, with the largest fall (-119 ktCO<sub>2</sub>) being in the domestic sector. The reduction in CO<sub>2</sub> emissions overall has been lower than the average for West Sussex (-36%), but the rate of reduction per capita has been very similar to the county's reductions (-43%)

	Year	Industry Total	Commercial Total	Public Sector Total	Domestic Total	Transport Total	LULUCF Net Emissions	Grand Total	Per Capita Emissions (t)
Mid Sussex	2005	130	95	36	344	342	-60	886	6.8
	2019	91	46	18	225	289	-70	599	4.0
	Change (tCo2)	-39	-48	-17	-119	-53	-10	-287	-2.8
	Percent	0	-1	0	0	0	16%	0	-42%
West Sussex	2005	944	756	222	1,986	1,785	-252	5,441	7.1
	2019	570	353	115	1,235	1,512	-317	3,468	4.0
	Change (tCo2)	-374	-403	-107	-751	-273	-65	-1,973	-3.0
	Percent	-40%	-53%	-48%	-38%	-15%	26%	-36%	-43%

Source: UK Local Authority & Regional Carbon Dioxide Emissions National Statistics; Department for Business, Energy & Industrial Strategy; 2021

### Fuel Consumption

- The District consumed 3,048 GWh of fuel in 2018, 40% of which was consumed by the domestic sector, 36% by road transport and 24% by the non-domestic sector.
- Within the transport sector, cars (petrol) accounted for 34% of the consumption and cars (diesel) for 32% of consumption.

Fuel Consumption by Sector 2018	Gas (GWh)	Electricity (GWh)	Petroleum (GWh)	Other Fuel (GWh)	TOTAL	% of Total
Non Domestic	231	250	145	92	718	24%
Domestic	776	260	66	111	1213	40%
Road Transport	0	0	1112	0	1112	36%
Rail	0	0	2	3	5	<1%
TOTAL	1007	510	1325	206	3048	100%
% of Total	33%	17%	43%	7%	100%	

Source: UK Local Authority & Regional Carbon Dioxide Emissions National Statistics; Department for Business, Energy & Industrial Strategy; 2021

## Renewable Energy

- There are 2,138 renewable energy installations in the district, almost all of which are photovoltaics (2,132). They have a total capacity of 20.44 MW and energy generation of 23,186 MWh per year.
- There are 982 registered Ultra Low Emissions Vehicles registered in the District, including 486 Battery Electric Vehicles.

Renewable electricity technologies in Mid Sussex, as at end of 2019	Number of Installations	Installed Capacity (MW)	Generation (MWh per year)
Photovoltaics	2,132	19.61	17,753
Onshore Wind	5	0.02	44
Sewage Gas	1	0.8	5,388
<b>TOTAL</b>	<b>2,138</b>	<b>20.44</b>	<b>23,186</b>

Source: Renewable Energy by Local authority 2014-2019; Department for Business, Energy and Industrial Strategy; 2020

## Natural Environment and Biodiversity

- Nearly half (49%) of the district is within the High Weald AONB and c.10% is located within the South Downs National Park.
- Mid Sussex is the tenth most wooded District in the South East and two-thirds of this woodland is classified as 'ancient'. Woodland covers 27% (9,158 Ha) of the District and ancient woodland 17% (5,741Ha) of its area.
- It has many sites valued for their biodiversity including Sites of Special Scientific Interest, Sites of Nature Conservation Importance/ Local Wildlife Sites, Local Nature Reserves and Biodiversity Opportunity Areas. Nature Conservation sites cover 6% (1,938 Ha) of the District. 1.4% (476Ha) of the district is covered by water and rivers.
- The District has over 1,000 Listed Buildings, 25 Ancient Monuments, over 500 Sites of Archaeological Interest, 36 Conservation Areas and 9 Registered Parks and Gardens. Conservation/heritage areas cover 1.3% (438Ha) of the district and historic parks and gardens cover a further 1.3% (435Ha) of the district.

	Area (hectares)	Area (percent of district)
High Weald Area of Outstanding Natural Beauty (AONB)	16,353	49%
South Downs National Park (SDNP)	3,684	11%
Woodland	9,158	19.61
Ancient Woodland	5,741	17.2%

Nature Conservation	1,938	6.0%
Water & Rivers	476	1.4%
Conservation/Heritage Areas	438	1.3%
Historic Parks & Gardens	435	1.3%

Source: [https://www.midsussex.gov.uk/media/4483/mid-sussex\\_design\\_guide-supplementary-planning-document\\_2019.pdf](https://www.midsussex.gov.uk/media/4483/mid-sussex_design_guide-supplementary-planning-document_2019.pdf)

## Culture & Tourism

- The district has an important tourism offer with its quintessentially English countryside, encompassing the South Downs National Park and the High Weald Area of Outstanding Natural Beauty. It is renowned for its world-class gardens, historic houses, picturesque villages, and international award-winning vineyards. Mid Sussex is well connected for domestic and overseas visitors, with direct train links to London and Gatwick Airport.

The Council supports tourism in Mid Sussex in the following ways:

- Supporting Visit East Grinstead to promote the medieval market town and tourist attractions in the north of the district such as vineyards, historic houses and heritage railway, parklands and outdoor activities. Details can be found here: [www.visiteastgrinstead.com](http://www.visiteastgrinstead.com).
- Working with the Experience Mid Sussex group of high-quality attractions, hotels and venues which offers spas, restaurants, showgrounds and botanical gardens. Details can be found here: [www.experiencemidsussex.co.uk](http://www.experiencemidsussex.co.uk)
- Working with Experience West Sussex partnership to promote tourism across the district and county.

## MID SUSSEX DISTRICT COUNCIL

## Equality Impact Assessment

**Title of Strategy: Sustainable Economy Strategy**

**Corporate Strategic Policy**

**Senior Responsible Owner: Assistant Chief Executive**

**Lead Officers: Sally Blomfield/Emma Sheridan**

**Date Assessment completed: 10/03/2022**

## 1. SCOPING

### 1.1 What are the aims of the policy, service/service change or contract?

The Sustainable Economy Strategy (SES) sets the following Vision for Mid Sussex:

A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth.

The SES key themes, objectives and actions are aligned to the following equality-related UN Sustainability Goals:

**Goal 1:** No Poverty

**Goal 2:** Zero Hunger

**Goal 3:** Good Health and Well-Being

**Goal 4:** Quality Education

**Goal 5:** Gender Equality

**Goal 7:** Affordable and Clean Energy

**Goal 8:** Decent Work and Economic Growth

**Goal 10:** Reduced Inequalities

### 1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

The SES is designed to promote equality of opportunity and diversity to ensure that all groups are able to contribute and benefit from social well being, environmental protection and sustainable economic growth. The main beneficiaries of the SES will be Mid Sussex's residents who are seeking enhanced skills and training or looking for employment, businesses and their employees and visitors to the District.

### 1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

An updated District Profile (2022) has been created to form the evidence base for the SES. It contains the following equality related information:

**Population:** Age, gender

**Health & Well-Being:** Life expectancy, mortality rates, life satisfaction, health indices

**Deprivation:** Barriers to housing, living environment, education and skills

**Fuel Poverty**

**Unemployment:** Age, gender

**Employment:** Sector, rates of employment

**Earnings:** Median earnings, gender

**Travel to Work**

**Education & Qualifications**

**Apprenticeships**

**Housing:** Affordability

**Digital Connectivity:** Access to superfast broadband

<p><b>Crime</b></p> <p><b>Rural Economy:</b> Barriers to housing and access to services</p>
<p><b>1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?</b></p> <p>The evidence base identifies the following equality related issues that the SES seeks to address:</p> <p>The need to ensure local residents have the opportunity to acquire the necessary skills and apprenticeship opportunities to secure good quality jobs.</p> <p>The need to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.</p> <p>The need to improve the economic wellbeing of our residents to reduce the number of residents in income and employment deprivation.</p> <p>The need to deliver enhanced digital infrastructure to address the constraints to rural economic growth and employment due to slow broadband speeds and mobile “not spots” in some rural locations.</p>
<p><b>1.5 Are contractors or partnerships used to deliver the service? Y/N</b></p> <p>Yes</p> <p>If No go to section 2.</p> <p>If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.</p>
<p><b>Identify the contractors/partnerships used to deliver the service.</b> There are a number of partner organisations and partnerships that will contribute to the delivery of the Sustainable Economy Strategy. These include:</p> <p>West Sussex County Council Economic Development Team</p> <p>West Sussex County Council Sustainability Team</p> <p>Rural West Sussex Partnership</p> <p>Coastal West Sussex Partnership</p> <p>Experience West Sussex</p> <p>Greater Brighton Economic Board</p> <p>Coast to Capital Local Economic Partnership</p> <p>Chamber of Commerce</p> <p>Chichester College Group</p> <p>Mid Sussex Partnership (and its subgroups)</p> <p>Mid Sussex Voluntary Action</p> <p>Sussex Nature Partnership</p> <p>A District wide survey of resident’s views and behaviours in relation to climate change. 2,397 responses were received.</p>
<p><b>What is their contribution to equality in service delivery and the promotion of equality?</b></p> <p>Public sector bodies are bound by the public sector equality duty contained in the Equality Act and have their own Equality and Diversity Objectives.</p>
<p><b>How are equality issues addressed through contractual arrangements and service level agreements?</b></p> <p>There are no direct contractual arrangements covered by the Strategy but some of the partnerships will be covered by SLAs that will contribute to its aims in reducing inequality.</p>



## 2. Assessment of Impact on People with a Protected Characteristic; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
<b>Age (older / younger people, children)</b>				
The need to ensure sufficient apprenticeships are delivered to meet demand and to help school leavers develop skills that will enable them to stay in employment.	<p><b>Mid Sussex Economic Recovery Plan (2020-2021):</b></p> <p>Work with Delivery Partner – Balfour Beatty to accelerate local employment, skills and training opportunities for recently unemployed and +16yr olds through the Full Fibre Programme and the Place and Connectivity Programme.</p> <p>Work with local partners to develop and deliver an action plan to provide support for those young people who find themselves Not in Employment, Education or Training (NEET) and regularly review</p>	<p><b>Sustainable Economy Strategy (2022 – 2025):</b></p> <p>Support and promote access to skills training apprenticeships and career pathways in key sectors, (including digital and creative industries, life sciences, land based industries, fintech and the green economy) building on the Sussex Chamber of Commerce Local Skills Improvement Plan</p>	Regeneration and Economy Programme Manager	Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period
<b>Disability (people with physical / sensory impairment or mental disability, including those with a non-visible disability)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Gender reassignment (a transgender person is someone who proposes to, starts or has completed a process to change his or her gender)</b>				

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Pregnancy &amp; maternity (pregnancy is the condition of being pregnant &amp; maternity refers to the period after the birth)</b>				
Access to childcare and female job prospects during and post pregnancy.	Not applicable	<b>Sustainable Economy Strategy (2022 – 2025):</b>  Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Regeneration and Economy Programme Manager	Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations so that it equals the proportion of male residents in higher level occupations Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex
<b>Race (ethnicity, colour, nationality or national origins &amp; including gypsies, travellers, refugees &amp; asylum seekers)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Religion &amp; belief (religious faith or other group with a recognised belief system or not having a religion)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Sex (male / female non-binary)</b>				
The need to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Not applicable	<b>Sustainable Economy Strategy (2022 – 2025):</b>  Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Business Unit Leader – HR  Regeneration and Economy Programme Manager	Increase the proportion of Mid Sussex female working residents employed in Standard Occupational Classification (SOC) higher level occupations

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
		Support and promote initiatives which raise aspirations and awareness of roles and opportunities in target sectors, including digital and creative industries, life sciences and fintech and where possible, promote such opportunities within the Council.		so that it equals the proportion of male residents in higher level occupations Increase hourly female earnings from 95% to 98% of male hourly pay amongst workers in Mid Sussex
<b>Sexual orientation (lesbian, gay, bisexual, queer, questioning, heterosexual)</b>				
None identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Marriage &amp; civil partnership (marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Military families /veterans</b>				
Opportunities to promote the employment prospects of ex-military personnel and the welfare of their families.	<b>Mid Sussex Economic Recovery Plan (2020-2021):</b>  MSDC and some of the other partners to the Strategy have signed up to the Armed Forces Community Covenant, which is a statement of mutual support between the District Council and the local Armed Forces community. MSDC has also achieved the Bronze Employer Recognition Scheme, which shows	<b>Sustainable Economy Strategy (2022 – 2025):</b>  Continued promotion of the armed forces covenant, Employer Recognition Scheme and Heroes Welcome Schemes.  Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Business Unit Leader Community Services, Policy & Performance	Continued promotion of the armed forces covenant, Employer Recognition Scheme and Heroes Welcome Schemes throughout the strategy period.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
	support for the Armed Forces community through its employment policies, and publicises the Heroes Welcome Scheme where retailers provide concessions for veterans.			
<b>People who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area</b>				
<p>The need to ensure local residents have the opportunity to acquire the necessary skills and apprenticeship opportunities to secure good quality jobs.</p> <p>The need to improve the economic wellbeing of our residents to reduce the number of residents in income and employment deprivation and fuel poverty.</p>	<p><b>Mid Sussex Economic Recovery Plan (2020-2021):</b></p> <p>Promote the Government's Kick Start Programme to businesses and work with Jobcentre Plus, Department for Work and Pensions, Further Education and Higher Education providers, and local Business Associations to develop support for job seekers and make referrals to intermediaries.</p> <p>Provide direct support to long term unemployed and those in need through the 'Journey to Work Scheme'.</p> <p>Provide opportunities through the Northern Arc Project, with Homes England and Construction Industry Training Board delivering</p>	<p><b>Sustainable Economy Strategy (2022 – 2025):</b></p> <p>Secure high value employment development, including the Science and Technology Park and the employment space at the Northern Arc, through a proactive development management approach and the use of Planning Performance Agreements.</p> <p>Develop employment and skills plans to maximise opportunities for local people through Planning Legal Agreements.</p> <p>Promote new models of volunteering as routes into employment across the District.</p>	<p>Business Unit Leader Planning Policy</p> <p>Business Unit Leader Community Services, Policy &amp; Performance</p> <p>Regeneration and Economy Programme Manager</p>	<p>Maintain employment rate above 78% in all quarters</p> <p>Increase employment rate to 83%</p> <p>Increase job density from 0.80 per working age resident to 0.85 per working age resident</p> <p>Increase Mid Sussex hourly workplace earnings from 87% to 93% of the district's residents' hourly amongst workers in Mid Sussex</p> <p>Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period</p> <p>Reduce the number of Lower-layer Super Output Areas that are in the top</p>

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
	employment and training opportunities.	<p>Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'</p> <p>Promote workplace and community well-being programmes.</p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest "F" and "G" EPC rated homes to maximise the reduction of carbon emissions.</p> <p>Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.</p>		<p>third of most deprived local areas in England by the Income domain from one to zero</p> <p>Reduce the number of areas in Mid Sussex (LSOAs) that are in the top third of most deprived local areas in England by the Employment domain from one to zero</p> <p>Maintain the Mid Sussex Life Satisfaction Score within the top two Districts/ Boroughs in West Sussex</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes.</p>
<b>People who live in a rural area</b>				
The need to deliver enhanced digital infrastructure to address the constraints to rural economic growth and employment due to slow	<p><b>Mid Sussex Economic Recovery Plan (2020-2021):</b></p> <p>Work with partners in the delivery of full fibre digital</p>	<p><b>Sustainable Economy Strategy (2022 – 2025):</b></p> <p>Facilitate the delivery and use of advanced digital</p>	Head of Digital and Customer Services	<p>Increase super and ultra-fast coverage from 37.5% of households to 60%</p> <p>Increase maximum mean download speed from 387</p>

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
<p>broadband speeds and mobile “not spots” in some rural locations.</p> <p>The need to address affordable fuel options in rural communities.</p>	<p>access ensuring the District has access to high speed connections.</p>	<p>infrastructure (full fibre, wireless network technology and other digital technologies) to support citizens, public services, existing and new economic activity within Mid Sussex.</p> <p>Participate in the Government's Digital Connectivity Infrastructure Accelerator (DIA) in order to extend the digital infrastructure across Mid Sussex.</p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest “F” and “G” EPC rated homes to maximise the reduction of carbon emissions.</p>	<p>Business Unit Leader Community Services, Policy &amp; Performance</p>	<p>Mbps to the South East regional average</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes.</p>

### 3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> <li>The main protected groups under the Equality Act with a differential impact under the SES are:</li> <li><b>Age:</b> specifically young residents in terms of education and skills</li> <li><b>People disadvantaged by socio-economic factors:</b> specifically, residents without the skills and opportunity to secure high value employment and residents living in income and employment deprivation and fuel poverty.</li> <li><b>Sex (gender pay gap):</b> specifically female residents that experience pay and/or occupation inequality.</li> </ul>	<ul style="list-style-type: none"> <li>The SES is designed to promote equality of opportunity to ensure that all groups are able to contribute and benefit from sustainable economic growth.</li> <li>This includes the main protected groups with a differential impact under the SES that this impact analysis has identifies.</li> <li>The SES includes an Action Plan and measures of success and progress will be regularly reviewed.</li> <li>Each of the actions in the Action Plan will be subject to their own EIA process and will be reviewed annually as part of the Corporate Equalities Impact Report.</li> <li>The key actions under the main protected groups are as follows:</li> <li><b>Age:</b> Support and promote access to skills training apprenticeships and career pathways</li> <li><b>People disadvantaged by socio-economic factors:</b> Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'.</li> <li><b>Sex (gender pay gap):</b> Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.</li> </ul>

#### 4. Signing off this assessment and action plan

Signature *Emma Sheridan* (Business Unit Leader CSPP)

Date: 10/03/2022

Person undertaking the assessment

Signature .....  
Head of Service *J M Holmes*

Date: 10 March 2022

Please send your completed impact assessment to Neal Barton for publication on the website.

This page is intentionally left blank



## PERFORMANCE MONITORING FOR THE THIRD QUARTER OF 2021/22

REPORT OF: HEAD OF CORPORATE RESOURCES  
Contact Officer: Neal Barton, Policy, Performance and Partnerships Manager  
Email: [Neal.Barton@midsussex.gov.uk](mailto:Neal.Barton@midsussex.gov.uk) Tel: 01444 477588  
Wards Affected: All  
Key Decision: No  
Report to: Scrutiny Committee for Leader, Finance and Performance  
22<sup>nd</sup> March 2022

---

### Purpose of Report

1. This report provides the Scrutiny Committee for Leader, Finance and Performance with information about the Council's performance for the third quarter of 2021/22 from October to December 2021.





### Summary

2. Performance during the third quarter of 2021/22 has been good overall, with most services performing at or close to target. This is in the context of the continuing challenges to the delivery of Council services arising from the pandemic. In the small number of cases where service targets are not being fully met, the reasons for this are clearly understood and appropriate action is being taken.

### Recommendations





3. **The Committee is recommended to:**
    - (i) **Note the Council's performance in the third quarter of the year and identify any areas where further reporting or information is required;**
    - (ii) **Advise the Cabinet of any issues that the Committee considers should be given particular consideration at the Cabinet meeting on 9<sup>th</sup> May 2022.**
- 

### Introduction

4. One of the functions of the Committee is to regularly monitor the performance of the Council's services, with a view to determining whether any additional scrutiny is required of specific services, particularly if performance is not of a satisfactory level. This report sets out performance in the third quarter of 2021/22 covering the period from 1<sup>st</sup> October to 31<sup>st</sup> December 2021.
5. Performance indicator information for the third quarter is provided at Appendix A. This is set out in tabular form using a traffic light system as explained below:
  -  green – OK. On or exceeding target.
  -  amber – Alert. Off target but under control with mitigation measures in place or is temporary and the target is still deliverable.
  -  red – Warning. Off target and fundamental change or immediate action is required or that the target is no longer viable.
  -  health check – data only with no target.

## Performance Indicators

6. Performance continues to be good across the Council, with a small number of exceptions. The third quarter position in comparison with the same period in the previous financial year is summarised below:

Quarter 3	 Green	 Amber	 Red	 Health check	Total
2021/22	31 (76%)	6 (15%)	4 (10%)	24	65
2020/21	34 (77%)	4 (9%)	6 (14%)	22	66

7. This level of performance is particularly noteworthy given the continuing challenges in quarter 3 arising from the pandemic in the delivery of Council services and in contributing to the District's recovery. Although the majority of Covid restrictions were lifted on 19<sup>th</sup> July, there are still changes to working arrangements required to allow Council staff and contractors to carry out their roles safely and in line with guidance. Restrictions were put in place under the Plan B response to the Omicron variant between 8<sup>th</sup> December and 27<sup>th</sup> January.
8. Some parts of the Council continue to have to deliver additional Covid related responsibilities, while providing their "business as usual" services, particularly for Environmental Health, Revenues and Benefits and Housing. Environmental Health has continued to achieve their normal services throughout the pandemic. This is despite their additional workloads in advising businesses and inspecting compliance as and when Covid restrictions are applied.
9. Revenues and Benefits continued to have a high volume of work in administering Test and Trace Support and Exceptional Hardship payments and providing Covid related grants to local businesses. These include a new COVID-19 Additional Relief Fund to administer, which is available to support those businesses affected by the pandemic but that are ineligible for existing assistance linked to business rates. They will also be responsible for implementing the £150 rebate for 2022/23 Council Tax bills for those in Bands A – D announced as one of the measures to protect from rising energy costs.
10. The pandemic continues to have a significant impact on the number of households seeking help from the Council's Housing Services and the support required to be provided to rough sleepers in the District. This has also led to an increase in the number of households in temporary accommodation.

## Conclusions

11. The Council's services performed well in the third quarter of 2021/22, despite the continuing challenges arising from the pandemic. Where performance is below target, corrective action aimed at improvement has been planned and is being implemented.

## Risk Management Implications

12. There are no risk management implications associated with this report.

**Equalities Implications**

13. There are no direct equality implications contained within this report. Equality impact assessments are undertaken within individual services as required.

**Sustainability Implications**

14. The suite of performance indicators monitored by the Scrutiny Committee contains sustainability-based indicators.

**Financial Implications**

15. There are no direct financial implications contained within this report.





**Background papers**

None.

This page is intentionally left blank



## Quarter 3 Performance Report 2021-22 to Scrutiny Committee for Leader, Finance and Performance







PI Status	
	OK - On or exceeding target
	Alert. Off target but under control with mitigation measures in place or is temporary and the target is still deliverable
	Warning. Off target and fundamental change or immediate action is required or the target is no longer viable
	Data Only

### Community Portfolio - Cllr Norman Webster



#### Building Control


	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
The percentage of plans received by Building Control which are checked within 15 working days	87%	97%	97%	87%		Q3 21/22 - 237 plans checked Q3 20/21 - 251 plans checked
Building Control Site inspections carried out within 24 hours of date requested.	98%	99%	98%	98%		Q3 21/22 - 1,508 inspections Q3 20/21 - 1,959 inspections

### Community Services, Policy and Performance


	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Anti-social behaviour cases resolved within 3 months as a percentage of those referred	Data only	59.7%	67.3%	Data only		35 out of 52 ASB cases in Quarter 3 were resolved within 3 months.
Overall Crime Rate per 1000	Data only	10.52	10.61	Data only		
Number of health and wellbeing interventions delivered	1,250	409	422	310		The Wellbeing Team have been able to recommence face to face community outreach, weight off workshops and workplace health activities. They are also getting more referrals from GP surgeries.
Proportion of health and wellbeing interventions resulting in health improvement	85%	100%	96.8%	85%		This indicator involves calling back three months after the intervention to monitor whether it has led to a sustained improvement.

### Environmental Health



	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Proportion of Environmental Health service requests which are actioned and resolved within 3 months of receipt	94%	97%	98%	94%		Q3 21/22 - 998 service requests Q3 20/21 - 1,140 service requests
Percentage of Environmental Health service requests that are	95%	99%	99%	95%		Q3 21/22 - 994 service requests Q3 20/21 - 1,450 service requests

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
responded to within five working days						Requests for services can be across the range of Environmental health activities including licensing, housing standards, environmental protection and food hygiene. Also, COVID-19 related activity.
Disabled Facilities Grants completed	Data only	50	73	Data only		


### Land Charges

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
The percentage of Local Authority Searches replied to within 7 working days	96%	100%	100%	96%		Q3 ytd 21/22 – 1,262 searches Q3 ytd 20/21 – 834 searches

### Legal and Member Services




	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
The percentage of agendas which are published on the website 5 days before a meeting	100%	100%	100%	100%		
Number of legal cases which are live as at the end of each month	Data only	492	477	Data only		



**Customer Services Portfolio - Cllr Ruth de Mierre**
**Customer Services and Communications**

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Number of Complaints received	Data only	58	33	Data only		Complaints breakdown by service area and summary of main reasons for complaints: Waste & Outdoor Services – 17 (new clinical waste arrangements, garden waste collection service and missed bins). Revenues – 6 (Issuing of recovery notices and Council Tax on an uninhabitable building) Parking – 2 (Attitude of Civil Enforcement Officer and issuing of Penalty Charge Notice) Development Management – 2 (Planning Enforcement Notice and new property not complying to room standards) Community Services, Policy & Performance – 2 (issuing of Community Protection Warning)
Average waiting time (in seconds) to speak to a customer services officer for all services answered in the Customer Contact Centre, including switchboard.	30	N/A	N/A	30	N/A	Information is not currently available for this indicator due to the new telephone system and development of new call routing and reporting arrangements. As well as switchboard, the Centre receives direct line calls for 11 Council services. Number of calls made to the Contact Centre: Q3 21/22 – 13,246 calls (excludes some direct line service calls currently unable to be collated) Q3 20/21- 19,051 calls.







## APPENDIX A

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
						In addition to phone calls, Centre staff also dealt with 2,635 personal callers to reception in Q3, against 1,225 in the same period of 20/21. Due to the pandemic, reception at Oaklands has been open for those needing emergency support such as Housing Needs.
Percentage of enquiries resolved at point of Contact	85%	N/A	62%	85%		Reporting of this indicator is still being developed. The PI and target previously only included automated e-form figures into the resolution statistics, but now covers telephone calls into the contact centre – i.e. what percentage of calls are resolved on that single call. The contact centre currently deals with 11 services, so a large percentage of calls still need to be passed on (to housing for example). These calls have started to be removed from the resolution statistics to give a 'truer' figure for the PI.
Number of Compliments received	Data only	83	73	Data only		Breakdown of main services in receipt of compliments in Q3: Customer Services – 22 Waste & Outdoor Services - 15 Development Management – 8 Landscapes – 5 Democratic Services - 4 Wellbeing – 4 Environmental Health – 3 Benefits – 3 Planning Policy & Economy - 2
Number of e-forms submitted directly by the public	Data only	7,816	6,579	Data only		

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Monthly customer satisfaction scores	90%	N/A	96%	90%		Customer satisfaction is being measured by phoning back a sample of customers who had previously contacted the Customer Service Centre to gain their feedback on how the call was dealt with.
Percentage of complaints responded to within published deadlines	100%	100%	100%	100%		The deadline for responding to complaints is to acknowledge within 5 days and respond within 10 working days.

## Human Resources

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Staff sickness absence rate (Cumulative) days per fte	7.0	2.18	4.09	5.25		
Staff turnover (cumulative)	12%	7.44%	10.93%	9%		10.93% turnover represents 34 staff leaving the Council in the year to date. Following greater control of the pandemic at a national level there is a more active labour market. Job vacancies are at an all-time high and it was always anticipated that slightly more turnover may result when this point was reached. Exit interviews continue to be used to monitor reasons for departure and identify any appropriate actions.
Ethnic Minority representation in the workforce - employees	Data only	4.8%	4.8%	Data only		
Percentage of Employees with a Disability	Data only	6.4%	6.0%	Data only		






**ICT and Digital**

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
The percentage of ICT help desk service requests completed within the target time agreed with the customer	95%	98%	97%	95%	✓	Q3 21/22 – 1,071 service requests Q3 20/21 – 1,146 service requests
Percentage of ICT helpdesk calls outstanding	15%	12%	15%	15%	✓	
Freedom of Information Requests responded to within 20 working days	100%	99.33%	100%	100%	✓	Q3 21/22 – 190 FOI requests Q3 20/21 – 345 FOI requests

**Revenues and Benefits**


	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Speed of processing - new Housing Benefit claims (days)	21	16.3	19.8	21	✓	Q3 21/22 – 103 claims Q3 20/21 – 115 claims
Speed of processing - new Council Tax Support claims (days)	20.0	13.8	17.3	20.0	✓	Q3 21/22 – 339 claims Q3 20/21 – 461 claims
Speed of processing - changes of circumstances for Housing Benefit claims (days)	8.0	8.1	9.8	8.0	⚠	Q3 21/22 – 1,324 adjustments Q3 20/21 – 1,656 adjustments The year-end target is expected to be achieved as there are a large number of annual rent increases in March 2022, which are normally processed in a day.

# APPENDIX A



	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Speed of processing - changes of circumstances for Council Tax Support claims (days)	9.0	10.4	12.1	9.0		Q3 21/22 - 4,995 adjustments Q3 20/21 - 4,093 adjustments COVID19 has led to an increase in the number of adjustments to Council Tax Support required. The change in the scheme to enforce the Minimum Income Floor and the increase in Universal Credit claims means that more claims need to be reviewed each month. The Benefits Team have also had to administer Test and Trace Support and Exceptional Hardship payments.
Percentage of Council Tax collected	98.5%	56.6%	84.4%	85.0%		Q3 21/22 - £105,531,207 collected Q3 20/21 - £99,479,720 collected
Percentage of Non-Domestic Rates Collected	93.1%	46.7%	74.4%	79.2%		Q3 21/22 - £32,250,445 collected Q3 20/21 - £22,905,371 collected Some of the business reliefs changed from 100% to 66% (with a cash cap) on the 1 <sup>st</sup> July 2021, which has meant rebilling a number of businesses. This has led to an increase in the amount to collect. The team has paid Covid related business grants totalling over £49m, with 7,360 grants processed so far and a new COVID19 Additional Relief Fund scheme to administer. It is believed that collection will be closer to the target at year end.
LA Overpayment Error	£105,000	£19,342	£35,662	£78,750		
Accuracy in Assessment	92.5%	95.1%	94.9%	92.5%		

## Deputy Leader Portfolio


### Finance

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Percentage of undisputed invoices paid within 10 days of receipt	95.0%	96.0%	99.6%	95.0%		Q3 21/22 – 1,201 invoices Q3 20/21 – 1,130 invoices



### Property and Asset Maintenance

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Footfall in the Orchards Shopping Centre, Haywards Heath	Data only	+2.4%	+11.2%	Data only		The PI shows the Orchards footfall in comparison to the same quarter of last year. This has increased by 11.2% to 1,398,634 from 1,258,242 in Q3 last year.
The percentage of rent due collected	Data only	94%	94%	Data only		

**Economic Growth Portfolio – Cllr Stephen Hillier****Economic Development**

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Micro business grants – funds awarded compared to total grant received	Data only	N/A	N/A	Data only		The Micro Business Grants Scheme is not operating in 2021/22. The Independent Retailers Grants Scheme is running this year, which is a County-wide funded scheme to provide training and grants to independent retailers. Mid Sussex has £80k to award, with £7k contributed to a County wide on-line retail training hub and £69k awarded to 23 Mid Sussex retailers at the Cabinet Grants Panel meeting on 21 <sup>st</sup> February.


**Parking Services**

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Cancellation rate of Penalty Charge Notices	7%	7%	7%	7%		710 PCNs cancelled out of 10,611 issued.
The percentage of pay and display transactions made by cashless payments	52%	57%	58%	52%		During December the percentage of cashless pay and display transactions was 63% (55% by machine and 8% by pay by phone platforms).


**Environment & Service Delivery Portfolio – Cllr John Belsey**
**Landscapes**



	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
% Satisfaction with the grounds maintenance service	95%	N/A	N/A	95%	N/A	The contractor has not been able to carry out face-to-face surveys during the pandemic. A new online survey was launched in January and will feed into this indicator from the beginning of 2022/23.

**Leisure Operations**



	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
The number of visits made to the Leisure Centres	Data only	270,597	292,470	Data only		Leisure Centres reopened on 12 <sup>th</sup> April 2021 at reduced capacity. Compares with pre-pandemic visits number (Q3 2019/20) of 428,155.

**Sustainability**

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Usage of Council-owned electric vehicle charging points in public car parks (in kWh)	Data only	6,087	2,015	Data only		Figure is for use of the Hazelgrove Road car park as chargers at Cyprus Road and Chequer Mead were not working in Q3. The installation of new and replacement chargers as part of the new contract is expected to commence in March.






	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Greenhouse gas emissions from Council buildings (kg)	Data only	38,941	74,663	Data only		Comparison Q3 figure for 2020/21 was 82,895. New emission targets for 2021/22 will be set on completion of the Carbon Baseline and Net Zero Feasibility Study commissioned as part of the evidence base for the new Sustainable Economy Strategy
Number of Electric Vehicle Charging Points per 100,000 population	34	23	23.7	23		The annual target assumes delivery of additional charging points in Council car parks in Quarter 4, following the successful contract retender.

### Waste and Outdoor Services

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
% satisfied with refuse collection, recycling collection and street cleansing	89%	83%	86%	89%		Customer satisfaction is slightly below target, although this is not unexpected. This is a result of a recent move away from telephone surveys to online based feedback, which often leads to a downturn in satisfaction as people are more inclined to freely express negative views. This is likely to be a permanent change, and the early data from the new online surveys will be used to inform potential future targets.
Amount of waste per household which is disposed of in landfill sites (kilos)	425	110	112	106		The increase in the amount of waste to landfill reflects a national trend as a result of the pandemic, as more people continue to enjoy the flexibility of hybrid working and generate more waste at home, rather than at work.




## APPENDIX A

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Percentage of household waste sent for reuse, recycling and composting	44%	47%	41%	44%		There has been a small decrease in the overall recycling rate in Mid Sussex. A similar trend has been observed on other local authorities across the Country, with most collecting more residual waste as a direct result of more people staying at home.
Number of subscriptions to green waste composting	Data only	21,915	22,224	Data only		
Number of missed collections per 100,000	60	45	32	60		
% of relevant land assessed as having below acceptable levels of litter	6%	N/A	6%	6%		
% of relevant land assessed as having below acceptable levels of detritus	8%	N/A	6%	8%		








## Housing and Planning Portfolio – Cllr Robert Salisbury

### Development Management

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Validation of planning applications within 7 working days	96%	99%	99%	96%	✓	
The average time taken to process planning applications (days)	65	73	72	65	⛔	Q3 ytd 21/22 – 1,963 applications processed (all categories) Q3 ytd 20/21 – 1,821 applications processed (all categories) The average processing time is above the target due to increased volumes and a small number of applications which took a significant time to determine, mainly related to enforcement issues.
Costs awarded against the Council where the decision of the Council is overturned at Planning appeal	Data only	£00	£00	Data only	📊	
Processing of planning applications: Major applications within 13 weeks (or agreed extension of time)	90%	93%	100%	90%	✓	Q3 ytd 21/22 – 46 major applications Q3 ytd 20/21 – 28 major applications
Processing of planning applications: Minor applications within 8 weeks	90%	100%	99%	90%	✓	Q3 ytd 21/22 – 209 minor applications Q3 ytd 20/21 – 223 minor applications
Processing of planning applications: Other applications within 8 weeks	95%	99%	99%	95%	✓	Q3 ytd 21/22 – 1,065 other applications Q3 ytd 20/21 – 764 other applications
Planning appeals allowed	33%	23%	24%	33%	✓	

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Planning Enforcement site visits made within 10 days of complaint	80%	87%	93%	80%		

## Housing

	2021/22	Q2 2021/22	Q3 2021/22			Latest Note
	Target	Value	Value	Target	Status	
Number of households assisted to access the private rented sector	Data only	37	17	Data only		As a result of the pandemic there has been an increase in demand for assistance. The Government directed all Councils to house all rough sleepers and to extend the provision of temporary accommodation to all homeless households. These measures have increased the number of households in temporary accommodation.
Number of households accepted as homeless	Data only	23	06	Data only		
Number of households living in temporary accommodation	Data only	117	128	Data only		
Number of households in nightly paid temporary accommodation	Data only	47	60	Data only		
The average amount of time a household has spent in temporary accommodation overall when they leave following the acceptance of a full homelessness duty (days)	Data only	194	101	Data only		
The % of policy compliant section 106's signed in the year on sites that meet the affordable housing threshold	Data only	33%	60%	Data only		6 out of the 10 s106's signed (60%) for schemes above the affordable housing threshold in the year to date were policy compliant. This has meant that there has been a loss of 65 affordable housing units on viability grounds, with 257 new affordable homes delivered between April and December.
Number of affordable homes delivered (gross)	Data only	136	257	Data only		

This page is intentionally left blank