



K E L L E N
H O M E S

Bennett St – Condition 42 (Local Labour)

Planning Application: **134504/FO/2022**

1. Introduction

This report is submitted to Manchester City Council as Local Planning Authority in accordance with Condition (b) of the planning approval for the Bennett Street development.

Condition (b) requires that, within one month prior to completion of construction works, a detailed report is provided which takes into account the information and outcomes about local labour recruitment pursuant to items (i) and (ii) of the Local Benefit Proposal, namely:

- Measures to recruit local people, including apprenticeships; and
- Mechanisms for the implementation and delivery of the Local Benefit Proposal.

This report summarises the actual outcomes achieved during the construction phase and demonstrates how Kellen Homes has implemented the approved Local Benefit Proposal and supported local labour objectives in line with policies **SP1, EC1 and DM1** of the Manchester Core Strategy (2012).

2. Summary of Local Labour Outcomes

The Bennett Street development has generated significant employment and training benefits. The key outcomes are summarised below.

Headline outcomes:

- **50** newly created jobs on the scheme
- **25** of those jobs filled by **local residents**
- **35** apprentices engaged in total
- **9** apprentices from the **local area**

2.1 KPI Summary Table

KPI Description		Outcome Commentary	
1a	Total number of newly created jobs on the scheme	50	Direct employment generated through construction activity
2a	Number of newly created jobs filled by local residents	25	Represents 50% of all newly created jobs
–	Percentage of local employment achieved	50%	Compares favourably with typical industry benchmarks

KPI Description		Outcome Commentary	
3a	Total number of apprentices engaged	35	Apprentices across a range of trades and site disciplines
4a	Number of apprentices from the local area	9	26% of apprentices recruited from the local area

These figures demonstrate a strong contribution to local employment and skills development, particularly in relation to apprenticeships.

3. Measures Implemented to Recruit Local People and Apprentices

In line with item (i) of the Local Benefit Proposal, the following measures were implemented to recruit local people, including apprenticeships:

- **Local recruitment focus**
 - Prioritisation of candidates with postcodes within Manchester and surrounding local authority areas.
 - Requirement placed on subcontractors to give consideration to local residents when filling vacancies.
- **Partnership working**
 - Engagement with local labour providers and job-matching services (e.g. Jobcentre Plus and local agencies).
 - Liaison with local colleges and training providers to identify suitable apprentices and trainees.
- **Apprenticeship provision**
 - Creation of apprenticeship opportunities across key construction trades and site management functions.
 - Support for apprentices through on-site mentoring and day release to training providers.
- **Awareness and access**
 - Circulation of job opportunities through local channels where possible.
 - Site visits and informal engagement to explain roles, entry requirements and career pathways.

These measures collectively ensured that local residents and apprentices were actively targeted and supported into employment on the scheme.

4. Mechanisms for Implementation and Delivery

In line with item (ii) of the Local Benefit Proposal, the following mechanisms were used to implement and deliver the local labour commitments:

- **Local Labour Coordination**

A designated manager within the project team was responsible for overseeing local recruitment, collating labour data, and liaising with subcontractors and training providers.

- **Contractual Requirements**

Local labour expectations were communicated to subcontractors at procurement stage, with a clear request to support local recruitment and apprenticeship provision wherever reasonably practicable.

- **Monthly Labour Returns**

Contractors and subcontractors were required to provide regular information on:

- Total workforce on site
- Home postcode (or area) of workers
- Number of apprentices and trainees
- Job roles / trade categories

- **Compliance with Site Standards**

All site operatives were required to hold appropriate CSCS or equivalent cards, ensuring that local recruitment did not compromise health and safety or competency standards.

These mechanisms ensured that the Local Benefit Proposal was not merely aspirational but embedded in the day-to-day management of the project.

5. Monitoring and Review of Effectiveness

The effectiveness of the Local Benefit Proposal was monitored throughout the construction period using the mechanisms described above.

- **Data Collection**

Monthly monitoring allowed the project team to track the proportion of local workers and apprentices and to identify trends or gaps in local recruitment.

- **Performance Against Objectives**

- Achieving **50% local employment** (25 out of 50 newly created jobs) indicates successful delivery against local labour aspirations.
- Engaging **35 apprentices**, of which **9 were local**, demonstrates a strong commitment to skills development and to creating pathways for local people into the construction sector.

- **Challenges and Mitigation**

Any recruitment challenges (such as availability of candidates in specific specialist trades) were addressed by continuing dialogue with subcontractors and training providers, and by considering alternative roles or additional training support where possible.

Overall, monitoring indicates that the Local Benefit Proposal has been **effective** in supporting the objective of recruiting and supporting local labour.

6. Compliance with Manchester Core Strategy Policies

The outcomes described in this report are consistent with, and supportive of, the relevant policies of the Manchester Core Strategy (2012), specifically:

- **Policy SP1 – Spatial Principles**

By supporting local employment opportunities, the development contributes to the creation of sustainable communities and helps maximise the benefits of new development for local residents.

- **Policy EC1 – Employment and Economic Growth**

The generation of new jobs and support for apprenticeships on the Bennett Street project is directly aligned with the aim of promoting employment opportunities and economic participation for local people.

- **Policy DM1 – Development Management**

The implementation of the Local Benefit Proposal demonstrates responsible development management, ensuring that social and economic benefits are maximised and appropriately monitored.

On this basis, the Bennett Street development is considered to comply with the local labour-related elements of the above policies.

7. Conclusion

This report has been prepared in accordance with Condition (b) of the planning permission for the Bennett Street development. It demonstrates that:

- The approved Local Benefit Proposal has been implemented during the construction phase;
- Measurable and positive outcomes have been achieved in terms of local employment and apprenticeships; and
- The development has made a meaningful contribution to local labour and skills objectives in Manchester.

Kellen Homes respectfully submits this report for approval by Manchester City Council as Local Planning Authority in satisfaction of Condition (b).