

To Members of the Council

Cllr. Roy Denney (Chairman)
Cllr. Janet Forey (Vice-
Chairman)

Cllr. Shabbir Aslam
Cllr. Royston Bayliss
Cllr. Dr John Bloxham
Cllr. Lee Breckon JP
Cllr. Nick Brown
Cllr. Nick Chapman
Cllr. Adrian Clifford
Cllr. Cheryl Cashmore
Cllr. Stuart Coar
Cllr. Luke Cousin
Cllr. Tony Deakin
Cllr. Alex DeWinter

Cllr. Susan Findlay
Cllr. Helen Gambardella
Cllr. Hannah Gill
Cllr. Nigel Grundy
Cllr. Paul Hartshorn
Cllr. Richard Holdridge
Cllr. Mark Jackson
Cllr. Becca Lunn
Cllr. Antony Moseley
Cllr. Les Phillimore
Cllr. Terry Richardson
Cllr. Ande Savage

Cllr. Tracey Shepherd
Cllr. Dillan Shikotra
Cllr. Mike Shirley
Cllr. Roger Stead
Cllr. Ben Taylor
Cllr. Matt Tomeo
Cllr. Bob Waterton
Cllr. Jane Wolfe
Cllr. Maggie Wright
Cllr. Neil Wright

Dear Councillor,

A meeting of the **COUNCIL** will be held in the Council Chamber - Council Offices, Narborough on **TUESDAY, 27 JANUARY 2026** at **5.30 p.m.** for the transaction of the following business and your attendance is requested.

Yours faithfully



Gemma Dennis
Corporate Services Group Manager and Monitoring Officer

AGENDA

SECTION 1 - INTRODUCTION



To receive apologies for absence, disclosures of interest from Councillors, and Minutes of the previous Council meeting.

1. Apologies for absence
2. Disclosures of Interests from Members

To receive disclosures of interests from Members (i.e. the existence and the nature of those interests in respect of items on this agenda).

3. Minutes (Pages 5 - 14)

To approve and sign the minutes of the meeting held on 18 November 2025 (enclosed).

SECTION 2 - STANDARD COUNCIL BUSINESS

To receive announcements from the Chairman and the statement of the Leader of the Council.

Any reports for consideration listed under this section will be moved in one block without discussion, unless any Member present requests otherwise.

4. Chairman's Announcements
5. Leader's Statement

SECTION 3 - PRESENTATIONS TO COUNCIL

To consider any presentations from Council Officer's or an external body/partner agency.

SECTION 4 - QUESTIONS FROM THE PUBLIC & PRESENTATION OF PETITIONS

To receive questions to Councillors submitted by members of the public and to receive any petitions submitted in accordance with the Council's petitions scheme.

6. Public Speaking Protocol

Requests received by the Protocol deadline to be reported by the Monitoring Officer with details of the Agenda Item to which they relate. (Such persons entitled to use the Protocol attend for the purpose of making representations, answering questions or giving evidence relating to the business of the meeting and the time allocated to each person is a maximum of three minutes unless extended at the discretion of the Chairman).

SECTION 5 - MEMBERS' QUESTIONS

To receive any questions submitted by Councillors.

7. Questions from Members

Any Members wishing to submit questions must do so to the Monitoring Officer no later than 5 working days before the meeting.

The Monitoring Officer will report if any questions have been submitted.

SECTION 6 - REPORTS FOR DECISIONS

To consider any reports submitted for consideration by Council.

8. Pay Policy Statement 2025 - 2026 (Pages 15 - 30)

To consider the report of the HR Service Manager (enclosed).

9. Gender Pay Gap Report 2025 (Pages 31 - 36)

To consider the report of the HR Service Manager (enclosed).

10. Council Tax – Second Home Premium and Empty Property Premium amendments (Pages 37 - 44)

To consider the report of the Finance Group Manager (enclosed).

11. Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing Distribution following NPPF and new Standard Method published December 2024 (December 2025) (Pages 45 - 114)

To consider the report of the Development Strategy Manager (enclosed).

SECTION 7 - MOTIONS/ DEBATES/CONSULTATIONS & MEMBERS' FEEDBACK

To consider Motions submitted by Councillors, take part in a debate or receive Member feedback from attendance at national briefings, key training initiatives or work on any Outside Bodies.

SECTION 8 - EXEMPT REPORTS

There are no reports for consideration under this Section.

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COUNCIL

Minutes of a meeting held at the Council Offices, Narborough

TUESDAY, 18 NOVEMBER 2025

Present:-

Cllr. Roy Denney (Chairman)
Cllr. Janet Forey (Vice-Chairman)

Cllr. Shabbir Aslam	Cllr. Helen Gambardella	Cllr. Mike Shirley
Cllr. Dr John Bloxham	Cllr. Nigel Grundy	Cllr. Roger Stead
Cllr. Lee Breckon JP	Cllr. Richard Holdridge	Cllr. Ben Taylor
Cllr. Nick Brown	Cllr. Mark Jackson	Cllr. Matt Tomeo
Cllr. Nick Chapman	Cllr. Becca Lunn	Cllr. Bob Waterton
Cllr. Adrian Clifford	Cllr. Antony Moseley	Cllr. Jane Wolfe
Cllr. Cheryl Cashmore	Cllr. Les Phillimore	Cllr. Maggie Wright
Cllr. Luke Cousin	Cllr. Terry Richardson	Cllr. Neil Wright
Cllr. Alex DeWinter	Cllr. Ande Savage	
Cllr. Susan Findlay	Cllr. Dillan Shikotra	

Officers present:-

Julia Smith	- Chief Executive
Louisa Horton	- Executive Director - Communities
Sarah Pennelli	- Executive Director - S.151 Officer
Marc Greenwood	- Executive Director - Place
Caroline Harbour	- Environmental Health, Housing & Community Services Group Manager
Katie Hollis	- Finance Group Manager
Ian Jones	- Housing Services Manager
Sandeep Tiensa	- Senior Democratic Services & Scrutiny Officer
Nicole Cramp	- Democratic & Scrutiny Services Officer
Avisa Birchenough	- Democratic & Scrutiny Services Officer

Apologies:-

Cllr. Royston Bayliss, Cllr. Stuart Coar, Cllr. Tony Deakin, Cllr. Hannah Gill,
Cllr. Paul Hartshorn and Cllr. Tracey Shepherd

130. DISCLOSURES OF INTERESTS FROM MEMBERS

No disclosures were received.

131. MINUTES

The minutes of the meetings held on 16 September 2025, as circulated, were approved and signed as a correct record.

132. CHAIRMAN'S ANNOUNCEMENTS

The Chairman, Cllr. Roy Denney made announcements in respect of the following:

- Attended a service of dedication at Leicester Cathedral, marking the completion of the updated works on 12 October 2025.
- Hosted the Chairman at Home event at the Blaby District Council Offices on 19 October 2025, raising £450 for LOROS.
- Attended North West Leicestershire District Council's Chairmans Charity Dinner.
- Attended the Royal British Legions Festival of Remembrance at De Montfort Hall.
- Attended the Lord Lieutenant of Leicestershire's Service of Dedication at St. Johns Baptist Church.
- Attended a Charity Quiz at Melton Mowbray.

The Chairman, Cllr. Roy Denney also made announcements in respect of the following upcoming events:

- Civil Carol Service taking place on 11 December 2025, advising that tickets are already sold out.
- Attending both Melton Mowbray's & Hinckley's Christmas Carol Service in December 2025.
- Attending a Charity Pantomime in Hinckley in January 2026
- Attending LOROS Charity event at Blaby District Council on 6 February 2026

Cllr. Roy Denney encouraged Members to fully engage with the upcoming Scrutiny Budget Meetings.

Cllr. Denney invited the Vice Chairman, Cllr. Janet Forey to make her announcements in respect of the following:

- Attended a Civic Service at St. Mary's Church in Melton Mowbray on 19 October 2025.
- Attended a Service held by the Armed Forces Veterans Club in South Wigston on 1 November 2025.
- Attended the Remembrance Service held at Blaby District Council

Offices on 9 November 2025.

133. LEADER'S STATEMENT

Cllr. Adrian Clifford arrived at the meeting during this item.

The Leader, Cllr. Ben Taylor presented his statement in respect of the following:

- Local Government Reorganisation update
- Community Awards
- Solar Panels at Enderby Leisure Centre
- Huncote Open Space Plans
- Jobs and Skills fair
- World of Work visit
- Update from the Active Blaby team
- White Ribbon Day, 25 November 2025
- Recruitment of Waste Services
- In-house ICT Update
- ICT gains cyber-secure accreditation

134. LOCAL GOVERNMENT ACT 1972, SECTION 85(1) – APPROVAL OF ABSENCE

Members were advised that this item had been withdrawn.

135. PRESENTATION: LOCAL GOVERNMENT REORGANISATION PROPOSAL

Members received a presentation from Cllr, Ben Taylor, Leader of the Council and the Chief Executive.

The presentation covered the following points:

- Our Approach – Districts and Rutland
- Meeting the Governments Objectives
- Our Proposal: North, City, South
- BDC Role in Proposal Development
- Efficiencies, Investment & Long-term sustainability
- Our Governance Process
- Scrutiny Feedback
- Changes to be made to the Proposal following Councillors Feedback
- Key reasons why we believe North, City, South is the best proposal
- Next steps

136. TO RECEIVE A PETITION TO RE-OPEN THE HUNCOTE BMX TRACK

Members were advised that this item had been withdrawn.

137. PUBLIC SPEAKING PROTOCOL

No requests were received.

138. QUESTIONS FROM MEMBERS

139. QUESTION UNDER COUNCIL RULES OF PROCEDURE

Cllr. Maggie Wright raised the following question to Cllr. Nigel Grundy, Neighbourhood Services & Assets Portfolio Holder:

“At full council on 19 November 2024 the council approved the disposal of land at Holt Crescent allotments to Thurlaston Parish Council. Some tidying up of the site has taken place in preparation for transfer. However, to date, a year on, no communication has been received by Thurlaston Parish Council to complete this transfer.

1. Why is the transfer taking so long?
2. Why has there been no communication with the Parish Council regarding the legal transfer?
3. What now is the expected timeframe for this simple disposal being completed?

Cllr. Nigel Grundy, Neighbourhood Services & Assets Portfolio Holder, responded:

“Can I thank Cllr Wright for her question, a number of pieces of land were approved for disposal in November 2024, in relation to Holt Crescent Allotments, Councillor Wright will be aware that before a transfer of the site could take place a number of remedial actions were required much of which required seasonal consideration. For this site the actions required were as follows:

- The advertisement of the site in a public notice as required by the Local Government Act 1972.
- Tree surveys
- Removal of dangerous trees with consent required with adjoining landowner for access.
- Asbestos removal by specialist company.

Following completion of the above the legal team instructed external

solicitors (Pathfinder) to act on behalf of BDC in July. Pathfinder Legal have regretfully not carried out the legal instruction to our satisfaction, including failing to make contact with the Parish Council to advise that they had been instructed until very recently. This has been a frustrating experience for all involved and we regret any impact that the lack of progress may have had on Thurlaston Parish Council. I would like to reassure you that we have terminated instructions with Pathfinder and instructed new external solicitors who have a solid track record and resources to progress the transfers in what we expect to be a much timelier manner going forward. Whilst it is not possible to commit to a timeframe for completion of this transfer I can reassure you that a much stricter regime is now in place to monitor progress on this matter.”

Cllr. Maggie Wright asked the following supplementary question:

“I’d like to thank Cllr. Grundy for his response. I’d also like to thank him for emailing the Thurlaston Parish Council Clerk and myself yesterday afternoon apologising for the delay and giving assurance that a much stricter regime is now in place to monitor the transfer. This communication was really appreciated and welcomed so thank you. The subsequent question is that this has been about poor communication - Who is the dedicated Case Officer within Blaby District Council that either the clerk or myself can now contact if the new outsourced solicitors do not progress the transfer, or if we have any problems?”

The Executive Director (Communities) & Deputy Monitoring Officer responded that Cllr. Maggie Wright should contact her directly to address any further issues to ensure a swift response.

140. RECOMMENDATIONS OF THE PARISH REMUNERATION PANEL

Considered - Report of the Elections and Governance Manager, presented by Executive Director (Communities).

DECISIONS

1. That the recommendations detailed in 4.1 of the report be noted by Council.
2. That Council refer the report to the Parish and Town Councils within Blaby District.

Reasons:

1. It is appropriate for the panel to regularly review and update its recommendations on what allowances or expenses should be paid to

Parish Councillors and to make Council aware of these recommendations.

2. Parish and Town Council's require a copy of the report in order to make decisions in relation to their individual Members' Allowances Schemes.

141. RECOMMENDATIONS OF THE INDEPENDENT REMUNERATION PANEL

Considered - Report of the Senior Democratic Services & Scrutiny Officer, presented by Executive Director (Communities).

DECISIONS

1. That the recommendations detailed in Paragraph 4.2 of the report be approved and are applicable from the May 2025 Annual Council and that the increase in allowances are backdated accordingly.
2. That the Member Allowances Scheme in the Constitution be amended.

Reason:

It is appropriate for the Independent Remuneration Panel to ensure that the Members' Allowances Scheme is reviewed on a regular basis and that the allowances payable to Members are appropriate.

142. ANNUAL CORPORATE ACTION PLAN 2024-25 (CLOSURE REPORT)

Considered - Report of the Business Systems & Information Manager, presented by Cllr. Ben Taylor – Leader of the Council.

DECISION

That the closing position against the Corporate Action Plan 2024-25 be noted by Council.

Reason:

It is important that Elected Members, and staff are familiar with how the Council is delivering against its agreed actions and priorities.

143. QUARTER 2 CAPITAL PROGRAMME REVIEW 2025/26

Considered - Report of the Accountancy Services Manager, presented by

Cllr. Cheryl Cashmore – Finance, People and Performance Portfolio Holder and Deputy Leader.

DECISION

That the latest position in respect of treasury activities, and the prudential indicators, are accepted.

Reasons:

1. The regulatory framework governing treasury management activities includes a requirement that the Council should, as a minimum, receive quarterly treasury monitoring reports in addition to the forward-looking annual treasury strategy and the backward-looking annual treasury report.
2. This report fulfils the requirement above and incorporates the needs of the Prudential Code to ensure adequate monitoring of capital expenditure plans and the Council's prudential indicators. The treasury strategy and prudential indicators for 2025/26 were contained in the report approved by Council on 25th February 2025.

144. TREASURY MANAGEMENT MID YEAR MONITORING REPORT 2025/26

Considered - Report of the Finance Group Manager, presented by Cllr. Cheryl Cashmore – Finance, People and Performance Portfolio Holder and Deputy Leader.

The Executive Director (Section 151 Officer) advised Members that there is an error on page 63 of the agenda advising that it should be corrected to 31 March 2026 instead of 31st March 2025.

DECISION

That the latest position in respect of treasury activities, and the prudential indicators, be accepted.

Reasons:

1. The regulatory framework governing treasury management activities includes a requirement that the Council should, as a minimum, receive quarterly treasury monitoring reports in addition to the forward-looking annual treasury strategy and the backward-looking annual treasury report.
2. This report fulfils the requirement above and incorporates the needs of the Prudential Code to ensure adequate monitoring of capital

expenditure plans and the Council's prudential indicators. The treasury strategy and prudential indicators for 2025/26 were contained in the report approved by Council on 25th February 2025.

145. EXCLUSION OF PRESS AND PUBLIC

Considered – A proposed resolution to exclude the public from the meeting.

Following consideration of this item the Chair, Cllr. Roy Denney announced that the livestream would end to allow the item to be considered in closed session.

DECISION

That under Section 100(A)(4) of the Local Government Act, 1972, the public be excluded from the meeting for the following item on the grounds that the item involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the said Act.

Agenda Item 12: Approval of Restricted Minutes
Exemption Category: 3

Reason for Exemption:

The report contains information relating to the financial or business affairs of any particular person (including the authority holding that information).

Public Interest Test: The public interest test has been considered and, in all the circumstances of the case, the public interest in maintaining the exemption is considered to outweigh the public interest in disclosing the information.

146. INVESTMENT IN HOUSING TO PROVIDE TEMPORARY ACCOMMODATION AND INCREASE THE COUNCIL'S AFFORDABLE HOUSING PROVISION

The Chairman adjourned the meeting at 7:36pm to allow for a comfort break. The Chairman reconvened the meeting at 7:42pm.

Cllr. Dillan Shikotra left the meeting during consideration of this item and did not return.

Considered - Report of the Executive Director (Section 151 Officer) presented by Cllr. Cheryl Cashmore – Finance, People and Performance Portfolio Holder and Deputy Leader.

The Decision is Restricted in accordance with Section 100(A)(4) of the Local Government Act 1972 as defined in paragraph 1 of Part 1 of Schedule 12A of the said Act.

THE MEETING CONCLUDED AT 7.48 P.M.

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Blaby District Council Council

Date of Meeting	27 January 2026
Title of Report	Pay Policy Statement 2025 - 2026 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Cheryl Cashmore - Finance, People and Transformation (Deputy Leader)
Report Author	HR Service Manager
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 To present to Members for approval, the proposed Blaby District Council Pay Policy Statement for 2025/26 as set out at Appendix A.
- 1.2 The Pay Policy Statement sets out the remuneration levels for employees and other details such as allowances and the relative pay multiples between employees and the Chief Executive.

2. Recommendation(s) to Council

- 2.1 That the Blaby District Council Pay Policy Statement for 2025/26 be approved.

3. Reason for Decisions Recommended

- 3.1 Section 38 of the Localism Act 2011 requires local authorities to prepare pay policy statements setting out the authority's own policies regarding the remuneration of its staff particularly its senior staff (or 'chief officers') and its lowest paid employees.

4. Matters to consider

4.1 Background

In accordance with the Localism Act 2011, pay policy statements must be prepared and approved by full Council relating to each financial year and following approval, the Statement must be published on the Council's website and complied with when setting terms and conditions of Chief Officers. The legislation requires that the Pay Policy Statement includes:-

- The Council's policy on the level and elements of remuneration for each Chief Officer.
- The Council's policy on the remuneration of its lowest paid employees (together with its definition of its lowest paid employees).
- The Council's policy on the relationship between the remuneration of its Chief Officers and other Officers, known as the pay multiple.

The Council's policy also includes other specific aspects of Chief Officer's remuneration, the use of performance related pay, any bonuses and termination payments.

The Pay Policy Statement is proposed at this late stage in the year, given that the pay award has to be agreed before the Statement can be finalised.

4.2 Proposal(s)

The proposal is for the Blaby District Council Pay Policy Statement for 2025/26 to be approved.

4.3 Relevant Consultations

Chief Executive
Executive Director (S.151 Officer)

4.4 Significant Issues

Publishing the Pay Policy Statement is a legal requirement of the Localism Act 2011. By publishing the Pay Policy Statement, it will ensure greater transparency regarding how pay is determined, thus ensuring accountability to residents within the Blaby District community. The Pay Policy Statement also sets out how the authority, through its robust pay policies does not discriminate against any groups of staff within the protected characteristics as contained within the Equality Act 2010.

- 4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. **Environmental impact**

- 5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

6. What will it cost and are there opportunities for savings?

- 6.1 The approval of the Pay Policy statement itself does not create any costs or opportunity for savings. The financial details of the salary rates are included within Appendix A of the attached Pay Policy Statement. The Pay Policy Statement details the cost-of-living increases agreed for all staff of Blaby District Council with an increase of 3.2% for scale points 2-43 inclusive.

The cost-of-living increase for Chief Officers was also 3.2% on each scale point. The cost implications of this increase have been reported to Members through the Quarterly Budget Review Reports considered by Cabinet.

7. What are the risks and how can they be reduced?

- 7.1 Pay policy statements must be prepared for each financial year and must be approved by Full Council. Not publishing an annual Pay Policy Statement would be in breach of the legislative requirement.

8. Other options considered

- 8.1 The Council could choose not adopt the Pay Policy, though for the reasons outlined in the report this option would carry significant risks with it. Failure to publish a Pay Policy Statement and therefore not complying with the legislation may lead to enforcement risk and/or reputational damage to the authority.

9. Appendix

- 9.1 Appendix 1 – Pay Policy Report 2025-26

10. Background paper(s)

- 10.1 None.

11. Report author's contact details

Annette Groark HR Service Manager
Annette.groark@blaby.gov.uk 0116 272 7572

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Appendix 1

BLABY DISTRICT COUNCIL PAY POLICY STATEMENT 2025/26

1. Introduction

- 1.1 Section 38 of the Localism Act 2011 requires local authorities to produce an Annual Pay Policy Statement (the “statement”). This statement sets out Blaby District Council’s approach to pay in accordance with the requirements of this act.
- 1.2 This Pay Policy Statement includes:
- (a) the level and elements of remuneration for Chief Officers;
 - (b) the remuneration of the lowest paid employees;
 - (c) the pay differential, known as the ‘pay multiple’ between the remuneration of Chief Officers and other officers and
 - (d) other aspects of Chief Officer remuneration, fees and charges and other discretionary payments
- 1.3 This statement is subject to approval by Full Council and is subject to review annually and in accordance with new legislation to ensure that it remains relevant.

2. Principles

- 2.1 Blaby District Council recognises that remuneration at all levels needs to attract and retain a high performing workforce whilst ensuring value for money.
- 2.2 In determining pay and remuneration, the Council will comply with all relevant legislation.
- 2.3 It is important that local authorities can determine their own pay structures to address local priorities and to compete in the local labour market.

3. Scope

- 3.1 The policy covers all staff employed by the Council irrespective of grade and conditions of service. It refers to national agreements which affect pay and grading including:
- National Agreement on Pay and Conditions of Service (the Green book, for all staff below Head of Service)
 - Joint Negotiating Committee for Chief Officers
 - Joint Negotiating Committee for Chief Executives

A copy of the Council's salary scales as of 1st April 2025 is at Appendix A.

4. Remuneration of senior officers

4.1 In this policy the senior pay group refers to posts within the top three tiers of the organisation. These include the Chief Executive (x1), Executive Directors (x3) and Group Managers (x7).

4.2 Chief Executive

4.2.1 The Chief Executive is the head of the council's paid service. The salary paid to the Chief Executive is approved by full Council at the time of appointment and excludes Returning Officer fees which are paid separately.

4.2.2 The current salary range for the Chief Executive is £108,616 – 123,289 per annum. The range contains 5 increments and is subject to cost-of-living increases agreed by the Joint National Council (JNC). From 1 April 2025 an increase of 3.2% was applied to each scale point. This is a local grade which was established in 2011, following an analysis of the degree of responsibility in the role, benchmarking with other comparators and the ability to recruit and retain an exceptional candidate.

4.2.3 The Chief Executive Remuneration Panel, which comprises of the elected leader and the leaders of the opposition groups, determines incremental pay progression on an annual basis subject to agreed priorities being met.

4.2.4 Other conditions of service are as prescribed by the JNC for Local Authority Chief Executives national conditions.

4.3 Directors and Group Managers

4.3.1 The pay and grading for the Group Managers are evaluated using a local evaluation scheme. Its methodology reviews current job information including job descriptions, staff structure including lines of accountability and capital and revenue budget responsibility. This information is used to determine the value of the job size and comparison with other Councils.

4.3.2 The grades are as follows:

Executive Directors	Salary Range	£89,333 - 101,299 per annum
Group Managers	Salary Range	£68,631 - 82,486 per annum

4.3.3 These salaries are subject to cost-of-living increases agreed by Joint Negotiating Committee for Chief Officers. From 1 April 2025 an increase of 3.2% was applied to each scale point. Other conditions of service are as prescribed by the JNC for Local Authority Chief Officers

4.4 Other allowances

- 4.4.1 The Council operates an essential car user scheme in accordance with the JNC handbook.
- 4.4.2 The Returning Officer for the council is the Chief Executive. Fees are payable for Returning Officer duties which are not part of the post holder's substantive role. Whilst appointed by the council, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from his/her duties as an employee of the Council. Returning Officer fees are variable and paid based upon the number of electors per election.
- 4.4.3 For any Chief Officer who undertakes duties that have been procured by another local authority, a discretionary payment (honorarium) will be made following an assessment of the additional time that the Chief Officer will spend in carrying out these additional duties.
- 4.4.4 There are two additional proper officer appointments within the Council; that of S151 Officer and the Monitoring Officer.
- 4.4.4.1 The S151 Officer role is currently undertaken by a director. With effect from 1 April 2024 an allowance of £5,000 per annum was introduced to be reviewed every 2 years.
- 4.4.4.2 The Monitoring Officer appointment is currently carried out by a Group Manager. With effect from 1 April 2024 an allowance of £3,500 per annum was introduced to be reviewed every 2 years.
- 4.4.5 There are no other additional elements of remuneration in respect of overtime, bank holiday working, standby payments etc. paid to senior staff as they are expected to undertake duties outside their contractual hours and working patterns without additional payment.

5. Pay Structure

- 5.1 The current pay structure (Grades 1-9) applies to all employees excluding the senior pay group. Salaries within the pay spine are subject to pay awards as agreed by the National Agreement on Pay and Conditions of Service (NJC). National changes to the pay spine became effective from 1 April 2025 an increase of 3.2% was applied to each scale point. The first point on the pay spine is spinal point 2, within Scale 1 and has a full time equivalent basic pay rate of £24,413 per annum. Spine point 1 was withdrawn with effect from 1 April 2023 as part of the national pay negotiations.
- 5.2 The Council employs apprentices who are not included within the definition of "lowest paid employees".
- 5.3 All posts are evaluated using the NJC Job Evaluation Scheme via the Gauge+ system, which is recognised by public sector employers and unions nationally. This scheme allows for robust measurement against set criteria resulting in

fair and objective evaluations and ensures compliance with the Equal Pay requirements set out in the Equality Act.

- 5.4 Incremental progression within grades for all staff takes place annually on 1 April. The exception is that newly appointed, promoted, or regraded employees with start dates between November and March; they will receive their first increment six months after the start date of their appointment, promotion, or regrading. Any subsequent increments will then occur on 1 April in line with all other employees.
- 5.5 The grading structure aims to meet the current and/or market position for most jobs. At certain times candidates for some types of jobs are very scarce either because of national shortages or high demand for certain skills.

6. Other allowances

- 6.1 NJC employees may claim allowances which may be locally and nationally agreed in the course of their work duties. A list of typical allowances that employees can claim is set out at Appendix B.
- 6.2 There is a local provision for the award of market supplements where it can be shown that the salary level of a job is having an adverse impact on the Council's ability to recruit and retain appropriate candidates/employees to a post. The award of such a supplement is subject to the approval of the Directors and Chief Executive. Market supplements are awarded where appropriate and for temporary periods only.
- 6.3 Subject to certain conditions, employees who are temporarily required to undertake additional duties or some or all the duties of a higher graded post are eligible to be paid an honorarium.

7. Pension Arrangements

- 7.1 All employees of the council, irrespective of pay group, are entitled to join the Local Government Pension Scheme. The table below sets out the varied rates that employees are required to contribute based upon their whole-time salary.

The employee contribution rates for 1 April 2025 to 31 March 2026 are below:

Actual Pensionable Pay	Main Scheme Contribution rate paid by member
Up to £17,800	5.5%
£17,801 to £28,000	5.8%
£28,001 to £45,600	6.5%
£45,601 to £57,700	6.8%
£57,701 to £81,000	8.5%
£81,001 to £114,800	9.9%
£114,801 to £135,300	10.5%

£135,301 to £203,000	11.4%
£203,001 or more	12.5%

The Council, as an employer, currently contributes 21.9% of the employee's basic salary plus an overall flat rate cash contribution of £672,000 to the fund. This equates to approximately 28.3% of pensionable pay.

8. Multipliers

8.1 Publishing the pay ratio of the organisation's top earner to that of its lowest paid earner and median earner has been recommended to support the principles of Fair Pay (Will Hutton, 2011) and transparency.

8.2.1 The Chief Executive, who is the top earner in the Council, had a salary of £123,289 per annum on 1st April 2025. This is 3.42 times the average earnings in the Council, 3.78 times the median earnings and 4.9 times the lowest earner.

8.3 The multipliers will be monitored each year as part of the review of the Pay Policy Statement.

9.0 Severance Payments

9.1 The council operates a voluntary severance scheme which is applicable to all employees of the Council. The scheme applies to:

- Redundancy
- Voluntary early retirement

9.2 Redundancy

Redundancy payments are payable to employees, who are dismissed on the grounds of redundancy and who have at least two years' continuous employment at the date of termination of employment. Redundancy payments use an actual week's pay (annual salary divided by 52 pro rata'd as appropriate) or the statutory capped figure, whichever is the higher.

9.3 Early Retirement – efficiency grounds

Employees who will be 55 or more and have at least 2 years' pensionable service in the Local Government Pension Scheme (LGPS) may retire early upon entering into a formal agreement with the Council which will include a mutually agreed retirement date, where it is in the interests of the efficient exercise of the Council's functions. The employee will not receive a severance payment or additional year's service but will have access to the pension scheme. The capital cost of early payment of pension benefits is subject to approval by Council.

9.4 Flexible Retirement

An employee who is a member of the LGPS and 55 years or over may request, with the Councils consent, to reduce their hours and/or grade and make an election to the administering authority for payment of their accrued benefits without having retired from employment. However, the Council will only agree to release pension where there is no capital cost to the authority.

10. Re-employment/engagement of senior managers

10.1 Where a senior manager, as defined under paragraph 4.1, has left the authority on redundancy or early retirement grounds, the authority will not normally re-employ at a later stage or re-engage the former employee as a consultant.

11. Decision Making

11.1 Decisions on remuneration are made as follows:

- (a) Chief Executive local pay structure approved by full Council
- (b) Performance progression of Chief Executive approved by Chief Executives Remuneration Panel
- (c) Pay structure for Executive Directors and Chief Officers posts approved by full Council

Appendix A

BLABY DISTRICT COUNCIL SALARY SCALES

01 April 2025

Payscale	JE	Spinal Point	Salary
1	0 – 279	1	Deleted wef 1.4.23
		2	£24,413
		3	£24,796
2	280 – 379	4	£25,185
		5	£25,583
		6	£25,989
3	380 – 428	7	£26,403
		8	£26,824
		9	£27,254
		10	£27,694
		11	£28,142
		12	£28,598
4	429 – 468	13	£29,064
		14	£29,540
		15	£30,024
		16	£30,518
		17	£31,022
		18	£31,537
		19	£32,061
		20	£32,597
5	469 – 554	21	£33,143
		22	£33,699
		23	£34,434
		24	£35,412

		25	£36,363
		26	£37,280
		27	£38,220
		28	£39,152
6	555 – 609	29	£39,862
		30	£40,777
		31	£41,771
		32	£42,839
		33	£44,075
7	610 – 639	34	£45,091
		35	£46,142
		36	£47,181
		37	£48,226
8	640 – 654	38	£49,282
		39	£50,269
		40	£51,356
		41	£52,413
9	655 – 669	42	£53,460
		43	£54,495

BLABY DISTRICT COUNCIL SALARY SCALES

1 APRIL 2025

Payscale		Spinal Point	Salary
11	Strategic Managers	A	£57,084
		B	£61,147
		C	£61,956
		D	£64,111
		E	£66,264
12	Group Managers	A	£68,631
		B	£72,952
		C	£77,275
		D	£79,947
		E	£82,486
14	Executive Directors	A	£89,333
		B	£91,950
		C	£96,398
		D	£98,806
		E	£101,299
16	Chief Executive	A	£108,616
		B	£113,262
		C	£117,413
		D	£121,562
		E	£123,289

Appendix B

Local Allowances – NJC Staff

Essential and Casual Car User – as per the NJC rules in the Green Book

Saturday and Sunday Working:

If weekend working is not part of a normal working week (that is regular rostered weekend working) then the following payments apply.

Saturday	-	Time and half
Sunday	-	Time and half if basic pay above SCP 11 Double time if basic pay at or below SCP 11

If weekend working is part of a normal working week, then plain time rates apply unless part of an approved overtime arrangements in which circumstance overtime rates will apply.

Additional Hours and Overtime Payments

Employees, on or below SCP 34, and required to work additional hours beyond a full 37 hour week (or average 37 hour week) are entitled to receive time and half for additional hours worked Monday to Saturday and double time for additional hours worked on a Sunday.

Part time workers are entitled to these enhancements only after a 37-hour week (or average 37 hour week) is exceeded, although **rostered** work on a Saturday and Sunday will attract the overtime allowance.

For employees on or above SCP 35 enhanced rates will not be paid. In exceptional circumstances the Group Manager may agree that overtime at plain time rates may be paid in order to clear backlogs or catch up on projects. In normal circumstance employees are expected to accrue and bank approved additional hours as time off in lieu. Managers have a responsibility under health and safety legislation to ensure that excessive hours are not worked and that accumulated TOIL is taken on a regular basis.

Overtime payments are full settlement and are not enhanced by any other allowance e.g. a shift allowance that is paid on normal working hours.

Public and Extra Statutory Days

Employees required to work on a public or extra statutory day shall be paid at plain time for all hours worked within their normal working hours for that day. In addition, time off with pay shall be allowed as follows:

Less than half normal hours worked – half day

More than half normal hours worked – full day

Depot: Arrangements for a Good Friday and Bank Holiday Mondays (excluding Christmas and New Year) working.

This arrangement applies with effect from September 2023 for employees who have contracts of employment as Waste Operative: Drivers, Driver/Loaders and Loaders.

Employees in this group will work the Bank Holiday Monday and will cease working the Saturday immediately preceding the Bank Holiday Monday. Payment for working the Bank Holiday Monday will either be at triple time with no day off in lieu or at double time with one day off in lieu. Employees have an opportunity to nominate which option they would prefer to do annually.

Good Friday will be paid at either triple time with no day off in lieu, or at double time with one day off in lieu.

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Blaby District Council Council

Date of Meeting	27 January 2026
Title of Report	Gender Pay Gap Report 2025 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Cheryl Cashmore - Finance, People and Transformation (Deputy Leader)
Report Author	HR Service Manager
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 To present the Council's Gender Pay Gap Results for the year to the 31 March 2025.

2. Recommendation to Council

- 2.1 That Council accept the Gender Pay Gap Results for the year to the 31 March 2025.

3. Reason for Decisions Recommended

- 3.1 The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017 and this enables the Council to monitor pay differentials by gender throughout the Council.

4. Matters to consider

4.1 Background

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace

- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay.

Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

On a specific date each year, 31 March, 'the snapshot date' data on the employees is analysed.

Gender Pay Gap Results

The results for 31 March 2025 are below for the six required calculations.

A higher proportion of staff are female (54%) than male (46%).

The gender pay gap as a mean average

A female's hourly rate is 1.8% higher than a male.

The mean hourly rate is £18.59 for male employees and £18.81 for females.

The gender pay gap as a median average

There is 0.0% difference in the median average between males and females.

The median average pay is £16.37 for both female and male employees

The bonus gender pay gap as a mean average

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The bonus gender pay gap as a median average

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

This is 0% for both males and females.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female	Avg. Hrly pay
Q1 Lower	55.81%	44.19%	£13.22
Q2 Lower Middle	31.76%	68.24%	£15.23
Q3 Upper Middle	48.24%	51.76%	£18.20
Q4 Upper	45.88%	54.12%	£25.83

There is a higher proportion of women than men in three of the four of the Council's pay quartiles, (Q2 – Q4).

The gender pay gap is low, it is in favour of women, at 1.8%.

4.2 Proposal(s)

That Council accept the Gender Pay Gap Results for the year to the 31 March 2025.

4.3 Relevant Consultations

Not applicable.

4.4 Significant Issues

None identified.

4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. Environmental impact

5.1 None identified

6. What will it cost and are there opportunities for savings?

6.1 The approval of the Gender Pay Gap information does not create any costs or opportunity for savings.

7. What are the risks and how can they be reduced?

- 7.1 Failure to report can lead to Equality and Human Rights Commission (EHRC) investigation, legal action, or fines therefore it is critical to ensure timely reporting through internal compliance reminders and clear reporting ownership

8. Other options considered

- 8.1 None, this is a response to a Regulatory requirement.

9. Appendix

- 9.1 Appendix A – Gender Pay Gap Report.

10. Background paper(s)

- 10.1 None

11. Report author's contact details

Annette Groark HR Service Manager
Annette.groark@blaby.gov.uk 0116 272 7572

Gender Pay Gap Based on Data from 31st March 2025

Background

We are required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of male and female employees. It does not involve publishing individual employee data.

Gender pay reporting differs from equal pay. Whilst equal pay concerns the pay differences between male and female employees who carry out the same roles, similar roles or work of equal value, the gender pay gap highlights the difference in the average pay between all male and female employees in the workforce at a particular date.

Results

A snapshot of data was taken from 31st March 2025 and the results are below for the six required calculations.

1. The average gender pay gap as a mean average

The hourly rate for a male is -1.8% lower than a female.

The mean hourly rate is £18.59 for males and £18.81 for females.

2. The average gender pay gap as a median average

There is 0.0% difference in the median average between males and females.

The median average pay is £16.37 for both female and male employees

3. The average bonus gender pay gap as a mean average

This is 0% between male and female employees.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

4. The average bonus gender pay gap as a median average

This is 0% between male and female employees.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

This is 0%.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female	Average Hourly Pay
Q1 Lower	55.81%	44.19%	£13.22
Q2 Lower Middle	31.76%	68.24%	£15.23
Q3 Upper Middle	48.24%	51.76%	£18.20
Q4 Upper	45.88%	54.12%	£25.83

In all but the lower quartile there are a higher number of females than males in the quartiles. There is little change in the overall pattern from last year.

Annual Monitoring

Blaby District Council has measures in place to support gender pay equality including

- The Council has made the gender pay gap a key part of our Equalities Objectives and this will continue to be reported.
- The use of Gauge job evaluation system which ensures that through its application job grading is gender neutral.
- Whilst there is currently no legal requirement for ethnicity or disability pay gap reporting, these matters are proposed as part of the upcoming Equality (Race and Disability) Bill. This year we reviewed the availability and quality of our current data and will take steps to improve this to prepare for producing future reports.

Blaby District Council Council

Date of Meeting	27 January 2026
Title of Report	Council Tax – Second Home Premium and Empty Property Premium amendments This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Cheryl Cashmore - Finance, People and Transformation (Deputy Leader)
Report Author	Finance Group Manager
Strategic Themes	All Themes: Enabling communities and supporting vulnerable residents; Enhancing and maintaining our natural and built environment; Growing and supporting our economy; Keeping you safe and healthy; Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 The Levelling Up and Regeneration Act 2023 gives Local Authorities the option to include a council tax premium on properties which are occupied periodically (second homes) and a reduction from two years to one year before an empty home premium is applied
- 1.2 To seek approval to introduce further premiums to long term empty homes from 1st April 2026.

2. Recommendation(s) to Council

- 2.1 To increase Council Tax for all properties which are occupied periodically by 100% from 1 April 2026 subject to any exemptions set out the Local Government Finance Act 1992.
- 2.2 To increase the Council Tax empty homes premium to 100% for properties empty for between one and five years (currently over 2 years) from 1 April 2026 subject to any exemptions set out in the Local Government Finance Act 1992 and guidance.
- 2.3 To increase the Council Tax empty homes premium to 200% for properties empty for between five years and ten years from 1 April 2026 subject to any exemptions set out in the Local Government Finance Act 1992 and guidance.

- 2.4 To increase the Council Tax empty homes premium to 300% for properties empty over ten years from 1 April 2026 subject to any exemptions set out in Local Government Finance Act 1992 and guidance.

3. Reason for Decisions Recommended

- 3.1 The purpose of changing the Empty Homes Premium for long-term empty properties is to provide owners with a further incentive to bring empty homes back into use, thus supporting the aims of the Council's Empty Homes Enforcement Strategy as well as generating additional Council Tax income. The current Empty Homes Premium that is applied by the Council is 100% for properties that have been empty for 2 years and over.
- 3.2 The purpose of the Second Home Premium is to close the loophole where furnishing an empty property negates the Empty Home Premium charge as well as generating additional Council Tax income. The purpose of changing the Empty Homes Premium for long-term empty properties is to provide owners with a further incentive to bring empty homes back into use, thus supporting the aims of the Council's Empty Homes Enforcement Strategy as well as generating additional Council Tax income. The current Empty Homes Premium that is applied by the Council is 100% for properties that have been empty for 2 years and over.

4. Matters to consider

4.1 Background

For Council Tax purposes second homes are properties that are furnished but where no-one lives as their main residence. Council Tax is charged at the standard 100% charge, in line with the property council tax band. The Levelling Up and Regeneration Act 2023, inserts a new Section 11C of The Local Government Finance Act 1992, to enable Billing Authorities to determine a higher amount for properties occupied periodically (second homes) of up to an additional 100%. The conditions are:

- There is no resident of the property and
- The property is substantially furnished.

There is no legal definition for what constitutes substantially furnished. In any disputed cases we will always visit and make an assessment.

With increased pressure to find housing for people in need the Council wants to encourage homeowners to bring homes into use to the benefit of all residents.

The Local Government Finance Act 1992 (as amended) section 11C subsection (3) legislates that any Billing Authority wishing to implement the discretionary second home premium charge must make a Council resolution

confirming its requirements at least one year before the beginning of the financial year to which it relates, hence the request for the approval to increase Council Tax on second homes at the Cabinet Executive meeting in January 2025.

A billing authority that wishes to vary a determination relating to the Empty Homes Premium must do so before the beginning of the financial year under Section 11B of the Local Government Finance Act 1992 (as amended) subsection (5).

Any additional income generated would be shared across local Parish Councils, Leicestershire County Council, the Office of the Police and Crime Commissioner and Combined Fire Authorities as all other Revenue from Council Tax. The additional income generated that is attributable to Blaby District Council is not estimated to be a significant sum given a number of properties have already reached the time threshold for the 100% premium to be paid.

The Council made its first determination to charge a Second Homes and Empty Properties premium in January 2025. The recommendation was approved by Cabinet Executive on 13th January 2025 and following this a notice of determination was published in line with Government Legislation.

A Consultation for the proposed changes to the Council Tax Premium was undertaken between 18th November 2024 and 6th January 2025. A total of 220 consultation forms were completed during this time. The outcome of the Consultation is attached at Appendix A.

In October 2025 we wrote to all those that will be impacted by the increase, and the information added to the Council website.

An Equality Impact and Needs Assessment has also been carried out.

4.2 Proposal(s)

It is proposed that the following Empty Homes Premiums are approved for introduction from 1st April 2026:

- 100% additional Empty Homes Premium on properties which are empty for more than one year but less than five years.
- 200% additional Empty Homes Premium on properties which are empty for more than five years but less than ten years.
- 300% additional Empty Homes Premium on properties which are empty for more than 10 years.

In addition to this it is also proposed that Council Tax for all properties which are occupied periodically (Second Homes) is increased by 100% approved

for introduction from 1st April 2026 subject to any exemptions set out in Regulations.

4.3

Relevant Consultations

Attached at Appendix A.

4.4

Significant Issues

In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. Environmental impact

5.1

There is no direct environmental impact arising from this report. However, the Council continues to utilise sustainable investment opportunities in line with its approved investment criteria.

No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

6. What will it cost and are there opportunities for savings?

6.1

The Council have the software to enable the billing amendments to take place without incurring further costs.

7. What are the risks and how can they be reduced?

7.1

Current Risk	Actions to reduce the risks
If it becomes difficult to collect the higher council tax or owners use tactics to avoid the premium then the additional income, even after the exemptions, may not be fully realised	Officers will monitor the collection of the Council Tax Premiums and take measures to collect the outstanding debt.
If owners continue to leave properties empty or as second homes the number of properties in these categories will not reduce and will not come back into use.	Officers will continue to monitor the situation and look at alternative measures to encourage properties to be brought back into use.

8. Other options considered

8.1

The alternative considered was to keep the empty home premium at its current level and not to introduce the second home premium but given the priority to increase the availability of affordable housing in the district this would not help

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Appendix A

Council Tax Consultation Outcome

The consultation for the proposed changes to Council Tax Premiums was carried out between 18th November 2024 and 6th January 2025

Total number of consultations forms completed during this period was 220.

- 1. Do you think the extra 100% Council Tax premium should be charged for homes that are empty after one year instead of the two years as it is now?**

Yes	68.18%	150 people
No	29.09%	67 people
Don't know	2.73%	6 people

- 2. Do you think the extra 200% Council Tax premium should be charged for homes that are empty after five years?**

Yes	79.09%	174 people
No	19.09%	42 people
Don't know	1.82%	4 People

- 3. Do you think the extra 300% Council Tax premium should be charged for homes that are empty after 10 years?**

Yes	78.64%	173 people
No	19.55%	43 people
Don't know	1.82%	4 people

4. Do you think that an extra 100% Council Tax premium should be charged on homes that are empty but furnished (second homes)?

Yes	64.55%	142 people
No	29.09%	64 people
Don't know	6.36%	14 people

5. Do you have any further comments on these proposals?

83 of the 220 people that took part left additional comments, 28 of these were in support of the proposals, 8 comments were relevant but offered no alternatives to the proposal, all other comments made had no connection to the consultation or to Blaby District Council.

Blaby District Council Council

Date of Meeting 27 January 2026
Title of Report **Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing Distribution following NPPF and new Standard Method published December 2024 (December 2025)**

Lead Member Cllr. Mike Shirley - Planning and Strategic Growth

Report Author Development Strategy Manager

Strategic Themes All Themes: Enabling communities and supporting vulnerable residents; Enhancing and maintaining our natural and built environment; Growing and supporting our economy; Keeping you safe and healthy; Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 This report provides information on a Statement of Common Ground which has been prepared by the Leicester and Leicestershire authorities to demonstrate effective cooperation and joint working in plan making. The Statement of Common Ground has been produced in response to the new national policy, known as the Standard Method, published in December 2024. It also provides, for information, an update on national planning policy guidance in respect of Duty to Cooperate and Submission deadline, relevant to the Statement of Common Ground.
- 1.2 The report seeks approval for Council to sign the Leicester and Leicestershire Authorities Statement of Common Ground.

2. Recommendation(s) to Council

- 2.1 That Council approves the signing of the Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing Distribution following National Planning Policy Framework and new Standard Method published December 2024 (December 2025) (Appendix 1 to this report).

3. Reason for Decisions Recommended

- 3.1 To continue to maintain effective cooperation that Blaby District Council must fulfil to progress the emerging Local Plan.

4. Matters to consider

4. Background

What is a Statement of Common Ground?

A Statement of Common Ground is a formal written document used in the plan-making process to demonstrate collaboration between authorities and relevant strategic bodies. It records the cooperation maintained between parties and clarifies agreed evidence on strategic matters such as housing needs. It provides proof of evidence of cooperation at Examination.

The June 2022 Statement of Common Ground

A Statement of Common Ground was produced in 2022 which apportioned unmet need in the Housing Market Area up to 2036. This gave Blaby District Council a housing requirement of 687 dwellings per annum. Council approved the signing of the previous version of the Statement of Common Ground on the 19 July 2022.

Since this time, the new Government have issued a revised National Planning Policy Framework and new housing targets, known as the 'Standard Method' for Local Planning Authorities. This report sets out the new Statement of Common Ground which includes the revised housing targets. The new Statement of Common Ground can be found in Appendix 1 of this report.

National Planning Policy Framework December 2024

The December 2024 National Planning Policy Framework update changed overall housing requirements for the Leicester & Leicestershire Housing Market Area and significantly altered distribution by removing the previously set 35% urban uplift for Leicester City. This reduced Leicester City's Local Housing Need while increasing it in most other districts. For Blaby District, the Housing Need target figure rose from 341 to 539 dwellings per annum.

Updated Housing Distribution Paper October 2025.

Following the revised National Planning Policy Framework and Standard Method (December 2024), the authorities agreed to commission an update to the 2022 Housing and Employment Needs Housing Distribution Paper. This updated Housing Distribution Paper provides the basis for apportioning unmet housing need across the Housing Market Area in line with the new standard methodology, specifically for those authorities due to undertake their Local Plan Regulation 19 Publication. This includes Blaby District Council.

Housing Distribution Update

The Housing Distribution Paper (Appendix 2) replaces the 2022 version. It establishes that Leicester City will continue to struggle to meet its housing need with a worsening position anticipated post 2036. The Housing Distribution Paper apportions Leicester City's unmet housing need across the Leicestershire districts. The apportionment of the unmet need was informed by the functional relationship with Leicester City, including commuting patterns and migration flows. The table below sets out the new housing allocation (Standard Methodology) for each Local Planning Authority and the contribution each local planning authority will make to Leicester City's unmet need.

Table 1: Local Housing Need, Standard Method, May 2025

	Revised Standard Method (December 2024)	Proposed Housing Requirement dpa	Contribution to Unmet Need dpa	% Contribution	Plan End Date*
Blaby	539	654	115	25.1	2042
Charnwood	992	1,133	141	30.8	2046
Harborough	735	797	62	13.5	2046
Hinckley & Bosworth	663	711	48	10.5	2045
Melton	369	388	19	4.2	2046
NW Leicestershire	617	690	73	15.9	2042
Oadby & Wigston	389	389	0	0	2042
Leicestershire Total	4,304	4,762	458	100	

Blaby District contributes a significant proportion of the City’s unmet need which is evidenced based in the report methodology. However this is primarily due to our proximity to the City, our considerable shared boundary in numerous locations as well as the demonstrable movement of the population through transport corridors.

As shown in the table above, the Housing Distribution Paper and Statement of Common Ground assumes that Oadby and Wigston will just be able to meet its own need from a land supply position but not be able to accept any unmet need from Leicester. This is based on evidence undertaken by Oadby and Wigston Borough Council on developable and deliverable land to accommodate the increase in their housing target figure of 189 to 389 homes per annum.

Implications for Blaby District

Officers have been working with their counterparts from the other local planning authorities within the Housing Market Area in the appointment and management of the Housing Distribution. It is the view of officers that this is robust evidence based apportionment of unmet need within the Housing Market Area.

Blaby’s housing allocation will be 654, which is formed of 539 of Blaby housing need and 115 of unmet Leicester City housing need. This is less than the allocation of 687 under the previous Statement of Common Ground which was formed of 341 of Blaby housing need and a significantly higher apportionment of unmet Leicester City housing need of 346.

The appended Statement of Common Ground is clear at paragraphs 5.4 - 5.5 that the next stage of work is for each individual local planning authority to test their allocated figure through their plan making, to understand whether the target is deliverable at the local level. Officers are progressing this evidence to understand the deliverable capacity within the district as part of the work to inform the Regulation 19 Local Plan which will be considered by Council in April.

Local Plan Submission Deadline

In his statement the Housing and Planning Minister confirmed that Local Plans being prepared under the current planning system, which the emerging Blaby Local Plan is, must be submitted to Government for examination by 31 December 2026. If this deadline is missed, work on a new plan, under the emerging planning system must be produced. This would result in a delay of uncertain amount of time to Local Plan adoption and restoration of plan led decision making. This will result in a continuation of speculative planning applications being submitted and being considered by planning committee under the tilted balance.

Removal of the legal pass/fail Duty to Cooperate Test

On 27th November 2025, the Minister of State for Housing and Planning, Matthew Pennycook confirmed removal of the legal Duty to Cooperate test. The removal of the duty to cooperate legal test is significant in assisting Local Planning Authorities to progress their Local Plans. In his statement the Housing and Planning Minister clarified that local planning authorities must continue to collaborate across boundaries and made specific reference for the need to continue to do so on unmet development needs from neighbouring areas. Inspectors will check compliance with National Planning Policy Framework policies on effective cooperation at examination.

The Statement of Common Ground at Appendix 1 was in production in advance of the minister's statement and as such reference remains to Duty to Cooperate. However, in anticipation of this, wording referring to joint working has been added to reflect this transition and the retention of the need to maintain effective cooperation on strategic matters such as housing needs.

Why should Blaby District Council sign the Statement of Common Ground?

The Statement of Common Ground remains a key part of each individual authority's local plan evidence to demonstrate they have complied with the Tests of Soundness that an Inspector will test the Local Plan against during the Examination in Public. If an Inspector determines the Local Plan fails the Tests of Soundness, the Local Plan will fail the examination and cannot be adopted by the Local Planning Authority. Not signing the Statement of Common Ground therefore carries a substantial risk to the council. Consequently, in the case of Blaby, the local planning authority will continue to be vulnerable to speculative planning applications with increased challenges to deliver strategic infrastructure. It is therefore essential that council sign the attached Statement of Common Ground to allow the progression of the Local Plan work.

The Statement of Common Ground, as appended to this report at Appendix 1, is also being considered by other authorities in Leicestershire with the same recommendation for approval.

4. Proposal(s)

It is proposed that approval is given for Council to sign the Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing Distribution following National Planning Policy Framework and new Standard Method published December 2024 (December 2025) (Appendix 1 to this report).

4.3 Relevant Consultations

Relevant internal consultations have taken place. External consultation on this matter is not required or appropriate. Consultations will take place separately on the emerging Local Plan.

4.4 Significant Issues

There are no significant issues directly arising from this report.

5. Environmental impact

5.1 No Net Zero and Climate Impact Assessment is required for this report.

6. What will it cost and are there opportunities for savings?

6.1 There are no cost implications to this report over and above the provision made within existing budgets.

The Statement of Common Ground further cements joint working opportunities for evidence production for plan making across Leicestershire. This includes the evidence referred to throughout this report. Blaby District Council has made a financial contribution to pay for this evidence equal to that of the other authorities in Leicestershire.

7. What are the risks and how can they be reduced?

7.1 The risks are set out in the table below.

Current Risk	Actions to reduce the risks
Without the Statement of Common Ground being approved, the Council will struggle to demonstrate at Examination that it has maintained cooperation on the strategic cross boundary matter of housing needs. This poses a significant risk to adoption and the council will remain vulnerable to speculative developments across the District.	Acknowledgement of the need to agree the revised housing allocation, as outlined in the Statement of Common Ground, will ensure the Council can control housing development across the District.
The potential to not maintain cooperation on strategic matters and the demonstration of this through Statement of Common Ground.	Continuing to work collaboratively with the authorities across Leicestershire in evidence production; and ensuring the cooperation is maintained throughout the production of the New Local Plan. Approval for Council to sign the Statement of Common Ground is part of this process.

8. Other options considered

- 8.1 The alternative option would be to reject the Statement of Common Ground. However, in doing so Council would be compromising the ability as a local planning authority to demonstrate collaboration is maintained and therefore progress the emerging Local Plan for the District and allow the local planning authority to submit by the deadline of 31 December 2026.

9. Appendix

- 9.1 Appendix 1 – Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing Distribution following National Planning Policy Framework and new Standard Method published December 2024 (December 2025)

Appendix 2 – Updated Housing Distribution Paper, (November, 2025)

10. Background paper(s)

- 10.1 24 May 2022 Council Report.

11. Report author's contact details

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**Leicester & Leicestershire Authorities - Statement of Common Ground relating to Housing
Distribution following NPPF and new Standard Method published December 2024
(December 2025)**

1.0 The Leicester and Leicestershire HMA and FEMA

1.1 The Leicester and Leicestershire Housing Market Area (HMA) and Functional Economic Market Area (FEMA) covers the administrative areas of eight local planning authorities and two transport authorities. The eight local planning authorities responsible for plan making are:

- Blaby District Council
- Charnwood Borough Council
- Harborough District Council
- Hinckley & Bosworth Borough Council
- Leicester City Council (Unitary)
- Melton Borough Council
- North West Leicestershire District Council
- Oadby & Wigston Borough Council

1.2 The two upper tier authorities in Leicester and Leicestershire (L&L), with statutory responsibilities for transportation, education, social care, flooding, minerals & waste planning and public health are:

- Leicester City Council (Unitary)
- Leicestershire County Council

1.3 This Statement has been prepared jointly by the eight plan making authorities and Leicestershire County Council as an additional signatory given their statutory responsibilities, hereafter referred to as “the authorities”. The Map in Appendix 1 shows the location and administrative areas covered by this statement. The Leicester & Leicestershire Housing & Economic Needs Assessment (June 2022), to which the Updated Housing Distribution Paper (November 2025) relates, identifies this area as the Leicester & Leicestershire HMA and FEMA.

2.0 Background and Context

2.1 In December 2024 the new Standard Method was published alongside a new National Planning Policy Framework (NPPF, 12 December 2024). This changed the overall scale of housing to be provided for in the L&L Housing Market Area (HMA) by a relatively small amount, however, the distribution across the L&L HMA significantly changed due to the deletion of the 35% urban uplift. The effect of this was to significantly reduce Local Housing Need (LHN) in Leicester City, whilst the LHN in most other Districts and Boroughs significantly increased.

2.2 Following the publication of the new NPPF, the authorities prepared the “Duty to Co-operate Statement – Transitional arrangements in respect of unmet need” (February 2025). This confirms and clearly sets out how all partners are progressing local plans, and in particular how to deal with the matter of unmet need in the absence of specific

reference to this issue in the Transitional arrangements¹. This Duty to Cooperate Statement (DtC Statement February 2025) is available at Appendix 2.

- 2.3 The L&L Housing & Economic Needs Assessment June 2022 (HENA 2022) was based on the assessment of local housing need using the Standard Method in March 2022. This showed a need for 5,713 dpa across the HMA. The HENA 2022 Housing Distribution Paper set out an agreed methodology for apportioning Leicester City's unmet housing need (at the time of 18,700 homes) and 23ha of employment need (2020 to 2036). Following publication of the new Standard Method and the reduction in Leicester City's LHN, the scale of unmet housing need was significantly reduced. It was therefore necessary to revisit the HENA's Housing Distribution Paper to inform the Local Plans which are utilising the new Standard Method and will be submitted by the December 2026 deadline, together with future Local Plan reviews within the HMA.
- 2.4 The authorities agreed to commission an update to the HENA 2022 Housing Distribution Paper to inform the apportionment of unmet need under the new Standard Method (December 2024).

3.0 Purpose

- 3.1 In accordance with paragraph 25 of the NPPF (2024), the key strategic matters addressed in this statement are: Duty to Cooperate and joint working; L&L housing needs to 2046 under the new Standard Method (December 2024); unmet need to 2046; and apportionment of unmet need to 2046. This statement has been prepared in accordance with paragraph 28 of the NPPF (2024) and will support the submission of four local plans in Leicestershire directly affected by these matters – Blaby District Council, Hinckley & Bosworth Borough Council, North West Leicestershire District Council and Oadby & Wigston Borough Council – by the 31 December 2026 deadline. These four local plans are referred to as Tranche 3 Local Plans in the DtC Statement (February 2025) and hereafter in this statement. This statement will be reconfirmed and updated for subsequent authorities' local plans.

4.0 Key Strategic Matters on which the Authorities agree

Duty to Cooperate and Joint Working

- 4.1 The authorities agree there is a long track record of effective joint working on cross-boundary strategic matters across L&L and that these include the key strategic matters identified in this statement. The authorities have continuously engaged with each other on the strategic matters set out in this statement and throughout the preparation of Local Plans across the area. This is most clearly evidenced by:
- The continued function of the L&L Members Advisory Group and Strategic Planning Group
 - The joint preparation of evidence, including the update to the 2022 Housing and Economic Needs Assessment (2025), L&L Strategic Distribution Floorspace Needs Update and Apportionment (2025), South Leicestershire Joint Transport Evidence

¹ As set out in Annex 1 of the December 2024 NPPF.

(2025), Strategic Growth Options and Constraints Mapping Study (2023), and Strategic Transport Assessment Stage 1 (2023).

- The adoption of a non-statutory Strategic Growth Plan 2018
- The L&L Authorities - Statement of Common Ground relating to Housing and Employment Land Needs (June 2022) (Appendix 3)²
- The agreement of Joint Statements of Cooperation in 2017, 2018, 2020 and 2021 (available on the [Strategic Growth Plan website](#))

4.2 More information and details of engagement will be set out in individual authority's Duty to Cooperate/Maintaining Effective Cooperation Statements that accompany local plans. Authorities will continue to engage on an ongoing basis.

L&L Housing Needs to 2046 under the new Standard Method (Dec 2024)

4.3 The authorities agree that local housing need is derived using the standard method and that for the 2024-2046 period is as set out in Table 1 below. This table does not apply for local plans being prepared in accordance with the Transition Arrangements set out in Annex 1 of the NPPF (2024) where the previous standard method calculation applies. Individual local plans may have a shorter plan period than to 2046.

Table 1: Local Housing Need, Standard Method, May 2025

Local Planning Authority	Total Housing Need	Houses per year
	2024-2046	2024-2046
Blaby District Council	11,858	539
Charnwood Borough Council	21,824	992
Harborough District Council	16,170	735
Hinckley and Bosworth Borough Council	14,586	663
Leicester City Council	34,936	1,588
Melton Borough Council	8,118	369
North West Leicestershire District Council	13,574	617
Oadby and Wigston Borough Council	8,558	389
Leicester and Leicestershire HMA Total	129,624	5,892

4.4 The authorities agree that the NPPF 2023 and L&L Statement of Common Ground relating to Housing and Employment Land Needs (June 2022) apply to local plans that reached examination or Regulation 19 on or before 12 March 2025. This is set out in the DtC Statement (February 2025). For local plans that reached Regulation 19 after 12 March 2025 but before 31 December 2026, the NPPF 2024 (or relevant future iterations)

² Appendices E to J of the June 2022 Statement of Common Ground are available on the Strategic Growth Plan website

and this Statement of Common Ground will apply. These two Statements of Common Ground will co-exist to enable full local plan coverage across L&L.

- 4.5 Leicester City Council will begin a Local Plan Review immediately following the adoption of the Leicester City Local Plan 2020 to 2036. This will be informed by additional evidence in due course that will be used to identify the full housing capacity for that review.

Housing Distribution Update and Unmet Need to 2046

- 4.6 This L&L Statement of Common Ground is supported by evidence from the HENA Updated Housing Distribution Paper (UHDP) produced by Icenl on behalf of the authorities and published on the [Strategic Growth Plan website](#). The update provides a new Housing Distribution Paper to that published to accompany the L&L HENA published in June 2022. The authorities agree that the UHDP sets out the apportionment of Leicester City's unmet housing need in the L&L HMA arising from the use of the new Standard Method up to 2046.
- 4.7 The UHDP recalculates the level of unmet need for Leicester City from 2024 to 2036 to be a total of 2,455 dwellings, based on the new standard method and housing provision figures set out in the Leicester Local Plan. The UHDP also sets out the approach that has been used to identify a housing capacity for the City after 2036. Leicester City has a continuing unmet need for housing; using a proportionate evidence base the UHDP indicates that for the period 2036 – 2046 Leicester City has an estimated unmet need of 8,230 dwellings.
- 4.8 Oadby & Wigston Borough Council has undertaken further evidence to assess the housing capacity and developable and deliverable land within the Borough to accommodate the increase in Local Housing Need from 189 to 389 homes per year. From the evidence available at this time, for the purpose of this Statement of Common Ground, it has been assumed that Oadby & Wigston will just be able to meet its own need from a land supply position but not be able to accept any unmet need from Leicester. Evidence gathering is still being undertaken by the Council in relation to accommodation of the uplifted LHN and when complete, consideration will need to be given to the outcome of this by the HMA authorities.

Housing Requirement Figures for Tranche 3 Local Plans – Apportionment of Unmet Need to 2046

- 4.9 The authorities agree that the apportioned contributions to unmet need established through the UHDP and set out in Table 2 below will be used by those authorities submitting a local plan for examination under the NPPF December 2024 using the current planning system as governed by the Town and Country Planning Act 1990 (as amended).
- 4.10 As circumstances change through the availability of new evidence this will be considered by the authorities and future Statements of Common Ground may be needed. However, to enable proactive, timely local plan-making for the four Tranche 3

Local Plans, the figures in Table 2 below will be used and remain in place for the submission of the four Tranche 3 Local Plans before 31 December 2026. The housing requirement for individual Tranche 3 Local Plans will depend on their plan periods, as the contribution to unmet need is different for the period *to* 2036 and the period *after* 2036.

Table 2: Annualised Apportionment of Unmet Need from 2024 over relevant plan periods

	Revised Standard Method dpa (December 2024)	Proposed Housing Requirement dpa	Contribution to Unmet Need dpa	% Contribution	Plan End Date*
Blaby	539	654	115	25.1	2042
Charnwood	992	1,133	141	30.8	2046
Harborough	735	797	62	13.5	2046
Hinckley & Bosworth	663	711	48	10.5	2045
Melton	369	388	19	4.2	2046
NW Leicestershire	617	690	73	15.9	2042
Oadby & Wigston	389	389	0	0	2042
Leicestershire Total	4,304	4,762	458	100	

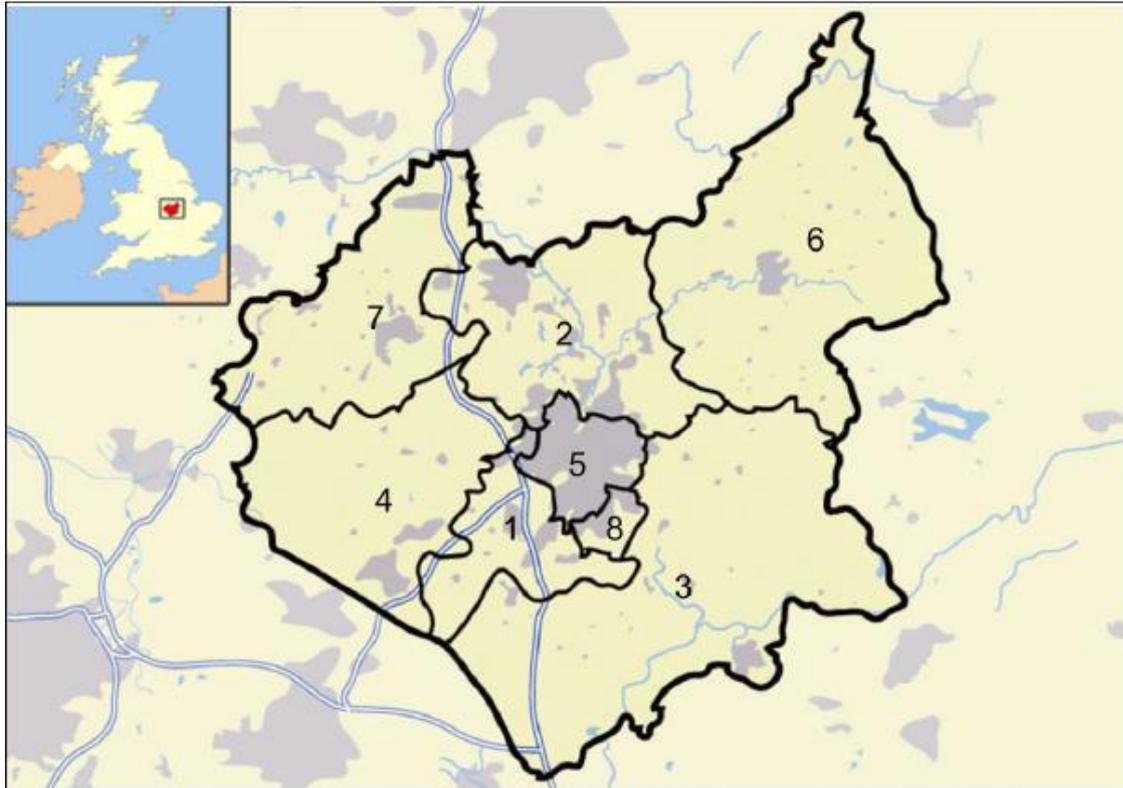
*NB 2046 is used as the default plan end date in the UHDP for non-Tranche 3 local plans.

5.0 Maintaining and Updating this Statement

- 5.1 The authorities acknowledge that this statement is necessary to progress the four Tranche 3 local plans under the current planning system as governed by the Town and Country Planning Act 1990 (as amended).
- 5.2 A new local planning system will be introduced early in 2026 together with the introduction of Spatial Development Strategies, through which local housing needs will be distributed across a geography that is yet to be determined. The formal duty to produce Spatial Development Strategies is expected in Spring 2026 through secondary legislation, following the expected royal assent of the Planning and Infrastructure Bill.
- 5.3 Government is seeking full coverage of up-to-date local plans, and the Tranche 3 local plans are at an advanced stage of preparation. The authorities agree that the figures set out in Table 2 will be tested through each Tranche 3 authority's local plan process.
- 5.4 This statement will be reconfirmed and updated for subsequent authorities' local plans through the joint working of the authorities.

Appendix 1

Map showing administrative areas covered by 2025 Statement of Common Ground relating to Housing Distribution under the new Standard Method



Key to Map

- | | |
|------------------------------------------|-----------------------------------------------|
| 1. Blaby District Council | 5. Leicester City Council |
| 2. Charnwood Borough Council | 6. Melton Borough Council |
| 3. Harborough District Council | 7. North West Leicestershire District Council |
| 4. Hinckley and Bosworth Borough Council | 8. Oadby and Wigston Borough Council |

Appendix 2

**DUTY TO CO-OPERATE STATEMENT
TRANSITIONAL ARRANGEMENTS IN RESPECT OF UNMET NEED**

- BLABY DISTRICT COUNCIL**
- CHARNWOOD BOROUGH COUNCIL**
- HARBOROUGH DISTRICT COUNCIL**
- HINCKLEY AND BOSWORTH BOROUGH COUNCIL**
- LEICESTER CITY COUNCIL**
- LEICESTERSHIRE COUNTY COUNCIL**
- MELTON BOROUGH COUNCIL**
- NORTH-WEST LEICESTERSHIRE DISTRICT COUNCIL**
- OADBY AND WIGSTON BOROUGH COUNCIL**

1. Purpose

- 1.1 The purpose of this joint statement is to support the progression and adoption of our current and future Local Plans and Spatial Development Strategy (SDS).
- 1.2 To confirm the agreed position of all partner councils on arrangements to deal with existing unmet need and to confirm the agreed way forward through the Dec 2024 NPPF transitional period into the new Planning system.
- 1.3 This statement will be used to provide an updated position to appointed Inspectors for Plans currently being Examined, and for use in preliminary discussions with PINs for emerging Plans.

2. Background

- 2.1 L&L councils have a long standing and exemplary track record in joint planning as evidenced by the preparation and adoption of the [Strategic Growth Plan LCC](#) and the [2022 Publication of Statement of Common Ground relating to Housing and Employment Land Needs - Strategic Growth Plan LCC | Strategic Growth Plan LCC](#)
- 2.2 L&L councils are keen to maintain momentum on Local Plan making, are committed to supporting plan progression through the changing legislative context and to begin to make preparations for emerging SDS requirements.
- 2.3 This statement confirms how all partners have agreed to progress plans, and in particular how to deal with the matter of unmet need in the absence of specific reference to this issue in the Transitional arrangements as set out in Annex 1 of the December 2024 [National Planning Policy Framework - GOV.UK](#)

3. Current position

- 3.1 The current position in respect of Plan preparation and adoption in the area is set out in Table 1 Plan Tracker below:

Table 1: L&L DtC Plan Tracker					
Tranche	Council	Plan stage/LDS Position	Relevant NPPF/Plan system	Agreed Mechanism to determine Unmet Need to support Plan	Comments
Tranche 1: Already Submitted. Projected adoption 2025	Charnwood Borough Council	Main Examination Hearings completed 2024; to be reconvened early 2025 Adoption Spring/Summer 2025	Dec 2023 NPPF	June 2022 SoCG Examination Document EX43	Reconvened hearing session to consider CIL Viability Assessment report in early 2025
	Leicester City	Main Examination Hearings completed November 2024 Modifications Consultation planned Spring 2025 Adoption Summer 2025	Dec 2023 NPPF	June 2022 SoCG Examination Document SCG/1	Commitment to Immediate Review on adoption of Plan
Tranche 2: Submission anticipated 2025. Projected Adoption 2026	Melton	Partial Review Reg 19 Consultation to be concluded by February 2025	Dec 2023 NPPF (Transition Period Under para 234 of 2024 NPPF)	June 2022 SoCG	
	Harborough	Reg 19 Consultation March 2025	Dec 2023 NPPF (Transition Period Under para 234 of 2024 NPPF)	June 2022 SoCG	

Tranche	Council	Plan stage/LDS Position	Relevant NPPF/Plan system	Agreed Mechanism to determine Unmet Need to support Plan	Comments
Tranche 3: Submission anticipated 2026, Projected Adoption 2027/28+	Blaby	Reg 19 Consultation: July 2025	December 2024 NPPF (post transition)	Future SoCG to replace 2022 SoCG based upon new Standard methodology and L&L HENA/capacity evidence	Provisions of 2022 SoCG remain valid until replaced by new SoCG
	Hinckley & Bosworth	Reg 19 Consultation: to be confirmed	December 2024 NPPF (post transition)	Future SoCG to replace 2022 SoCG based upon new Standard methodology and L&L HENA/capacity evidence	Provisions of 2022 SoCG remain valid until replaced by new SoCG
	North- West Leicestershire	Reg 19 Consultation to be confirmed	December 2024 NPPF (post transition)	Future SoCG to replace 2022 SoCG based upon new Standard methodology and L&L HENA/capacity evidence	Provisions of 2022 SoCG remain valid until replaced by new SoCG
	Oadby & Wigston	Consultation on Regulation 19 Plan concluded February 2025	<p>January/February 2025 Reg 19 consultation carried out under Nov 2023 NPPF.</p> <p>Call for Sites and new capacity assessment work to be undertaken during 2025 to inform new Plan/further Reg 19 under December 2024 NPPF (post transition)</p>	2025 Reg 19 carried out under 2023 NPPF; complies with 2022 SoCG commitments which remain valid until replaced with future SoCG based upon new Standard methodology and HENA/L&L capacity evidence	Provisions of 2022 SoCG remain valid until replaced by new SoCG/new Plan

Tranche	Council	Plan stage/LDS Position	Relevant NPPF/Plan system	Agreed Mechanism to determine Unmet Need to support Plan	Comments
Tranche 4: Future Plans	New Spatial Development Strategy (SDS)	2025 1) Geography Scoping 2) Initial evidence gathering	New Planning system TBC	Strategic Plan will supersede SoCG approach and confirm Strategic Housing distribution	Potential Funding/Pilot Bid to MHCLG?
	Plans delayed or deferred due to LGR/Devolution	Not currently anticipated	New LURA/ P&Inf Bill/Devolution Bill Planning system TBC	In line with future SDS	
	Plans failed to be found sound from Tranches 1-3	Not currently anticipated	New LURA/ P&Inf Bill/Devolution Bill Planning system TBC	In line with future SDS	

4. Agreed Position

- 4.1 The partners **agree** that for Local Plans progressing and adopted under the 2023 NPPF (Tranche 1 of Table 1 above) and those under the transitional arrangements as set out in Para 234 of Annex 1 of the 2024 NPPF (Tranche 2 of Table 1 above), the scale and distribution provisions for unmet need as set out in the 2022 Statement of Common Ground remain valid and in force.
- 4.2 The partners **agree** that progression of Local plans beyond the Transitional arrangements of the December 2024 NPPF will need to be informed by updated needs and capacity assessments relevant to those plans and the partners commit to working together to accommodate the area's needs once those results are known.

**Leicester & Leicestershire Authorities - Statement of Common Ground
relating to Housing and Employment Land Needs (June 2022)**

1.0 The Leicester and Leicestershire HMA and FEMA

1.1 The Leicester and Leicestershire Housing Market Area (HMA) and Functional Economic Area (FEMA) covers the administrative areas of eight local planning authorities and two transport authorities. The eight local planning authorities responsible for plan making are:

- Blaby District Council
- Charnwood Borough Council
- Harborough District Council
- Hinckley & Bosworth Borough Council
- Leicester City Council (Unitary)
- Melton Borough Council
- North West Leicestershire District Council
- Oadby & Wigston Borough Council

1.2 The two upper tier authorities in Leicester and Leicestershire (L&L), with statutory responsibilities for transportation, education, social care, flooding, minerals & waste planning and public health are:

- Leicester City Council (Unitary)
- Leicestershire County Council

1.3 This Statement has been prepared jointly by the eight plan making authorities and Leicestershire County Council as an additional signatory given their statutory responsibilities, hereafter referred to as “the authorities”. The Map in Appendix D shows the location and administrative areas covered by this statement. The Housing & Economic Needs Assessment 2022 (HENA) identifies this area as the Leicester & Leicestershire HMA and FEMA.

2.0 Purpose

2.1 The key strategic matters addressed in this statement are; Duty to Cooperate; L&L Housing and Employment Needs to 2036; Unmet Need to 2036; and the Apportionment of unmet need to 2036. This statement will be reconfirmed and updated as necessary for subsequent authorities’ Local Plans.

3.0 Key Strategic Matters on which Authorities Agree

Duty to Cooperate

3.1 The authorities agree there is a long track record of effective joint working on strategic matters across L&L. The authorities have continuously engaged with each other on the strategic matters set out in this statement and throughout the preparation of Local Plans across the area. This is most clearly evidenced through:

- The establishment of the Leicester & Leicestershire Members Advisory Group
- The joint preparation of evidence, including the Housing & Economic Needs Assessment (2022), Strategic Growth Options & Constraints Study (2022), and Strategic Transport Assessment (2022).

- The adoption of a non-statutory [Strategic Growth Plan 2018](#) which includes ‘notional’ housing figures.
- The preparation of a Joint Sustainability Appraisal to consider reasonable alternatives for apportionment of Leicester’s unmet need to 2036.
- The agreement of Joint Statements of Cooperation in 2017, 2018, 2020 and 2021 (Appendix E, F, G and H)

3.2 More information and details of engagement will be set out in individual authorities Duty to Cooperate Statements that accompany Local Plans. Authorities will continue to engage on an ongoing basis.

The June 2021 Statement of Common Ground (Appendix H)

3.3 The June 2021 Statement (Appendix H) was agreed by all authorities and included the following:

“The authorities agree to carry out the following programme of work to inform the apportionment of unmet need from Leicester to the L&L Districts/Boroughs:

- *Housing and Economic Needs Assessment*
- *Strategic Growth Options and Constraints Mapping*
- *Strategic Transport Assessment*
- *Sustainability Appraisal*

This work will be commissioned in Spring 2021 and used to inform a Statement of Common Ground apportioning unmet need which is anticipated to be completed in Winter 2021/2022.”

3.4 The Housing & Economic Needs Assessment (HENA) and the Sustainability Appraisal are now complete. These are the key pieces of evidence informing this Statement of Common Ground apportioning Leicester’s unmet need to 2036.

3.5 The Strategic Transport Assessment and the Strategic Growth Options & Constraints Mapping take a longer-term perspective that will inform the next steps for the [Strategic Growth Plan](#) to 2050 and will form part of the strategic evidence for Local Plans. This work will be completed later this year.

L&L Housing Need to 2036

3.6 The authorities agree the appropriate way to calculate local housing need is using the current standard method set out in government guidance which currently uses the 2014 based household projections. The authorities agree that local housing need (2020 - 2036) is as follows:

Table 1: Local Housing Need

Local Planning Authority	Total Housing Need 2020 – 2036	Houses per year 2020 - 2036
Blaby District Council	5,456	341
Charnwood Borough Council	17,776*	1,111*
Harborough District Council	8,544	534
Hinckley and Bosworth Borough Council	7,552	472
Leicester City Council	39,424	2,464
Melton Borough Council	3,696	231
North West Leicestershire District Council	5,952	372
Oadby and Wigston Borough Council	3,008	188
Leicester and Leicestershire HMA Total	91,408	5,713

* In accordance with government guidance Charnwood’s Local Housing Need is set using the data from 2021 (including household growth for the 2021-31 and 2020 affordability ratio) as it submitted its Local Plan for Examination in December 2021.

- 3.7 The Government’s current standard method for calculating housing need suggests L&L need to provide 91,408 homes (5,713 per year 2020 to 2036).
- 3.8 The NPPF requires authorities to have a clear understanding of the land available in their area to meet housing need through the preparation of a strategic housing land availability assessment (SHLAA). In L&L, the SHLAAs have been prepared using an agreed methodology across the HMA as a whole.
- 3.9 Appendix A and B to this Statement have been prepared using the outputs of the standard method for calculating housing need and SHLAAs. It provides a summary of the need for new homes, and the theoretical capacity of both the HMA and each local authority.
- 3.10 To 2036 there is a theoretical capacity for some 173,721 homes across the HMA as a whole (Appendix B). When set against the need of 91,408 (2020-36), the authorities agree there is flexibility to meet L&L housing need within the HMA, including unmet need.

L&L Employment Need to 2036

- 3.11 The authorities agree the appropriate way to calculate employment need is using the jointly prepared Housing and Economic Needs Assessment 2022 (HENA) unless an up-to-date local assessment has been undertaken. Based on the HENA and local assessments of employment land need the authorities agree the need is as follows:

Table 2: Employment Land Needs

	Need		Total	Source
	B1	B2/B8 (small)		
Blaby	9.1	29.0	38.1	2021-36 need, HENA 2022
Charnwood	7.5	35.7	43.2	2021-36 need, HENA 2022
Harborough	6.8	39.3	46.1	2021-36 need, HENA 2022
H&B	4.2	53.4	57.6	2021-36 need, HENA 2022
Leicester	46,100 sqm (2.3 ha)	67.3	69.6	2019-36 need, City EDNA 2020
Melton	2	38.1	40.1	2021-36 need, HENA 2022
NWL	8.9	31.8	40.7	2021-36 need, HENA 2022
O&W	1	3.1	4.1	2021-36 need, HENA 2022
L&L Total	41.8	297.7	339.5	

3.12 Table 2 above shows L&L have to provide 340 hectares of employment land to 2036. Appendix C has been prepared using outputs from the HENA and local assessments of employment need, and employment land supply. It provides a summary of the need for new employment land, and the supply of both the FEMA and each local authority. To 2036 there is a supply for some 354 hectares across the FEMA as a whole (Appendix C). When set against the need of 340 (2021-36), the authorities agree there is flexibility to meet L&L Employment Need within the FEMA, including unmet need.

Unmet need to 2036

3.13 The authorities agree that Leicester City Council is the only authority in the HMA to have declared and quantified (with evidence) an unmet need 2020 to 2036. Assisting Leicester to meet its unmet need is therefore a key element of the Duty to Co-operate across the HMA.

3.14 Leicester City Council consulted on a Draft Local Plan (regulation 18) in September to December 2020, with a view to publishing the Submission Version (regulation 19) in 2021. Leicester City declared an unmet housing need in February 2017 (Appendix I) which remained unquantified while further evidence was gathered to support the publication of their Draft Local Plan. During this time several authorities have adopted local plans.

3.15 The L&L authorities were made aware of the potential scale of unmet need in December 2019. Consultation on the Leicester Draft Local Plan (and associated evidence) was delayed due to the COVID-19 Pandemic until September to December 2020.

3.16 Leicester's Draft Local Plan consultation indicates a potential unmet need of 7,742 homes and 23 Hectares of employment land (B2 General Industrial and B8 Small Warehousing Units less than 9,000 sq.m) 2019 to 2036.

3.17 However, immediately after the consultation closed in December 2020 the Government published a new standard method for calculating housing need. The new method increased Leicester's housing need by 35%, adding a further 9,712 homes to their need between 2020 and 2036 (607 homes per year).

- 3.18 Although the supply of homes in Leicester may evolve as their local plan progresses, providing for this amount of additional homes in the City would require more than a doubling of the allocations set out in their recent Draft Local Plan. In this context the City consider that it will not be possible to meet NPPF policy obligations of a sound and deliverable plan, and so in the revised PPG context (Paragraph: 035 Reference ID: 2a-035-20201216) it will be necessary to seek to agree a Statement of Common Ground to deal with the recent increase in housing need.
- 3.19 Leicester's standard method Local Housing Need figure is now 2,464 homes per year generating a need for 39,424 dwellings over the 2020-36 period (see Table 1 above). This includes the 'cities and urban areas uplift' and the 2021 affordability ratios published in March 2022. Appendix A and B, and the June 2021 Statement of Common Ground (Appendix H) was informed by the evidence from the Leicester's Draft Local Plan which sets out the City's capacity to accommodate growth over this period as 20,721 dwellings. An unmet need of 18,700 dwellings is therefore identified based on the evidence at the current time. An unmet need figure of 18,700 dwellings is a reasonable working assumption for the City's unmet housing need to 2036.
- 3.20 The authorities acknowledge that the quantity of Leicester's unmet need may change as the Local Plan progresses (e.g. as evidence on land supply is developed further or the need for homes changes (see section 4.0 below)). The authorities therefore agree a working assumption of Leicester's unmet need of 18,700 homes and 23 Hectares of employment land (2020 – 2036). These figures are subject to testing through the Leicester Local Plan.

Apportionment of Leicester's Unmet Need (2020 – 2036)

- 3.21 The authorities agree the L&L Statement of Common Ground Sustainability Appraisal (2022), the Housing & Economic Needs Assessment (2022) and the associated Housing and Employment Distribution Papers provide the latest cooperatively produced evidence to inform the apportionment of Leicester's unmet needs.
- 3.22 This work is based on the agreed working assumption of an unmet need from Leicester of 18,700 homes. The work considers housing provision across the HMA as a whole having regard to a range of factors including, the functional relationship of each District/Borough with Leicester City, the balance of jobs and homes in each district/borough, and deliverability of the distribution of development. When all of these factors are brought together, they address the unmet need and result in a redistributed housing provision that differs from the standard method starting point. This evidence has informed the following apportionment:

Table 3: Apportionment of Leicester City’s Unmet Local Housing Need 2020 to 2036

Local Planning Authority	Average Annual unmet housing need contribution 2020 to 2036 (dwellings)*
Blaby District Council	346
Charnwood Borough Council	78
Harborough District Council	123
Hinckley and Bosworth Borough Council	187
Melton Borough Council	69
North West Leicestershire District Council	314
Oadby and Wigston Borough Council	52
Total	1,169

*Note: the figures are presented as annual averages 2020-36. This does not imply that an authority’s unmet need apportionment must be phased evenly over this period. It will be for each Local Plan to determine appropriate phasing.

- 3.23 The authorities agree that the figures in the Table 3 above represent the agreed apportionment by District/Borough (apart from Hinckley & Bosworth – see Matters Not Agreed in Section 4 below), of the unmet housing need for Leicester, in order to meet the overall objectively assessed need for additional housing within the Leicester and Leicestershire Housing Market Area to 2036. These figures are subject to testing through each individual Local Planning Authority’s plan making.
- 3.24 Based on the agreed working assumption of an unmet need from Leicester of 23 hectares of employment land (B2 - General Industrial and B8 - Small Warehousing units less than 9,000sq.m), the joint evidence has informed the following apportionment:

Table 4: Apportionment of Leicester City’s Unmet Employment Need 2020 to 2036

Local Planning Authority	Apportionment (Hectares)
Blaby District Council	0
Charnwood Borough Council	23
Harborough District Council	0
Hinckley and Bosworth Borough Council	0
Melton Borough Council	0
North West Leicestershire District Council	0
Oadby and Wigston Borough Council	0
Total	23

3.25 The authorities agree that the figures in the Table 4 above represent the agreed apportionment by District/Borough, of the unmet employment need for Leicester, in order to meet the overall objectively assessed need for employment land within the Leicester and Leicestershire FEMA to 2036. These figures are subject to testing through each individual Local Planning Authority's plan making.

4.0 Key Strategic Matters on which Authorities Do Not Agree

4.1 Hinckley & Bosworth Borough Council (HBBC) do not agree to the step in the HENA Housing Distribution Paper (2022) methodology from paragraph 6.21 to 6.24 and the subsequent table 6.9 which apportions 187 dwellings per year of Leicester's unmet housing need. HBBC note the capping of the redistribution of Charnwood's numbers to 1189 and believe that the accommodation of the resulting 187 dpa shortfall should be tested as part of each LPAs Local Plan process, including the current Charnwood Local Plan. HBBC consider that an apportionment of 102 dwellings per year (85 dwellings per year lower than the apportionment in Table 3) to be an initial justified apportionment of Leicester's unmet need for HBBC to test through their Local Plan work and through further strategic work. HBBC disagrees with the methodology from para 6.21 to 6.24 and the subsequent table 6.9 as it is not suitably justified and does not follow the evidence. The use of stock growth is not a measure of deliverability. It does not consider housing need, does not reflect market demand or the deliverability of developing housing in a particular area. The capping of redistribution based on 1.4% stock growth levels is considered to be arbitrary and is not supported by the evidence. Para 6.24 seeks to justify the uplift for HBBC by referencing job opportunities but this has already been considered earlier in the methodology.

4.2 HBBC is of the view that the June 2021 SoCG was clear that the apportionment of unmet need would be informed by 4 pieces of work. Only two of these pieces have been completed, the HENA and the SA. Therefore, as reflected in this Statement, the apportionment is a starting point for testing and may be amended based on the completion of the Strategic Growth Options and Constraints mapping work and the Strategic Transport Assessment and the subsequently updated Sustainability Appraisal and the outcome of any local plan 'testing'.

4.3 The other authorities do not agree with HBBC and consider the apportionment of 187 dwellings per year in Table 3 is justified by the evidence.

5.0 Maintaining and Updating this Statement

5.1 The authorities acknowledge the Government intend to reform the planning system and have previously consulted on potential future changes, including the Planning for the Future - White Paper (August 2020). The Levelling Up and Regeneration Bill, introduced to Parliament on 11th May 2022, proposes a number of reforms to the planning system, including potentially repealing the 'duty to cooperate' contained in existing legislation.

5.2 At present these reforms do not impact housing need or emerging Local Plans as they are proposals (rather than legislation) and could be subject to significant change before achieving Royal Assent and becoming law.

5.3 Government advice is that authorities should get up-to-date Local Plans in place (Appendix J) and some authorities in L&L are at an advanced stage of plan preparation.

- 5.4 The authorities agree the Duty to Cooperate is an ongoing process, and should the amount of unmet need change significantly, the apportionment of unmet need will be jointly reviewed to assess whether it needs updating. The process for updating and maintaining this statement will be managed through ongoing joint work between the authorities.
- 5.5 The above apportionment (Table 3 and 4 above) is intended to be implemented through individual local plans. These figures will therefore need to be tested through each authority's Local Plan process. The authorities agree that if an authority's local plan process identifies that it is not able to provide for their own objectively assessed needs as well as any unmet need apportioned in this statement (as set out in paragraph 11b of the NPPF), the apportionment of unmet need will need to be jointly reviewed and updated as necessary. The process used for this review will be proportionate to the scale of the issue and should not cause undue delay to the preparation of Local Plans.

Appendix A - Leicester and Leicestershire Housing Land Supply, 2020 to 2031

The table below compares housing land supply to local housing need based on the Governments Standard Method.

	A	B	C	D	E	F	G	H
Authority	Local Housing Need 2020 - 2031	Commitments¹ projected for delivery 2020 to 2031	Allocations in an adopted Plan²	Emerging allocations in a draft plan²	Allowance for small site or windfall development to 2031	Total Projected Delivery to 2031 (B+C+D+E)	SHLAA Capacity to 2031³	Total Theoretical Capacity to 2031 (F+G)
Blaby	3,751	4,467	758		240	5,465	5,408	10,873
Charnwood	12,221	7,080	1,385	7,894	640	16,999	10,529	27,528
Harborough	5,874	3,693	4,332		864	8,889	5,873	14,762
Hinckley & Bosworth	5,192	2,692	557		584	3,833	15,902	19,735
Leicester City	27,104	9,047		6,602	1,650	17,299	0	17,299
Melton	2,541	2,704	3,145		189	6,038	1,108	7,146
NW Leics	4,092	5,862	790		320	6,972	3,821	10,793
Oadby & Wigston	2,068	1,010	1,203		189	2,402	0	2,402
HMA total	62,843	36,555	12,173	14,496	4,676	67,897	42,041	109,938

¹ Includes sites under construction; with planning permission (including sites with a resolution to grant), as at 31/03/2020

² projected delivery up to 31/03/2031; includes allocated sites from local and neighbourhood plans

³ To avoid duplication SHLAA sites that have planning permission or are allocated in an adopted or emerging plan have been removed from this figure

Appendix B - Leicester and Leicestershire Housing Land Supply, 2020 to 2036

The table below compares housing land supply to local housing need based on the Governments Standard Method.

	A	B	C	D	E	F	G	H
Authority	Local Housing Need 2020 - 2036	Commitments ¹ projected for delivery 2020 to 2036	Allocations in an adopted Plan ²	Emerging allocations in a draft plan ²	Allowance for small site or windfall development to 2036	Total Projected Delivery to 2036 (B+C+D+E)	SHLAA Capacity to 2036 ³	Total Theoretical Capacity to 2036 (F+G)
Blaby	5,456	4,918	984		440	6,342	18,956	25,298
Charnwood	17,776	8,820	1,990	9,024	1,040	20,874	19,938	40,812
Harborough	8,544	3,693	5,679		864	10,236	9,819	20,055
Hinckley & Bosworth	7,552	2,992	1,497		949	5,438	23,130	28,568
Leicester City	39,424	9,865		8,456	2,400	20,721	0	20,721
Melton	3,696	2,704	3,891		334	6,929	3,635	10,564
NW Leics	5,952	7,013	1,427		520	8,960	13,281	22,241
Oadby & Wigston	3,008	1,010	1,203		189	2,402	3,060	2,402
HMA total	91,408	41,015	16,671	17,480	6,736	81,902	91,819	173,721

¹ Includes sites under construction; with planning permission (including sites with a resolution to grant), as at 31/03/2020

² projected delivery up to 31/03/2036; includes allocated sites from local and neighbourhood plans

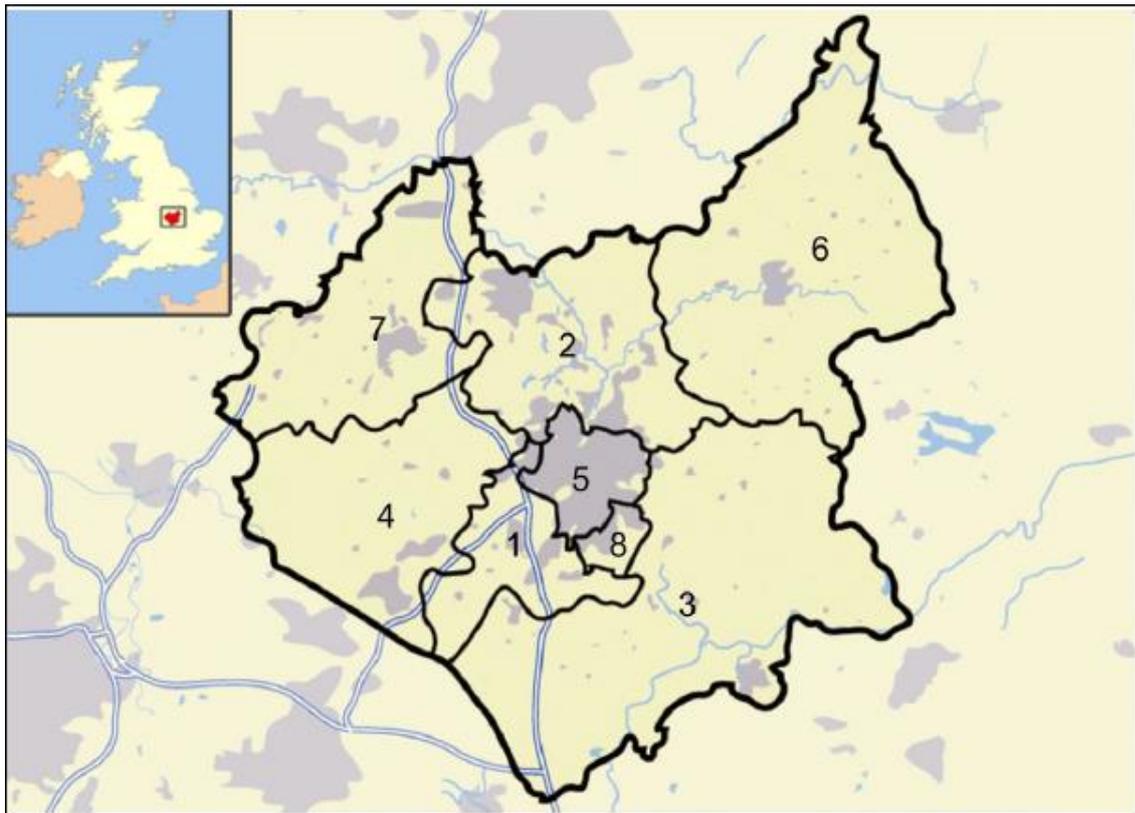
³ To avoid duplication SHLAA sites that have planning permission or are allocated in an adopted or emerging plan have been removed from this figure

Appendix C - Employment Demand and Supply Balance 2021 to 2036 (excluding Strategic Warehousing)

	Need		Supply		Balance		Notes*
	B1	B2/B8 (small)	B1	B2/B8 (small)	B1	B2/B8 (small)	
Blaby	9.1	29.0	10.5	13.3	1.4	-15.7	2021-36 need, HENA '21 . Supply based on permissions pipeline. Mixed permissions divided by use class. Supply at April 2020
Charnwood	7.5	35.7	15.1	66.7	7.6	31.0	2021-36 need, HENA '21. Supply based on Local Plan trajectory Exc. Loughborough Science and Enterprise Park.
Harborough	6.8	39.3	18.0	41.7	11.2	2.4	2021-36 need, HENA '21 . Supply based on net permissions pipeline at April 2020
H&B	4.2	53.4	4.2	38.9	0.0	-14.5	2021-36 need, HENA '21. Supply based on Local Plan Reg19 Feb '22
Leicester	46,100 sqm (2.3 ha)	67.3	43,000 sqm (2.1 ha)	44.0	-3,100 sqm (-0.2 ha)	-23.3	2019-36 need / office supply, City EDNA '20 (sqm, converted to ha at 2.0 ratio) Industrial supply based on Local Plan Reg19 Feb '22.
Melton	2	38.1	2.6	34.4	0.6	-3.7	2021-36 need, HENA '21 . Supply based on permissions and allocations pipeline. Supply at April 2020
NWL	8.9	31.8	17.1	36.5	8.2	4.7	2021-36 need, HENA '21 . Supply based on permissions and allocations pipeline. Supply at April 2020
O&W	1	3.1	2.8	5.7	1.8	2.6	2021-36 need, HENA '21 . Supply based on permissions and allocations pipeline. Supply at April 2020
L&L Total	41.8	297.7	72.4	281.2	30.6	-16.5	Excludes 50 ha at Loughborough Science and Enterprise Park. Excludes -44,600 sqm offices for Leicester

Source: Various as identified in notes

Appendix D – Location and Administrative Areas



Key to Map Two

- | | |
|------------------------------------------|-----------------------------------------------|
| 1. Blaby District Council | 5. Leicester City Council |
| 2. Charnwood Borough Council | 6. Melton Borough Council |
| 3. Harborough District Council | 7. North West Leicestershire District Council |
| 4. Hinckley and Bosworth Borough Council | 8. Oadby and Wigston Borough Council |

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Updated Housing Distribution Paper

Final Report

Iceni Projects Limited on behalf of Leicester
& Leicestershire Local Authorities

November 2025

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1. INTRODUCTION

- 1.1 Icen Projects ('Iceni') worked with the local authorities across the Leicester and Leicestershire Housing Market Area ('L&L HMA') in 2021/22 to prepare a Housing Distribution Paper. This was prepared as part of a wider Housing and Economic Needs Assessment ('HENA') to inform the preparation of local plans within the HMA. Its purpose was to provide an interim redistribution of unmet housing needs arising from Leicester to support the agreement of a Statement of Common Ground ('SOCG') and the preparation of local plans.
- 1.2 The 2022 HENA was based on the assessment of local housing need using the standard method in March 2022, at the time of its preparation. This showed a need for 5,713 dpa across the HMA as assessed in the 2022 HENA. The Government has since revised the standard method, through changes to national planning policy and guidance in December 2024. It is therefore necessary to revisit the Housing Distribution Paper to inform the Local Plans which are yet to be submitted within the HMA or are not progressing under transitional arrangements.

2. LOCAL HOUSING NEED

Housing Need in the 2022 HENA

- 2.1 The 2022 HENA assessed housing need using the national policy framework and guidance in place at the time of its preparation – the July 2021 NPPF and associated Planning Practice Guidance. Local housing need was calculated using the standard method which had four steps:
- Step 1: Annual Household Growth – drawn from the 2014-based Household Projections;
 - Step 2: Affordability Uplift – with a 0.25% adjustment applied for every 1% where the median house price to workplace-based earnings ratio was above 4;
 - Step 3: Cap – the affordability uplift was capped where the Step 2 need was more than 40% above that in a recently adopted plan, or 40% above the higher of the household growth or plan figure where the existing local plan was more than 5 years old;
 - Step 4: Cities & Urban Areas Uplift – a further 35% uplift was applied to the figures to Leicester, as one of the top 20 largest cities and urban areas in England.

Revised Standard Method

2.2 In December 2024 the Government revised the Standard Method alongside wider changes to the NPPF. The revised Standard Method is fundamentally different – and uses the current dwelling stock as a baseline (rather than household projections), to provide greater consistency across England; with a higher affordability ratchet then applied. Local housing need is thus now to be calculated using the revised standard method:

- Step 1: Baseline – a baseline figure is calculated as 0.8% of existing housing stock, using the latest stock estimates data published by Government;
- Step 2: Affordability Uplift – with a 0.95% adjustment applied for every 1% which the median house price to workplace-based earnings ratio was above 5. The affordability ratio is taken as the average over the 5 most recent years of data.

2.3 The figures change annually in the Spring, and if affordability ratios remain consistent are likely to increase modestly (as the stock baseline increases). However, the calculations should generally be more stable over time because of the effect of taking a 5-year average of the affordability ratio figures (as this should reduce the scale of potential year-on-year variation in the affordability uplift).

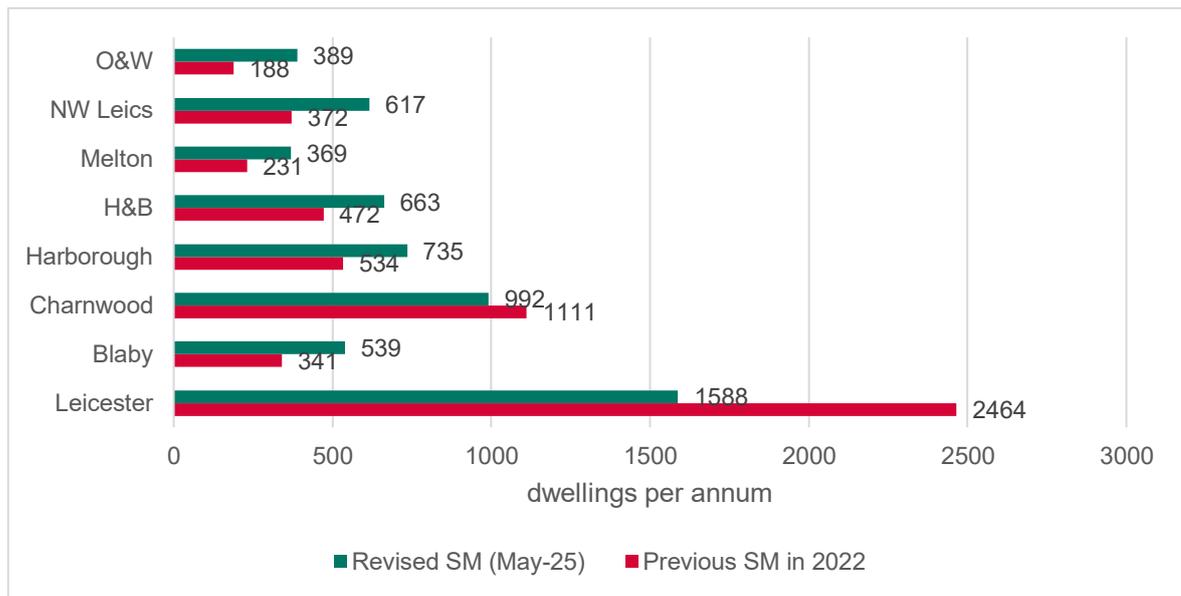
2.4 As the chart below shows, the scale of increase in housing need across the Leicester and Leicestershire HMA with the revised Standard Method is modest – with the revised method and latest data pointing to a scale of need 3% greater than that in the 2022 HENA and associated SOCG.

Table 2.1 Annual Housing Need across Leicester and Leicestershire – Comparison

	Annual housing need - Leicester & Leicestershire (dpa)
Standard Method in SOCG1 (2022 HENA)	5,713
Revised Standard Method (May-25)	5,892
% Increase	3.1%

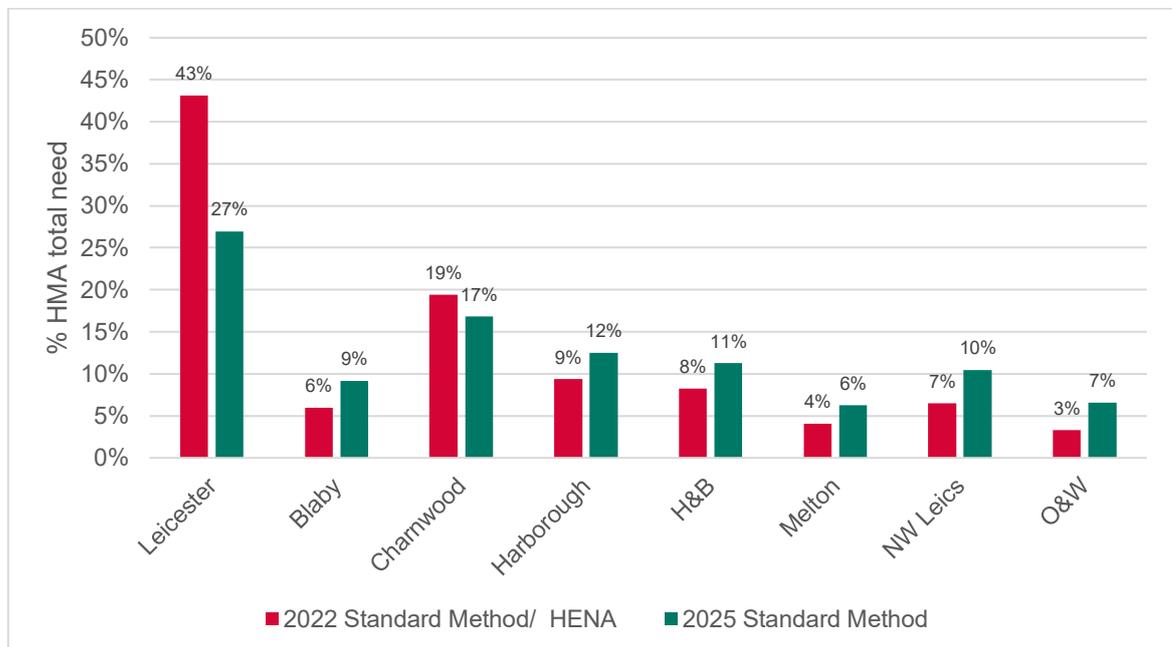
2.5 However the distribution of housing need is fundamentally different, as Figure 2.1 shows. Leicester's local housing need figure has fallen by 36% and Charnwood's by 11%; whilst we see increases in all other areas, with the scale of housing need more than doubling in Oadby & Wigston.

Figure 2.1: Distribution of Housing Need across Leicester & Leicestershire



2.6 The chart below shows how the share of the HMA’s housing needs has shifted through revisions to the standard method. The revised methodology itself thus shifts housing need away from Leicester¹ and provides a revised starting point for considering housing distribution in this Paper.

Figure 2.2: Share of Overall Housing by LPA



¹ Leicester’s LHN figure in 2022 included the 35% cities and urban areas uplift which was a component of the standard method at that time.

3. PLANMAKING PROGRESS AND TIMESCALES

- 3.1 Different L&L local authorities are at different stages in the preparation of Local Plans and indeed are progressing plans against a different national policy backdrop.
- 3.2 Melton Borough has an adopted Local Plan and concluded a Regulation 10a Review in September 2023, against the national policy position and housing need methodology at that time, which concluded that its housing requirement is up-to-date. Melton is progressing a partial update of its Local Plan and undertook a Regulation 19 consultation in early 2025. However the partial update is not amending the housing requirement policy.

Plans progressing under Transitional Arrangements

- 3.3 Charnwood and Leicester City submitted their local plans in December 2021 and September 2023 respectively. The Examination of both plans is ongoing but is progressed under the transitional arrangements provided for in Para 234 in the 2024 NPPF. They are thus being examined against the 2023 NPPF, and associated PPG, and thus for these plans their local housing need is set using the previous Standard Method approach. These plans are projected to be adopted in early 2026.
- 3.4 Harborough consulted on a Regulation 19 version of its Local Plan in Spring 2025. Its draft Plan is similarly covered by the transitional arrangements in Para 234 in the NPPF and its housing policies have been prepared on the basis of the previous standard method. Melton's partial update is also covered by the transitional arrangements in NPPF Para 234 and has been prepared on the basis of the 2023 NPPF. The Regulation 19 consultation took place in January and February 2025. The scope of the partial review does not include the housing requirement which its Regulation 10A Review² concluded remains up-to-date³. In any case the housing requirement within its adopted Plan sets out a stepped trajectory which from 2025 onwards provides for 320 dpa which is more than 80% of the Borough's local housing need calculated using the revised standard method (as per NPPF Footnote 83) as shown in Figure 2.1 herein.
- 3.5 These local plans – in Charnwood, Leicester and Harborough – have been informed by the 2022 HENA and associated 2022 SOCG on housing distribution; whilst the Melton adopted Local Plan created headroom to accommodate unmet needs from Leicester City as addressed in the 2022 SOCG.

² Melton Local Plan Five Year Review, Sept 2023

³ The Melton Local Housing Needs Assessment (July 2024) confirms this conclusion

Plans progressing under 2024 NPPF

- 3.6 Plans which are progressing under the revised (2024) NPPF and using the revised Standard Method are those for Blaby, Hinckley & Bosworth, North West Leicestershire and Oadby & Wigston. Plans in these areas are all expected to be submitted in 2026. They will therefore need to be informed by the revised standard method.

Agreed Position on Unmet Needs

- 3.7 The L&L LPAs (with the exception of Harborough) have agreed through a DtC Position Statement that Local Plans which have been progressed against the 2023 NPPF (or previous versions), and those progressing under the transitional arrangements, should continue to rely on the 2022 Statement of Common Ground on housing distribution, which remains valid and in force. This includes the local plans in Charnwood, Harborough, Leicester, and Melton. However those plans progressing under the 2024 NPPF will need to be informed by updated needs and capacity assessments relevant to those plans and the partners have committed to working together to accommodate the area's needs once those results are known.
- 3.8 This revised Housing Distribution Paper has been prepared to inform, and is of relevance to, those plans which are progressing under the 2024 NPPF; and in due course to the review (at the appropriate future point) of other plans in the HMA. The timings of such future plan reviews may however be affected by proposals for local government reorganisation in Leicester and Leicestershire.
- 3.9 These principles are important, as a 'mix and match approach' would serve to inflate the scale of housing need across the housing market area as a whole, resulting indicatively in a need figure 11% above the current standard method. This arises because the revised standard method results in a different distribution of housing provision within the HMA than the standard method figures at the time of the HENA's preparation.
- 3.10 **This Updated Housing Distribution Paper thus takes as a starting point the revised standard method figure of 5,892 dpa across the Housing Market Area.**

Timescales

- 3.11 The L&L LPAs have agreed that this updated Housing Distribution Paper should use a 2024 base date and look over a period up to 2046. The base date is consistent to the baseline data used in the standard method; whilst the end point reflects the timescales for local plan preparation and the need for plans to look 15 years beyond the point of adoption (NPPF Para 22). The housing requirement figures for individual local authority districts need to consider and take account of the relevant plan period – which for emerging local plans in Blaby and North West Leicestershire runs to 2042 and in

Hinckley & Bosworth to 2045. Conclusions are therefore drawn over different timeframes, reflecting the different plan periods for different LPAs.

4. LEICESTER'S UNMET NEED

- 4.1 A key building block for considering housing distribution is the scale of housing provision which can be accommodated in Leicester City. Icenis has sought to segment the analysis to consider unmet need to 2036, as there is good quality information on residential land supply over this period; and then unmet needs beyond 2036, for which the quality of information available is weaker and hence there is less precision regarding the potential scale of unmet need.

Unmet Need to 2036

- 4.2 Leicester's draft Local Plan covers a plan period to 2036. The Plan is currently at Examination, with a consultation on Main Modifications having been undertaken and the Inspectors' Report awaited. Policy SL01 sets a target minimum requirement of 20,730 dwellings over the plan period from 2020-36.
- 4.3 The provision anticipated between 2024-36 can be calculated by subtracting completions over the initial 2020-24 period from the plan requirement. Over this 4 year period, completions of 4,129 dwellings were achieved. This generates a residual requirement of 16,601 dwellings, as shown in the table below.
- 4.4 If the residual housing requirement of 16,600 homes (2024-36), which the draft Local Plan makes provision for, is compared to the revised standard method figure for the City (1,588 dpa), a shortfall of 2,455 dwellings arises in Leicester between 2024-2036. This represents the scale of unmet need to 2036.

Table 4.1 Residual Housing Requirement in Leicester, 2024-36

	Dwellings - Leicester
Local Plan Housing Requirement, 2020-36	20,730
Completions 2020-24	4,129
Residual Requirement, 2024-36	16,601
Standard Method Housing Need – Annual	1,588
Housing Need, 2024-36 (1588 dpa)	19,056
Shortfall to 2036	2,455

- 4.5 This figure of 2,455 dwellings is treated as a working assumption for the unmet need from Leicester to 2036 based on the plan position at this time.
- 4.6 In due course, the review of Leicester’s Local Plan will need to review the supply position and progress in terms of actual delivery, consider what appropriate supply-side buffer is necessary and may set a revised housing requirement. However the above unmet need figure is based on the best available current evidence.
- 4.7 For the avoidance of doubt, it is not appropriate - for the purpose of this Paper - to have regard to the former standard method calculations (such as those set out in the 2022 HENA) for the reasons set out in Section 3 above.

Unmet Need beyond 2036

- 4.8 It appears unlikely that Leicester will be able to fully meet its housing need beyond 2036. However there is limited information currently available on what the supply position might be as the current draft Local Plan looks to 2036 and this Paper is being prepared in advance of a Local Plan Review.
- 4.9 In contrast to the Leicestershire local authorities, the majority of housing supply in Leicester comes forward on brownfield, previously-developed sites (PDL). Leicester’s existing evidence, including its 2022 SHELAA, have considered the deliverability and developability of sites over the current plan period to 2036 only. The last data from call for sites was some time ago, in Spring 2022, and in any case, the City Council’s experience is that few sites tend to get put forwards through such processes – with many simply progressing straight to pre-app and planning applications. Icení’s experience, which chimes with this, is that **there is typically limited ‘visibility’ of supply in urban areas beyond a 10 year period looking forwards.**
- 4.10 These factors mean that it is difficult at this point to be definitive on what the land supply position might be beyond 2036, and equally it is extremely difficult to quantify what it might be with any degree of accuracy. Furthermore, it is unusual for an assessment of unmet need to be undertaken (and in

particular for unmet need to be declared) before a detailed interrogation of the supply position has been undertaken. We are not aware of an instance in another local authority where this has occurred. The Leicester and Leicestershire authorities are seeking to plan proactively in this regard.

- 4.11 The NPPF, in advising on the preparation of Statements of Common Ground as part of collaboration on strategic matters such as this, sets out that:

“Plans come forwards at different times, and there may be uncertainty about the future direction of relevant development plans or the plans of infrastructure providers. In such circumstances strategic policy-making authorities will need to come to an informed view on the basis of the information available, rather than waiting for a full set of evidence from other authorities.”⁴

- 4.12 In these terms, this Paper seeks to provide an informed view on the potential scale of unmet need from Leicester over the 2036-46 period based on the information available at the time of writing. As further information becomes available on Leicester’s residential land supply, such as informed by future evidence as its Local Plan Review progresses, it may be necessary to revisit and update the assessment of unmet need and any associated SOCGs. This would be consistent with what is envisaged in NPPF Para 28 and is taken into account in the approach and methodology set out herein.

- 4.13 In the context of the information currently available, two approaches have been used to assess and draw conclusions on the potential indicative scale of unmet need: i) bottom-up estimates of longer-term supply which are informed by the City Council’s understanding of the potential longer-term contribution of different areas within the City; and ii) top-down estimates which are informed by an analysis of historical trends in brownfield development in the City. These are then drawn together by IcenI to estimate unmet need from Leicester over the 2036-46 period. These have been discussed with the City Council, County Council and other Leicestershire LPAs through the Steering Group meetings as part of preparing this Paper.

Approach A: Bottom-Up Assessment of Supply

- 4.14 The first approach represents estimates from Leicester City Council of the potential longer-term supply based on the information currently available. This is based on estimates of the following supply over the 2036-46 period:

- Estimate of the longer-term capacity of the Central Development Area (CDA): 1,300 dwellings;

⁴ NPPF (December 2024) Paragraph 28

-
- Estimate of large site windfalls outside of the CDA: 1,710 dwellings;
 - Indicative new strategic site allowance: 500 dwellings; and
 - Small site windfall allowance: 2,140 dwellings (214 dpa).
- 4.15 The 2022 Leicester Central Development Area Residential Capacity Study considered potential development sites in the short, medium and longer-term. To inform this Paper, the City Council has considered sites within the CDA which have been delivered and potential sites in the CDA area which are not already included within the supply in the emerging Local Plan to 2036. It has excluded sites which fall within Conservation Areas as it considers substantial redevelopment in these areas is unlikely. Applying a density assumption of 75 dwellings per hectare (dph), it initially estimates that the remaining potential supply in the CDA could yield 3,900 dwellings. A discount of two-thirds (66%) is then applied to this to reflect the City Council's concerns around deliverability, given issues with complex or fragmented land ownerships, contamination, flooding and other development constraints. This informs its assessment of the projected yield from the CDA area of 1,300 dwellings between 2036-46.
- 4.16 The 1,300 dwelling figure therefore represents an estimate from the City Council of the potential maximum longer-term yield from sites in the CDA.
- 4.17 The second and third components of supply reflect estimates from Leicester City Council of potential additional windfall development on large sites outside of the CDA; and an indicative allowance of 500 dwellings from a new (as yet undefined) strategic site.
- 4.18 The final component of the supply then reflects an allowance for small-site windfall development on sites of < 10 dwellings. This is based on the evidence in the 2022 SHLAA which considered completions on small sites in Leicester over the 2015-22 period, which averaged 214 dpa.
- 4.19 Drawing these two components together, the City Council has **estimated a supply position of 5,650 dwellings over the 2036-46 period.**
- 4.20 The City Council notes the potential for a diminishing supply of land for residential development in the CDA given the significant residential development which has already taken place, which includes development of the Leicester Waterside area and loss of office space through Permitted Development. It also recognises the significant impact which high-density development of Purpose-

built Student Accommodation (PBSA) has had on housing delivery historically which given the prospects for growth in student numbers in the future may not be replicated.⁵

- 4.21 The City Council does not envisage further significant greenfield land site release in the next Local Plan (such as green space, playing fields or allotments) at the current time; albeit that this will evidently need to be considered through the Local Plan Review in due course.
- 4.22 IcenI would however note that the current Local Plan is largely based on evidence prepared prior to Covid-19. The current Plan seeks to generally protect existing commercial space. Our experience is that the growth of e-commerce will reduce requirements for physical retail space over time. Similarly, there is potential that changing working patterns may further reduce the overall scale of office floorspace (whilst equally emphasising a ‘flight to quality’). Updated evidence will need to consider these issues as part of the City’s future Local Plan Review, which might release additional commercial space for residential redevelopment or conversion. These issues will need to be considered as part of the City’s Local Plan Review.

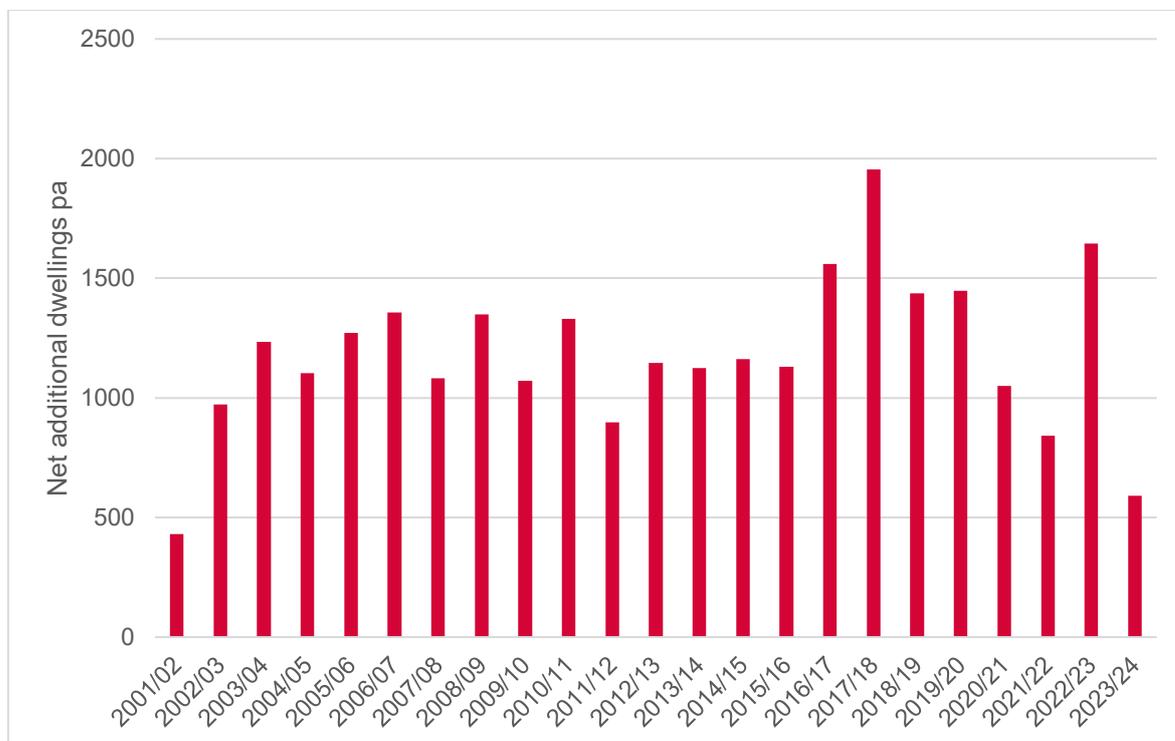
Approach B: Top-down Assessment of Potential Brownfield Supply

- 4.23 In the context of the limited visibility or clear evidence on residential land supply beyond 2036, IcenI has sought to consider an alternative, top-down approach to estimating the brownfield land supply in the City based on past development trends.
- 4.24 Historical housing completions in Leicester are set out as ‘net additional dwellings’ in the City Council’s Authority Monitoring Report (AMR) (the latest of which relates to the period to March 2022). These correspond with the figures in MHCLG Live Tables on net additional dwellings and are based on the Housing Flows Reconciliation (HFR) data submitted annually by the City Council to Government. We replicate historical housing completions in Leicester in Figure 4.1 below, drawing on both datasets.
- 4.25 Housing delivery is evidently somewhat cyclical, with lower delivery between 2011-16 and since 2020 than in intervening years. Housing delivery has also dropped off significantly in recent years as rising build costs, higher finance costs and other regulatory issues (including around building safety) have affected scheme viability. These issues are equally impacting development in other cities and larger urban areas. Completions volumes have also been significantly influenced by delivery of Purpose-built Student Accommodation.

⁵ IcenI would note that this is a demand-side rather than supply-side factor

4.26 However it is appropriate to focus on supply-side factors in assessing the City’s land supply and potential to meet housing need. 96% of Leicester’s Core Strategy requirement (1280 dpa) has been met over the plan period to date (2006-24).

Figure 4.1 Historical Housing Delivery in Leicester



Source: Leicester City Council Monitoring; MHCLG Live Table

4.27 Average annual housing delivery (across all types of sites) has varied over time but falls between 1,115 – 1,282 dwellings per annum (dpa) as shown in Table 4.2. The longer-term average, covering different economic cycles, is of 1,228 dpa. This covers periods of both weaker and stronger market conditions.

4.28 These levels of historical development are substantially above the City Council’s estimate of potential supply post 2036 (at an equivalent of 565 dpa). IcenI has therefore sought, for comparative purposes, to consider what future supply might look like based on historical trends.

Table 4.2 Average Net Additional Dwellings Delivered in Leicester

	Net additional dwellings
5 Year Average (2019-24)	1,115
10 Year Average (2014-24)	1,282
20 Year Average (2004-24)	1,228

- 4.29 In the context of the uncertainty regarding the future supply of greenfield sites, and to adopt a cautious approach, we have focused in particular in this scenario on the potential yield from brownfield sites if past supply trends were replicated. In this second approach, we do not therefore make any specific allowance for additional greenfield development in Leicester.
- 4.30 Data in the City Council's AMR provides a split of gross completions between brownfield and greenfield development and show 90%+ completions in recent years on brownfield land, but the City Council does not consider these figures on the brownfield/greenfield split to be reliable.
- 4.31 An alternative source is MHCLG *Land Use Statistics* data, which are accredited official statistics. We have therefore used these to consider the proportion of development taking place on previously-developed land. Data is available over the 2013-22 period and this shows that, on average, 79% of new homes in Leicester were delivered on previously-developed land with 21% on non-developed land. The data includes both homes delivered through new-build development as well as conversions. Over this period the net additional homes dataset points to demolitions of, on average, 20 dpa.
- 4.32 Using this data, we have in the table below taken long-term net additional completions data (which cover different points in the market cycle) and estimated the brownfield net supply position by first estimating gross completions, then the proportion of this on brownfield land; and then discounting losses (which will also be brownfield). This yields **an estimate supply of 965 dwellings per annum in Leicester based on historical trends**, which is a substantial 71% higher than that arising from the bottom-up approach.

Table 4.3 Estimating Brownfield Completions Trend in Leicester

	dpa Leicester
20 yr average net additional dwellings	1,228
Net/gross conversion⁶	0.985
20 yr average gross additional dwellings	1,247
% brownfield addresses in MHCLG Land Use Statistics	79%
Brownfield gross delivery	985
Of which replacement of losses	20
Estimated annual brownfield net completions	965

- 4.33 Whilst there is some (anecdotal) evidence of a diminishing brownfield land supply in the City in the longer-term, as described above, we consider that there could be some additional potential residential supply which could come forward from retail and other commercial space. Fundamentally,

⁶ Based on comparison of gross and net completions data for Leicester

there is a lack of visibility on long-term potential brownfield land supply beyond 2036 at the time of writing. This will need to be considered further through the review of Leicester's Local Plan.

Drawing the Evidence Together

- 4.34 In the context of the uncertainty regarding the longer-term land supply in Leicester, IcenI consider that the appropriate approach should be framed in the context of national policy. This makes a distinction between land supply (which influences the deliverable and developable supply) and market/demand-based factors (which influence what is actually delivered). It also emphasises the optimisation of land supply where there are prospective supply-side constraints.
- 4.35 In particular, in the context of a constrained land supply, the application of the NPPF and PPG would direct that further detailed consideration is given to other potential supply sources: the NPPF emphasises that strategic policies should make as much use as possible of brownfield land, as well as under-utilised land and buildings, especially in circumstances in which land supply is constrained (Paras 124 and 125), be informed by regular reviews of demand for land and land availability (Para 127) and take a positive approach to applications for alternative uses, including the use of retail and employment land for housing in areas of high demand (Para 128). It advises in effect that the supply/demand balance for land is an influence on appropriate densities (Para 125) and contain policies to optimise the use of land to meet as much of the identified need as possible (Para 130). There is a feedback loop in the land availability PPG⁷, where densities are expected to be reviewed where there is a land supply shortfall with a view to increasing residential development yields.
- 4.36 Leicester City has a concentration of employment opportunities and benefits from existing infrastructure, including public transport and social infrastructure, which make it one of the most sustainable locations for new development within the HMA.
- 4.37 The two supply estimates result in a potential range of between 565 – 965 dwellings per annum in Leicester City. They have been considered by the project Steering Group which includes representatives of all of the Leicester and Leicestershire Local Planning Authorities. Having regard to this national policy backdrop together with the issues about the visibility of the land supply in urban areas beyond a 10 year time horizon, **Leicester City Council have agreed with IcenI that it is reasonable to adopt the midpoint between the two supply scenarios to provide a working estimate of supply in Leicester beyond 2036. This equates to a supply of 7,650 dwellings between 2036-46, or 765 dpa.** This is taken forwards herein for the purposes of consideration of unmet needs at the current time.

⁷ *Planning Practice Guidance - Housing and economic land availability assessment*

Table 4.4 Calculating Leicester’s Unmet Need 2036-46

	Dwellings
Local housing need - Leicester, 2036-46	15,880
Estimated supply / requirement	7,650
Unmet need from Leicester, 2036-46	8,230
Unmet need per annum, 2036-46	823

4.38 As further detailed evidence emerges regarding Leicester’s longer-term land supply, as part of the Review of the Leicester Local Plan, the supply position should be revisited. We would expect there to be provision for joint working between the City Council and the local authorities in Leicestershire to discuss, review and agree land supply evidence. This can then feed through to a review, where appropriate, of the scale of unmet need and the apportionment of it to other areas. We address mechanisms for review later in this report.

Bringing the Evidence Together

4.39 Bringing the evidence together on the unmet need in Leicester to 2036, and from 2036-46, we estimate an unmet need from Leicester of 2,455 dwellings to 2036 (equivalent to 205 dpa), and of a further 8,230 dwellings from 2036-46 (equivalent to 823 dpa). The greater proportion of unmet need is therefore expected to arise after 2036. Annualised figures are set out as the timeframes for local plans differ.

Table 4.5 Scenarios for Total Land Supply Shortfall, 2024-2046

	2024-36	2036-46
Need (revised Standard Method)	19,056	15,880
Supply estimate	16,601	7,650
Unmet need	2,455	8,320
Unmet need per annum (dpa)	205	823

5. UNMET NEEDS FROM OTHER AUTHORITIES

5.1 The only other Leicestershire authority from which an unmet need could potentially arise, based on the position and information at the time of writing, is Oadby & Wigston. This is a small Borough which sits within the urban area centred around Leicester City, has tightly defined boundaries and where the revised standard method has resulted in an increase in its housing need significantly, from 188 dpa at the time of the 2022 HENA to 389 dpa at the time of writing (a 107% increase). The scale of housing need has essentially doubled.

5.2 Oadby & Wigston BC prepared and consulted on a Reg19 Local Plan in early 2025 which showed how it could support delivery of 240 dpa (this being the figure arising from the 2022 Housing SOCG). It is testing whether the standard method can be met in full within the Borough. At the time of writing this report, it does not look like the Council will be declaring an unmet housing need in relation to residential land supply, but this will need to be kept under review. The Council is still in the process of completing the full suite of Local Plan evidence base documents.

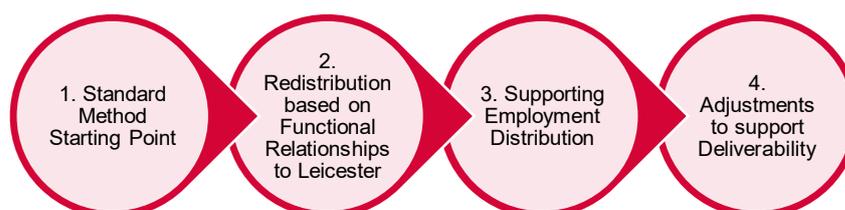
5.3 It is nonetheless clear that OWBC will not be able to contribute to meeting any unmet need from other authorities. All realistic potential development sites are likely to be required to meet its own revised standard method housing need. This is considered further in Section 6.

6. REVIEWING THE APPROACH TO APPORTIONING UNMET NEEDS

Reviewing the 2022 HENA Housing Distribution Approach

6.1 The 2022 HENA Housing Distribution Paper essentially used a three-stage approach to redistributing Leicester's unmet need: a first-stage based on functional relationships; a second stage which sought to achieve an improved local alignment between the distribution of jobs and homes; and a third stage which made adjustments for land supply and deliverability.

Figure 6.1: 2022 HENA Redistribution Approach



6.2 The functional relationships between different LPAs and Leicester, together with issues of alignment of jobs and homes are considered to remain relevant and appropriate considerations in apportioning unmet need from Leicester.

6.3 The final stage in the 2022 HENA housing distribution included the following adjustments:

- a) An upwards adjustment to the contribution from Melton Borough to reflect the residual requirement in its current adopted Plan;

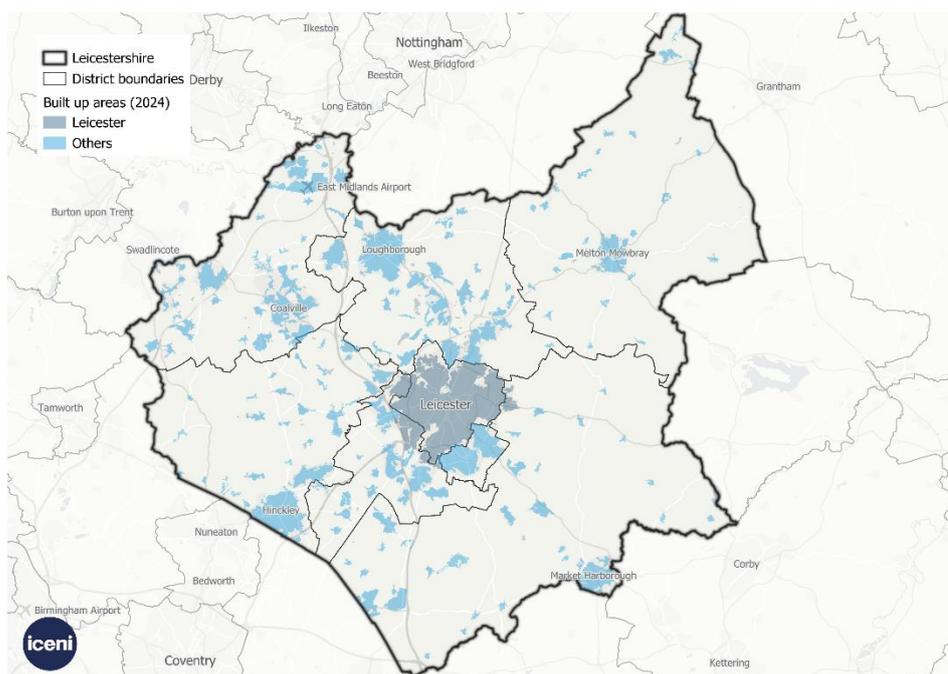
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- b) An adjustment to the contribution to Oadby & Wigston Borough, constraining the contribution it could make to unmet need to reflect the land supply position in the Borough;
 - c) An adjustment to the contribution from Charnwood on deliverability grounds, influenced by the higher demographic growth in the Borough implied in the household projections used in the standard method.
- 6.4 Reviewing the position now, the context for some of these final stage adjustments taken forwards previously has changed.
- 6.5 For **Melton** Borough, the indicative standard method housing need (369 dpa) is now above the residual plan requirement (308 dpa 2024-36) within the extant Local Plan and the stepped housing requirement therein which, for instance, envisages delivery of a minimum of 320 dpa between 2026-36, limiting potential for this to be assumed *per se* to contribute to unmet need. The extant Local Plan also does not look beyond 2036.
- 6.6 For **Oadby & Wigston**, as set out below, there is likely to be no realistic potential for the Borough to contribute to any other local authority's unmet need (in addition to meeting its own needs) given the doubling of the Borough's own housing needs and its land supply position.
- 6.7 In respect of the final 'deliverability' adjustment for **Charnwood**, which was disputed by some parties through its Local Plan Examination, the revised standard method now 'levels the playing field' by taking a stock position as a baseline (as opposed to household growth), the effect of which is to reduce the local housing need for the Borough.

7. REVIEWING THE EVIDENCE ON FUNCTIONAL RELATIONSHIPS TO LEICESTER

- 7.1 The 2022 HENA Distribution Paper considered the functional relationships between different Leicestershire authorities and Leicester City, including migration flows over the 2016-19 period and commuting patterns based on 2011 Census data. These were brought together in a blended approach recognising the vintage of the Census data alongside the influence of historical planning assumptions on migration flows.

7.2 These flows will invariably be part influenced by the spatial geography around Leicester. As the plan in Figure 7.1 shows, the Leicester Urban Area boundary (as defined by ONS⁸) extends to include Braunstone, Thorpe Astley and Glenfield in Blaby District. However the LPAs have historically also recognised a range of other settlements as falling within the wider Urban Area centred on Leicester City, including Birstall, Thurmaston, Scraftoft, Thurnby and Bushby, Oadby, Wigston and South Wigston. There are then evidently further settlements which are near to, and functionally related, to Leicester.

Figure 7.1: Settlement Geography in Leicester & Leicestershire

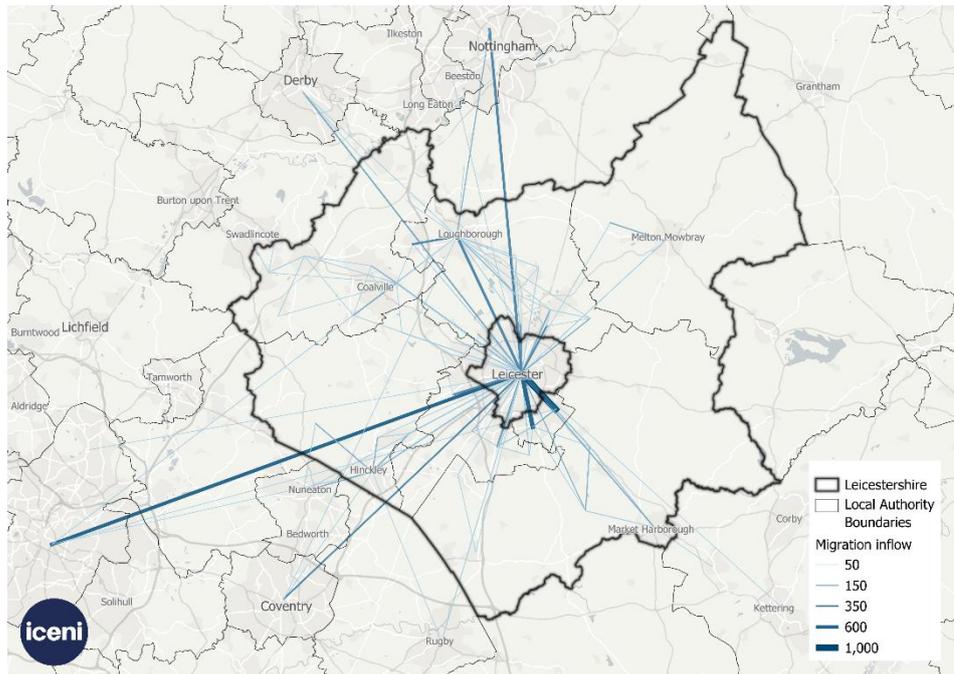


Migration Flows

7.3 The 2021 Census now provides updated information on the functional relationship of different areas with Leicester. The charts below show migration over the year to Census day 2021. They indicate a strong migration relationship of the City both with other parts of the urban area and settlements close to Leicester, as well as to the market towns elsewhere in the County, including Loughborough, as well as Lutterworth, Market Harborough, Coalville and Hinckley.

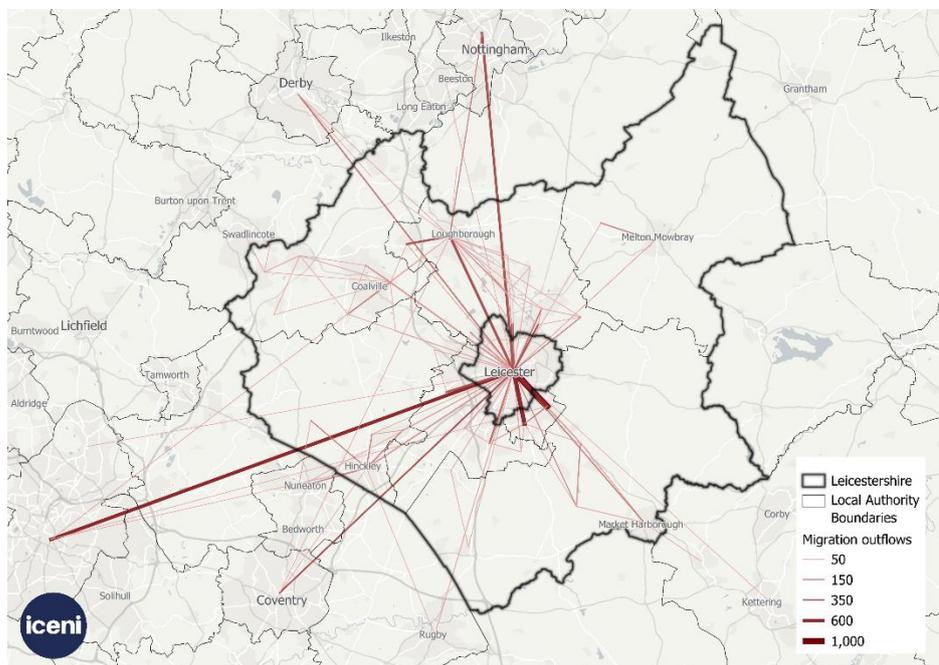
⁸ ONS Built Up Area boundaries

Figure 7.2: In-Migration to Leicester, 2020-21



Source: 2021 Census

Figure 7.3: Out-Migration from Leicester, 2020-21



Source: 2021 Census

7.4 IcenI consider that caution should be applied in the use of a single year's worth of migration data (as is used in the Census-based analysis above) given the potential influence of the distribution of new development in that year on flows. We have therefore instead analysed ONS Internal Migration Estimates, which are based on administrative data sources including higher-education and NHS

data, and considered a four year period from 2018-22. This essentially updates the analysis in the 2022 HENA Distribution Paper.

7.5 The strongest migration flows affecting Leicester are with Oadby & Wigston; Charnwood and Blaby. At the other end of the spectrum, there is a relatively weak relationship to North West Leicestershire and Melton Borough.

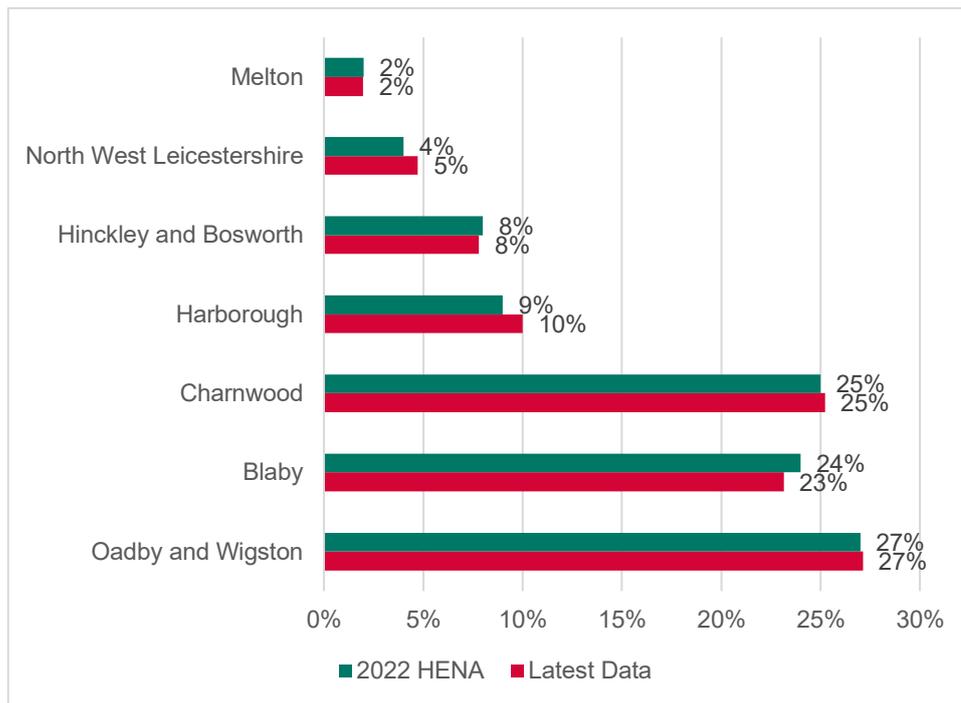
Table 7.1 Gross Migration Flows between Leicester and Leicestershire Local Authorities, 2018-22

	Average Gross Flow per annum	%
Oadby & Wigston	3,988	27.1%
Charnwood	3,708	25.2%
Blaby	3,402	23.1%
Harborough	1,470	10.0%
Hinckley & Bosworth	1,147	7.8%
North West Leicestershire	694	4.7%
Melton	291	2.0%
Total	14,700	100%

Source: ONS Internal Migration Statistics

7.6 The chart below illustrates how the share of gross migration with Leicester has changed between the data used in the 2022 HENA and the latest position. The broad migration relationship between the City and different LPAs remains consistent, with a modest increase in flows with North West Leicestershire and Harborough and modest reduction with Blaby.

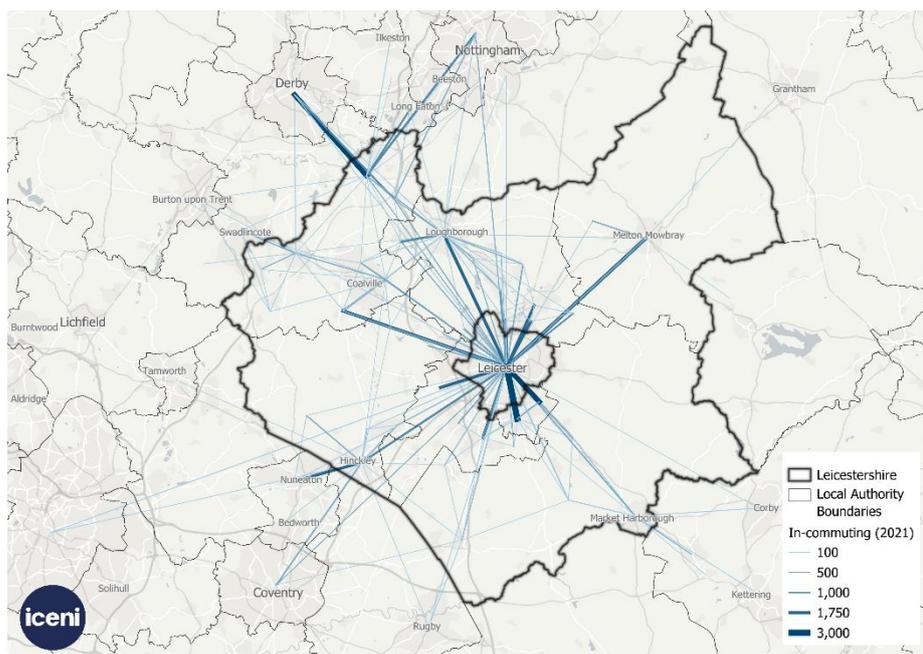
Figure 7.4: Changes in Share of Gross Migration with Leicester



Commuting Relationships

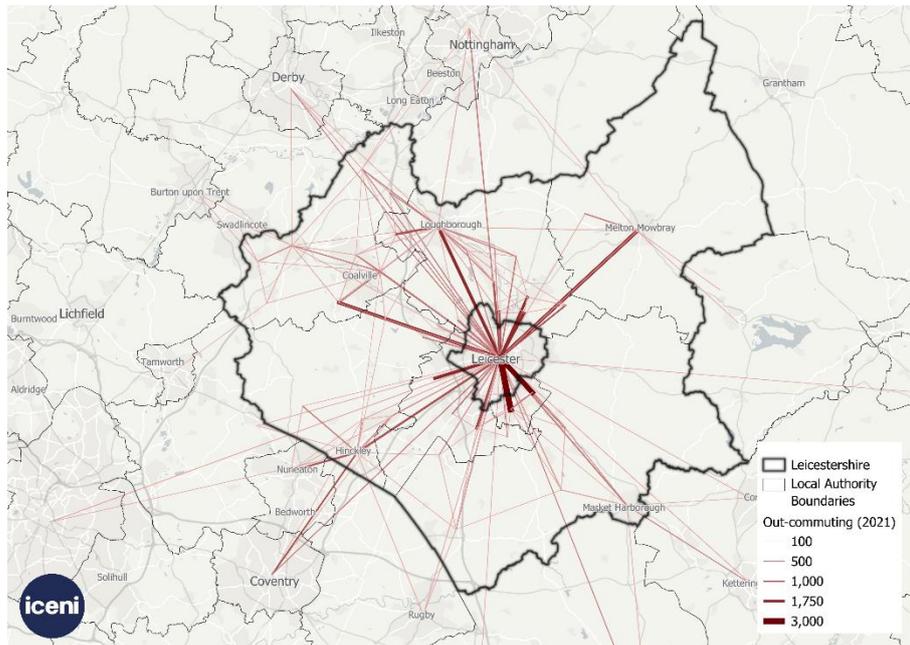
7.7 The maps below illustrate in- and out-commuting with Leicester, based on 2021 Census data. This data needs to be treated with some caution as the Census was undertaken during a Covid-19 lockdown and therefore may not be truly reflecting of commuting dynamics now. It is likely in particular to underplay commuting to office-based jobs which could be undertaken from home.

Figure 7.5: In-Commuting to Leicester



Source: 2021 Census

Figure 7.6: Out-Commuting from Leicester



Source: 2021 Census

- 7.8 The commuting analysis points again to a strong commuting relationship of Leicester City with settlements within or close to the Leicester Urban Area, but also strong relationships with some of the other market towns and other key employment locations – including Bardon in North West Leicestershire. It also shows a stronger relationship with Melton Mowbray than the migration analysis.
- 7.9 The table below shows the relative in- and out-flows between Leicester and the Leicestershire authorities based on the 2021 Census data. This updates Table 4.3 in the 2022 HENA Housing Distribution Paper. The strongest commuting flows with Leicester City remain with Blaby and Charnwood.

Table 7.2 Commuting Relationships to Leicester City, 2021

	In-commuting to Leicester	% of in-flow from Leicestershire	Out-commuting from Leicester	% of out-flow to Leicestershire
Charnwood	11,274	29%	5,615	18%
Blaby	9,199	24%	9,219	30%
Oadby & Wigston	6,566	17%	3,936	13%
Harborough	4,512	12%	3,681	12%
Hinckley & Bosworth	3,959	10%	2,929	10%
NW Leicestershire	1,908	5%	3,150	10%
Melton	1,080	3%	2,242	7%
Total	38,498	100%	30,772	100%

Source: 2021 Census

7.10 As the 2022 Paper set out, the commuting flow is indicative of a housing market relationship. It is considered that the gross commuting flow (i.e. combining flows to and from Leicester) is of greater utility in understanding the functional relationship to Leicester. The table below replicates the gross commuting relationship analysis using the 2021 Census data (updating Table 4.2 in the 2022 Paper).

Table 7.3 Gross Commuting Relationship with Leicester, 2021

	Gross commuting	%
Charnwood	16,889	24.4%
Blaby	18,418	26.6%
Oadby & Wigston	10,502	15.2%
Harborough	8,193	11.8%
Hinckley & Bosworth	6,888	9.9%
NW Leicestershire	5,058	7.3%
Melton	3,322	4.8%
Total	69,270	100%

Source: 2021 Census

7.11 It is possible to compare the gross commuting relationship of Leicestershire authorities with the City using both 2011 and 2021 Census data. This, as shown below, indicates that the changes shown are marginal. A slight reduction in commuting with Oadby & Wigston and Blaby is shown, with a slightly stronger commuting relationship with North West Leicestershire (where there has been significant employment development) and Melton (which has recognised labour supply issues).

Table 7.4 Changes in Shares of Commuting with Leicester, 2011 to 2021

	2021 Gross Commuting Share	2011 Gross Commuting Share	Difference
Charnwood	24%	24%	0%
Blaby	27%	29%	-2%
Oadby & Wigston	15%	18%	-3%
Harborough	12%	12%	0%
Hinckley & Bosworth	10%	9%	1%
NW Leicestershire	7%	5%	2%
Melton	5%	3%	2%
Total	100%	100%	0%

Source: 2011 and 2021 Census

Bringing the Evidence Together

7.12 Icen continue to consider that a blended approach to migration and commuting data should be used, which recognises that the migration data is based on several years of data and more stable view of flows but can be influenced by historical planning assumptions or housing supply distribution; whereas the commuting flow data is influenced by the effects of Covid-19 on working patterns at the time when the 2021 Census was undertaken but does capture some influence of the geography of employment development and changes in commuting since 2011.

7.13 The table below brings together the gross migration data (from Table 7.1) and commuting flow data (from Table 7.3) to generate a blended average figure, replicating the approach used in the 2022 HENA Housing Distribution Paper.

Table 7.5 Functional Relationship to Leicester – Blended Average of Gross Migration and Commuting

	% of gross commutes	% of gross migration	Average
Charnwood	24.4%	25.2%	24.8%
Blaby	26.6%	23.1%	24.9%
Oadby & Wigston	15.2%	27.1%	21.1%
Harborough	11.8%	10.0%	10.9%
Hinckley & Bosworth	9.9%	7.8%	8.9%
NW Leicestershire	7.3%	4.7%	6.0%
Melton	4.8%	2.0%	3.4%

7.14 However the current evidence indicates that Oadby & Wigston is not able to contribute to addressing unmet needs. In the 2022 Housing Distribution Paper, the Borough’s own housing need at that time was for 188 dpa. The revised standard method has increased the Borough’s housing need (or its share of the HMA’s need) to 389 dpa, with the share of the HMA’s housing need in Oadby & Wigston using the standard method increasing from 3% to 7% as Figure 2.2 shows.

7.15 IcenI has undertaken a Housing Absorption Study for OWBC to consider and assess its potential to deliver the standard method number and if there is any headroom to meet unmet needs. This indicates that including almost all sites which have been put forward for development through the emerging Local Plan that there is just sufficient land supply to meet the Borough’s standard method housing requirement over the proposed plan period to 2042. It indicates no realistic potential for the Borough to contribute to unmet needs from Leicester, albeit the Housing Absorption Study does not show that there is an unmet need arising from OWBC from a land supply perspective. On this basis, the current evidence does not suggest it is realistic for OWBC to make a contribution to unmet needs arising from Leicester. OWBC’s wider local plan evidence, including its transport evidence base, is testing further whether the Borough is able to sustainably meet its local housing need figure. It has been agreed between the HMA partners that any declared unmet need stemming from OWBC in due course will be dealt with through the Duty to Cooperate and the plan-making process and therefore consideration of potential infrastructure capacity issues is outside of the scope of this exercise.

7.16 On the basis of the current evidence that Oadby & Wigston Borough is not able to contribute to meeting unmet needs from Leicester, IcenI has therefore recalculated the functional relationships of

other areas within the HMA with Leicester, excluding Oadby & Wigston. These are shown in Table 7.6 below.⁹

Table 7.6 Revised Functional Relationship of L&L Authorities with Leicester (excluding OWBC)

	% Apportionment based on Functional Relationship¹⁰
Charnwood	31.7%
Blaby	31.5%
Harborough	13.8%
Hinckley & Bosworth	11.2%
North West Leicestershire	7.5%
Melton	4.2%

7.17 Applying these percentages (which are shown in the left hand column below) to the unmet need, the table below calculates the unmet need apportionment based on functional relationships to 2036, and over the 2036-46 period. The table provides an initial apportionment of the unmet need figures of 2,455 dwellings from Leicester over the 2024-36 period and the indicative unmet need for 8,320 dwellings over the 2036-46 period as set out in Table 4.5 herein. The right hand column shows annual figures for unmet need post 2036 which can be applied to different plan periods.

⁹ This takes the percentages for these authorities in Table 7.5 and recalculates them as a share of the total excluding Oadby & Wigston.

¹⁰ Numbers do not precisely sum due to rounding in the table to one decimal place in the table shown. Calculations use unrounded figures.

Table 7.7 Initial Apportionment of Unmet Need from Leicester based on Functional Relationships

	Functional relationship to Leicester¹¹	Contribution to unmet need from Leicester 2024-36	dpa contribution to 2036	Contribution to unmet need from Leicester 2036-46	dpa contribution 2036-46
Blaby	31.5%	775	65	2,597	260
Charnwood	31.7%	778	65	2,607	261
Harborough	13.8%	340	28	1,138	114
Hinckley & Bosworth	11.2%	275	23	923	92
Melton	4.2%	103	9	344	34
NW Leicestershire	7.5%	185	15	621	62
Total		2,455	205	8,230	823

7.18 As set out in Para 3.11 herein, local plans or plan reviews within the HMA have different plan periods, with emerging local plans in Blaby and North West Leicestershire running to 2042 and in Hinckley & Bosworth to 2045. Table 7.8 indicates the housing requirement implied by the initial apportionment based on functional relationships over these plan periods for these authorities. Figures are expressed to 2046 for the other authorities in the HMA.

7.19 The initial apportionment considered herein is then reviewed alongside issues of the alignment of jobs and homes – which is considered in the next section. Whilst these issues were considered sequentially in the 2022 HENA Paper, with a view to ensuring that the apportionment approach can be readily updated, the alignment of jobs and homes are to be considered alongside one another in the final apportionment analysis in this Paper.

¹¹ Numbers do not precisely sum due to rounding in the table to one decimal place.

Table 7.8 Initial Apportionment of Unmet Need from Leicester based on Functional Relationships over relevant plan periods

	Unmet Need from Leicester	Blaby	Charnwood	Harborough	H&B	Leicester	Melton	NWL	O&W
Functional relationship to Leicester ¹²		31.5%	31.7%	13.8%	11.2%	N/A	4.2%	7.5%	N/A
Contribution to unmet need 2024-36	2,455	775	778	340	275	N/A	103	185	N/A
dpa contribution to 2036		65	65	28	23	N/A	9	15	N/A
Contribution to unmet need 2036-46	8,230	2,597	2,607	1,138	923	0	344	621	0
dpa contribution 2036-46		260	261	114	92	0	34	62	0
Implied requirement 2024-36 (dpa)		604	1057	763	686	1,383	378	632	389
Implied requirement Post 2036 to end of relevant plan period (dpa)		799	1253	849	755	765	403	679	389
Plan period end point		2042	2046	2046	2045	2046	2046	2042	2042
Implied requirement over relevant plan period		12,034	25,209	17,648	15,029	24,251	8,565	11,664	7,002
Implied requirement (dpa)		669	1146	802	716	1102	389	648	389

¹² Numbers do not precisely sum due to rounding in the table to one decimal place. The calculations in the report use unrounded figures.

8. ALIGNING HOMES & JOBS

- 8.1 In this section we move on to review the alignment of homes and jobs. The first step is to consider the current balance of homes and jobs, using jobs density statistics. These describe the ratio between jobs in an area to residents aged 16-64.
- 8.2 The jobs density is above the L&L and national averages in both North West Leicestershire and Blaby, consistent with the position in the 2022 HENA¹³. This is shown in Table 8.1 below. The jobs density of over 1.0 points to notable net in-commuting to these areas. Blaby's jobs density has however increased significantly in the most recent data. A particularly low jobs density in Oadby & Wigston is also notable – pointing to significant net out-commuting.

Table 8.1 Jobs Density, 2023

	Jobs density
Blaby	1.09
Charnwood	0.70
Harborough	0.75
Hinckley & Bosworth	0.70
Leicester	0.74
Melton	0.84
NW Leicestershire	1.14
Oadby & Wigston	0.62
Leicester & Leicestershire	0.80
England	0.87

Source: NOMIS

- 8.3 Holding all other factors equal, higher housing provision in North West Leicestershire and Blaby could therefore help to provide more localised opportunities for living and working in a similar area. The opposite is the case for Oadby & Wigston.
- 8.4 The analysis in the 2022 HENA regarding employment growth prospects has not been updated at this point, but the scenarios therein were based on the long-term economic trends and took into account local economic drivers and opportunities as identified in the LLEP's¹⁴ Economic Growth Strategy to generate a 'Growth Scenario'. The modelling was presented in the HENA over the period

¹³ Table 5.2 in the 2022 Housing Distribution Paper

¹⁴ Leicester & Leicestershire Enterprise Partnership

to 2036, as well as to 2050 (but not to intermediate dates) albeit Icení has been able to consider the original data herein.

- 8.5 Icení has updated the demographic model to take account of the latest data and this latest demographic information can be used to review the inter-relationship between economic growth and housing need. A base demographic model has been developed using the ONS 2022-based Sub-National Population Projections (released June 2025). The core modelling has been run over the 2024-46 period, but outputs have been developed for different end points to reflect the timeframes for different local plans recognising the need to align the housing and employment provision over the relevant plan periods.
- 8.6 Household representative rates (which are used to relate growth in population to households) have taken the HRRs from the 2021 Census as a starting point¹⁵, but then modelled a part return to the 2021 position for the 25-44 age bracket over the period to 2046. This in effect builds in the demographic effects of an improvement in housing affordability resulting in an increased ability of younger households to form over time, consistent with the national policy objectives and affordability uplift in the standard method.
- 8.7 In relating jobs and homes, the modelling builds in some improvement in economic participation over time – in line with assumptions from the Office for Budget Responsibility (OBR) 2018 Fiscal Sustainability Review. This is consistent to the 2022 HENA and assumes some increase in women and older persons in work. A commuting ratio is calculated from the 2021 Census.

HENA Growth Scenario

- 8.8 The table below compares housing need implied by the HENA Growth Scenario over the period to 2046 against the standard method. It shows that for all L&L local authorities, the standard method housing need generates sufficient labour supply to support the HENA Growth Scenario (with no ‘economic uplift’ therefore justified for any area using this scenario alone). In reality, there is unlikely to be ‘excess labour’ – the analysis would simply suggest that economic participation improvements would be weaker than that modelled if this housing provision and economic growth was achieved (i.e. growth in economic activity rates would be lower than modelled).

¹⁵ This is consistent to the approach adopted in the ONS 2022-based Household Projections

Table 8.2 Housing Need implied by Standard Method and HENA Growth Scenario, 2024-46

	Standard Method (dpa)	Economic-led Need: HENA Growth Scenario	Difference
Blaby	539	496	43
Charnwood	992	578	414
Harborough	735	493	242
Hinckley & Bosworth	663	323	340
Leicester	1,588	1,365	223
Melton	369	244	125
NW Leicestershire	617	513	104
Oadby & Wigston	389	193	196
TOTAL	5,892	4,204	1,688

Source: Updated Modelling

- 8.9 The table below provides the same analysis covering the different plan periods for the emerging local plans in Blaby, NW Leicestershire, Hinckley & Bosworth, and Oadby & Wigston. The figures differ from those in Table 8.3 above as they take account of differences in demographic changes over the varying plan periods. Again, it shows that the standard method generates sufficient labour supply to support the HENA Growth Scenario in all four authority areas.

Table 8.3 Housing Need implied by Standard Method and HENA Growth Scenario over plan periods for selected emerging Plans

	Plan period end point	Standard Method (dpa)	Economic-led Need: HENA Growth Scenario
Blaby	2042	539	515
Hinckley & Bosworth	2045	663	326
NW Leicestershire	2042	617	544
Oadby & Wigston	2042	389	197

HENA Growth Scenario with B8 Adjustments

- 8.10 IcenI has been working with the L&L authorities to consider the need for and apportionment of strategic B8 development. The findings from this work are set out in the *Leicester & Leicestershire: Strategic Distribution Floorspace Needs Update and Apportionment* report, dated October 2025.
- 8.11 We have therefore also sought to test herein whether the apportionment of strategic B8 need has any impact on the homes/jobs balance or apportionment of housing provision within the HMA. To do so, IcenI has:

- Calculated the strategic B8 floorspace implied over relevant plan periods – this has included subtracting 2023-24 completions (where appropriate) to generate a figure starting from 2024 to align with the timeframes adopted herein. Whilst the strategic B8 evidence looks to 2046, for plans with shorter plan periods we have calculated a pro-rata need over the relevant plan period.¹⁶
- Calculated the additional FTE jobs implied by the strategic B8 floorspace recommendations for different districts, using a jobs density of 95 sq.m per FTE jobs, and adopting assumptions on displacement (25%) and substitution (20%). This is then compared to the jobs already included within the sector within the 2022 HENA labour demand modelling to calculate the quantum of jobs which are additional (or lower) relative to the HENA Growth Scenario and ensure no double counting.
- The final stage is then to apply a FTE to total jobs conversion (95%) – consistent to the HENA modelling; and then to consider wider supply chain and multiplier effects (adjusted for commuting) to calculate the net additional jobs which are expected to arise.

8.12 These calculations clearly only apply to districts where there is an apportionment of strategic B8 floorspace. The results, applied to the relevant plan periods, are shown in the table below.

Table 8.4 Housing Need to Support HENA Growth Scenario and Strategic B8 Apportionment

	Plan period end point	Standard Method (dpa)	Housing Need (dpa) HENA Growth Scenario adjusted for B8 apportionment
Blaby	2042	539	614
Charnwood	2046	992	566
Harborough	2046	735	565
Hinckley & Bosworth	2045	663	431
North West Leicestershire	2042	617	690

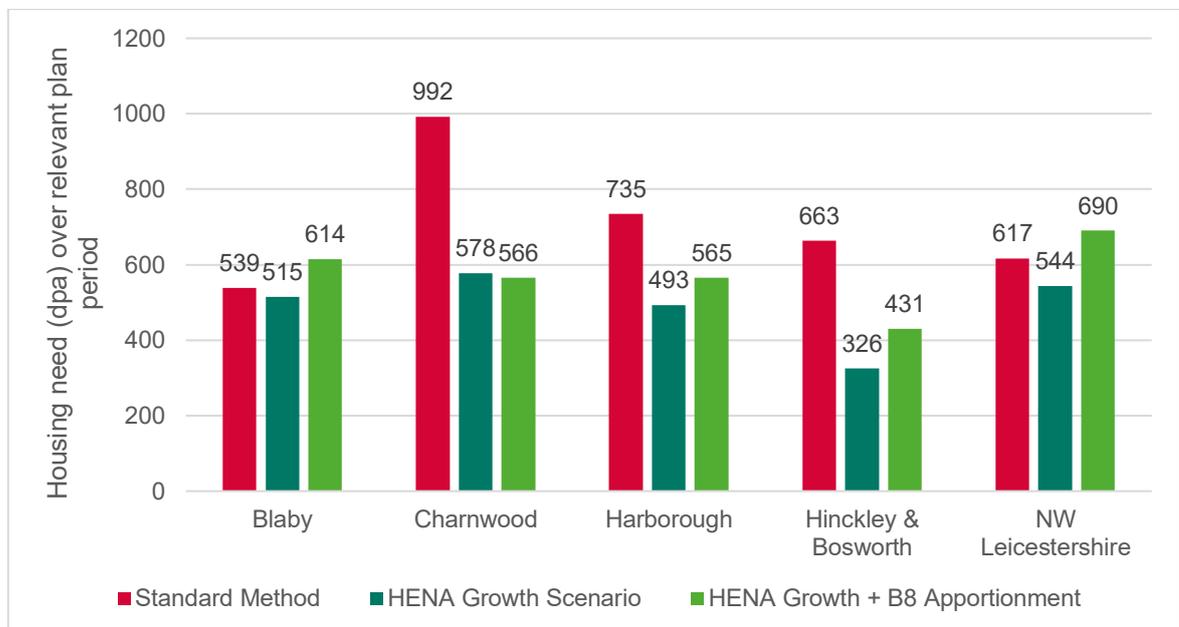
8.13 The chart below shows the effect of the strategic B8 apportionment on the economic-led housing need. It results in a housing need above the standard method arising in this scenario in Blaby (of 614 dpa) and in North West Leicestershire (690 dpa) only. It is notable that those districts in which a higher housing need arises through this analysis correlate with those in which there is already a

¹⁶ Blaby and NW Leicestershire to 2042, Hinckley & Bosworth to 2045

strong jobs density and net in-commuting – pointing to a broader rationale for higher housing provision to support the alignment of homes and jobs.

- 8.14 For North West Leicestershire, this economic-led need for 690 dpa exceeds the initial apportionment of unmet need based on the functional relationship – which was for 648 dpa, as set out in Table 7.8.
- 8.15 In how the modelling works, the economic-driven figure shown for Blaby here (614 dpa) implicitly assumes that the Hinckley National Rail Freight Interchange (RFI) comes forwards to support jobs growth. The consenting process for this is separate to (and outside of) the local plan process and this cannot therefore be guaranteed; and this report does not imply that the proposed RFI scheme should or will come forwards. We have not therefore specifically taken forwards the economic-led need scenario here for Blaby. However it is notable that the the scale of need shown over the plan period to 2042 for Blaby arising from this scenario (614 dpa) falls below the apportionment arising based on the functional relationship analysis. This is considered further in drawing conclusions in the next section.
- 8.16 The figure for Charnwood drops in this scenario as the expected growth in warehousing and logistics is lower than assumed in the HENA Growth Scenario.

Figure 8.1: Comparison of economic-led housing need (with strategic B8 apportionment) and standard method, over relevant plan periods



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- 8.17 In the other districts – Charnwood, Harborough and Hinckley & Bosworth - the analysis continues to suggest that the standard method will provide sufficient labour supply growth to support economic growth taking account of the strategic B8 apportionment conclusions.

9. BRINGING THE EVIDENCE TOGETHER

- 9.1 The HMA authorities are keen to see an approach to apportioning unmet needs which can be readily updated to take account of changes in the base housing needs position or the unmet needs arising from Leicester. The approach must also be designed to take account of the different plan periods to which different local authorities are working. These considerations have been taken into account in bringing together the different components of analysis. This is set out in Table 9.4 herein.
- 9.2 The starting point is the standard method figures for each authority (Row 1) and the quantum of Leicester's unmet need to 2036 (Row 2) and post 2036 (Row 3). The figures relating to the economic-led need for housing are fixed figures, based on the analysis of potential employment growth; whereas the apportionment of need based on functional relationships is based on percentage figures and can flex (for instance should the scale of unmet need change).
- 9.3 Comparing the initial apportionment based on the functional relationships analysis (Row 12) to the scale of housing need necessary to support alignment of homes and jobs (Rows 13 and 14) indicates that a higher apportionment of unmet need to North West Leicestershire would be justified to support an improved spatial alignment of homes and jobs (Row 15). It points to a proposed requirement for North West Leicestershire of 690 dpa with a contribution of +73 dpa to Leicester's unmet need.
- 9.4 Taking account of this, the residual unmet need (as shown in Rows 17 and 20) is then apportioned to the other Leicestershire authorities, besides Oadby & Wigston (as shown in Rows 18-20 and 21-22).¹⁷ Bringing this together with the proposed provision in NW Leicestershire, the proposed annual housing requirement figures to 2036 and post 2036 in different local authorities are set out in Rows 23 and 24.

Unmet Need to 2036

- 9.5 To apportion the unmet need to 2036 of 2,455 dwellings, we thus undertake an initial apportionment based on aligning homes and jobs. This results in an increased need in NW Leicestershire (+73 dpa additional homes over the standard method) in particular as strong jobs growth is envisaged in this

¹⁷ This uses the same process as described in Footnote 9 herein

District, but it has a relatively weaker functional relationship than the position with some other Districts. The residual unmet need (132 dpa) is then apportioned to the other authorities (besides O&W) based on their functional relationship to Leicester (Rows 21 and 22). The relative shares to each authority change from those shown in Table 7.6 as North West Leicestershire is excluded at this stage (see Table 9.4). This results in the following unmet need contributions from Leicestershire authorities between 2024-36 (as shown in Row 23 in Table 9.4).

Table 9.1 Apportionment of Unmet Need to 2036 – dpa

	Apportionment of Unmet Need to 2036 (dpa)
Blaby	45
Charnwood	45
Harborough	20
Hinckley & Bosworth	16
Melton	6
NW Leicestershire	73
Oadby & Wigston	0
Total	205

Unmet Need beyond 2036

9.6 For needs beyond 2036, the analysis is repeated with a first stage apportionment to North West Leicestershire (+73 dpa), on the same basis as described above, with the residual need then distributed to other districts (besides O&W) based on their functional relationship with the City. Over this period beyond 2036, the need has been calculated as it relates to different plan periods (as shown in Row 10 in Table 9.4 herein).

Table 9.2 Apportionment of Unmet Needs post 2036 – dpa

	Apportionment post 2036
Blaby	256
Charnwood	257
Harborough	112
Hinckley & Bosworth	91
Melton	34
North West Leicestershire	73
Oadby & Wigston	0
Total	823

Housing Requirement over relevant Plan Period

- 9.7 The housing requirement over the relevant plan period is influenced by the plan period end point. The apportionment of unmet need to 2036 is applied over a 12 year period (2024-36) with the housing need post 2036 then applied to different number of years, depending on the plan period end point.¹⁸
- 9.8 The final apportionments based on the current evidence are shown overleaf in Table 9.4.

Table 9.3 Final Apportionment of Housing Need over relevant plan periods

	Plan period end point	Requirement over plan period: total dwellings	Requirement (dpa) over plan period
Blaby	2042	11,776	654
Charnwood	2046	24,935	1,133
Harborough	2046	17,528	797
H&B	2045	14,933	711
Leicester	2046	24,251	1,102
Melton	2046	8,529	388
NW Leicestershire	2042	12,420	690
Oadby & Wigston	2042	7,002	389

¹⁸ Blaby and NW Leicestershire 6 years to 2042; and Hinckley & Bosworth 9 years to 2045. Figures for other authorities are calculated to 2046

Table 9.4 Final Apportionment of Unmet Need over Relevant Plan Periods

Row			Blaby	Charnwood	Harborough	H&B	Leicester	Melton	NWL	O&W	Total
A. Review of Need and Unmet Need											
1	Standard method (dpa)		539	992	735	663	1588	369	617	389	5892
		Total									
2	Leicester Unmet need to 2036	2455									
3	Unmet need 2036-46	8230	823								
4	Capacity to contribute to unmet need		Y	Y	Y	Y	N	Y	Y	N	
B. Initial Apportionment based on functional relationship											
5	Functional relationship to Leicester		31.5%	31.7%	13.8%	11.2%		4.2%	7.5%		
6	Contribution to unmet need 2024-36	2455	775	778	340	275	0	103	185	0	2455
7	dpa contribution to 2036		65	65	28	23	0	9	15	0	205
8	Contribution to unmet need 2036-46	8230	2597	2607	1138	923	0	344	621	0	8230
9	dpa contribution 2036-46		260	261	114	92	0	34	62	0	823
10	Plan period		2042	2046	2046	2045	2046	2046	2042	2042	
11	Implied requirement over relevant plan period		12,034	25,209	17,648	15,029	24,251	8,565	11,664	7,002	
12	Implied requirement based on functional relationship (dpa)		669	1146	802	716	1102	389	648	389	
C. Economic-led Need over relevant plan period											
13	HENA Growth Scenario need (dpa)		515	578	493	326	1,365	244	544	197	4,263
14	HENA Growth Scenario + B8 adjustment need (dpa)		614	566	565	431			690		
15	Economic-led Need exceeds initial apportionment on functional relationship		N	N	N	N	N	N	Y	N	N
16	Economic uplift on Standard Method figure taken forwards								73		
D. Apportionment of residual unmet need based on functional relationship											
17	Residual unmet need to 2036 (dpa)	132									
18	Reapportionment based on functional distribution - %		34.1%	34.3%	15.0%	12.1%	0.0%	4.5%	0.0%	0.0%	92.5%
19	Reapportionment based on functional distribution - dpa		45	45	20	16	0	6	0	0	
20	Residual unmet need post 2036 (dpa)	750									
21	Reapportionment based on functional distribution - %		34.1%	34.3%	15.0%	12.1%	0.0%	4.5%	0.0%	0.0%	
22	Reapportionment based on functional distribution - dpa		256	257	112	91	0	34	0	0	
E. Final Apportionment											
23	Requirement to 2036 (dpa)		584	1,037	755	679	1,383	375	690	389	5,892
24	Requirement post 2036 (dpa)		795	1,249	847	754	765	403	690	389	
25	Plan period end point		2042	2046	2046	2045	2046	2046	2042	2042	
26	Requirement over plan period: total dwellings		11776	24935	17528	14933	24251	8529	12420	7002	
27	Requirement (dpa) over plan period		654	1,133	797	711	1,102	388	690	389	

Managing Future Changes

- 9.9 There is the potential for future changes in a) the standard method housing need figure for individual authorities; and b) the scale of unmet need, due to either changes in Leicester's housing need figure and/or further detailed evidence on land supply in Leicester.
- 9.10 The approach set out has been designed to be able to accommodate this. The alignment of homes and jobs results in fixed figures; allowing the iteration of the apportionment using functional relationships to flex based on changes in the scale of unmet need. The approach to managing changes is thus:
- For individual LPAs to take account of changes in the standard method figure for their area (up to the point of submission of the local plan);
 - Where changes in the unmet need from Leicester City arise, consideration is given to how this is dealt with in the following order:
 - a). Joint working to review the capacity position and agree an updated working figure for unmet needs to 2046;
 - b). Apportioning the unmet need based on functional relationships initially using the average percentage figure in Table 9.4.
 - c). Discussion of whether there are capacity constraints which would preclude an authority from making a contribution or increasing its contribution. The emphasises would be on the authorities concerned to justify this to other LPAs.
 - d). Comparison of this with evidence of housing needed to support employment growth based on the evidence herein (and any more recent testing of jobs/homes alignment within other LPAs' evidence where appropriate). The economic-led need figure is taken forwards where this exceeds the figure based on functional relationships;
 - e). Recalculate the distribution – as done in this Paper – through adjusting the functional relationship percentages to distribute the remaining need between the other authorities which are able to contribute.
- 9.11 The potential for Leicester's unmet need to change prior to the adoption of emerging local plans is a relevant consideration which individual local authorities may wish to consider, alongside land supply and infrastructure capacity evidence, in making judgments on the appropriate supply-side buffer to include within their local plans.

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