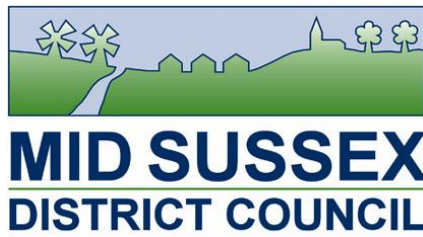


COUNCIL

27 APRIL 2022



19 April 2022

Unless a majority of the Council resolve to extend the meeting before 10.00 pm it will automatically end at 10.00 pm in accordance with Council Procedure Rule 17.2.

NOTE: In response to the continuing public health restrictions, there will be limited public access to observe the meeting. Those wishing to do so must reserve a seat by completing a [Registration Form](#) by 4pm on the working day prior to the meeting. Access is also available via a live stream through the [Mid Sussex District Council's YouTube channel](#).

To all Members of the Council,

You are hereby summoned to attend a special meeting of the **MID SUSSEX DISTRICT COUNCIL** to be held at **TRINITY METHODIST CHURCH, EAST GRINSTEAD, RH19 2HA** on **WEDNESDAY, 27TH APRIL, 2022 at 7.00 pm** to transact the following business:

Yours sincerely,

KATHRYN HALL
Chief Executive

Pages

1. Opening Prayer.
2. To receive questions from members of the public pursuant to Council Procedure Rule 9.
3. To confirm Minutes of the meeting of Council held on 30 March 2022. **5 - 14**
4. To receive declarations of Interest from Members in respect of any matter on the Agenda.
5. To consider any items that the Chairman of the Council agrees to take as urgent business.
6. Chairman's Announcements.
7. Sustainable Economy Strategy and Action Plan 2022-2025. **15 - 110**

Working together for a better Mid Sussex



To: **Members of Council:** Councillors M Belsey (Chairman), P Coote (Vice-Chair), G Allen, J Ash-Edwards, R Bates, J Belsey, A Bennett, L Bennett, A Boutrup, P Bradbury, P Brown, H Brunsdon, R Cartwright, P Chapman, R Clarke, E Coe-Gunnell White, M Cornish, R Cromie, J Dabell, R de Mierre, B Dempsey, J Edwards, S Ellis, R Eggleston, A Eves, B Forbes, L Gibbs, I Gibson, S Hatton, J Henwood, S Hicks, S Hillier, T Hussain, R Jackson, J Knight, C Laband, Andrew Lea, Anthea Lea, J Llewellyn-Burke, G Marsh, J Mockford, A Peacock, C Phillips, M Pulfer, R Salisbury, S Smith, A Sparasci, L Stockwell, D Sweatman, C Trumble, N Walker, R Webb, N Webster and R Whittaker

**Minutes of a meeting of Council
held on Wednesday, 30th March, 2022
from 7.00 pm - 8.13 pm**

Present: M Belsey (Chairman)
P Coote (Vice-Chair)

J Ash-Edwards	B Dempsey	A Peacock
R Bates	S Ellis	M Pulfer
J Belsey	R Eggleston	R Salisbury
A Bennett	A Eves	S Smith
P Bradbury	I Gibson	L Stockwell
P Brown	J Henwood	D Sweatman
H Brunsdon	S Hicks	C Trumble
R Cartwright	S Hillier	N Walker
P Chapman	R Jackson	R Webb
R Clarke	Anthea Lea	N Webster
E Coe-	G Marsh	
Gunnell White	J Mockford	
R de Mierre		

Absent: Councillors G Allen, L Bennett, A Boutrup, M Cornish, R Cromie, J Dabell, J Edwards, B Forbes, L Gibbs, S Hatton, T Hussain, J Knight, C Laband, Andrew Lea, J Llewellyn-Burke, C Phillips, A Sparasci and R Whittaker

1. OPENING PRAYER.

The opening prayer was read by the Vice-Chairman.

2. TO RECEIVE QUESTIONS FROM MEMBERS OF THE PUBLIC PURSUANT TO COUNCIL PROCEDURE RULE 9.

None.

3. TO CONFIRM MINUTES OF THE MEETING OF COUNCIL HELD ON 2 MARCH 2022.

The minutes of the meeting of Council held on 2 March 2022 were agreed as a correct record of the meeting.

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

With regards to item 8, Standards Committee Annual Report, Councillor Bradbury declared an interest as Chairman of the Standards Committee at West Sussex County Council and Councillor Gibson declared an interest as a Member of the West Sussex County Council Standards Committee. Councillor Gibson also declared a

personal interest that becomes prejudicial regarding this item and will retire both from the room for the duration of discussion and voting on it.

Councillor Hillier declared that he is a West Sussex County Councillor in relation to items covered in his Cabinet Member report.

5. TO CONSIDER ANY ITEMS THAT THE CHAIRMAN OF THE COUNCIL AGREES TO TAKE AS URGENT BUSINESS.

None.

6. CHAIRMAN'S ANNOUNCEMENTS.

The Chairman noted the attendance of the Vice Chairman at a recent tree planting as part of the Council's involvement in the Platinum Jubilee Queens Green Canopy initiative. She also noted that future Chairman's engagements are available to view on the Council's website.

7. RECOMMENDATIONS FROM CABINET HELD ON 21 MARCH 2022.

The Leader moved the item, highlighting a £1.138m increase in the Capital Programme as a result of the inclusion of four projects. This included a new Changing Places toilet at the Orchards Shopping Centre, including the addition of new male and female toilets replacing the facilities that are currently in place. He also highlighted the proposed Hickman's Lane Pavilion improvements, which were subject to attaining planning permission. The item was seconded by the Deputy Leader who noted that this would result in tangible improvements to impact a high percentage of the local community, with projects spread across the towns.

The Leader agreed to provide a written answer to Councillor Eves who asked if the Council expressed an interest in the Government funding for Changing Places Toilets Programme in July 2021, and if not, why not. He noted that the current project was Council funded, delivering a project for its towns.

In response to a question over the Hill Place SANG funding, the Leader confirmed that the Council is forward funding the project but it would be recovered from developers as the use of the SANG is required to mitigate the impact of planning permissions on the Ashdown Forest.

The Chairman took Members to a vote on the recommendations as contained in the report which was unanimously approved.

RESOLVED

That Council approved:

(i) the variations to the Capital Programme 2022/23 contained in paragraph 3 above in accordance with the Council's Financial Procedure rule B3.

Councillor Gibson left the meeting at 7.11pm

8. STANDARDS COMMITTEE ANNUAL REPORT 2021.

Councillor Clarke moved the item noting that the most significant item of work during the year was the consideration and recommendation to adopt the LGA Code of Conduct so that Town, Parish and District Council's in the area follow the same code. He thanked the Committee and Independent Members for their work throughout the year and thanked the Solicitor to the Council for his guidance. The item was seconded by Councillor Smith. The Solicitor to the Council clarified that West Sussex County Council are planning to adopt the same Code.

The Chairman took Members to the recommendation as contained in the report which was agreed.

RESOLVED

Council noted the report.

Councillor Gibson returned to the meeting at 7.15pm

9. TREASURY MANAGEMENT STRATEGY STATEMENT AND ANNUAL INVESTMENT STRATEGY 2022/23 TO 2024/25.

Councillor Pulfer moved the item noting that the recommendations had been debated at the recent Audit Committee. This was reiterated by Councillor Stockwell who seconded the item.

The Chairman took Members to the recommendations as contained in the report which were agreed unanimously.

RESOLVED

Council agreed:

- (i) The proposed Treasury Management Strategy Statement (TMSS) for 2022/23 and the following two years,
- (ii) the Annual Investment Strategy (AIS) and the Minimum Revenue Provision Statement (MRP) as contained in Sections 4 and 2.3 respectively of the report;
- (iii) the proposed amendments to the specified and non-specified investment appendices;
- (iv) the Prudential Indicators contained within this report.

10. PROGRAMME OF MEETINGS 2022/23.

Councillor Webster moved the item which reflects the current arrangements for in-person, virtual, and hybrid meetings. He noted that to safeguard Council employees (Members included) the Council carries out a regular risk assessment in relation to holding public meetings to reflect health and safety regulations, Government guidance and regulations regarding living with Covid. As the year progresses, the programme timings and locations will be considered in the same as way as it has over the past year. The item was seconded by the Leader.

The Chairman took Members to the recommendations as contained in the report which were agreed unanimously.

RESOLVED

Council agreed:

That the Programme (attached to the report as Appendix 1) be approved.

11. TO RECEIVE THE LEADER'S REPORT.

The Leader has shared with Members the letter he wrote to the Secretary of State with regards to the District Plan Review. The Leader welcomed the lobbying work undertaken by local Members of Parliament and noted that once a response has been received from the Secretary of State, the Council will be able to carefully consider the next steps of the work. In the meantime, Officers from the Planning Policy Team continue to work on the District Plan Review as they do on a routine basis for all reviews.

Regarding the war in Ukraine, he confirmed that the Government has now launched the local sponsorship scheme as a second route alongside the family sponsor scheme to assist refugees. There is a coordinated response across West Sussex in delivering this initiative to support the families who have volunteered to help. In response to a question on any obstacles preventing families taking in refugees, particularly available school places, he noted that the Government has put in place a financial support package to fund the additional needs from local services.

12. REPORT OF CABINET MEMBERS, INCLUDING QUESTIONS PURSUANT TO COUNCIL PROCEDURE RULE 10.1.

Deputy Leader

The Deputy Leader noted recent Cabinet consideration of a feasibility study on the Centre for Outdoor Sports, and the next steps involved. He has contacted a number of Burgess Hill sports clubs, ten of which have so far shown an interest and as an action plan for community engagement is developed, he looks forward to getting back to them to consider their needs. He also noted that the Centre will not be appropriate for all sport and therefore more work is taking place as part of the Playing Pitch Strategy to understand clubs' needs over the next 10 years. Members expressed a wish for a variety of sports to be considered, including a hard surface running track, an artificial pitch in Crawley Down, improvements to pitches in Hurstpierpoint and athletics provision. The Deputy Leader noted that consultation will include a wide variety of groups and the Council will work to assist wherever possible.

The Deputy Leader also noted that submissions had been made to maintain the Green Flags in three parks in the District, with East Court being 'mystery shopped' this year.

He also provided an update on the food waste pilot which is on track with the actions and comms plan being finalised. The trial will commence late summer and communications will be issued to those residents involved 6-8 weeks before the trial begins. He confirmed that West Sussex County Council (WSCC) is the disposing authority and it is anticipated that the waste will go to Basingstoke whilst WSCC develop their own facility in West Sussex.

Cabinet Member for Economic Growth and Net Zero

The Cabinet Member noted that the installation of Electric Vehicle Charging points has begun in some car parks and first connections should go live during May this year, details of which will be shared in the Member Information Bulletin. He noted that by partnering with WSCC the Council is part of one of the largest local Government roll-outs in the UK and senior officers involved are involved with advisory work at a national level. It is also hopeful that schemes may be well-placed to attract support from the £500m fund that the Secretary of State wrote to all councils about on the 25th March. The Cabinet Member noted that WSCC are leading on work to support SMEs with guidance around the carbon agenda and in particular with how to measure their carbon footprint baselines. A local company, Adelphi, are a leader in manufacturing in the most environmentally friendly way and are supporting this work. This activity will be of great help in beginning to achieve some of the targets in the Sustainable Economic Strategy.

In relation to the Council's work on Local Cycling & Walking Infrastructure Plans (LCWIPs) the Cabinet Member attended the first meeting of the Haywards Heath LCWIP and a forthcoming consultants' report will establish a list of projects that will be prioritised in terms of impact to offer the most potential and benefit to residents. A workshop will be arranged shortly with stakeholders in Burgess Hill and the planning of this is being done in conjunction with the Town Council.

He noted that the Council has been successful in winning a bid for £75k to develop a full business case for Community Low Carbon Energy Hubs which are hoped will offer a way for rural campuses (schools, hospitals), neighbourhoods or villages to generate and share their own renewable energy while lowering their carbon emissions.

The Cabinet Member noted that the recovery of parking transactions continues but is still 26% down on pre-covid levels. However, Lindfield, Hassocks, Cuckfield and Crawley Down are all continuing to exhibit higher footfall figures than pre-pandemic. In response to a question from Councillor Alison Bennett he agreed to provide a written response on the footfall for Hurstpierpoint and the next steps to support the high street. He also agreed to provide a written response to Councillor Eggleston who asked for a comparison of the three towns to see how carpark usage has changed pre-pandemic, through the pandemic and to the current position.

In conclusion he noted that the 2022 Micro Business Grant Scheme will be launched at the end of April. The Council is supporting the ShopAppy initiative and the "Pop to the Shops" campaign to support local highstreets.

Cabinet Member for Leisure and Customer Services

The Cabinet Member noted that Energy Payments are beginning to be issued to the 41.5k households within the District, with discretionary funding also available to those who are eligible. Payments will be made next month to those who pay by Direct Debit and Officers are making direct contact with other residents to highlight the application process and ensure the payments reach those who need them. She also confirmed that £150 hardship grants are given to every taxpayer who received Council Tax support, and the Covid Additional Relief Fund is still open for businesses to apply.

The Cabinet Member confirmed that the latest edition of 'Mid Sussex Matters' has been distributed, and the Full Fibre website is due to go live shortly for local

businesses to register their interest. Briefings on the Council's digital work externally and internally are being provided to Members, who are encouraged to attend.

With regards to the threat of cyber-attacks, the Council is taking part in the LGA 360 programme, a sponsored security review. A project team is also driving forward a change to the document management system that supports the Planning department and the Planning Portal.

With reference to safeguarding, the Cabinet Member recently attended an interactive training session which is hoped to be shared with all Members in due course. She also acknowledged that the recent Scrutiny Committee agreed the Council's Modern Slavery Statement.

The Cabinet Member provided an update on the increased membership and visits to leisure centres and confirmed that a 1 year agreement is in place from 1 April with Places Leisure to revert the financial risk for the contract back to them. The Council is working with Places Leisure on a longer position in this regard.

Cabinet Member for Community

The Cabinet Member noted that thanks to the support of WSCC and Public Health England the Council can continue to offer 9 well balanced programmes to support older and vulnerable residents whose muscle fitness and balanced has been reduced during the confines of the pandemic. He also noted that the Council's Equality and Diversity progress report has recently been reviewed by the Scrutiny Committee and the Council has moved forward in many areas in the cross-council work despite the impact of the pandemic.

The Cabinet Member recently attended the Police and Crime Panel where the second priority of the Police and Crime Plan was considered which is the relentless disruption of serious and organised crime. The Panel also reviewed a report provided by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service regarding the police response to violence to women and girls on a national basis. He noted that the Police and Crime Commissioner was on the expert panel as part of this work.

Cabinet Member for Housing and Planning

The Cabinet Member focussed on the work of the Development Management Team, thanking all those involved in continuing to provide services whilst adapting to working from home during the pandemic. He noted that keeping development processes effective is essential in maintaining the 5 year housing land supply and noted that 98% major applications were met within target, as well as 98% minor and 99% of all other applications. Planning permissions have been granted on only 23% of appeals brought forward, against the national average of 33%. The performance puts Mid Sussex in the top tier of national authorities.

The Cabinet Member confirmed that 315 affordable housing units have been delivered up to the end of February and over the past financial year £2.7m of Section 106 funds have been delivered, with £2.64m spent on the communities related to the sites.

With regards to the Planning Enforcement team he noted that 450 alleged breaches of planning control investigated were investigated this year along with a number of notices being issued.

With regards to training, he noted that training sessions are coming up for Planning Committee Members which will be a mixture of in-person sessions in the Council Chamber and a hybrid/live meeting on enforcement for all Members on 21 June.

He concluded by highlighting new regulations on telecom masts for 5G.

A Member requested that the Cabinet Member publish the statistics for enforcement and thanked the Cabinet Member for a recent meeting held at East Grinstead Town Council with regards to housing and the impact of development on roads around the area. In response to a question around the vulnerability of school place provision and the potential to travel a distance to school, the Cabinet Member had made enquiries with WSCC and confirmed that there are no issues with Primary School places in East Grinstead, but Secondary places were an issue. He noted the concern and agreed to continue to work on those aspects.

13. QUESTIONS FROM MEMBERS PURSUANT TO COUNCIL PROCEDURE RULE 10.2.

1) Question from Councillor Samantha Smith:

There has been much speculation in Burgess Hill as to New River's intentions for the town centre and concern that only the residential aspects of the planning permission would be built, which would be unacceptable to me and the residents of Burgess Hill. Could the Leader of the Council please explain whether it would be the case that New River could build a residential-only development and outline any safeguards the council has in place.

Response from Councillor Jonathan Ash-Edwards

Thank you for the question.

I can reassure you and Burgess Hill residents that the Council has safeguards in place to protect the delivery of the commercial aspects of the scheme therefore eliminating any opportunity for the developer to build only the residential elements.

The Planning Permission includes a condition which requires an implementation programme for the whole development to be submitted and agreed in writing by the Local Planning Authority prior to any work commencing on the site. The condition then requires that the development must be carried out in accordance with this approved programme.

In addition the Council has safeguards in place in its position as the Freeholder as the current lease would not allow a residential only scheme to be built.

The Council continues to encourage New River to explore all opportunities to deliver on their planning permission and deliver on the promises they have made to the people of Burgess Hill.

Councillor Smith asked a supplementary question noting that the town centre has been a mass of decaying concrete, unsightly fencing, and hoarding. She asked if the area could be improved even just temporarily with an urban pocket park noting that this would not only bring in colour with grass instead of concrete, planting and also

benches. It would improve this part of the town centre and inject a feeling of social improvement and wellbeing

The Leader noted that whilst everyone wants to see New River deliver the redevelopment of the area, there is a need to improve the appeal and usability of the old library area in the short term. He noted that pocket parks are small urban parks providing access to green space and improved public realm in the heart of towns and are a sensible way forward and provided an undertaking that the Council will explore that further.

2) Question from Councillor Paul Brown:

Given that Scrutiny Committee for Housing Planning & Economic Growth meeting on 19th January 2022, agreed to set up a working group to examine the Draft District Plan 2021-2038 and the plan has been paused, would the Chairman of the Scrutiny Committee agree that Terms of Reference should be prepared and that this working group should be formed without further delay with the express objective of firstly scrutinizing the amended policy sections of the Draft District Plan?

Would not progressing the scrutiny of policy amendments in the Draft District Plan be a sensible approach, avoiding further delay, whilst this Council wait for housing numbers to be confirmed by the Secretary of State?

Noting that this Scrutiny Committee did not meet on the scheduled date this month of 16th March 2022 and has not had any opportunity to debate or set a work programme and has not met to scrutinize any substantive matter since meeting on 20th January 2021, (when the Haywards Heath Town Centre Masterplan SPD was considered), would the committee chairman advise why this scrutiny committee has been effectively closed down?

Response from Councillor Neville Walker:

As you know at the meeting of the Scrutiny Committee for Housing, Planning and Economic Growth on 19th January 2022, the Committee resolved to defer discussion of the District Plan Review so that further work and consideration can take place and the outcome of change to any Government policy is known.

It also agreed that the Committee established a working party to review: the evidence for the proposed housing allocation in the Draft District Plan 2021-2038, the fundamental alterations to 10 major policies in the current District Plan and the addition of 6 new policies, and the appropriateness or otherwise of including the sites identified for development in the Plan, in whole or part and report its findings to the next appropriate meeting of the Committee with recommendations for adoption by the Committee and Council.

This work is ongoing and we have not yet received a response from the Secretary of State.

Officers are reviewing the timetable for the District Plan Review. A revised Local Development Scheme setting out a revised timetable will be prepared and discussed by Cabinet in the coming months.

As you know Scrutiny Committees only meet when there is business to consider. There has been no business for this Committee therefore has not met, it has certainly not been 'closed down'. It will meet when there is business to consider.

The meeting finished at 8.13 pm

Chairman

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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 and
emma.sherdian@midsussex.gov.uk
Wards Affected: All
Key Decision: Yes
Report to: Council
27 April 2022

Purpose of Report

1. At its meeting on 22 March 2022, the Scrutiny Committee for Leader, Finance and Performance considered the draft Mid Sussex Sustainable Economy Strategy 2022-2025 (the draft SES) and the draft District Profile. Scrutiny Committee recommended, subject to amendments to the documents, that the draft SES and District Profile be approved by Council.
2. The purpose of this report is to ask Council to consider and approve the draft SES (attached as Appendix 1) and the District Profile (attached as Appendix 2) and to note the next steps regarding delivery of the Action Plan.

Summary

3. This Report:
 - Summarises the purposes of preparing the Sustainable Economy Strategy 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;
 - Sets out the changes proposed and agreed by Scrutiny Committee; and
 - Sets out the next steps in terms of delivery of the Action Plan.

Recommendations

4. That the Council:
 - (i) Approves the draft Sustainable Economy Strategy and Action Plan 2022-2025 and the District Profile;
 - (ii) Notes the next steps regarding delivery of the Sustainable Economy Strategy Action Plan and
 - (iii) Delegates approval for any minor updates (including updates to evidence base datapoints or third-party strategy names) to officers in consultation with the Cabinet Member for Economic Growth and Net Zero.
-

Background

5. 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.
6. 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.
7. 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. In line with the recommendations of Scrutiny Committee a member working group was established and a total of 8 member working group meetings were held to advise on the development of the Sustainable Economy Strategy and Action Plan 2022-2025 (the draft SES) (attached as Appendix 1) and the District Profile (attached as Appendix 2).
8. On 22 March 2022 the Scrutiny Committee for Leader, Finance & Performance considered the draft SES and Action Plan 2022-2025 and Profile and agreed to recommend the Strategy to Council for its approval subject to the following amendments:
 - Changes to the Measure of Success of Objective 3 to increase hourly female earnings from 95% to 100% of male hourly pay amongst workers of Mid Sussex by the end of the Strategy period;
 - Changes to Objective 8 to add text and actions regarding Nature Recovery and Biodiversity Net Gain including the need for the Council to allocate resources and the appointment of a consultant to undertake natural capital mapping;
 - Changes to Objective 10 to add text to make clear the Council will monitor and where appropriate support other sustainable low carbon dioxide vehicle technologies;
 - Some minor changes to include additional info graphics and a range of factual and typographical amendments, including the need to reflect the change in name by WSCC of the West Sussex Economic Reset Plan to the West Sussex Economic Plan and updating references to the closure of Central Sussex College.
9. These changes have been made.

Development of the Strategy

10. 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.
11. In preparing the draft SES 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. 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
12. The background evidence is summarised in the Mid Sussex District Profile which is attached as Appendix 2.
13. 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 Mid Sussex Voluntary Action 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

14. The draft SES provides a framework within which to identify and prioritise areas for intervention and investment, and to assist in securing external funding. .
15. The overarching Vision of the draft SES is:
- “A vibrant District that is attractive, resilient and innovative that balances social well-being, environmental protection and sustainable economic growth.”
16. 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.
17. Each Theme is underpinned by strategic objectives and performance measures, linked to the most relevant United Nations¹⁷ Sustainable Development Goals¹

¹ <https://sdgs.un.org/goals>

18. 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.
19. The draft SES and Action Plan is attached as Appendix 1 to this Report.

Next Steps

20. The Council has established a cross departmental SES Programme Delivery Team which will oversee the delivery of the draft SES and Action Plan following a positive resolution of the Council.
21. Scrutiny Committee considered the need for the draft SES to be agile given the fast-moving nature of the workstream and acknowledged that it would be very likely that the draft SES, Action Plan and Evidence Base would need to be periodically updated. Significant changes to Actions or Measures of Success will be presented to the Scrutiny Committee for Leader, Finance & Performance for consideration and comment prior to approval by the Cabinet Member for Economic Growth and Net Zero. Approval for any minor updates (including updates to evidence base datapoints or third-party strategy names) will be delegated to officers in consultation with the Cabinet Member for Economic Growth and Net Zero.

Risk Management Implications

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

Equalities Implications

23. 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

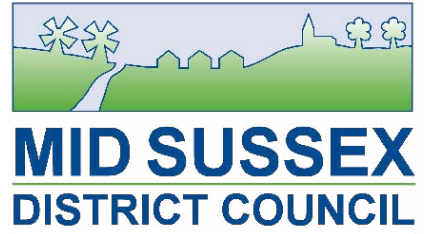
24. The Sustainable Economy Strategy has been informed by the United Nation's 17 Sustainable Development Goals. These aim to mitigate climate change, eradicate poverty, reduce gender and social inequality and improve economic and health conditions. They are a "blueprint to achieve a better and more sustainable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

Financial Implications

25. 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. [SES and Action Plan Report](#) to Scrutiny Committee of Leader, Finance and Performance: 22 March 2022
2. [Minutes](#) of Scrutiny Committee of Leader, Finance and Performance: 22 March 2022



Sustainable Economy Strategy

2022 – 2025



Foreword by Leader of the Council

When I became Leader, I outlined the Council's priorities for the future. These included protecting and enhancing our precious environment, supporting the strength of our local economy and focusing on attracting more of the right investment into our infrastructure as Mid Sussex continues to grow.

The Sustainable Economy Strategy will bring these priorities together. This Strategy sets out our vision for a vibrant Mid Sussex that is attractive, resilient and supports innovation, to strike the right balance between social well-being, environmental protection and sustainable economic growth.

The Sustainable Economy Strategy builds on the successful interventions we have already delivered through our sustainability and economic development work and in particular, through our COVID-19 economic recovery plans.

In 2021 the UK Government committed to becoming carbon net-zero by 2050. Climate change is a big challenge for all of us and every Council around the country has an important role to play. To tackle this challenge, we needed a new approach that drives economic growth, attracts investment that recognises the uniqueness of our environment whilst improving the prospects of our residents.

The Sustainable Economy Strategy seeks to strike this balance by building on the UN Sustainable Development Goals. The strategy has been developed around three key themes of People, Place and Partnerships. It recognises the relationship between these themes and bringing them together under one cohesive strategy is the best way to deliver effective change.

People: The strategy will support the creation and protection of improved employment opportunities. It will further develop an environment that enhances and develops skills, offers improved pathways to work and facilitates a reduction in pay inequality.

Place: The strategy will support businesses to reduce their carbon emissions, encourage business start-ups, promote sustainable business practices, develop digital infrastructure, enhance biodiversity, facilitate new and better homes,

support the creation of quality town and village centres and support the improvement of active travel connectivity.

Partnerships: Many of the objectives in the strategy cannot be directly delivered by the Council alone. The strategy recognises that effective change can only be delivered by working in partnership with residents, stakeholders and businesses. We have a central role to play in supporting and influencing our partners to deliver this important strategy.

This Sustainable Economy Strategy will deliver sustainable economic growth for the benefit of all those who live and work in Mid Sussex.



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

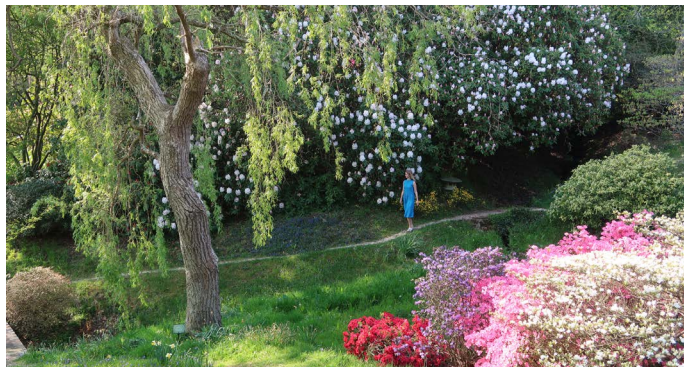
This Sustainable Economy Strategy focuses on three themes:

- **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 employer and landowner, including making best use of its land and assets

A provider and procurer of services

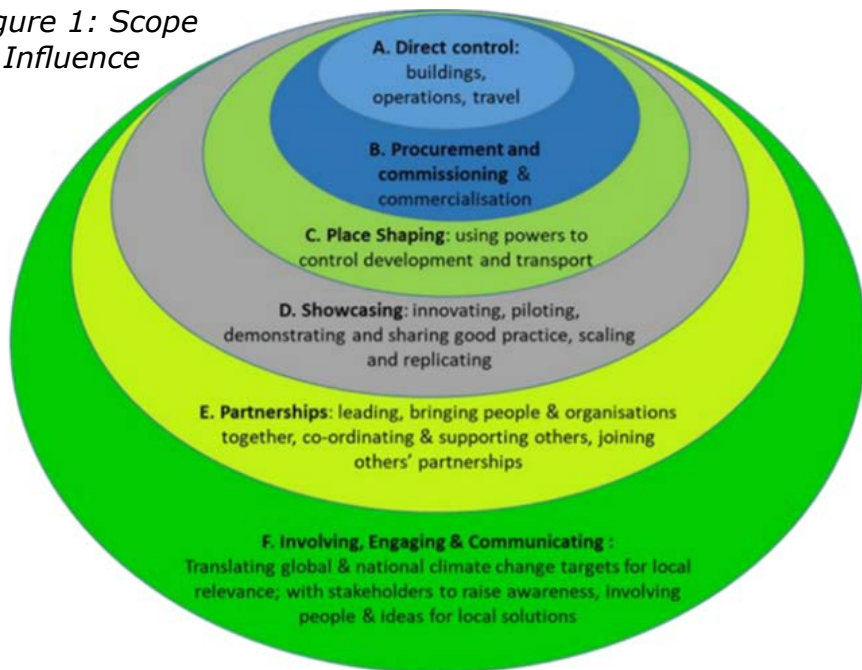
A strategic leader, which can influence, lobby, showcase and advocate where appropriate

A place shaper to promote a positive planning approach

A key partner that enables others to deliver where they are best placed to do so

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



Source: Councillor workbook: The local pathway to net zero, Local Government Association, April 2021

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 Nation's Sustainable Development Goals

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.

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.

• **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;



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.

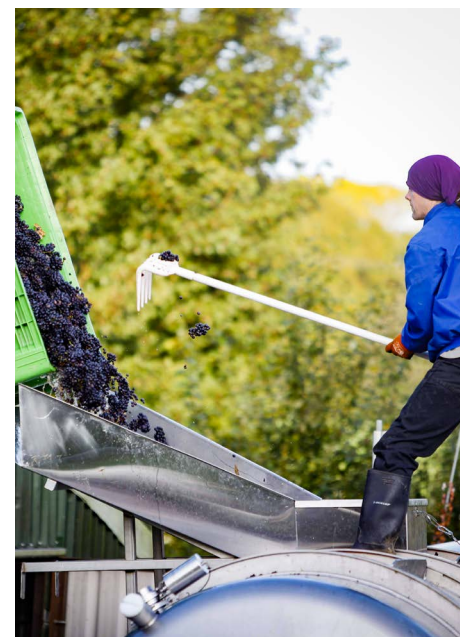
There are plans to establish a Natural Capital Investment Company to create an investment vehicle to develop a long-term pipeline of biodiversity and carbon offsetting investment opportunities.

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 STEM¹ 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 on 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 change². 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, reducing energy consumption in homes and public buildings, investing in green innovation and acting as a powerful lobby to Government.



1 Science, Technology, Engineering and Mathematics

2 Greater Brighton makes 10 Pledges on tackling climate change

Local Policy

[West Sussex County Council's \(WSCC\) Economy 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 an explicitly defined 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



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

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.

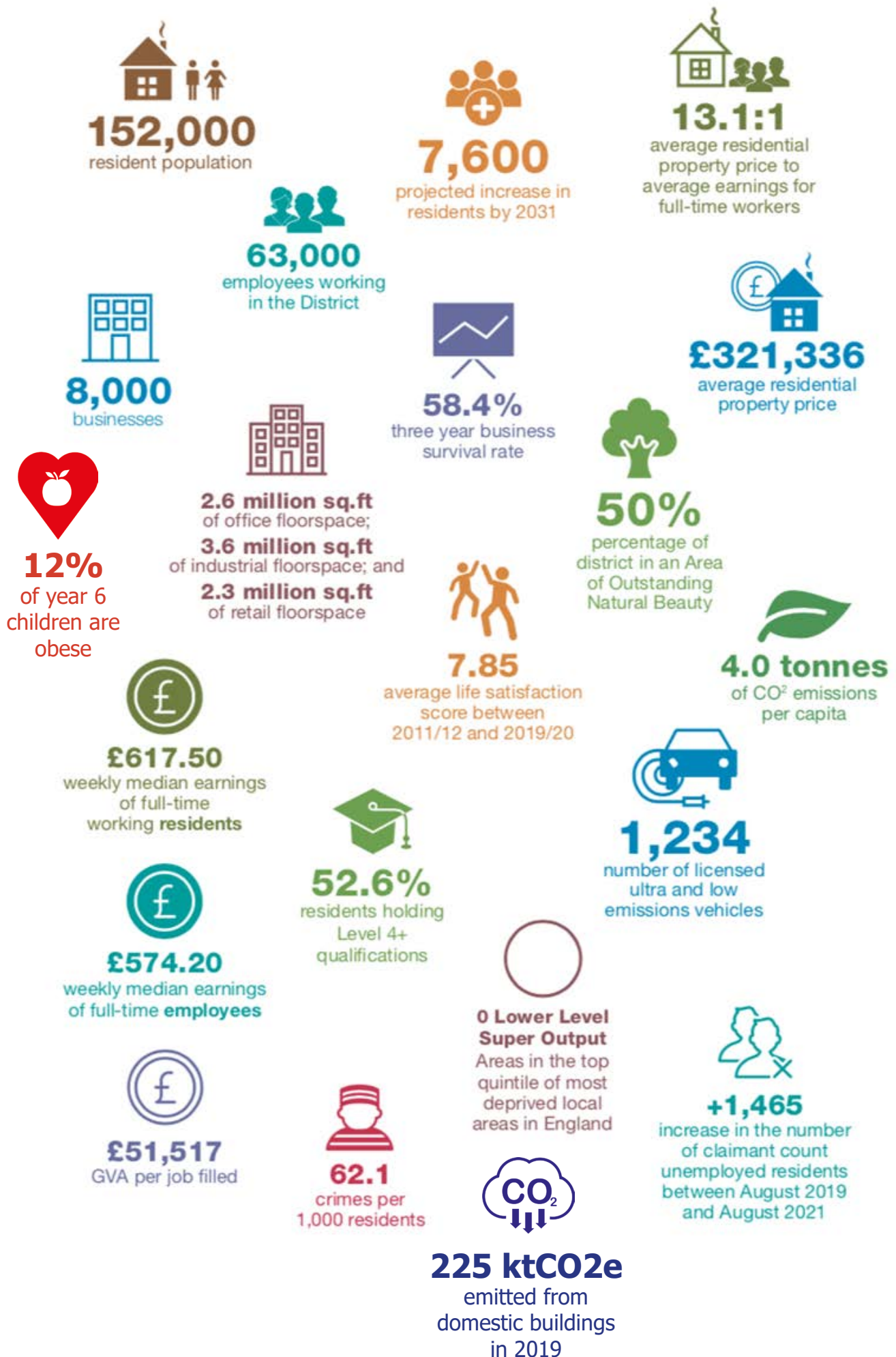
One of the District's key assets is its natural environment. It is one of the most wooded districts in England and nearly half of its area is designated as an Area of Outstanding Natural Beauty (AONB) and an additional 10% lies in the South Downs National Park. It is attractive to visitors, supports 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



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

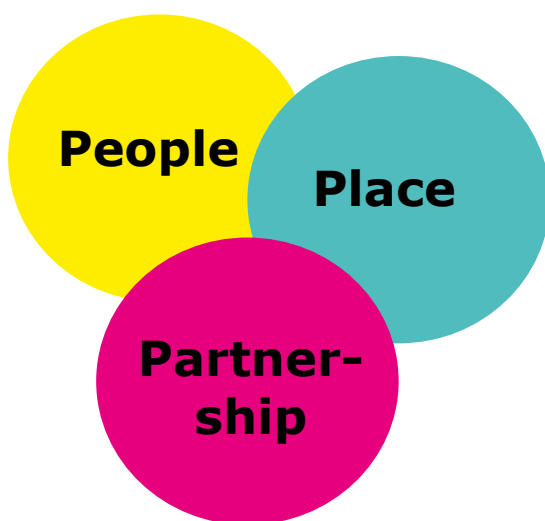
The strategy is guided by an overarching vision, framed by the 17 United Nations Sustainable Development Goals. The vision is aimed at securing sustainable economic growth whilst recognising the shift in business models and embracing digital and climate change opportunities to transform our economy.

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.

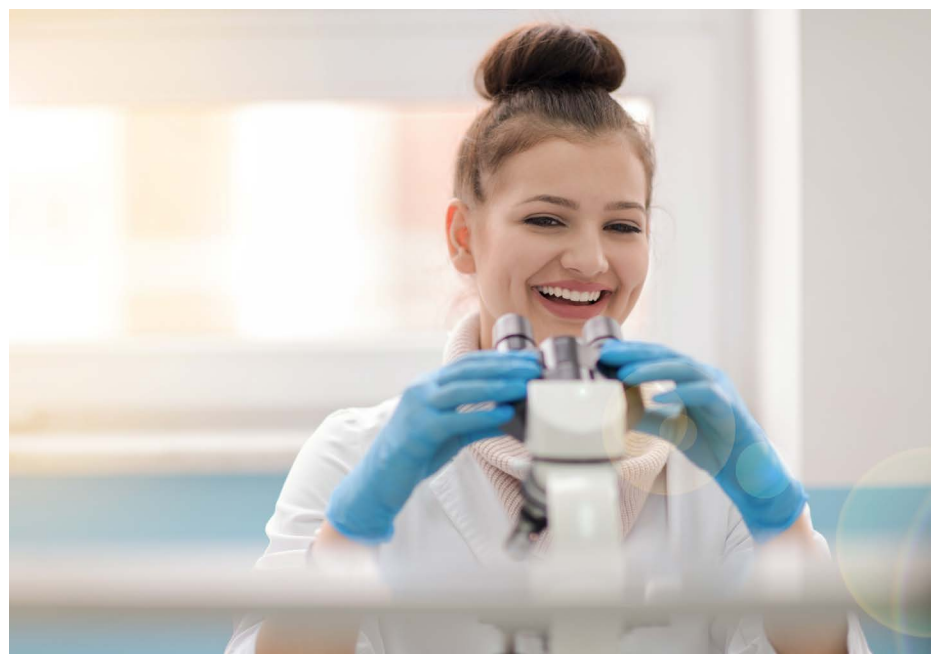
Objective 6: Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero.

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.
- Set out how MSDC will allocate resources to meet the strengthened biodiversity duty contained in the Environment Act 2021. Begin by contracting a consultant to deliver a short-term, desk-based natural capital

mapping of Mid Sussex, that will form the basis for a Mid Sussex nature recovery network (to be budgeted from the Sustainability and Climate Change Special Reserve) and conducted with use of WSCC's project mapping tool to ensure coherence.

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).
- Monitor and where appropriate support other sustainable low carbon dioxide vehicle technologies.
- 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 to, either directly or in support of, other organisations that are better placed to make an impact.

Delivery Principles

Realistic

- Actions will be ambitious, but deliverable.
- 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 impact 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 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*

Adelphi

"The Adelphi Group of Companies is an ISO 9001:2015 certified, award-winning West Sussex-based manufacturer of packing machinery and equipment, delivering a comprehensive portfolio of innovative solutions to our global customer base. In 2018 we launched our eco-friendly production facility – The Friary – which incorporates sustainable elements including Solar Panels, Evaporative Cooling, Rainwater Harvesting, a recommissioned Artesian Well and an Air Source Heat Pump system, to name just a few.

Our planet and society are facing new challenges every day, and we must all play our part in driving positive social and environmental change. Sustainability is therefore very much at the forefront of our ethos, and we are committed to making continuous improvements in the management of our environmental impact. In 2022, the Adelphi Group of Companies proudly started working towards B-Corp certification."

Emily Salmon

*Marketing Executive
Adelphi*



Annex 1

People					
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
Objective 1: Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults UN Sustainable Goal 8 – Decent Work and Economic Growth	<ul style="list-style-type: none"> • Maintain employment rate above 78% in all quarters¹ • Increase employment rate from 78% to 83%² • Increase job density from 0.80 to 0.85 per working age resident³ • Increase Mid Sussex hourly workplace earnings from 87% to 93%⁴ 	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
Objective 2: Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs UN Sustainable Goal 4 – Quality Education	<ul style="list-style-type: none"> • 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 period⁵ 	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 people through Planning Legal Agreements.	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

UN Sustainable Goal 8 - Decent Work and Economic Growth		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
Objective 3: Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex	<ul style="list-style-type: none"> 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 occupations⁶ Increase hourly female earnings from 95% to 100% of male hourly pay amongst workers in Mid Sussex by the end of the Strategy period⁷ 	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
UN Sustainable Goal 5 – Gender Equality					
UN Sustainable Goal 10 – Reduced Inequalities					
Objective 4: Improve the economic and social wellbeing of our residents.	<ul style="list-style-type: none"> 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 zero⁸ 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 two to zero⁹ Maintain the Mid Sussex Life Satisfaction Score 	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 voluntary sector organisations
		Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.	2022/23 – 24/25	Mid Sussex District Council	Community and voluntary sector organisations
UN Sustainable Goal 1 – No Poverty					
UN Sustainable Goal 2 – Zero Hunger					
UN Sustainable Goal 3 – Good Health and Well-Being					

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

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 Caves Output Areas

UN Sustainable Goal 8 - Decent Work and Economic Growth	within the top two Districts/ Boroughs in West Sussex ¹⁰				
Objective 5: Encourage business start-ups, improve business survival rates and growth	<ul style="list-style-type: none"> • Maintain the business formation rate above 65 per 10,000 16+ residents¹¹ • Increase the number of high growth enterprises from 25 to 30¹² • Increase 3 year business survival rate from 58.4% to 60.3% or above the West Sussex average by the end of the strategy period¹³ 	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.
UN Sustainable Goal 8 - Decent Work and Economic Growth		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
UN Sustainable Goal 9 – Industry, Innovation and Infrastructure		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
UN Sustainable Goal 12 – Responsible Consumption and Production		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
UN Sustainable Goal 13 – Climate Action					

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

<p>Objective 6: Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Reduce CO₂ emissions in-line with the council-only annual net-zero pathway target¹⁴ 	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.	2022/23 – 24/25	Mid Sussex District Council	Council contractors and suppliers
		Promote sustainable travel options and initiatives, including green travel plans, to businesses, schools and residents.	2022/23 – 24/25	Mid Sussex District Council	Business networks, Chamber of Commerce, Schools, Resident Associations
		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.	2022/23 –	WSSC	Business Networks, Community and Voluntary Sector, specialist sustainability training providers

14 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

Place					
STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
Objective 7: Position and promote our town and village centres as healthier, greener and more sustainable places generating footfall, social interaction and economic activity UN Sustainable Goal 7 – Affordable and Clean Energy UN Sustainable Goal 8 - Decent Work and Economic Growth UN Sustainable Goal 11 – Sustainable Cities and Communities	<ul style="list-style-type: none"> • Increase the dwell time in the towns by 2% and maintain the average dwell time in the villages¹⁶. • Increase the proportion of adults who cycle or walk at least five times per week from 36.8% to 38% or above the West Sussex average by the end of the strategy period¹⁷ 	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
		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
Objective 8: Improve, manage and promote biodiversity and nature recovery	<ul style="list-style-type: none"> • Biodiversity net gain secured through the planning system (% to be agreed through the District Plan Review)¹⁸ 	Ensure that new development and land management demonstrates significant improvements to biodiversity and nature recovery by developing and implementing policies	2022/23 – 24/25	Mid Sussex District Council	Site Promoters and developers

¹⁶ 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).

¹⁷ 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

¹⁸ 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.

<p>UN Sustainable Goal 11 – Sustainable Cities and Communities</p> <p>UN Sustainable Goal 13 – Climate Action</p> <p>UN Sustainable Goal 15 – Life on land</p>	<p>in the District Plan Review (including Biodiversity Net Gain) and working with stakeholders to implement the Local Nature Recovery Strategy (subject to secondary legislation).</p>			
	<p>Refresh the management plans for the Council’s countryside sites to ensure they deliver maximum benefit in terms of biodiversity and environmental impact.</p>	<p>2022/23 – 24/25</p>	<p>Mid Sussex District Council</p>	<p>Rural West Sussex Partnership and other rural partners and organisations</p>
	<p>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.</p>	<p>2022/23 – 24/25</p>	<p>Mid Sussex District Council</p>	<p>Town Councils</p>
	<p>Set out how MSDC will allocate resources to meet the strengthened biodiversity duty contained in the Environment Act 2021. Begin by contracting a consultant to deliver a short-term, desk-based natural capital mapping of Mid Sussex, that will form the basis for a Mid Sussex nature recovery network (to be budgeted from the Sustainability and Climate Change Special Reserve and conducted with use of WSCC’s project mapping tool to ensure coherence.</p>	<p>2022/23 – 24/25</p>	<p>Mid Sussex District Council</p>	<p>Town Councils</p>

<p>Objective 9: Provide commercial and employment space to support new and growing businesses and to attract businesses to the district</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 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> • Deliver 10ha of additional employment land over the Strategy period • Commence delivery of 25,000sqm of specialist S&T floorspace by 2025 • 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 • Increase the proportion of knowledge-based economy businesses from 11.1% to 12.5% of the District's business stock²¹ • Increase the number of high growth businesses in the District from 20 to 30²² 	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.	2022/23 – 24/25	Mid Sussex District Council	Site Promoters and developers
		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

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

22 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

<p>Objective 10:</p> <p>Facilitate the design, delivery and use of sustainable infrastructure and services</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Increase in EV charging points from 23.7 per 100,000 population to 38.8 per 100,000 population or above the England rate • Increase the number of LULEV registered vehicles from 1,234 (23.2% of the West Sussex total) to 25% of the West Sussex total²³ 	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 speculative planning applications and forthcoming allocations within the District Plan).	2022/23 – 24/25	Mid Sussex District Council	Town Councils
		Monitor and where appropriate support other sustainable low carbon dioxide vehicle technologies.	2022/23 – 24/25	Mid Sussex District Council	Tier 2 and 3 West Sussex Councils including MSDC
		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
<p>Objective 11:</p> <p>Deliver enhanced digital infrastructure and promote its use as a catalyst for growth and innovation across all sectors in the district</p>	<ul style="list-style-type: none"> • Increase super and ultra-fast coverage from 37.5% of households to 60% • Increase maximum mean download speed from 400 Mbps to 475 Mbps or above the South East regional average 	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.

UN Sustainable Goal 8 - Decent Work and Economic Growth UN Sustainable Goal 9 – Industry, Innovation and infrastructure UN Sustainable Goal 11 – Sustainable Cities and Communities	<ul style="list-style-type: none"> Increase availability of dark fibre network connections and advanced digital infrastructure from existing zero base 	<p>Maximise local business impacts of the digital transformation, by providing support and signposting to relevant projects and funding.</p>			
		<p>Promote the benefits of digital connectivity availability to businesses 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>	2022/23 – 24/25	Mid Sussex District Council	Experience West Sussex West Sussex County Council, Tourism businesses,
		<p>Participate in the Government’s Digital Connectivity Infrastructure Accelerator (DIA) in order to extend the digital infrastructure across Mid Sussex.</p>	2022/23 – 24/25	Mid Sussex District Council	Building Digital UK (BDUK), WSCC.
		<p>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.</p>	2022/23 – 24/25	Mid Sussex District Council	CNI, Digital Catapult, NHSX, WSCC.

<p>Objective 12:</p> <p>Promote Mid Sussex’s assets, ambitions and potential</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 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> • 50% increase in number of 2021/2022 direct Inward Investment enquiries to MSDC per year • 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 	<p>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.</p>	2022/23 - 24/25	Mid Sussex District Council	WSSCC, Coast to Capital LEP, Business Networks
		<p>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.</p>	2022/23 - 24/25	Mid Sussex District Council	Experience West Sussex, West Sussex County Council, Tourism businesses,

<p>Objective 13</p> <p>Reduction in Carbon Emissions</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Reduce the carbon emissions of 20% of the districts most inefficient homes. 	<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>2022/23 – 2023/24</p>	<p>Mid Sussex District Council</p>	<p>Mid Sussex District Council Clarion Local Authority Delivery Main Contractors</p>
	<ul style="list-style-type: none"> • 100% participation in applicable and available Green Home Grant schemes throughout the Strategy period 	<p>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.</p>	<p>2022/23 – 2023/24</p>	<p>Mid Sussex District Council</p>	<p>Mid Sussex District Council</p>
	<ul style="list-style-type: none"> • 100% of proposals for new build residential development to meet the sustainability rating policy requirement set out in the District Plan • 100% of proposals for major residential refurbishment and conversion to meet the sustainability rating policy requirement set out in the District Plan 	<p>Identify a residential construction and refurbishment sustainability rating standard and provide a policy framework in the updated District Plan to meet this need.</p>	<p>2022/23 – 2023/24</p>	<p>Mid Sussex District Council</p>	<p>Mid Sussex District Council Developers</p>

	<ul style="list-style-type: none"> • 100% of proposals for new build non-residential development to meet the sustainability rating policy requirement set out in the District Plan • 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 	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"> • Key business and 3rd Sector stakeholders in the District to have a net-zero carbon programme 	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 3rd Sector Partners
	<ul style="list-style-type: none"> • The successful creation and implementation of a Mid Sussex Net-Zero Carbon Programme throughout the 	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

Partnership

STRATEGIC OBJECTIVE	MEASURE OF SUCCESS	WHAT WE WILL DO	TIMESCALE	LEAD DELIVERY ORGANISATION	DELIVERY PARTNERS
Objective 14: 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	<ul style="list-style-type: none"> 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 	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 broadband connection that provides improved bandwidth, scalability, control and encryption 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.

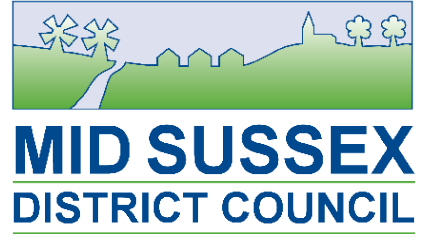
Sustainability: The creation or maintenance of conditions that fulfil current and future economic, environmental and social requirements.

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.



Sustainable Economic Strategy District Profile

2021 – 2022



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.

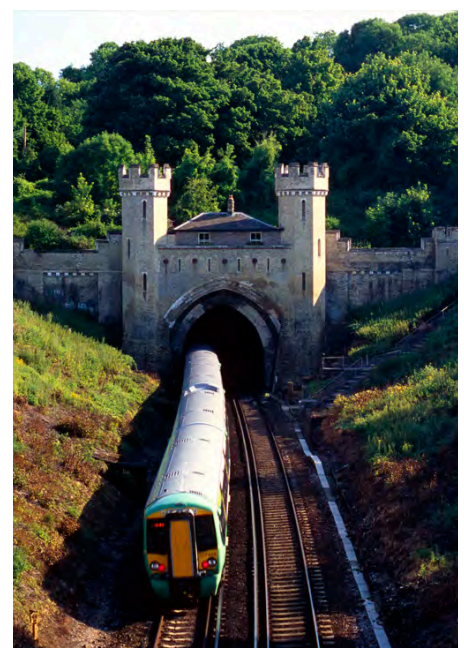
It covers an area of 33,400 Ha (129 square miles) and it has borders with Tandridge, Wealden, Lewes, Brighton & Hove, Horsham and Crawley. The majority of the District is well connected to the highway network and benefits from good railway linkages between London, Gatwick and the South Coast.

It has three main towns, Burgess Hill; East Grinstead; and Haywards Heath, 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>Objective 1: Maintain the high employment rate in Mid Sussex and reduce out-commuting amongst working age adults</p> <p>UN Sustainable Goal 8 – Decent Work and Economic Growth</p>	<ul style="list-style-type: none"> • Maintain employment rate above 78% in all quarters • Increase employment rate from 78% to 83% • Increase job density from 0.80 to 0.85 per working age resident • Increase Mid Sussex hourly workplace earnings from 87% to 93%
<p>Objective 2: Ensure local residents have the opportunity to acquire the necessary skills to secure good quality jobs</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"> • 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>Objective 3: Strive to reduce pay inequality and improve access to senior roles for under- represented groups in Mid Sussex</p> <p>UN Sustainable Goal 10 – Reduced Inequalities</p> <p>UN Sustainable Goal 5 – Gender Equality</p>	<ul style="list-style-type: none"> • 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 100% of male hourly pay amongst workers in Mid Sussex by the end of the strategy period
<p>Objective 4: Improve the economic and social wellbeing of our residents.</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"> • 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 two to zero • 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 • Maintain the Mid Sussex Life Satisfaction Score within the top two districts/ boroughs in West Sussex

<p>Objective 5: Encourage business start-ups, improve business survival rates and growth</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"> • Maintain the business formation rate above 65 per 10,000 16+ residents • Increase the number of high growth enterprises from 25 to 30 • 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
<p>Objective 6: Promote the benefits of sustainability practices and encourage action to support achievement of Carbon Net Zero</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Reduce CO2 emissions in-line with the council-only annual net-zero pathway target

Place Theme

Strategic Objective	Measure of Success
<p>Objective 7: Position and promote our town and village centres as healthier, greener and more sustainable places generating footfall, social interaction and economic activity</p> <p>UN Sustainable Goal 7 – Affordable and Clean Energy</p> <p>UN Sustainable Goal 8 - Decent Work and Economic Growth</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> Increase the dwell time in the towns by 2% and maintain the average dwell time in the villages Increase the proportion of adults who cycle or walk at least five times per week from 36.8% to 38.0% or above the West Sussex average by the end of the strategy period
<p>Objective 8: Improve, manage and promote biodiversity and nature recovery</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</p> <p>UN Sustainable Goal 13 – Climate Action UN Sustainable Goal 15 – Life on land</p>	<ul style="list-style-type: none"> Biodiversity Net Gain secured through the planning system (% to be agreed through the District Plan Review)
<p>Objective 9: Provide commercial and employment space to support new and growing businesses and to attract businesses to the district</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 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> Deliver 10ha of additional employment land over the Strategy period Commence delivery of 25,000sqm of specialist S&T floorspace by 2025 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 Increase the proportion of knowledge-based economy businesses from 11.1% to 12.5% of the District's business stock Increase the number of high growth businesses in the District from 20 to 30

<p>Objective 10: Facilitate the design, delivery and use of sustainable infrastructure and services</p> <p>UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Increase in EV charging points from 23.7 per 100,000 population to 38.8 per 100,000 population or above the England rate • Increase the number of LULEV registered vehicles from 1,234 (23.2% of the West Sussex total) to 25% of the West Sussex total
<p>Objective 11: Deliver enhanced digital infrastructure and promote its use as a catalyst for growth and innovation across all sectors in the district</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 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> • Increase super and ultra-fast coverage from 37.5% of households to 60% • Increase maximum mean download speed from 400 Mbps to 475 Mbps or above the Southeast regional average at the end of the strategy period • Increase availability of dark fibre network connections and advanced digital infrastructure from existing zero base
<p>Objective 12: Promote Mid Sussex’s assets, ambitions and potential</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 11 – Sustainable Cities and Communities</p>	<ul style="list-style-type: none"> • 50% increase in number of 2021/ 2022 direct Inward Investment enquiries to MSDC per year • 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

<p>Objective 13: Reduction in Carbon Emissions UN Sustainable Goal 11 – Sustainable Cities and Communities</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"> • Reduce the carbon emissions of 20% of the districts most inefficient homes • 100% participation in applicable and available Green Home Grant schemes throughout the Strategy period • 100% of proposals for new build residential development to meet the sustainability rating policy requirement set out in the District Plan • 100% of proposals for major residential refurbishment and conversion to meet the sustainability rating policy requirement set out in the District Plan • 100% of proposals for new build non-residential development to meet the sustainability rating policy requirement set out in the District Plan • 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 • Key business and 3rd Sector stakeholders in the District to have a net-zero carbon programme • The successful creation and implementation of a Mid Sussex Net-Zero Carbon Programme throughout the Strategy period
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Partnership Theme	
Strategic Objective	Measure of Success
<p>Objective 14: 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</p> <p>UN Sustainable Goal 17 -Partnerships for the goals</p>	<ul style="list-style-type: none"> • 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

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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+ years¹.
- The District has a high proportion of economically active residents (79.8%²) and low levels of unemployment at 2.5 per cent³.
- 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%⁴ 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+ qualification⁵.
- Nearly 59% of residents work in Groups 1 – 3 of the Standard Occupational Classification as managers, senior officials, professional and technical occupations⁶.
- Median earnings by residence of full-time workers who live in Mid Sussex of £617.50⁷ are higher than median earnings by Mid Sussex workplace at £574.20⁸.
- 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.⁹



1 Strategic Housing Market Assessment (October 2021)
2 Annual Population Survey; April 2020-March 2021; Office of National Statistics via NOMISWEB
3 Claimant count: as a proportion of 16-64 year olds; August 2021; Office for National Statistics via NOMISWEB
4 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.
5 Annual Population Survey; January 2020-December 2020; Office of National Statistics; via NOMISWEB
6 Annual Population Survey; April 2020-March 2021; Office for National Statistics; via NOMISWEB
7 Annual Survey of Hours and Earnings 2020 – Resident Analysis; Office for National Statistics; via NOMISWEB
8 Annual Survey of Hours and Earnings 2020 – Workplace Analysis; Office for National Statistics; via NOMISWEB
9 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 39,100¹⁰.
- 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						
	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%

¹⁰ 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
Mid Sussex	81.5	85.2	3.7
West Sussex	80.8	84.2	3.4
England	79.6	83.2	3.6
Adur	81.2	83.7	2.5
Arun	79.7	83.5	3.8
Chichester	81.1	84.8	3.7
Crawley	80.5	83.4	2.9
Horsham	82.5	85.1	2.6
Worthing	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/yrr/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
Mid Sussex	7.78	7.73	7.86	7.85	8.05	8.02	7.79	7.83	7.74	7.85
West Sussex	7.67	7.59	7.64	7.85	7.8	7.76	7.77	7.89	7.84	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:
 - o Hospital admissions for alcohol specific conditions
 - o Smoking amongst residents aged 18+ years
 - o Percentage of adults who are overweight or obese
 - o Under 18 conception rates
 - o Breastfeeding initiation
 - o Obesity amongst Year 6 children
 - o Children in low income families
 - o New Sexually transmitted infection diagnoses
 - o Tuberculosis incidence
- Mid Sussex performs similar to the England average on the following health indicators:
 - o Suicide rate
 - o Hip fractures in people aged 65+ years
 - o Estimated dementia rate
 - o Admission episodes for alcohol-specific conditions - Under 18s
 - o Infant mortality rate
 - o Excess winter deaths index
- Mid Sussex performs worse than the England average on the following health indicators:
 - o People killed or seriously injured on roads
 - o Emergency hospital admissions for intentional self-harm
 - o Early cancer diagnosis
 - o 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 females aged 15- 17	<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/yrr/3/cid/4/tbm/1>

* Per 1,000 population

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:
 - o Geographical barriers to housing (12 LSOAs in the most deprived decile)
 - o Indoor living environment (5 LSOAs in the most deprived decile)
 - o 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	1	4	0	0	0	3	12	0	4	5	0	
2	0	0	2	3	1	0	0	5	18	0	2	2	4	
3	1	2	4	2	0	0	2	10	12	0	2	3	4	
4	1	3	2	7	2	1	1	7	6	4	3	3	3	
5	3	4	5	7	4	0	5	10	10	8	6	6	14	
6	7	3	7	9	8	1	8	10	8	11	5	7	10	
7	3	14	14	11	13	4	14	6	9	21	8	6	16	
8	10	9	13	20	14	4	18	14	6	21	11	9	19	
9	20	19	24	13	26	21	15	11	2	13	19	18	13	
10	38	29	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 (%)
Mid Sussex	61,810	3,572	5.8
West Sussex	372,658	26,185	7.0
England	23,661,751	3,175,979	13.4
Adur	29,120	2,264	7.8
Arun	72,015	5,165	7.2
Chichester	53,740	4,053	7.5
Crawley	46,153	3,441	7.5
Horsham	59,157	3,538	6.0
Worthing	50,663	4,152	8.2

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 fell 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:
 - o Other Credit Granting - LQ = 13.0 - 800 employees
 - o Retail Sale of Watches and Jewellery - LQ = 8.0 - 500 employees
 - o Wholesale of Pharmaceutical Goods - LQ = 7.5 - 900 employees
 - o Activities of Religious Organisations - LQ = 7.5 - 900 employees
- Of sectors that employ more than 1,000 people, the most concentrated activities are:
 - o General Secondary Education - LQ = 2.6 - 4,000 employees
 - o Other Business Support Service Activities - LQ = 2.3 - 1,500 employees
 - o 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	63,000	1000.0	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 as % of Male Earnings		
	Mid Sussex	West Sussex	England	Mid Sussex	West Sussex	England
All Full Time Workers	£617.50	£575.40	£589.80	N/A	N/A	N/A
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

Workplace Earnings

Weekly pay - gross (2020)	Amount	Amount	Amount	Female as % of Male Earnings		
	Mid Sussex	West Sussex	England	Mid Sussex	West Sussex	England
All Full Time Workers	£574.20	£574.90	£589.90	N/A	N/A	N/A
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 work¹¹.
- 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 and 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

¹¹ 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% of those aged 16-64 possessing a Level 4+ qualification and 68.3% 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 Hassocks; 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 only specialist state Sixth Form College in the District is Haywards Heath College, which reopened in September 2020 following a three year closure.
- 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 Apprenticeships	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	Total	640	190

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

Place

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:
 - o 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.
 - o Wholesale & Retail: £369 million (11%) – this is equally split between the wholesale and retail sub-sectors
 - o Human health & social work activities: £349 million (11%)
 - o Manufacturing: £257 million (8%)
 - o 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.¹² Since 2010 productivity per job has increased by 1.

12 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	
Mid Sussex	£27.45	£32.52	£5.07	18.5%
Adur	£29.44	£32.65	£3.21	10.9%
Arun	£23.89	£29.81	£5.92	24.8%
Chichester	£25.55	£31.15	£5.60	21.9%
Crawley	£32.00	£37.07	£5.07	15.8%
Horsham	£30.11	£32.55	£2.44	8.1%
Worthing	£35.31	£46.04	£10.73	30.4%
GVA per Job Filled	2010	2019	2010-2019 Change	
Mid Sussex	£42,879	£51,157	£8,278	19.3%
Adur	£45,676	£50,367	£4,691	10.3%
Arun	£36,570	£43,925	£7,355	20.1%
Chichester	£38,084	£46,011	£7,926	20.8%
Crawley	£50,116	£62,666	£12,551	25.0%
Horsham	£46,936	£52,789	£5,853	12.5%
Worthing	£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
STOCK					
Mid Sussex	7,305	8,080	Mid Sussex	N/A	N/A
West Sussex	36,155	40,090	West Sussex	N/A	N/A
BIRTHS			BIRTH RATES		
Mid Sussex	905	835	Mid Sussex	12.4%	10.3%
West Sussex	4,315	4,180	West Sussex	11.9%	10.4%
DEATHS			DEATH RATES		
Mid Sussex	630	815	Mid Sussex		
West Sussex			West Sussex		
CHANGE IN STOCK from 2014			CHANGE IN STOCK from 2014		
Mid Sussex	0	775	Mid Sussex	8.6%	10.1%
West Sussex	0	3,935	West Sussex	9.0%	9.9%
3 YEAR SURVIVAL RATE					
	2014	2016			
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	8,310	100.0		

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
Micro (0 to 9)	7,225	86.9	1.0	1.0
0 to 4	6,225	74.9	1.0	1.0
5 to 9	1,000	12.0	1.0	1.0
Small (10 to 49)	905	10.9	0.9	0.9
10 to 19	575	6.9	0.9	1.0
20 to 49	330	4.0	0.8	0.8
Medium-sized (50 to 249)	160	1.9	0.8	0.8
50 to 99	105	1.3	0.8	0.8
100 to 249	55	0.7	0.7	0.7
Large (250+)	20	0.2	0.6	0.6
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
Total	8,310	100.0	1.0	1.0

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 of the 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 where 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 & MAISONETTES						
	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 (36.8%) of adult residents either walk or cycle at least five times per week. This is marginally more than the average for West Sussex (36.3%) and significantly more than the average for England (34.2%).
- 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%
West Sussex	79.0%	70.5%	45.7%	34.2%
England	83.8%	74.4%	49.0%	36.3%
Cycling	Once per month	Once per week	Three times per week	Five times per week
Mid Sussex	20.7%	14.0%	6.7%	3.7%
West Sussex	17.1%	11.9%	5.7%	3.4%
England	21.6%	15.4%	6.7%	4.0%
Walking	Once per month	Once per week	Three times per week	Five times per week
Mid Sussex	80.7%	73.4%	45.4%	34.0%
West Sussex	77.3%	68.0%	41.8%	30.9%
England	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
Mid Sussex	144,700	372	2.6	151,000	319	2.1
West Sussex	830,500	2088	2.5	864,000	1981	2.3
Adur	63,300	168	2.7	64,300	148	2.3
Arun	154,700	354	2.3	160,800	314	2.0
Chichester	116,300	350	3.0	121,100	326	2.7
Crawley	109,900	270	2.5	112,400	301	2.7
Horsham	134,500	315	2.3	143,800	315	2.2
Worthing	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	
Mid Sussex	182	1,234	1,052	578%
West Sussex	747	5,324	4,577	613%
England	67,218	505,077	437,859	651%
Adur	39	290	251	644%
Arun	105	676	571	544%
Chichester	117	984	867	741%
Crawley	93	463	370	398%
Horsahm	143	1,227	1,084	758%
Worthing	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
TOTAL	2,781
On-street parking	2,300
Average 2hr 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 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
Mid Sussex	152,100	9443	62.1
West Sussex	867,600	73972	85.3
Adur	64,200	5127	79.9
Arun	161,100	14804	91.9
Chichester	121,500	10257	84.4
Crawley	112,500	14407	128.1
Horsham	145,500	9427	64.8
Worthing	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 ktCO₂. This was equivalent to 4.0tCO₂ per capita. This was the same as for West Sussex (4.0tCO₂). Transport (289 ktCO₂ accounted for the largest share of emissions, followed by Domestic (224.7 ktCO₂). The total figure is net of -70 ktCO₂ LULUCF.

Net emissions have fallen by 287 ktCO₂ (-32%) and by 2.8tCO₂ (-42%) per capita since 2005, with the largest fall (-119 ktCO₂) being in the domestic sector. The reduction in CO₂ 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 (tCO ₂)	-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 (tCO ₂)	-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.

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
TOTAL	2,138	20.44	23,186

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% (5,741 Ha) 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% (476 Ha) 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% (438 Ha) 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



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
- 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
- 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>Crime Rural Economy: Barriers to housing and access to services</p>
<p>1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups? 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>1.5 Are contractors or partnerships used to deliver the service? Y/N Yes If No go to section 2. If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.</p>
<p>Identify the contractors/partnerships used to deliver the service. There are a number of partner organisations and partnerships that will contribute to the delivery of the Sustainable Economy Strategy. These include: West Sussex County Council Economic Development Team West Sussex County Council Sustainability Team Rural West Sussex Partnership Coastal West Sussex Partnership Experience West Sussex Greater Brighton Economic Board Coast to Capital Local Economic Partnership Chamber of Commerce Chichester College Group Mid Sussex Partnership (and its subgroups) Mid Sussex Voluntary Action Sussex Nature Partnership A District wide survey of resident’s views and behaviours in relation to climate change. 2,397 responses were received.</p>
<p>What is their contribution to equality in service delivery and the promotion of equality? 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>How are equality issues addressed through contractual arrangements and service level agreements? 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
Age (older / younger people, children)				
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>Mid Sussex Economic Recovery Plan (2020-2021):</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>Sustainable Economy Strategy (2022 – 2025):</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
Disability (people with physical / sensory impairment or mental disability, including those with a non-visible disability)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Gender reassignment (a transgender person is someone who proposes to, starts or has completed a process to change his or her gender)				

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
Pregnancy & maternity (pregnancy is the condition of being pregnant & maternity refers to the period after the birth)				
Access to childcare and female job prospects during and post pregnancy.	Not applicable	Sustainable Economy Strategy (2022 – 2025): 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
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Religion & belief (religious faith or other group with a recognised belief system or not having a religion)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Sex (male / female non-binary)				
The need to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.	Not applicable	Sustainable Economy Strategy (2022 – 2025): 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
Sexual orientation (lesbian, gay, bisexual, queer, questioning, heterosexual)				
None identified.	Not applicable	Not applicable	Not applicable	Not applicable
Marriage & civil partnership (marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
Military families /veterans				
Opportunities to promote the employment prospects of ex-military personnel and the welfare of their families.	Mid Sussex Economic Recovery Plan (2020-2021): 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	Sustainable Economy Strategy (2022 – 2025): 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.			
People who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
<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>Mid Sussex Economic Recovery Plan (2020-2021):</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>Sustainable Economy Strategy (2022 – 2025):</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 & Performance</p> <p>Regeneration and Economy Programme Manager</p>	<p>Maintain employment rate above 78% in all quarters Increase employment rate to 83% Increase job density from 0.80 per working age resident to 0.85 per working age resident Increase Mid Sussex hourly workplace earnings from 87% to 93% of the district's residents' hourly amongst workers in Mid Sussex 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 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>
People who live in a rural area				
The need to deliver enhanced digital infrastructure to address the constraints to rural economic growth and employment due to slow	<p>Mid Sussex Economic Recovery Plan (2020-2021):</p> <p>Work with partners in the delivery of full fibre digital</p>	<p>Sustainable Economy Strategy (2022 – 2025):</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 & 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"> The main protected groups under the Equality Act with a differential impact under the SES are: Age: specifically young residents in terms of education and skills People disadvantaged by socio-economic factors: specifically, residents without the skills and opportunity to secure high value employment and residents living in income and employment deprivation and fuel poverty. Sex (gender pay gap): specifically female residents that experience pay and/or occupation inequality. 	<ul style="list-style-type: none"> The SES is designed to promote equality of opportunity to ensure that all groups are able to contribute and benefit from sustainable economic growth. This includes the main protected groups with a differential impact under the SES that this impact analysis has identifies. The SES includes an Action Plan and measures of success and progress will be regularly reviewed. 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. The key actions under the main protected groups are as follows: <ul style="list-style-type: none"> Age: Support and promote access to skills training apprenticeships and career pathways People disadvantaged by socio-economic factors: Promote initiatives which reduce barriers and help individuals into work, including the 'Journey to Work programme'. Sex (gender pay gap): Strive to reduce pay inequality and improve access to senior roles for under-represented groups in Mid Sussex.

4. Signing off this assessment and action plan

Signature *Emma Sheridan* (Business Unit Leader CSPP)

Date: 10/03/2022

Person undertaking the assessment

Signature 

Date: 10 March 2022

Head of Service

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

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