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COUNCIL AGENDA

Membership: Councillor Wade (Mayor)

Councillors Bains, Bowerman, Briggs, Branson, Buckley, Carpenter, Cresswell, Davis, Francis, Guest, Hart, Howard, Hughes, Keast, Kennett, Lloyd, Patrick (Deputy Mayor), Pike, Rees, Satchwell, Sceal, Shimbart, Mrs Shimbart, Smith K, Thomas, Turner, Weeks, Wilson, Robinson, Christie, Crellin, Lowe, Milne, Raines, Rennie, P Bains and Scott

Meeting: Council

Date: Wednesday 7 November 2018

Time: 5.00 pm

Venue: Hurstwood Room, Public Service Plaza, Civic Centre Road,
Havant, Hampshire PO9 2AX

The business to be transacted is set out below:

Nick Leach
Monitoring Officer

30 October 2018

Contact Officer: Penny Milne (023) 92446234
Email: penny.milne@havant.gov.uk

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PART 1 (Items open for public attendance)

1 Apologies for Absence

To receive and record any apologies for absence.

2 Declarations of Interests

To receive any declarations of interests from Members.

3 Minutes

1 - 8

To confirm the minutes of the last meeting held on 26 September 2018.

4 Deputations

The Council to receive any Deputations requests in relation to any of the items of business on the agenda for this meeting.

5 Mayor's Report

9 - 10

6 Public Questions under Standing Order 13.4(f)

To receive questions from, and provide answers to, the public, provided they have been submitted in accordance with the requirements of Standing Order 13.4(f).

7 Scrutiny Board Recommendations

The Council to consider any recommendations arising from the meeting of the Operations and Placeshaping Board to be held on 6 November 2018. The agenda and reports for the meeting can be viewed via the following link:

<http://havant.moderngov.co.uk/ieListDocuments.aspx?CId=476&MId=10811>

8 Cabinet Recommendations

11 - 30

To consider any recommendations to Council from arising from the Cabinet meeting held on 24 October 2018. The agenda and reports for this meeting can be viewed via the following link:

<http://havant.moderngov.co.uk/ieListDocuments.aspx?CId=128&MId=10587>

(A) Opportunity Havant: Draft Regeneration Strategy

RECOMMENDED to Council that

- (1) The Opportunity Havant Regeneration Strategy for Havant Borough 2018-2036 (attached) be approved and adopted; and
- (2) Subject to (1) above, the Council notes the prioritisation and phasing of the initial projects. These projects are prioritised on the basis that:
 - They have the potential for the generation of income that can be reinvested in the delivery of other projects within the Regeneration Programme;
 - They are on land owned by the Council
 - They are allocated/identified on the Adopted and emerging local Plan;

- They attract external grant funding; and
- There are no significant barriers to development and therefore are potential quick wins.

(B) Council Tax Support Scheme 2019-20

RECOMMENDED to Council that

- (1) the 2018-19 Council Tax Support Scheme is retained for 2019-20 but with the following amendments:
 - (i) the Allowances and Premiums used in determining entitlement for working age claims are changed as set out in paragraph 5.3 of the report to Cabinet on 24 October 2018; and
 - (ii) the Non-Dependent Deductions used in determining entitlement for working age claims are changed as set out in paragraph 5.4 of the report to Cabinet on 24 October 2018; and
- (2) the necessary amendments be made to the Council Tax Support Scheme document and that it is then published in accordance with Local Government Finance Act 1992 SectionA(2).

9 Leader's Report

To be circulated separately.

10 Cabinet Lead Reports

To be circulated separately.

11 Cabinet Leads and Chairmen's Question Time

- (i) the Leader and Cabinet Leads to answer questions on matters within their respective reports.
- (ii) Chairmen to answer questions on minutes since the last Council meeting

12 Questions Under Standing Order 23

To receive questions from Councillors in accordance with the requirements of Standing Order 23.4(a).

13 Urgent Questions Under Standing Order 23

To receive urgent questions from Councillors submitted in accordance with the requirements of Standing Order 23.4(b).

14 Notices of Motion

To consider any Motions received in accordance with Standing Order 14.

15 Acceptance of Minutes

The Council to receive the following minutes of meetings held since the last meeting of the Council (electronic links to the relevant minutes are given below):

Operations and Placeshaping Board - 16 October 2018

<http://havant.moderngov.co.uk/documents/g10739/Public%20minutes%2016th-Oct-2018%2017.00%20Operations%20and%20Place%20Shaping%20Board.pdf?T=11>

Development Management Committee – 18 October 2018

<http://havant.moderngov.co.uk/documents/g10604/Printed%20minutes%2018th-Oct-2018%2017.00%20Development%20Management%20Committee.pdf?T=1>

Cabinet – 24 October 2018

<http://havant.moderngov.co.uk/documents/g10587/Printed%20minutes%2024th-Oct-2018%2014.00%20Cabinet.pdf?T=1>

PART 2 (Confidential items - closed to the public)

None.

GENERAL INFORMATION

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Internet

This agenda and its accompanying reports can also be found on the Havant Borough Council website: www.havant.gov.uk

Public Attendance and Participation

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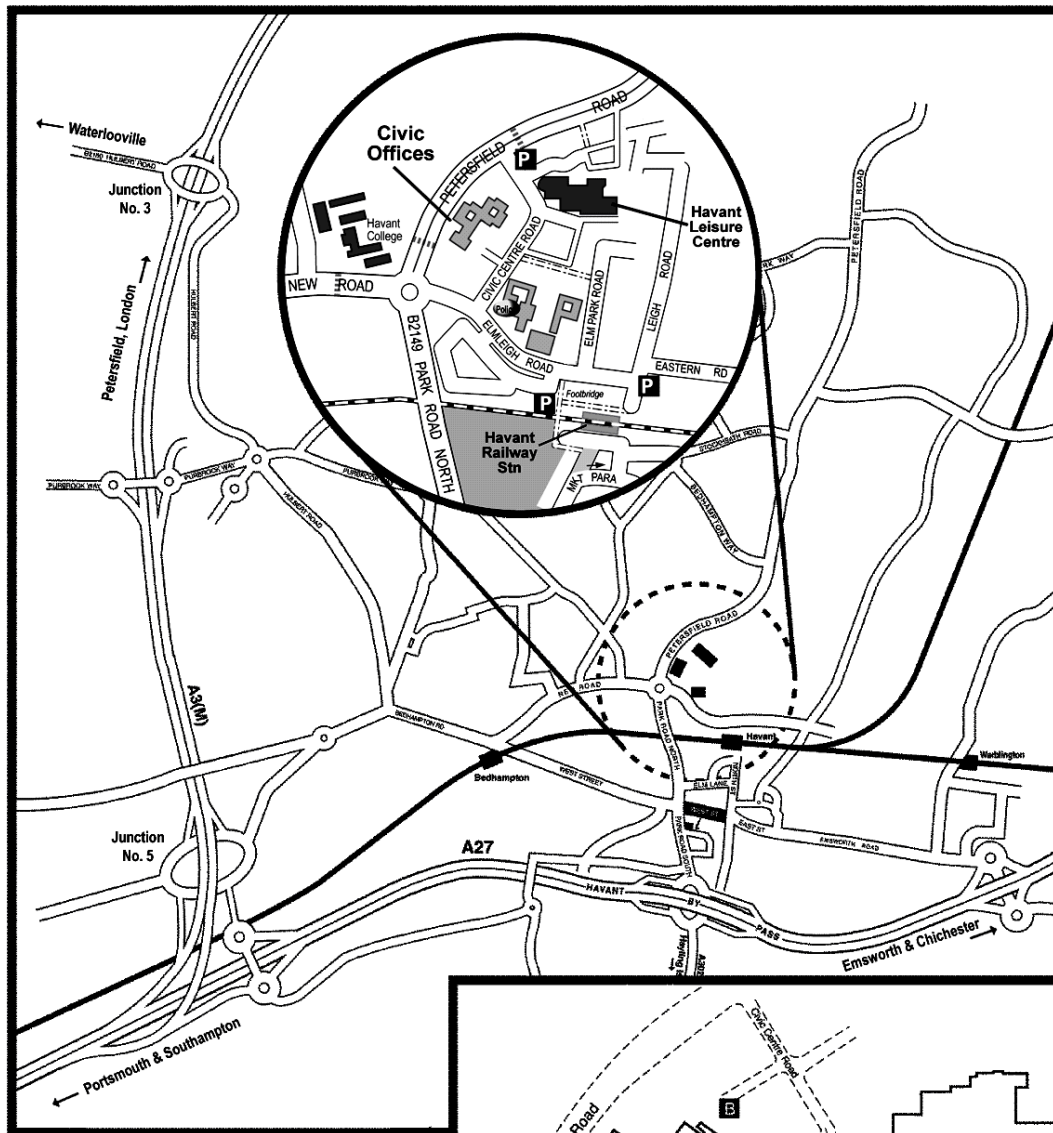
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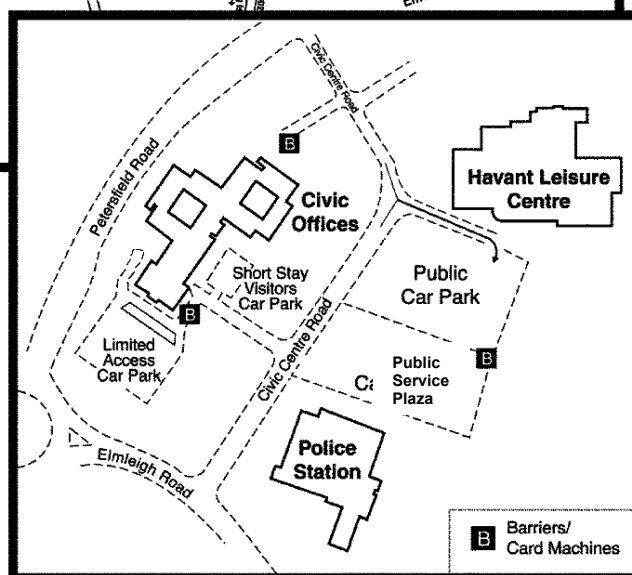
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Havant

BOROUGH COUNCIL

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PROTOCOL AT COUNCIL MEETING – AT A GLANCE

Sit or Stand?

Stand to address the Council/Mayor at all times

Rules of Debate

- always address each other as “Councillor ...”
- a motion or amendment has to be proposed and seconded
- once an amendment has been proposed and seconded, it becomes the subject of the debate until it is either accepted or rejected by a vote
- a seconder can choose to make their speech at a later time
- only one Councillor to stand at any one time
- speeches will not exceed 5 minutes (the Council can resolve to allow additional time, which will not exceed a further 3 minutes)
- a Councillor proposing the adoption of a Committee/Board minute has sufficient time to propose and unlimited time to reply to debate
- a Councillor can only speak again on an amendment, to move a further amendment, on a point of order or personal explanation.

Questions and Motions

- Motions must be submitted in writing (or by email) to the Democratic Services Team Leader 6 working days prior to the Council meeting
- Councillors may ask questions, without notice, of the Leader and Cabinet Leads in respect of the Cabinet Lead reports submitted to Council
- Councillors may ask questions of the Leader, Cabinet Leads and Committee Chairmen, on any matter affect the Borough or its residents, providing that:
 - 48 hours written notice is given; or
 - 2 hours written notice in relation to urgent matters

Voting

- Voting may be by a show of hands or by a ballot at the discretion of the Mayor
- Two Councillors may request, before a vote is taken, that the names of those voting be recorded in the minutes
- A recorded vote will always be taken in respect of approval of the Annual Budget
- Councillors may not vote unless they are in the meeting for the full debate on any particular item
- A Councillor may request that his/her vote be recorded in the minutes

HAVANT BOROUGH COUNCIL

At a meeting of the Council held on 26 September 2018

Present

Councillor Wade (Mayor)

Councillors Bains, Bowerman, Briggs, Branson, Carpenter, Cresswell, Davis, Guest, Hart, Howard, Hughes, Keast, Kennett, Lloyd, Pike, Rees, Satchwell, Shimbart, Mrs Shimbart, Smith K, Thomas, Turner, Weeks, Wilson, Robinson, Christie, Crellin, Lowe, Milne, Raines, Rennie, P Bains and Scott

17 Apologies for Absence

Apologies were received from Councillors Buckley, Francis, Patrick and Sceal.

Stuart Pinkney

On behalf of the Council, the Mayor presented Mr Stuart Pinkney with a gift in recognition of his 41 years' service to the Council, having recently retired as the Council's Emergency and Safety Operations Manager.

18 Declarations of Interests

There were no declarations of interest from any of the members present.

19 Minutes

Proposed by Councillor Smith and seconded by Councillor Keast, it was

RESOLVED that the minutes of the meeting of the Council held on 11 July 2018 be approved as a correct record.

20 Mayor's Report

There were no questions in connection with the Mayor's published report.

21 Experimental Traffic Regulation Order - Update from Residents

The Council received a public representation in relation to the Borough of Havant (Hayling Island: Beachlands West Car Park)(Experimental Parking Places) Order 2018.

At the invitation of the Mayor, Ms Miranda Diboll addressed the Council in support of the representation, which sought a suspension of the Order banning overnight parking of Motorhomes at the West Beach Car Park so as to allow discussions to be held with users of the Car Park, local residents and businesses in order to address the Health and Safety concerns that had led to the approval of the Order by the Cabinet on 27 June 2018.

The Monitoring Officer advised the Council that, as this matter was an executive function, any final decision on the Order would need be made by the Cabinet at the end of the 18-month experimental period.

As Cabinet Lead, Councillor Bains responded that the Cabinet's primary concern in implementing the experimental Order had been health and safety and, in particular, fire safety. The Council had commissioned two Fire Safety reports that had both endorsed the evidence base underpinning the Order. The Order would remain in place for 18 months while efforts were made to find a solution to the health and safety concerns, in the context of the local restrictions in place as a Site of Special Scientific Interest and the risk of damage by flooding.

The Mayor then invited Councillors to debate the issues raised. During which Councillors spoke in support of the Order, in the interest of public safety and on the grounds that there was little or no evidence to support the assertion that the Order had had a negative impact on local businesses.

At the conclusion of the debate, Councillor Bains thanked Ms Diboll for her presentation and, whilst the Order would remain in place, Councillor Bains welcomed the opportunity to work with the motorhome owners during the 18-month experimental period to find a solution to the complex challenges and constraints affecting the site.

22 Public Questions under Standing Order 13.4(f)

There were no public questions.

23 Cabinet/Board/Committee Recommendations

(A) Corporate Governance Policy and Local Code of Governance

Councillor Kennett presented a recommendation to Council arising from the meeting of the Governance, Audit and Finance Board held on 20 June 2018:

Proposed by Councillor Kennett and seconded by Councillor Bowerman, it was:

RESOLVED that the Corporate Governance Policy and Local Code of Governance be approved and adopted.

(B) Organisational Development Strategy

Councillor Branson presented a recommendation to Council arising from the meeting of the Joint Human Resources Committee held on 3 July 2018.

Proposed by Councillor Branson and seconded by Councillor K Smith, it was:

RESOLVED that the Organisational Development Strategy be approved and adopted.

(C) Houses in Multiple Occupation Policy

Councillor Weeks presented a recommendation to Council arising from the meeting of the Licensing Committee held on 12 September 2018.

Proposed by Councillor Weeks and seconded by Councillor Keast, it was:

RESOLVED that the Houses in Multiple Occupation (HMO) Policy, and associated guidance on standards for HMOs, be approved and adopted as amended by the Licensing Committee at its meeting on 12 September 2018.

(D) Wellbeing Strategy

Councillor Branson presented a recommendation to Council arising from the meeting of the Joint Human Resources Committee held on 13 September 2018.

Proposed by Councillor Branson and seconded by Councillor K Smith, it was:

RESOLVED that the Wellbeing Strategy be approved and adopted.

(E) Councillors Allowances

Councillor Kennett presented a recommendation to Council arising from the meeting of the Governance, Audit and Finance Board held on 19 September 2018.

In recommending the proposed new Scheme of Councillors' Allowances to Council, Councillor Kennett expressed his thanks to the Governance, Audit and Finance Panel for their thorough review and, particular, to the Democratic Services Officer, Mr Gregory, for the significant amount of research that had been undertaken in seeking to ensure that the recommendations were sound and evidence-based.

Proposed by Councillor Kennett and seconded by Councillor Crellin, it was:

RESOLVED that the following Scheme of Councillors Allowances be approved and adopted, with effect from 1 October 2018:

Allowance	£
Basic Allowance	£5430
Leader	£14,800
Deputy Leader	£10,018
Cabinet Lead	£8,425
Governance, Audit and Finance Board Chairman	£6831

Scrutiny Board Chairman	£5,692
Development Management Committee Chairman	£5,009
Licensing Committee Chairman	£1,116
Joint HR Committee Chairman	£3,643
Group Leader*	£911-£3,643

A Councillor may only receive 1 SRA at a time. No more than 50% of the number of Councillors can receive an SRA

Joint HR Committee Chairman and Vice Chairman rotates annually with EHDC.

*Leaders of any political group, other than the ruling group, comprising two or more members to receive a Special Responsibility Allowance based upon the following formula:

Band A	2-5 Members	£911
Band B	6-10 Members	£1822
Band C	11-15 Members	£2732
Band D	16+ Members	£3643

From 2020/21 the Basic Allowance be increased in line with any NJC increase as agreed each year from 1 April 2020/21.

Future changes to the Special Responsibility Allowances (SRAs) or proposed new SRAs to be submitted to the Governance, Audit and Finance Board for evaluation before being introduced.

Additional allowances

A Modernisation Allowance of £461 (currently included in the Basic Allowance) be created to meet a number of expenses, including council related telephone calls both land line and mobile, line rental costs, IT and internet access.

This allowance to be paid automatically from 1 October 2018 at £38 per month from 1 October 2018.

Mileage: To be maintained in line with the HMRC rate, currently 45p per mile. Passenger and cycle rates set at 5p per passenger and 20p per mile respectively. Claims to be made within six months of the date of travel. Claims may only be made to cover travelling costs incurred whilst carrying out approved council duties as a councillor. This does not include ward business or political activities, such as attending group meetings.

Taxi/Rail: There is a presumption in the scheme that, where practicable, councillors will pre-book rail journeys for council business via the council. Where this is not practicable, then a valid receipt/train ticket must be presented, along with reason for that journey.

Child care: up to £8.75 per hour.

Dependent relative care: up to the hourly rate for approved care providers within Hampshire County Council (currently £14.20 in 2015).

Claims for carers allowances must be accompanied with a receipt stating the date, hours worked and cost. Claims may only be made to cover the carer costs incurred whilst carrying out approved council duties as a councillor, such as attending council meetings.

Subsistence (meal) allowances: The council does not make subsistence allowances available for approved duties within the district. Maximum claims for meals to be maintained in line with the rates that can be claimed by officers, currently (2015):

- Breakfast = £5.73
- Lunch = £7.92
- Meal = £9.80

There is a presumption in the subsistence scheme that, where practicable, councillors will pre-book meals and accommodation through the council. Where this is not practicable, then the above subsistence rates are the maximum reimbursements, up to a maximum of £43 per day, including incidental subsistence costs.

- (b) The report and findings of the Governance, Audit and Finance Panel's be submitted as evidence to the next Independent Remuneration Panel.

(F) Cabinet Recommendations

There were no recommendations to Council from the Cabinet.

24 Leader's Report

There were no matters the Leader wished to add to his published report.

25 Cabinet Lead Reports

Councillor Turner reported that the joint Animal Welfare Service had won three gold RSPCA awards.

An update to Councillor Pike's report has been published on the Council's website alongside these minutes.

26 Cabinet Leads and Chairmen's Question Time

The Cabinet Leads took questions in connection with their published reports. There were questions of the Committee Chairmen.

27 Questions Under Standing Order 23

The following questions were received in accordance with Standing Order 23:

1. Councillor Davis to Councillor Hughes:

Are there any plans to enable Hampshire's plastic recycling ability up to the ability of other Counties (like Dorset)?

Response:

As detailed in my report at the last Full Council, Project Integra do have plans to build a Single Material Recycling Facility (SMRF) in Hampshire. The facility would be able to handle a greater range of materials, including the plastics that you enquired about. Dorset Council achieves a high rate of recycling as a consequence of their household food collection. Such schemes are only viable if a suitable use such as an Anaerobic Digester for the waste can be identified. Regrettably, there are no sites currently taking food waste in Hampshire.

However, those plans have been put on hold as a result of the Government's consultation regarding the introduction of a Deposit Return Scheme. Unexpectedly, the Consultation has been expanded to include tins and aluminum drinks cans and glass. Recycling rates for tin and aluminum are already in excess of 70% and provide a significant proportion of the income generated from the existing MRFs. Glass also has a value of approximately £18 per tonne. If those materials are removed from the recycling stream, it might jeopardize the viability of the existing facilities and the estimated investment of in excess of £20M for a new facility.

It is worth reiterating that if we stop putting textiles, food and black bags in our recycling bins we would reduce our recycling contamination rate, currently 13% considerably. Equally, if we stop putting the 17% of recyclable material in our household waste and recycled it instead, we would be the best recycling authority in Hampshire and be close to achieving the national target of 50% recycling.

2. Councillor Davis to Councillor Pike

I welcome the information and map for cycling in Havant. However, I have noticed that in town centres there are only a limited number of Hitch rails for cyclists to lock their bikes to. So as to encourage our residents to use the cycles to shop in our shopping areas, are there any plans to fit /provide more of these Hitch rails in our shopping centres?

Response:

All the main HBC shopping areas have cycle parking. If Cllr John Davis has a particular shopping area that he wishes cycle parking to be fitted I am happy to put some in but I think in most cases there will already be some.

If further locations are considered necessary then they would need to be funded.

3. Councillor Davis to Councillor Pike

There is an off road cycle route onto Hayling Island but not all cyclists use it. There is no law to force cyclist to use the off road cycle facilities.

Overgrown vegetation onto the highway is managed by the Highway Authority (HCC).

The Highway Authority / HBC can construct paths and cycle routes within the land that they own. It is likely that in these instances where vegetation is overhanging the road the vegetation and verges are in private ownership. There would also be environmental implication if we were able to remove the hedges and trees and finding the funding to construct the paths. If Cllr John Davis would like to email the exact locations I am happy to investigate.

28 Urgent Questions Under Standing Order 23

There were no urgent questions.

29 Notices of Motion

There were no notices of motion.

30 Acceptance of Minutes

Proposed by Councillor P Bains and seconded by Councillor M Wilson, it was:

RESOLVED that the minutes of Committees held since the last meeting of the Council be received.

The meeting commenced at 5.00 pm and concluded at 6.00 pm

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Agenda Item 5

My first engagement since my last update was giving out prizes with the Mayor of Gosport at Portsmouth Grammar School. The children weren't expecting us, so it was a nice surprise when they saw us turn up! On Friday 19 September, it was East Hampshire's Civic Day, during which I went to the Grade I listed house in Alton where Jane Austin once lived. Following this, I attended the induction of the new priest of St George's Church in Waterlooville.

During the following week, I was one of the first people to ride the new bus route on Hayling that links to the Hayling Ferry. It's hoped that the new ferry bus link can ease traffic on the island and I'm sure it will be very popular. Later that day, I visited the Elizabeth Foundation in Cosham which helps children with hearing difficulties. On Thursday 27 September, I played 36 holes of golf at Rowlands Castle to raise money for my two charities, Rowans Hospice and Riverside School. After this, I attended Eastleigh Civic Day, during which I went to Lakeside Country Park, visited the Hampshire Police's strategic headquarters and Eastleigh Airport.

To finish September, I supported the Harley Davidson Owners Group's motorbike show which came to Hayling Island. I was tasked with choosing the best motorbike after enjoying a ride on a Harley Davidson. Later that day, I opened a new salon in Waterlooville.

My first engagement in October was to attend the Havant Rotary Club's conference on Hayling Island. On Sunday 07 October, I went to a beautiful service held at St Peter's Church, Hayling Island, that commemorated the fallen soldiers of the First World War. During the service, a spectacular cascade of 17,000 hand-made poppies was unveiled.

Planning for Remembrance Sunday, I met with Reverend Tom Kenner, Rector of St Faith's Church, Havant to discuss plans for this year's service which falls on Armistice Day - 11 November.

Looking ahead to Christmas, plans are now in place for a Christmas Card Competition, I hope lots of schools will take part in the competition to design the Mayoral Christmas Card with the theme 'The Magic of Christmas'. Meetings have also been held to start planning my Civic Day next March, when part of the day will be spent showing our guests around Langstone Technology Park.

The St Wilfrid's Church Art Exhibition held earlier in October was excellent – they appreciated the cakes that I baked and took along.

I was also made very welcome at the well attended Peace Conference held at the Waterlooville Community Centre.

On Sunday 14 October I joined the harbour Mayors for the Annual Seafarers Service at Portsmouth. The rest of the week kept me busy, with Hart's Civic Day, followed by a Fashion Show at Edinburgh Woollen Mill in aid of my charity appeal. A couple of our Councillors took to the catwalk and did their signature walks as they vogued down the catwalk with style - I think they missed their vocation!. Thank you Cllrs Bowerman and Cresswell!.

The following day I welcomed guests to the Annual Health and Safety Conference held at Langstone Technology Park. A very informative and well-structured event – and they presented me with a welcome donation for the Mayor's Charity Appeal Fund. The day finished with a Business Reception for businesses west of the A3M – where I had the chance to network with some local business people.

Half term week was a bit quieter but I enjoyed joining the Havant Men's Shed for their AGM and representing the Council at the SERCA Awards Ceremony. As is traditional, I was invited to purchase the 'first Poppy', in my role As First Citizen of the Borough.

The final days of October took me to Hayling island for performances by Hayling Music Society and HIADS.

My final engagement was to attend an International Mass at the Sacred Heart Church during One World Week.

Opportunity Havant

Havant
BOROUGH COUNCIL



Excellent motorway and rail connections... Nestled between the South Downs and the coast... Home to world-class businesses... A place to live, thrive and work...

A Regeneration Strategy for Havant Borough 2018 – 2036



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OPPORTUNITY HAVANT

A Regeneration Strategy for HAVANT BOROUGH

2018 – 2036

INTRODUCTION

This strategy sets out the economic case and opportunities for regeneration in Havant Borough. It highlights the key areas where direct targeted intervention will have the greatest impact and states what the Council will do over the next eighteen years to deliver regeneration - including governance, funding and resourcing.

The Delivery Plan then sets out the actions (including approvals, funding and project planning) that will be required to facilitate the delivery of phase 1 from 2018 to 2024.

**Why are we doing it? - What is the Story for Havant?
What are our objectives? - How are we going to deliver?**

THE CASE FOR REGENERATION

Economic Development

Havant Borough sits in a prosperous part of the South East of England with an affluent population/catchment and a high demand for housing. However difficult economic conditions, high construction costs versus relatively low values and a nervousness from commercial developers who require a high degree of certainty and fixed rates of return - has led to a prolonged lack of investment in renewal in the Borough. In some areas this has led to further depression of residual values, a deterioration in the quality of the urban form and building stock which in turn has exacerbated the lack of private sector investment.

To break this cycle councils are beginning to realise that they will need to take a more interventionist approach. By directly driving and investing in regeneration projects councils have been able to halt or reverse decline and create conditions more attractive for private sector investment. The new political leadership at Havant Borough Council has signalled a clear ambition to drive forward the regeneration of the borough and have recognised that this will need to be adequately resourced.

The draft Local Plan contains a thematic vision for the borough in 2036. A place shaping vision for the boroughs key areas in 2036 will complement the emerging local plan through housing, employment and public realm development. The regeneration of the borough must be considered holistically, including the option for generating capital receipts from sites anywhere in the borough to re-invest in the key regeneration areas. Havant Borough Council has recognised and progressed the need for an active interventionist approach to regeneration. This is reflected in the Corporate Strategy and is supported by measures in the Medium Term Financial Strategy (MTFS).



HOUSING CHALLENGES

Whilst there are wealthy areas and good employment opportunities in the borough there are challenges over the affordability of housing and the lack of diversity in the homes available. Havant's full-time workers wages are 9% lower than the rest of the South East (Nomis) whilst the housing market consists primarily of small/medium family homes.

Havant has a high housing need (9,400 homes to 2036) which is being addressed through the Local Plan which is a challenge in our physically constrained coastal geography. The regeneration strategy aims to diversify the housing market by developing its council owned sites, particularly in the town centres and Hayling seafront for homes that increase densities, are aimed at a new demographic and provide new products to the market. The delivery of housing in the regeneration areas provides about 15% of the local plan housing target. It is therefore critical that Council focuses on its own sites to demonstrate that the new homes can be delivered at an accelerated pace.

The need for affordable homes within the borough is clear (1,800 on waiting list). Working in partnership with registered housing providers on Council owned sites to deliver affordable homes will be pursued, creating more varied stock that will meet the needs of a dynamic population. Over the whole borough the regeneration strategy will aim to fully meet the affordable housing policy requirement of the Local Plan. On specific premium located sites the aim will be to develop high quality units that can attract a premium value. These will not have affordable housing in the scheme and subject to viability will provide a contribution to affordable housing elsewhere in the borough.

To meet the housing challenges, the economic base of the borough is a key focus to sustain the wealth to take the area into the future.

Action – Plan for 1,600 new homes in the regeneration areas. Diversify the housing market by promoting the benefits of the borough to new developers. Maximise the development values on premium land owned by the Council. Develop partnerships with Registered Providers to provide more affordable homes.

ECONOMIC CHALLENGES

The regeneration strategy is designed to enable the Borough to address a number of key economic challenges and opportunities;

1. Job density

Havant Borough has a low job density figure of 0.7 (the number of jobs per working age population) - the second lowest in Hampshire. This is also significantly below the South East and Great Britain average (table 1 in Appendix A).

Action – work in partnership with business to create 14,120 jobs to equal the average job density within the South East region. Retain major employers in the Borough and achieve a step change in new inward investment into strategic employment sites.



2. Employment by occupation (April 2017 – Mar 2018)

Havant Borough has a lower than average proportion of the workforce employed within high value roles (group 1-3) and higher than average number of employees employed within lower value jobs (groups 4-9), relative to the South-East average (see table 2 in Appendix A).

Action – work in partnership with business to, boost employment within higher value roles – managerial, technical and professional occupations to increase local spending power. Also focus on creation of volume employment that benefits Havant residents in the short term.

3. Skill levels

The employment structure to a large extent reflects the resident skill base. Havant has a low number of residents (27.5%) with qualification levels at NVQ4 or above and relatively high proportion of residents with skills to NVQ level 1 and 2 (table 3 in Appendix A).

Action – work in partnership with business to drive up the skill profile of the resident workforce to take advantage of higher value roles created within the Borough

4. Earnings

Earnings of Havant residents (full time workers) are below both the national and South-East average. However, there is a significant disparity between male and female workers – male workers earning slightly above the SE average but female workers earning significantly below both the national and regional average (table 4 in Appendix A)

Action – increase wage levels of Havant residents by driving up the resident skills profile and creating higher value job opportunities in key sectors

5. Industrial structure – Employee jobs by industry 2017

In terms of the local industry structure the dominant sectors are:

Sector	% Havant	Havant jobs	Trajectory – last 3 years	% South East
Wholesale and retail trade; repair of motor vehicles and motorcycles	15.9	7000	Decline (2.1%)	16.3
Education	13.6	6000	No change	10.4
Admin & support service activities	11.4	5000	Growth (1.2%)	8.7
Human health & social work	10.2	4500	No change	12.7
Manufacturing	9.1	4000	Decline (2.3%)	6.2
Accommodation & food service activities	8.0	3500	Growth (1.2%)	7.3
Construction	6.8	3000	Growth (1.1%)	5.5
Professional, scientific and technical activities	6.8	3000	Growth (1.1%)	8.0
Information and communication	4.5	2000	No change	5.9
Total	86.3%	38000		

Source: NOMIS

Action: Develop partnerships with business to create new employment opportunities in growth sectors & where Havant has a locational advantage – Advanced manufacturing & engineering; professional/scientific/ technical; construction; accommodation and food sectors. Reduce the reliance on retail/ wholesale sectors as the dominant local industry.

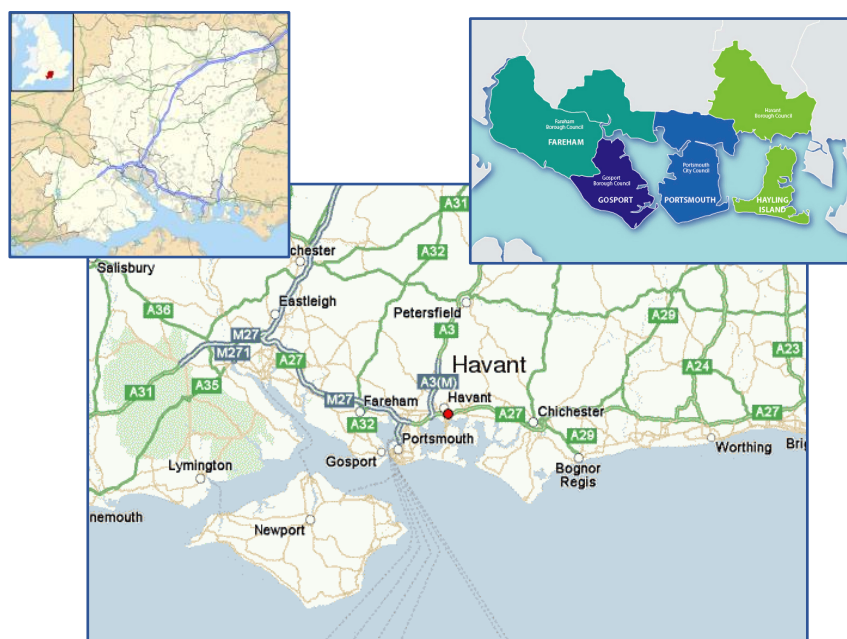
6. Net out-commuting

26,602 Havant residents commute outside of the Borough for work. 17,685 workers from outside of the district commute into the Borough. This gives a net out-commuting level of 8,917. The majority of out-commuting from Havant is to Portsmouth (10,915) followed by Chichester (3100) and East Hampshire (2961).

Action: Reduce out-commuting through new local employment opportunities. Develop higher quality housing and lifestyle offer to meet the needs of Exec/ professional workforce. Target Portsmouth based business with expansion needs to locate in Havant.

7. Last Mile Delivery

Havant's employment floorspace is predominantly a mix of industrial and warehousing (78%) and occupier enquiries within the warehousing and logistics sector are on average 30% higher than other business uses. Key employment sites such as Brockhampton West, located adjacent to the strategic road network, are well placed to take advantage of growth within the transport, distribution and logistics sector. In particular last mile delivery is driving growth of courier, express and parcel services fuelled by increasing demand from millennials as their preferred delivery method.



THE OPPORTUNITIES

Havant Borough has a wealth of strategically and regionally important natural and economic assets that make it a prime location for investment:

- Sits on strategic road, rail and bus intersections
- Strong economic hinterland, unlike other coastal towns
- Close to economic centres without the accessibility problems of the major cities
- Many major employers & centres of innovation within striking distance
- Close to four major universities (Portsmouth, Southampton, Chichester, Winchester) and centres of excellence for marine, green and digital media technology
- Very desirable coastal location (high quality environment, cultural heritage, water sports and marinas)
- High quality countryside (inc. South Downs National Park)
- Wealthy population/catchment
- Proximity to ports, airports and international markets
- Over 30 Ha of available land for industrial development and employment creation

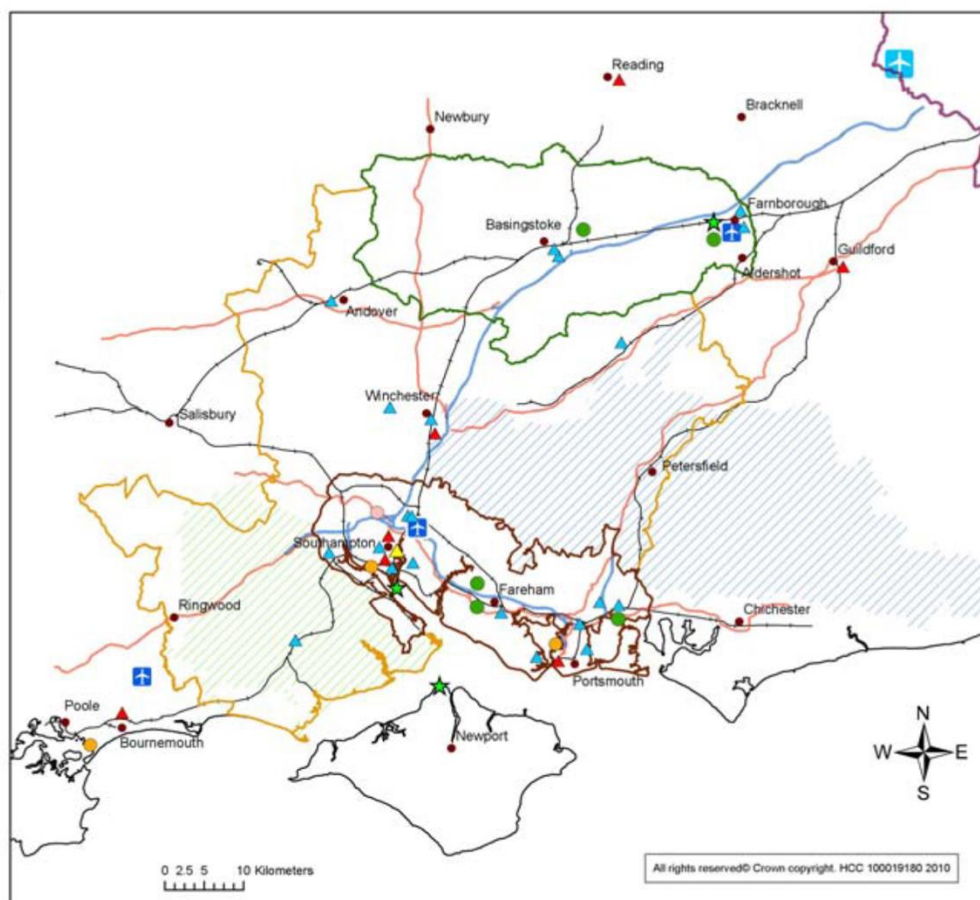
There is a clear opportunity to fulfil a need to provide high quality urban living near a range of high-quality employers and educators in an attractive environment. Emphasising proximity to the sea, countryside and the accessible nature of the Borough through careful and targeted developments and infrastructure improvements can have a significant impact on the Borough's reputation and attractiveness to employers and commercial developers.

Economic Assets

Catalysts for economic growth in Hampshire

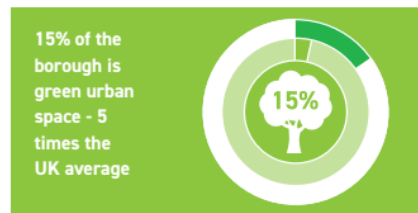
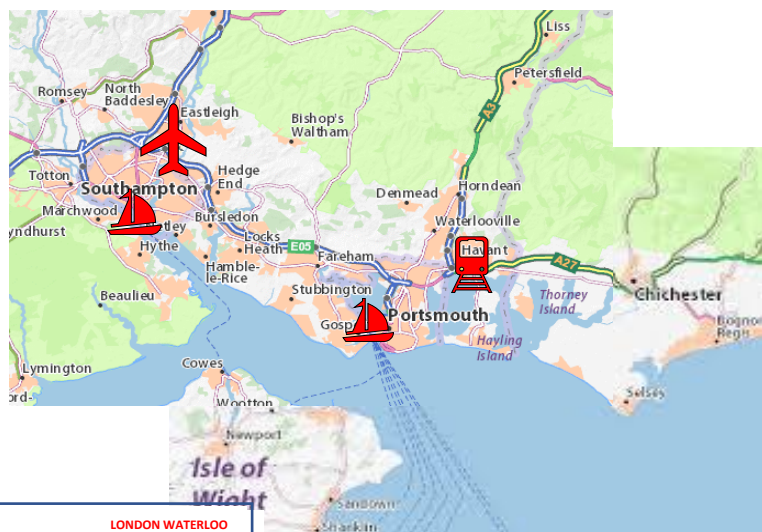
Key

- North Hampshire
- South Hampshire
- Central Hampshire & New Forest
- Greater London
- ✈ Heathrow Airport (International Hub)
- ✈ (Major) Airports
- ▲ National Oceanography Centre
- ▲ Universities
- ▲ Further Education Establishments
- Southampton Science Park
- Major Business Parks
- Ports
- Towns and Cities
- Motorways
- Main A roads
- Railway lines
- South Downs National Park
- New Forest National Park
- ★ International Events
Farnborough Air Show (NH)
Southampton Boat Show (SH)
Cowes Week



Connectivity

- **Road**
 - A3 North to London (less than an hour)
 - A27 East/West
- **Rail**
 - Direct line to Waterloo (1 hour 16 mins)
- **Air**
 - Southampton International Airport (25 mins) - links to Europe and beyond



KEY ISSUES AND OBJECTIVES

Issues- economic/social/environmental

1. Local Plan requirements for housing, employment and infrastructure
2. Lack of focus on natural assets including the sea and high quality countryside
3. Low job density, relatively low proportion of Havant workforce in high value employment
4. Low skill base of resident workforce: resident wage levels below the national average
5. Reliance on retail/ wholesale sector as the major local employer
6. High levels of out-commuting
7. Extended lack of investment in renewal – Low residual values
8. Lack of private sector interest - confidence in the future of the borough
9. Poor urban form
10. Polarised wealth distribution (pockets of deprivation)
11. Reduction in key employers (Pfizer, Seagate)
12. Reduction in the performance of Town Centre retail
 - a. Edge of town retail – shifting focus of retail activity and parking
 - b. Impact of larger retail offers at Portsmouth and Southampton – loss of retail at Havant, Waterlooville and Leigh-Park
 - c. Changes in shopping habits - loss of retail at Havant, Waterlooville and Leigh-Park
13. Homogenous nature of the housing offer and demography at Leigh Park
14. Lack of larger open space in the town – Lots of smaller spaces, verges and larger gardens
15. Limited recognition of the cultural and heritage assets in the borough
16. Poor perceptions/reputation/image - community confidence
17. Congestion on Hayling Island at busy times in the tourist season that leads to perceptions that access is poor and deters visitors

Objectives

- Housing delivery – 1,600 homes across this programme utilising a combination of brownfield sites and urban intensification
- Broaden the housing offer to executives, young professionals and downsizing retirees to make Havant attractive to a more diverse demographic and encourage inward investment
- Working in partnership with business and educators to create Job, education & training opportunities – Creating an attractive environment for employers to set up businesses and expand in the borough
- Inward investment and business growth - focussed on advanced manufacturing, scientific & professional occupations, construction, food and accommodation
- Reduce out-commuting through development of more local job opportunities
- Focus on the regeneration of the Borough's Town Centres and Hayling Island Seafront including the consolidation of town centres to ensure a sustainable offer – Acknowledging changing retailing habits and the need for leisure/cultural/heritage based social spaces
- Raising the quality of development and investment and creating attractive business/living environments to raise confidence the future of the borough
- Infrastructure/environmental improvements – Removing barriers to using facilities
- Improving perceptions and reputation - Celebrating natural environment while addressing climate change
- Financial sustainability for the Council – Utilising financial tools (e.g. Prudential Code borrowing powers) to develop sustainable revenue income streams that will underpin the Council's frontline activities.



THE STRATEGY

There are five key regeneration areas in the borough:

1. **Havant Town Centre** (including the Civic Campus)
2. **Havant Strategic Employment Sites** (Brockhampton West, Langstone Technology Park & Dunsbury Park)
3. **Hayling Island Seafront** (West Beach, Beachlands, Eastoke, Southwood Road, Ferry Point & improved access)
4. **Leigh Park Centre**
5. **Waterlooville Town Centre**

There is a need to improve access to the focal areas on Hayling Island. This will drive visitor numbers and increase viability of attractions.

The Opportunity Havant Regeneration Strategy Is:

WHEN: Over the next eighteen years
WHY: to drive economic and social regeneration
HOW: by using the Council's powers and property assets
WHAT: to identify, bring forward and manage a programme of targeted development projects in the five Priority Areas
OUTCOME: to change perceptions, instil confidence and stimulate future development.



Regeneration Programme

A schedule of projects has been developed in the five key development areas. This list makes up the **Regeneration Programme**. This programme is a separate, dynamic document setting out the details of individual projects including some which are commercially sensitive. The delivery of the projects on the Regeneration Programme will be progressed in a way that is focussed on the objectives of this strategy.

In addition to the projects currently being managed through the Regeneration Programme opportunities will be sought for additional projects that would support the delivery of this Strategy and meet the strategic and commercial criteria. Where such projects are identified individual business cases will be developed and cases considered on their merits.

The cumulative effect of the Council's commitment and investment in the delivery of the projects in the Regeneration Programme will make a significant contribution to its strategic objectives including the delivery of housing, employment and quality environments.

The Council has limited resource. It is therefore fundamental to the strategy to give a focus to developing partnerships with national and local agencies and most importantly with local businesses to collaborate to make the most effective use of our individual resources.

Prioritisation

The limited resources available means that the projects within the Regeneration Programme will need to be delivered in phases. Emphasis will be placed where there is most potential to move things forward quickly and have the greatest impact. A key aspect for prioritisation of the programme is to focus on areas with Council land/property ownership or areas of strategic acquisition. This reduces reliance on other partners and landowners and generates a capital receipt for re-investment in the programme.

The Phasing of individual projects is set out in the Regeneration Programme. This is based on the criteria shown below. The phasing plan will remain fluid. Where there is an opportunity to bring a project forward early, or a need to delay a project this will be managed through the Major Projects Task Force (Regeneration).

<u>PHASE 1 (2018-2024)</u>	Quick wins, sites entirely in HBC ownership & opportunities for income generation
<u>PHASE 2 (2024-2030)</u>	More complex longer term projects
<u>PHASE 3 (2030-2036)</u>	Aspirational projects that are more challenging, or where market conditions are less favourable



THE VISION

Given all of the above assets, a realistically deliverable vision for a Borough of the future would include:

Havant Town Centre

A clean, safe environment with a vibrant residential zone at the heart of the town, where people from all walks of life enjoy restaurants and cafes looking over an attractive town square and quality green spaces, including the valued and well used town park adjacent to a well serviced and maintained aesthetically pleasing railway station. The station is part of a public transport interchange in the town that cements Havant's place at the heart of the regional transport network linking Havant to London, the south coast conurbations both east and west and to the leisure offer of Hayling Island. Bus links for the area are provided by a modern bus station in a new major redevelopment that has built upwards, alongside the redeveloped Meridian centre that provides quality homes and a small number of shops for its residents. The convenient public transport infrastructure is increasingly used by people as alongside the A3/ M3/M27 corridor and provides the impetus for economic prosperity for the Borough.

Havant is renowned for its high quality-built environment that has created a vernacular which supports the historic core of the town centre alongside a modern digitally connected space. The town centre is pedestrian and cycle centric with severance caused by roads reduced through careful use of levels and materials. Older unattractive buildings have been replaced or upgraded with high quality flexible contemporary development that will provide a sustainable legacy for the future of the Town. The Town acknowledges its historic links to the springs and its commercial heritage; making use of these to create additional focal points where people meet and enjoy their environment. The town is also famous for its early adoption of clean energy and driverless vehicles. Investment in advanced forms of sustainable transport has reduced reliance on the car and allowed for the creation of more pleasant and healthier pedestrian based environments.

Civic Plaza Area

Havant Plaza is a mixed-use development of public sector facilities, leisure, high quality desirable homes for key workers and commercial office space. The site has been developed upwards to create a stunning skyline and enable the preservation of the mature trees around the office developments. The Plaza joins the award-winning college space and the town centre together as a place where people can meet, talk, walk and cycle through safely, in a green and pleasant environment. It has a popular café and local shop for people crossing the new pedestrian friendly roads and the new pedestrian bridge across the railway line to seamlessly and effortlessly link the campus to the other character areas of the Town Centre. The Plaza building itself has been extended out over the car parks on either side to facilitate a wide range of public sector uses including the DWP, Police and courts within its environs. The building faces a new square which is a cultural meeting space surrounded by high quality residential development. Parking has been sensitively incorporated into the attractive development including parking under some of the residential development and the addition of a new multi-storey car park.

Langstone - Broadmarsh

Langstone has developed into a cohesive mixed-use area containing extensive employment sites, high quality public open space, leisure facilities and housing for young people as well as holding a solar farm.

The Technology Park has been refurbished added to, with people who work on the park increasingly walking and cycling along the attractive new routes to the Solent Retail area and town centre to meet up and enjoy their leisure time in a green environment. High quality public space and new and refurbished buildings has made the area feel fresh and vibrant, alongside housing for younger people.

The land south and west of the water treatment works on Southmoor lane/Harts farm Way has been developed as a solar farm. Brockhampton West is instantly recognisable as the home of a nationally important commercial facility/distribution hub, linking with the Technology Park and taking advantage of this strategically located waterfront site.



Hayling Island

Hayling Island has developed its own character that reflects its stunning coastal location, history and importance in the development of water sports, including being the birthplace of windsurfing. It has new desirable, higher-rise accommodation in the East Hayling area, with flood defences supporting the developments. East Hayling has an international reputation with the marina and the Sailing Club providing access to the open English Channel making it a premier destination on the south coast. Its exclusivity has meant that Hayling has protected its wild coast charm elsewhere on the island.

The development at Eaststoke acts as a focal point for East Hayling with its coffee houses, restaurants and high-quality accommodation all within a stunning public realm that is a place where people have fun and socialise all year round.

The redevelopment of the central Funlands area has seen residential and leisure development where people can socialise, have fun and enjoy the wonderful environment. West Beach water sports area has seen the development of top class facilities for water sports enthusiasts, a range of accommodation including 'pod hotels' and a cluster of shabby chic eateries that have made it an international mecca for the extreme sports community and the location of a number of international competitions. Removal of flood defences has allowed the beach to find its own position. Beach huts and accessible walkways have been put in place so that everyone can enjoy one of the best beaches on the south coast no matter what their age or mobility.

Development interest in the island prompted by the enhanced visitor offer has made the construction of a second public transport/autonomous vehicle bridge linking the island with Havant Rail Station economically viable. An area just on the island developed as the Hayling Gate provides facilities and up to date visitor information for people heading onto the island. There is parking and public transport links to the rest of the island that provides a park and ride service easing congestion in busy summer months. Investment in advanced forms of sustainable transport has reduced reliance on the car and allowed for the creation of more pleasant, healthier, pedestrian based environments.

Leigh Park

Building on the recent £1M investment in Front Lawn, the Community of Leigh Park has gone from strength to strength with pride in the new community facilities and environmental enhancements that bring together the services that have supported people to achieve their potential. The communities in Leigh Park are connected by the most attractive and user friendly cycleways and footways that provide spaces along the routes for people to enjoy the natural environment and socialise. Working with Portsmouth City Council a more diverse mix of housing types and tenures has been developed to meet the needs of the local community and the new people who have moved in, appreciating the high quality environment and good quality housing stock. Young people have pride in their area and this has been supported by the investment in a high quality public realm and management of the natural environment. Investment in advanced forms of sustainable transport has reduced reliance on the car and allowed for the creation of more pleasant, healthier pedestrian based environments.

The reputation of Leigh Park has changed beyond all recognition; it is now as a desirable place where people from all walks of life can live, socialise and work in the nearby business areas that are thriving.

Waterlooville

Waterlooville has redefined its centre by consolidating its retail area into a much more sustainable leisure based offer. Some of the tired buildings have been redeveloped into new prominent residential and commercial buildings that serve the local community. The severance of the road network between the new MDA and the old town has been minimised and the centre is now seen as an integral part of the local community. Improvements of pedestrian and cycling routes and removal of barriers to movement has made Waterlooville a much more walkable place and firmly linked it with nearby residential areas. This, combined with the extension of the Premium Bus Rapid Transit network linking to Portsmouth, Havant and Petersfield and innovative approaches to reducing car ownership have ensured that Waterlooville Town Centre has rediscovered its historical status as a natural destination of choice. The traditional High Street with its attractive public realm is now the place where people from all parts of the area meet up to enjoy its diverse range of eating and leisure venues and each other's company creating a healthier community that loves the area.



APPROACH

1. Interventionist – The Council will need to take on the role of developer, at least in part. This will involve capital investment in the long term future of the Borough on the basis that investment in development will realise a return over time that can be used to service any borrowing and reinvest in other infrastructure projects. Funding this role will involve Land assembly, CPO, Vision, Master Planning, Promotion and Marketing
2. Local Plan – Forward facing supportive of Regeneration with flexible policies that adapt to our rapidly changing society
3. Integrate regeneration into the Corporate Strategy for whole council focus
4. MTFS – Need to reduce the financial strain on front-line services. Any strategy involving borrowing must be based on robust self-contained business cases that consider the Council's wider regeneration objectives and ensure that any financial risk to the Council are reduced to a minimum.
5. Borrow to Invest – Prudential Code Guidance. Needs to be affordable based on individual robust business cases, in Borough and based on regeneration/economic development
6. Selective strategic use of Assets (including selective disposals with returns reinvested to deliver further key regeneration objectives)
7. Best use of Assets – Utilise what we already own – undertake a strategic review of land & property assets
8. Pump priming – Building relationships with Private Investors take forward the mantle once the case has been proven and risks reduced
9. Where necessary the Council will utilise its Compulsory Purchase Powers to bring forward schemes and will make the required budget available. This will give greater certainty over delivery of the Regeneration Programme.
10. Coordinate & collaborate – Local Partners, strong business networks, information, research – take bidding opportunities that are directly relevant to programme priorities

FUNDING

There will be a need for capital expenditure that will be significant in relation to the Council's operational budget. This will be recouped through a mixture of capital re-sales and revenue generating projects. Initially the Council will need to fund this using short-term Prudential Code borrowing to manage cash flow between projects in line with the Prudential Code and Treasury Management Strategy.

The Prudential Code states that any borrowing must be for purposes that are legal and where a council has a clear mandate (usually under the Power of Wellbeing). Although some commercial operators in the market have questioned the appropriateness of councils using these powers for property investment (often outside the council's administrative area), where this investment is for economic regeneration purposes such as those set out in this strategy this has not been brought into question and is considered entirely appropriate.

The second condition of the Prudential Code is that borrowing must be affordable. This means that either the Council must have sufficient reserves to repay the loan or the transaction must be supported by a robust and financially sustainable business case e.g. the acquisition/development creates revenue stream and/or capital receipt. For the purposes of delivering this strategy each acquisition or development investment will be supported by a business case that demonstrates how the investment will be recouped and the loan repaid.



Borrowing costs will be calculated based on an interest rate available from the Public Works Loan Board (PWLb) as confirmed at the time by the s151 officer, although actual borrowing rate may differ from that used within the initial Business Case as rates are varied to align with any base rate movements announced by the Bank of England. A Minimum Revenue Provision (MRP) of 4% will be incorporated into affordability calculations. This sets the borrowing period at 40 years in line with current CIPFA and Central Government Guidelines and will be adjusted in line with any new legislation or guidance that may come into force, MRP will be agreed in advance with the s151 officer. IoR and total borrowing cost calculations will use this period.

The Regeneration Programme will be structured so that projects that will generate a capital receipt will be prioritised. This will be used to off-set any borrowing as early as possible in order to both reduce financial exposure to the Council and to reduce borrowing costs (interest and MRP), however it is important to note that any early repayments of PWLB loans do come with a significant early payment penalty which will need to be taken into consideration at the time.

Wherever possible expenditure will be capitalised to reduce the strain on the Council's revenue budgets. Such development fees/costs will be treated as part of the capital cost of the individual project and budgeted for and recouped accordingly. Opportunities for grant assistance will be sought to cover unavoidable revenue costs.

Where necessary the Council will utilise its Compulsory Purchase Powers to bring forward schemes and will make the required budget available. This will give greater certainty over delivery of the Regeneration Programme.

The investment in the acquisition and development of strategic regeneration assets by the Council will include the utilisation of Borrowing, most likely through the Public Works Loans Board (PWLb), council to council lending or from the market, where local authorities are able to benefit from preferential rates, all loans will be managed by the Council's Treasury Team and approved by the s151 officer.

To achieve the successful delivery of this regeneration strategy the Council will need to approve amendments to the Treasury Management Strategy to include the authority to borrow for the purposes set out in this strategy and to recommend that the Council delegate authority to the Chief Executive, the Leader of the Council and the Chief Financial Officer to authorise borrowing on a case by case basis.

DELIVERY

Borough-Wide Vision

Being able to sell the vision to developers, our community, businesses, funders and occupiers is an important part of the successful delivery of the Regeneration Programme. This will also be an important tool in promoting inward investment. Fabrik Architects have been appointed to translate the key components of this Strategy and express them as a fully



realised vision. This will include comprehensive 3D visualisations of all schemes that will be used to market each project and the strategy/borough in general. High-quality fly-throughs will demonstrate the latent potential that the Regeneration Strategy can realise. Visualisations will show how good architecture and urban design, coupled with a reconsideration around building heights and density can deliver the quantum and quality of development that will be needed to put Havant Borough on the map.

RESOURCES

Havant Borough Council is not a commercial developer and as such does not have the breadth of skills and depth of resource required to carry forward such an ambitious regeneration programme.

The successful delivery of this strategy will require the following:

- Resourcing of internal staff to key posts (Head of Regeneration, Regen Programme Manager, Programme support, Project managers etc.)
- The setting up of and adherence to a clear governance structure, where all necessary delegated approvals and a clear line of command are in place and clearly understood by all
- The setting up of a flexible and robust project management delivery team structure – where project managers are carefully selected, trained and given the capacity to deliver.
- Programme task force/project teams will also include staff from other functions (e.g. Planning, Legal, Community, Ecology, Landscape, Trees, highways, communications, economic development etc.) who's primary function is not as part of the project team. Their role and capacity will need to be clearly understood. There will need to be a strong corporate focus on the delivery of the Regeneration Programme and an understanding that without adequate resources projects will not be delivered.
- Project management processes (such as a project initiation documents, project register, action list & reporting mechanisms) will need to be adhered to minimise the complexity of managing projects and allow the main focus to be on delivering outcomes. The provision of a level of project/administrative support will make this much easier and more cost effective.

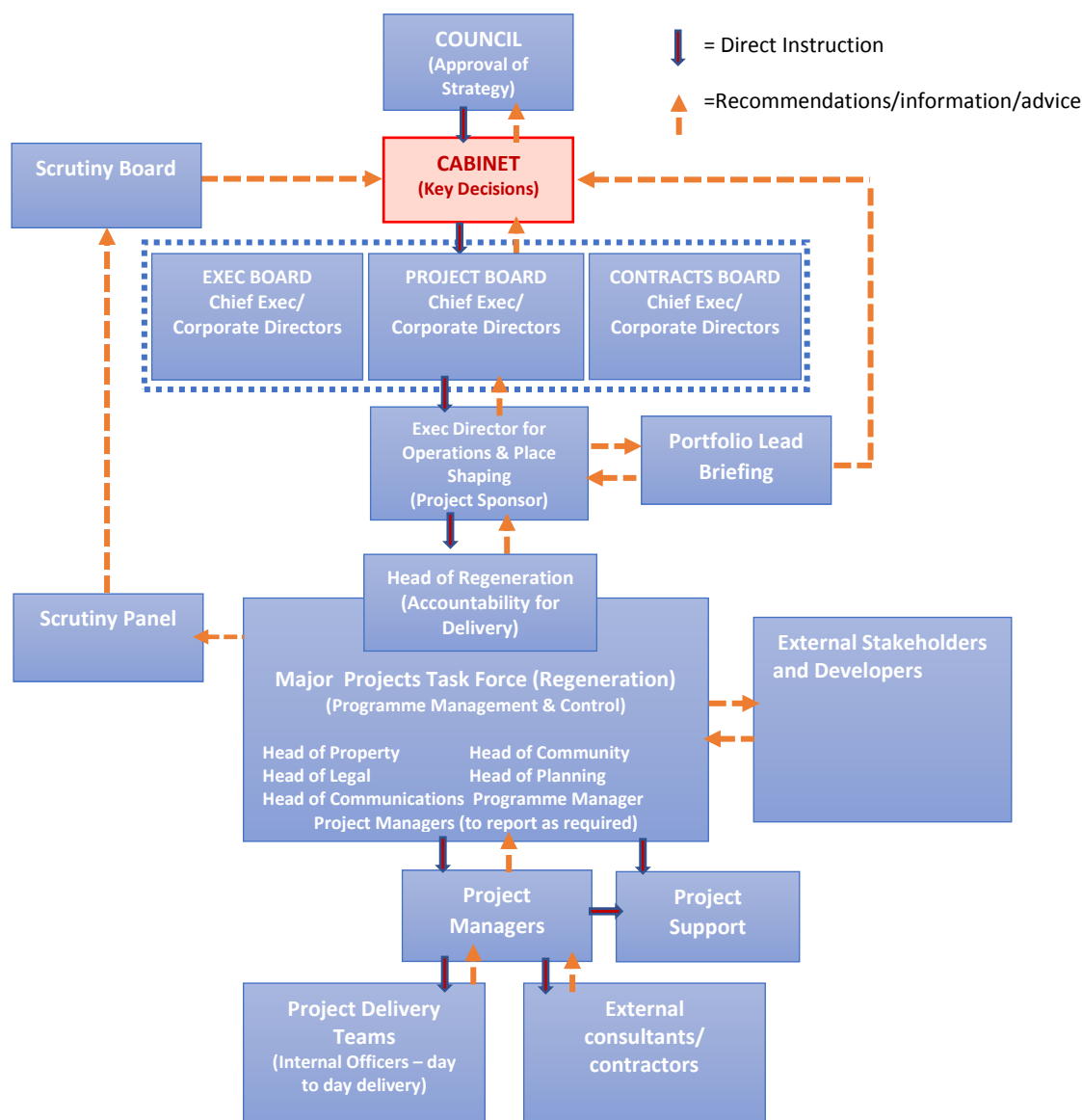
The use of outside consultants, where specific skills or capacity is not available in-house (e.g. for valuations, planning & design), will need to be agreed and funded as part of each project plan according to project needs. Project managers would then manage these contract



GOVERNANCE AND MANAGEMENT

- The Council remains the accountable body and will formally approve the Strategy
- Cabinet has delegated authority to make key decisions relating to major milestones in the delivery of the Strategy
- The Executive Board led by the Chief Executive will take the role of Project Sponsor for the Regeneration Programme and will have delegated authority to make decisions relating to its delivery
- The Major Projects Task Force (Regeneration) will be subject to an approved Terms of Reference
- The Programme Manager and Project Managers will attend and report to the Major Projects Task Force (Regeneration)

Governance Structure



Appendix A

Economic Evidence Base

Table 1 – JOB DENSITY

Jobs density (2016)

	Havant (jobs)	Havant (density)	South East (density)	Great Britain (density)
Jobs density	51,000	0.70	0.88	0.84

Source: NOMIS

The borough currently has the second lowest job density figure in Hampshire;

Basingstoke and Deane 0.87

East Hampshire 0.83

Eastleigh 0.94

Fareham 0.83

Gosport 0.53

Hart 0.91

Havant 0.70

New Forest 0.82

Portsmouth 0.87

Rushmoor 0.93

Southampton 0.78

Test Valley 1.04

Winchester 1.28

Hampshire 0.87

In order to address this issue Havant needs to create;

11,160 new jobs to achieve a job density equal to the GB average

13,380 new jobs to equal the Hampshire average

14,120 new jobs to equal the SE average

23,000 new jobs to achieve a job density of one job per resident

10,420 new jobs to equal East Hampshire



	Havant (numbers)	Havant (%)	South East (%)	Great Britain (%)
Soc 2010 major group 1-3	24,300	42.9	50.8	45.8
1 Managers, directors and senior officials	8,000	14.2	12.3	10.8
2 Professional occupations	8,100	14.3	22.7	20.3
3 Associate professional & technical	8,200	14.4	15.8	14.5
Soc 2010 major group 4-5	13,200	23.2	20.3	20.6
4 Administrative & secretarial	6,900	12.2	10.3	10.3
5 Skilled trades occupations	6,300	11.0	9.9	10.2
Soc 2010 major group 6-7	9,800	17.2	15.3	16.7
6 Caring, leisure and Other Service occupations	5,300	9.4	8.5	9.0
7 Sales and customer service occs	#	#	6.8	7.6
Soc 2010 major group 8-9	9,500	16.7	13.5	16.9
8 Process plant & machine operatives	4,200	7.4	4.8	6.3
9 Elementary occupations	#	#	8.7	10.5

Table 2 – employment by occupation



Table 3 – skills levels

Qualifications (Jan 2017-Dec 2017)				
	Havant (level)	Havant (%)	South East (%)	Great Britain (%)
Individual levels				
NVQ4 and above	19,900	27.5	41.4	38.6
NVQ3 and above	34,600	47.8	61.1	57.2
NVQ2 and above	53,900	74.4	78.6	74.7
NVQ1 and above	65,300	90.1	89.5	85.4
Other qualifications	5,100	7.0	5.3	6.9
No qualifications	#	#	5.2	7.7

Table 4 – Earnings

Earnings by place of residence (2017)			
	Havant (pounds)	South East (pounds)	Great Britain (pounds)
Gross weekly pay			
Full-time workers	543.6	596.8	552.7
Male full-time workers	599.0	651.6	594.2
Female full-time workers	443.3	522.1	494.4

