

THE CASTLE POINT PLAN



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Employment Topic Paper Addendum

January 2026



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1. Introduction

Purpose

- 1.1 This Addendum to the [Employment Topic Paper](#) supports the pre submission Castle Point Plan by presenting visual representations of data relating to the local economic context, employment needs and future opportunities.
- 1.2 This paper should be read in conjunction with the Employment Topic Paper and will be submitted alongside the Castle Point Plan for independent examination.

Scope

- 1.3 The Paper provides graphical and visual summaries of the evidence used to determine the employment requirements for the Castle Point Plan.
- 1.4 The Council commissioned the Experian Economic Land Demand Forecast (September 2024), included within the spreadsheet accompanying this document.
- 1.5 This document summarises and interprets the key findings from this dataset to support the employment strategy within the Castle Point Plan.

2. Local Economic Context and Evidence Base

- 2.1 This chapter provides an overview of the demographic, labour market and economic characteristics that shape employment needs within Castle Point. Drawing on Census data and the Experian Economic Land Demand Forecast (2024), it highlights key trends in population change, workforce composition and the distribution of employment across industry sectors.

Demographics and Labour Force

- 2.2 Castle Point's population is 89,600 people (Census 2021). Recent and projected changes in population structure show notable shifts across age groups. For example, as demonstrated by Figure 1 below, the number of residents aged 0–15 increased by 1.75% in 2018 but is forecast to decline by -0.46% by 2030. These trends help illustrate how the Borough's demographic profile is expected to evolve over the plan period.

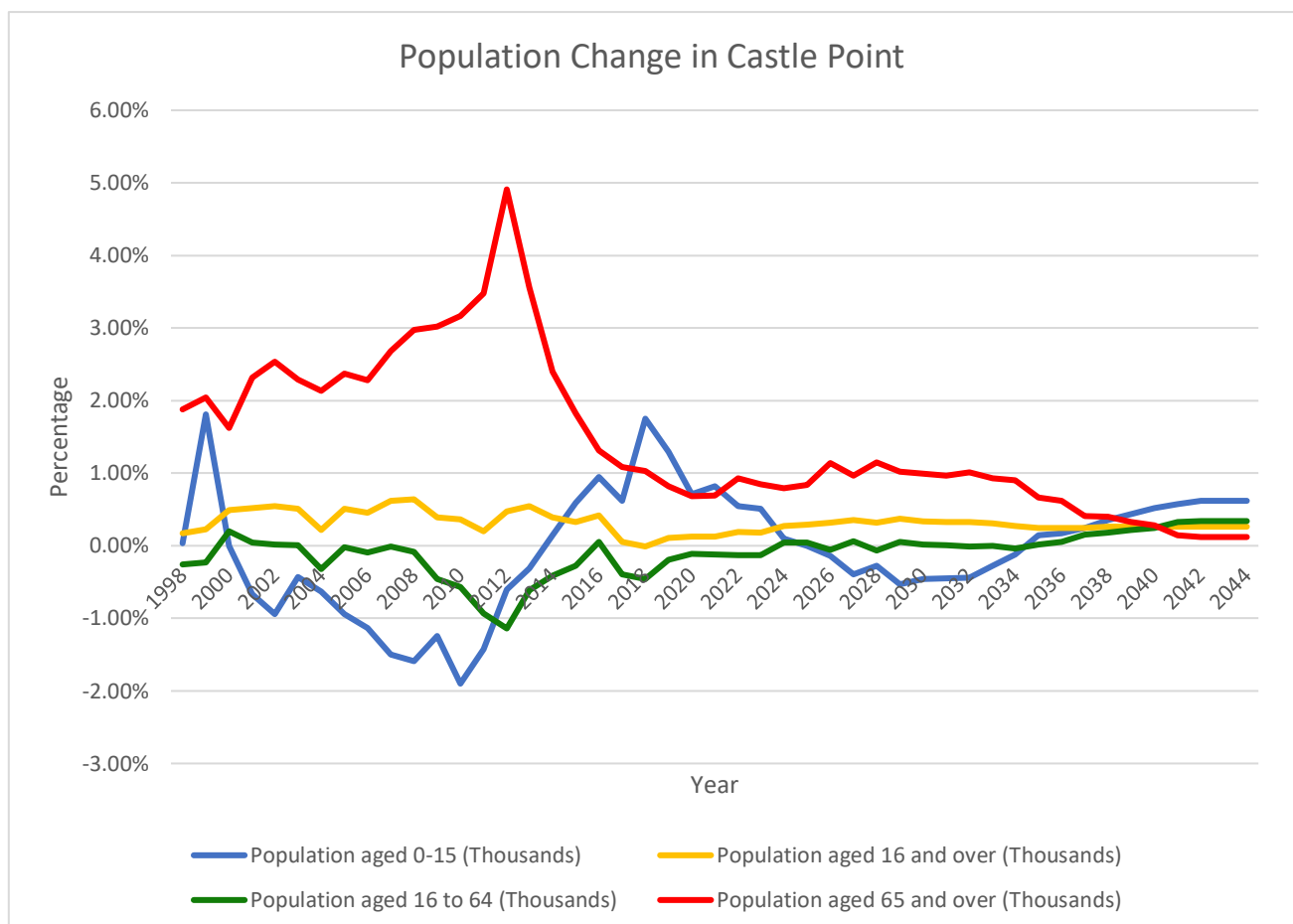


Figure 1: A Graph to show the Population Change of ages 0-15, 16 and over, 16-64 and 65 and over in Castle Point

2.3 The data forecasts also indicate differing growth rates between the working age population and those of retirement age (see figure 2). While the total population is projected to rise modestly, the proportion of residents of working age is expected to rise and fall at a different rate, with implications for labour supply and local economic resilience. It is also important to note the state retirement age population forecasts and how this will impact the workforce.

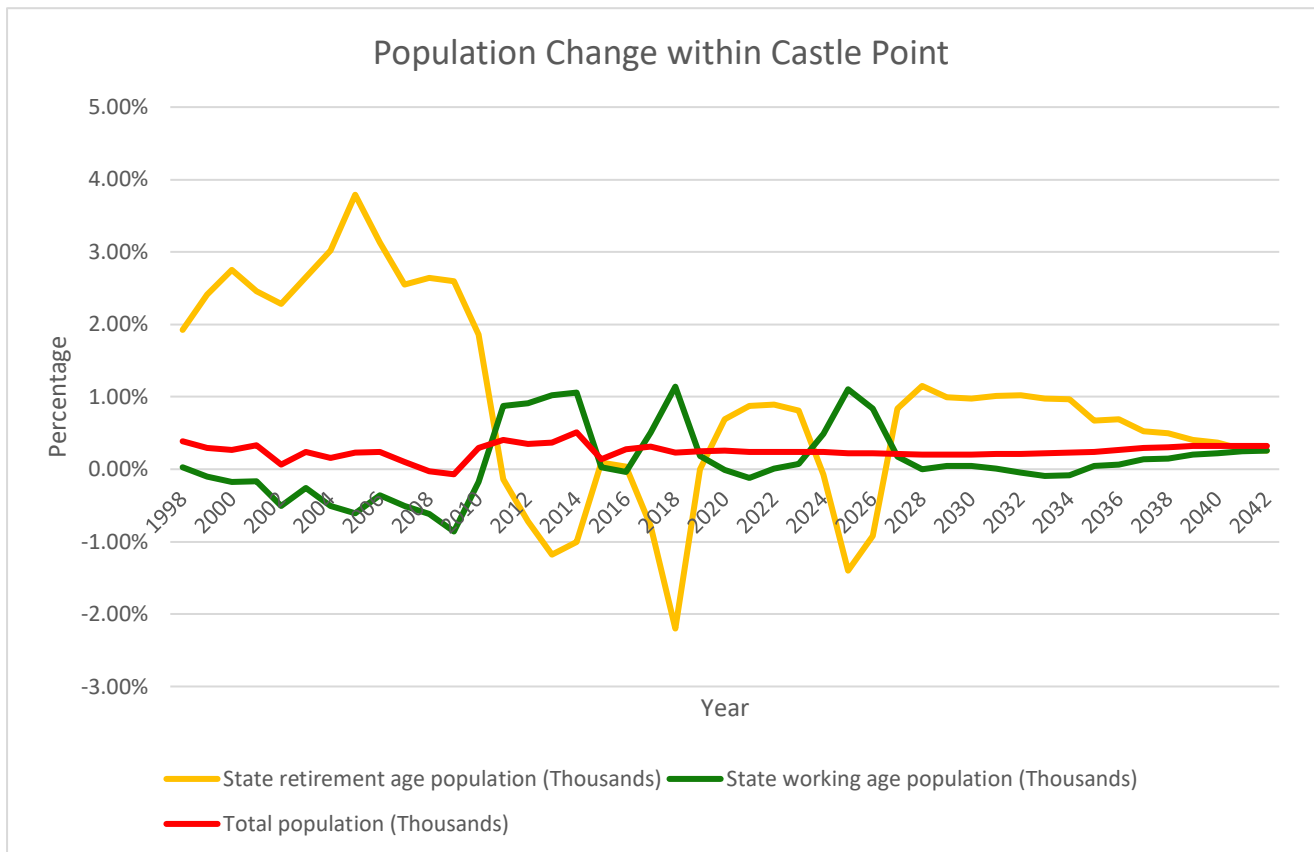


Figure 2: A Graph to show the Population Change of the total population, state retirement age and state working age within Castle Point

2.4 Labour market conditions are further reflected in projected changes to the International Labour Organisation (ILO) unemployment rate shown at figure 3. Under the ILO definition this includes; unemployed individuals are those actively seeking work and available to start within two weeks, or those due to begin a job imminently. The projections illustrate how unemployment levels may fluctuate over time and provide context for assessing future employment needs.

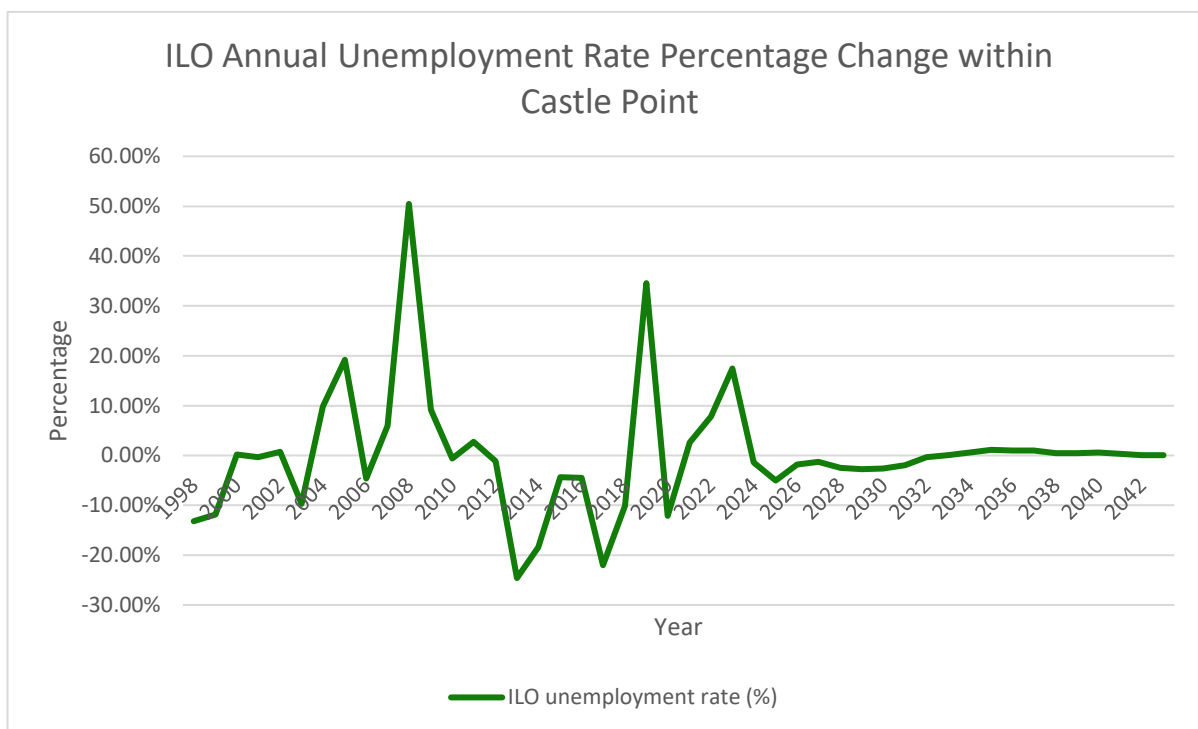


Figure 3: A Graph to show the ILO Annual Unemployment Rate Percentage Change Within Castle Point

Economic Geography

- 2.5 Understanding the economic geography of Castle Point is essential for assessing how employment is distributed across the Borough and how residents interact with the wider labour market.
- 2.6 Figure 4 examines the relationship between the number of jobs available locally and the number of residents in employment, highlighting a significant imbalance. The Borough accommodates far fewer jobs than the number of working residents, reflecting high levels of outward commuting to areas such as Thurrock, Basildon, London and Southend. Trends in both residence based and workplace based employment show how this relationship is expected to develop in the future.

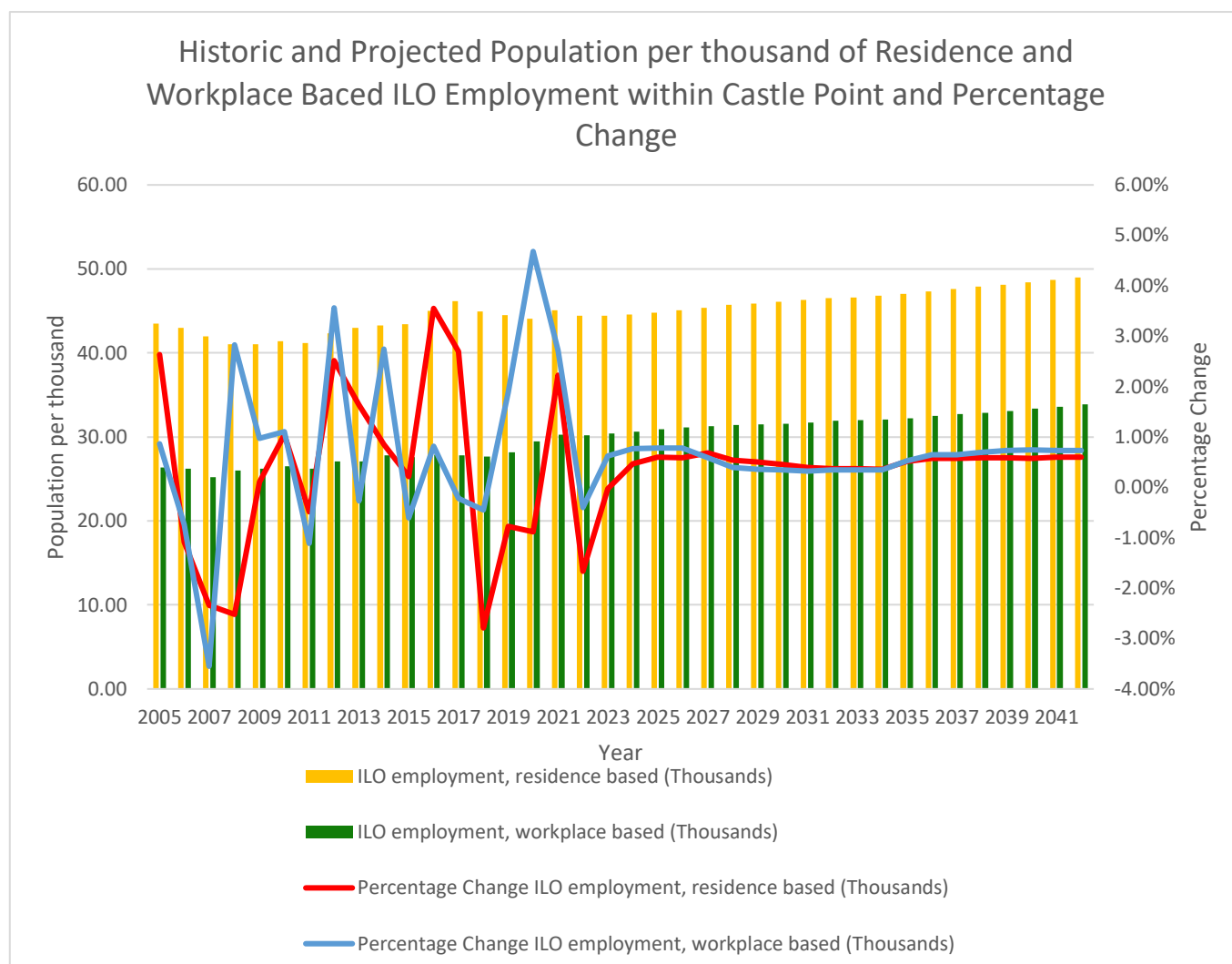


Figure 4: Historic and Projected Population per thousand of Residence and Workplace Based ILO Employment within Castle Point and Percentage Change

Occupations & Skills

- 2.7 The structure of the local workforce provides insight into the skills base and the types of industries that support employment in Castle Point. Understanding the distribution of jobs across broad occupational and industry sectors helps to illustrate both current patterns and projected changes in the skills profile of the Borough's residents ensuring that the future needs of the residents are met.
- 2.8 Employment is distributed across a range of broad industry sectors, including accommodation, food services, recreation, and others. Analysis of historic and projected employment per thousand residents shown at figure 5 demonstrates

the types of industries in which local people work and how the sectoral profile of the workforce may shift over time.

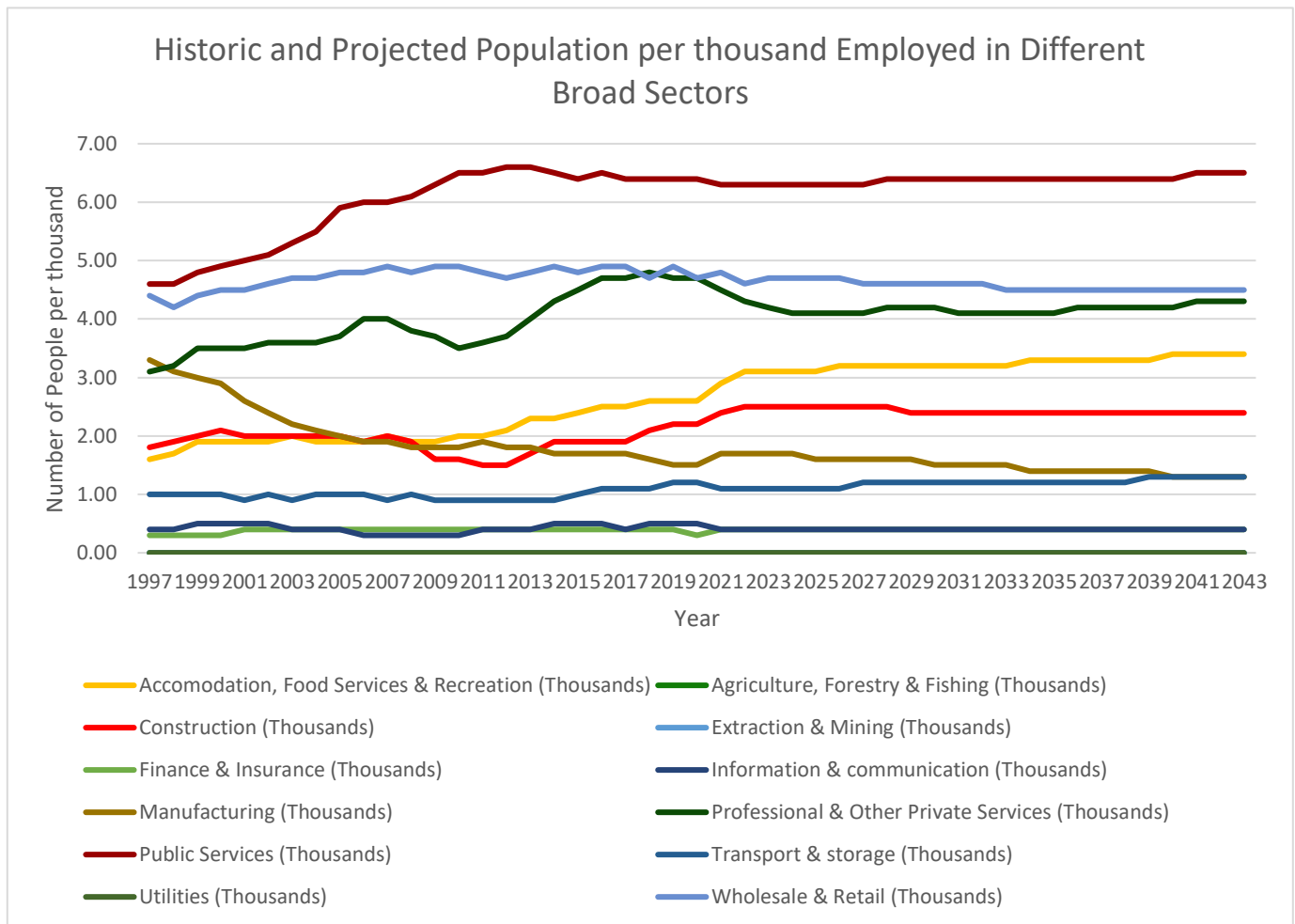


Figure 5: Historic and Projected Population per thousand Employed in Different Broad Sectors

Summary

- 2.9 Taken together, the demographic trends, labour market indicators, commuting patterns and sectoral employment profiles presented provide a clear picture of the economic context in Castle Point. The Borough's ageing population, local job base and evolving industry structure all shape the nature of future employment needs. These insights form a critical part of the evidence base for the Castle Point Plan, helping to ensure that employment land provision responds effectively to both current conditions and long term economic change.

3. Employment Land Needs

- 3.1. This assessment provides a forward looking view of the types and quantities of employment floorspace likely to be required over the Castle Point Plan period. Its purpose is to ensure that the Borough can support sustainable economic growth, attract business investment, provide opportunities for job creation and highlight regeneration opportunities.
- 3.2. The methodology used aligns with national guidance set out in the National Planning Policy Framework (NPPF, December 2024) and the Planning Practice Guidance (PPG).
- 3.3. The analysis models the future trajectory of employment across a range of land use classes. It draws on demographic trends, sector specific growth assumptions, local economic baselines, and commercial property market benchmarks. Also included within this assessment are the historical patterns of employment land occupancy and the Borough's business profile which is characterised predominantly by micro and small sized enterprises.
- 3.4. Experian's data forecasts (see accompanying spreadsheet) have been used to analyse employment land requirements within the Borough. Forecasted changes in employment have been correlated with the following planning use classes:
 - Class E Offices
 - Class E Industrial processes within a residential area
 - Class B2 Industrial
 - Class B8 Wholesale / Distribution uses
 - Other
- 3.5. This data set can be seen below at figure 6.

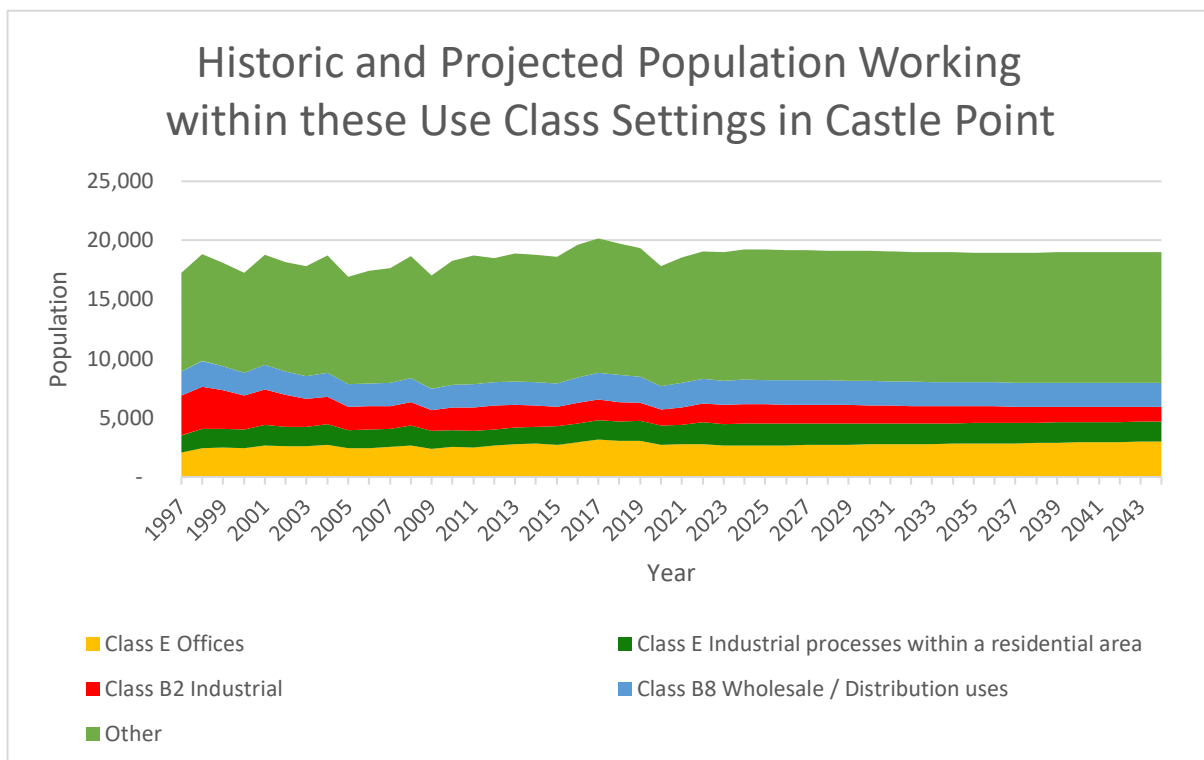


Figure 6: Historic and Projected Population Working within these Use Class Settings in Castle Point.

3.6. These employment forecasts have then been translated into employment land projections using standard employment density assumptions from the HCA Employment Density Guide (3rd edition). The density factors applied are below:

Use Class	Type	Density factor (sqm per job)
Class E Offices	Net Internal Area (NIA)	12
Class E Industrial processes within a residential area	Gross Internal Area (GIA)	47
Class B2 Industrial	Gross Internal Area (GIA)	36
Class B8 Wholesale / Distribution uses	Gross External Area (GEA)	70

3.7. Figure 7 presents the existing and projected gross floorspace demand across these use classes as calculated using the density assumptions above.

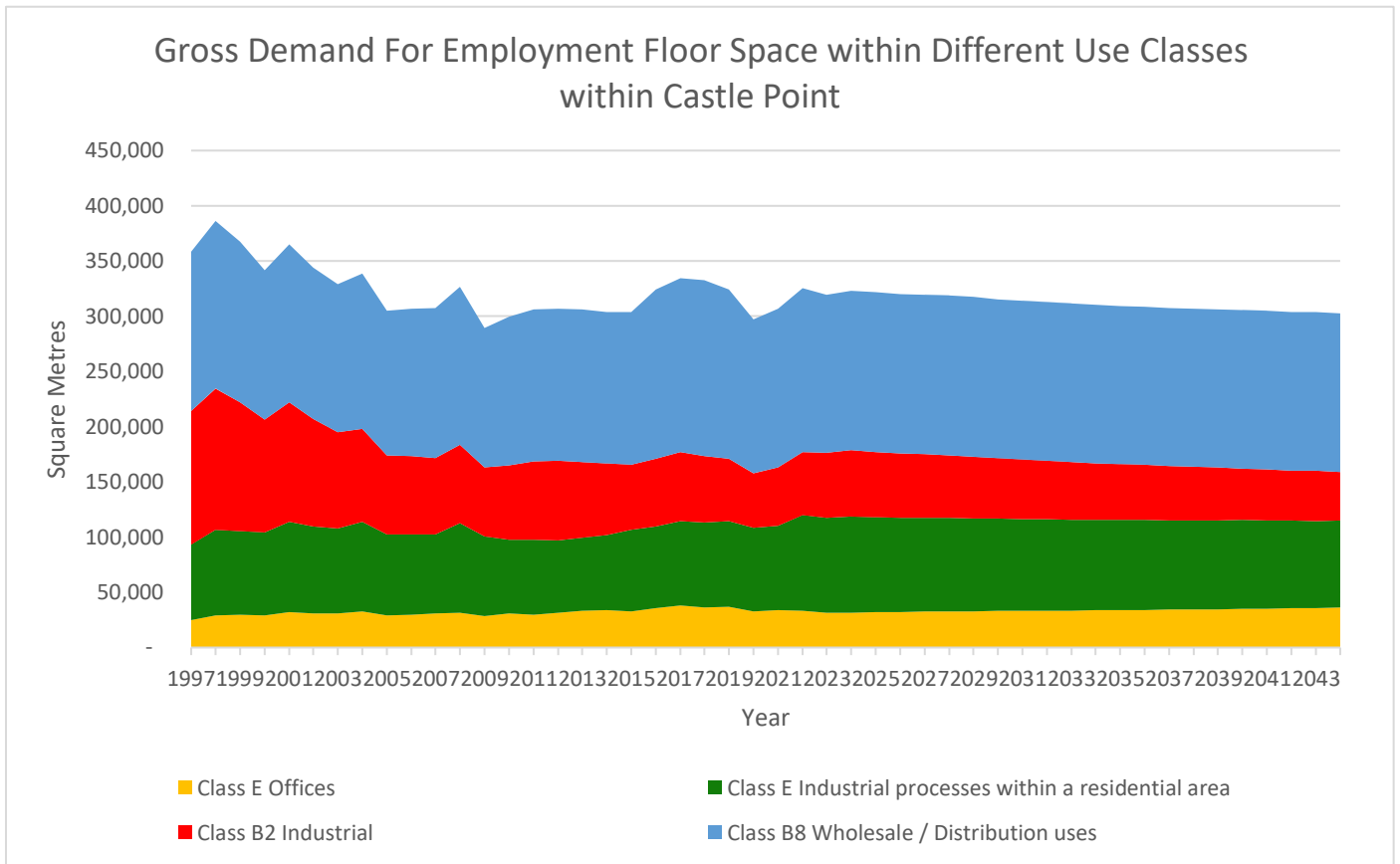


Figure 7: A Graph to show the Gross Demand For Employment Floor Space within Different Use Classes within Castle Point

3.8. Using this information, the projected net demand for employment floorspace within the Borough has been calculated. The results of this are shown at Figure 8 below.

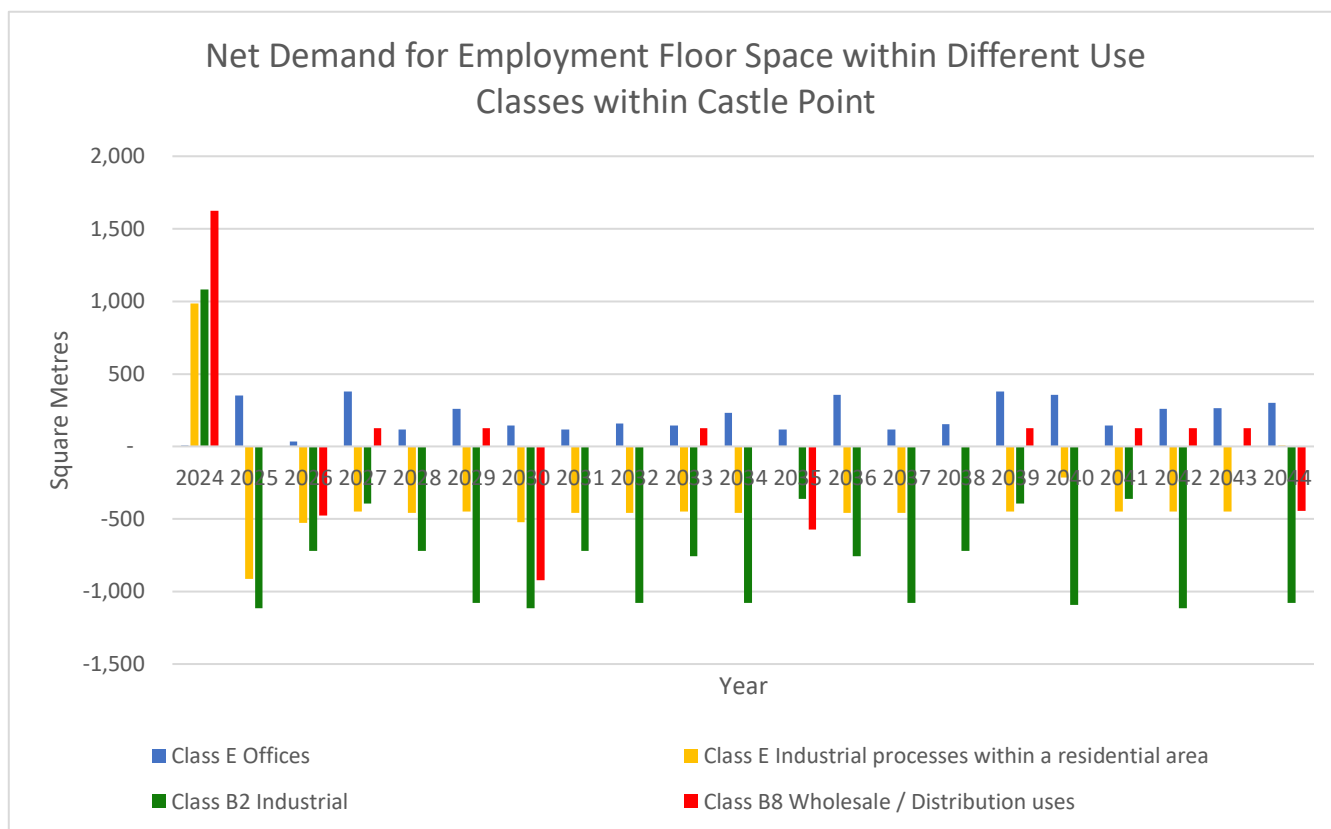


Figure 8 A graph to show the net demand for Employment Floor Space within Different Use Classes within Castle Point.

- 3.9. The analysis shows that Castle Point is expected to have a surplus of employment floor space over the plan period, particularly within use Classes B2 and E.
- 3.10. Further analysis of how these results fit into the overall Castle Point context can be found in [Employment Topic Paper](#).

4. Concluding Remarks

- 4.1. The assessment of employment land needs for Castle Point demonstrates that the Borough is well positioned to accommodate future economic activity within its existing supply of employment land.
- 4.2. This supports an employment land strategy focused on making better use of existing sites rather than allocating additional land. Optimisation, intensification, and qualitative improvements to current employment areas therefore form the most effective and sustainable approach to meeting future needs and supporting the Borough's long term economic resilience.

- 4.3. Consequently, the Castle Point Plan's strategy is to optimise and intensify existing employment land, rather than allocating new sites. Further analysis of these findings can be found in the [Employment Topic Paper](#).

