

Bradford District Local Plan 2025 to 2043

Regulation 19 (Publication) Draft

Employment Topic Paper

October 2026

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Local Plan - Employment Topic Paper (2026)

1 Introduction

1.1 This topic paper presents background information and data analysis to evidence and support the employment policies, land allocations, and designations proposed in the Publication draft Local Plan for Bradford District. It should be read in conjunction with published evidence material including the Employment Growth Paper (EGP) (2024), Employment Land Review (ELR) (2024) and ELR Addendum (2026) further detailed below.

1.2 The term ‘employment use’ in the Local Plan, and this document refers to land, premises or floorspace which is currently in use, was last used, or is proposed for future use for activities falling within the ‘traditional’ B use Classes (Town and Country Planning Use Classes Order):

- E(g) Business – offices, research and development, and light industry appropriate to a residential area
- B2 General Industry
- B8 Storage and Distribution

1.3 The structure of this document is as follows:

- Chapter 2: Policy Context
- Chapter 3: Bradford Economy
- Chapter 4: Employment Land Required
- Chapter 5: Employment Land Supply
- Chapter 6: Demand-Supply Balance

1.4 The Council commissioned Edge Economics to undertake two key studies to assess the economic development needs for the Borough:

Employment Growth Paper (EGP) (2024)

1.5 This EGP document takes the form of a technical evidence paper which can be used by the Council to enable progression of an Employment Land Review and inform the development of a new Economic Strategy. At the time of drafting the economic strategy was not scheduled to be produced within the timeframe of the ELR and there was a requirement for supplementary analysis of employment growth potential and this commission provides evidence to the period of 2041.

Employment Land Review (ELR) (2024)

1.6 The Study conforms to the National Planning Policy Framework and Planning Practice Guidance at the time of drafting (September 2023) and the main elements of the Study comprised two objectives:

- To assess the realistic range of future employment growth in Bradford District over the plan period 2023-2041, and in turn the employment land requirement.
- To assess future requirements - testing the implications of different growth scenarios on future employment space requirements.

Addendum (2026)

1.7 An addendum was commissioned in 2026 to provide additional and updated analysis to the EGP and ELR. In particular, the addendum:

- Considered the economic context in 2026;
- Utilised the latest Regional Economic Model (REM) Experian econometric forecasts and historic take-up figures to estimate an updated land requirement;
- Presented results reflecting the updated plan period (2025-2043); and
- Provided a more detailed breakdown of E(g) requirements.

2 Policy Context

National Policy

- 2.1 At the time of writing, Andy Burnham has recently become Prime Minister. His economic vision is centred on fiscal devolution with the transferring of spending powers and budgets out of Whitehall to local mayors and councils. This means that regional majors and local authorities are likely to receive consolidated long-term budgets rather than having to compete for central government funding pots.
- 2.2 The appointment of John Healey as Chancellor is expected to bring an emphasis on local growth and public control with northern hubs likely to see fast-tracked funding for regional transport networks, local bus/rail fare cuts and housing projects. In terms of industrial sectors, this appointment may be positive for activity related to defence, technology and manufacturing. The Chancellor will also be continuing to meet established fiscal Treasury rules.
- 2.3 A full detailed 10-year strategy is expected to be published later in 2026. A key part of the plan is the establishment of a 'No 10 for the North' department based in Manchester to execute a rebalancing of power away from Whitehall. Further economic policy directions are likely to be set out in the October 2026 budget.
- 2.4 This change of national leadership is potentially significant for Bradford's economic prospects. Reindustrialisation policy seeks to rebuild the UK's manufacturing capacity and move the country away from its heavy over-reliance on the financial and service sectors¹. Within this is a focus on high-tech manufacturing, clean energy and local economic partnerships. Bradford's well established manufacturing base and position in the North mean it is well placed to benefit from this shift in policy.

National Planning Policy Framework (2024)

- 2.5 The Local Plan has been developed within the context of various NPPF iterations including NPPF (2024). The framework sets out the Government's planning policies for England and how these should be applied for plan-making and development management purposes. The NPPF requires that applications for planning permission be determined in accordance with the development plan unless material considerations indicate otherwise.
- 2.6 Policy directions within NPPF (2024) which are particularly relevant to delivering economic objectives include:
 - Paragraph 8: Achieving sustainable development -economic objective: to help build a strong, responsive and competitive economy, by ensuring that

¹ PM statement to House of Commons: 1st September 2026, <https://www.gov.uk/government/speeches/pm-statement-to-the-house-of-commons-1-september-2026>

sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure;

- Para 85: Planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development.
- Para 86: Planning policies should:
 - set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth, having regard to the national industrial strategy⁴³ and any relevant Local Industrial Strategies and other local policies for economic development and regeneration;
 - set criteria, and identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period;
 - pay particular regard to facilitating development to meet the needs of a modern economy, including by identifying suitable locations for uses such as laboratories, gigafactories, data centres, digital infrastructure, freight and logistics;
 - seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment; and
 - be flexible enough to accommodate needs not anticipated in the plan, and allow for new and flexible working practices and spaces to enable a rapid response to changes in economic circumstances.

2.7 Planning policies and decisions should recognise and address the specific locational requirements of different sectors. This includes making provision for clusters or networks of knowledge and data-driven, creative or high technology industries; and for storage and distribution operations at a variety of scales and in suitably accessible locations; the expansion or modernisation of other industries of local, regional or national importance to support economic growth and resilience (Paragraph 87)

2.8 The preparation and review of all policies should be underpinned by relevant and up-to-date evidence. This should be adequate and proportionate, focused tightly on supporting and justifying the policies concerned, and take into account relevant market signals (Paragraph 32).

Planning Practice Guidance (PPG)

2.9 Paragraph 040 of the Plan-making guidance concerns economic development and states that strategic policy-making authorities will need to prepare a robust evidence base to understand existing business needs, which will need to be kept under review to reflect local circumstances and market conditions. National economic trends may not automatically translate to particular areas

with a distinct employment base. Where appropriate, local planning authorities can use their Authority Monitoring Report and the plan review process to ensure that their evidence base remains up to date.

- 2.10 Functional economic market areas can overlap several administrative areas so strategic policy-making authorities may have to carry out assessments of need on a cross-boundary basis with neighbouring authorities within their functional economic market area. In paragraph 019 it is stated that Local Enterprise Partnerships (and county councils) can play a key role in this process. Bradford's 2019 Bradford Core Strategy Partial Review Preferred Options report states that the Employment Needs Assessment and Land Review 2019 produced by Stantec sets out the evidence to justify that Bradford is a self-contained FEMA. Accordingly, the employment evidence base assesses needs using the local authority geography.
- 2.11 Paragraph 041 advises that authorities use the following to assess:
- the need for land or floorspace for economic development, including both the quantitative and qualitative needs for all foreseeable types of economic activity over the plan period, including for retail and leisure development;
 - the existing and future supply of land available for economic development and its suitability to meet the identified needs. This should be undertaken at the same time as, or combined with, Strategic Housing Land Availability Assessments and should include a reappraisal of the suitability of previously allocated land;
 - the likely availability and achievability of employment-led development, taking into account market signals;
 - the role, capacity and function of town centres and the relationship between them, including any trends in the performance of centres;
 - locations of deprivation which may benefit from planned remedial action; and
 - the needs of the farming and food production industries, including the location and extent of the best and most versatile agricultural land, and the ways in which planning could support investment in those industries.
- 2.12 Paragraph 026 of the Housing and economic needs assessment guidance states that in gathering evidence to plan for business uses, strategic policy making authorities will need to liaise closely with the business community, taking account of the Local Industrial Strategy, to understand their current and potential future requirements. They will need to assess:
- the best fit functional economic market area;
 - the existing stock of land for employment uses within the area;
 - the recent pattern of employment land supply and loss – for example based on extant planning permissions and planning applications (or losses to permitted development);
 - evidence of market demand (including the locational and premises requirements of particular types of business) – sourced from local data

and market intelligence, such as recent surveys of business needs, discussions with developers and property agents and engagement with business and economic forums;

- wider market signals relating to economic growth, diversification and innovation; and
- any evidence of market failure – such as physical or ownership constraints that prevent the employment site being used effectively.

2.13 Paragraph 008 of the Housing and Economic Land Availability Assessment guidance states that an assessment of land availability needs to identify all sites and broad locations (regardless of the amount of development needed) in order to provide a complete audit of land available. The process of the assessment will provide the information to enable an identification of sites and locations that are most suitable for the level of development required. Paragraph 009 explains that plan-makers will be required to assess a range of different site sizes from small-scale sites to opportunities for large-scale developments.

2.14 Paragraph 012 requires that the process to identify land is to be transparent and identify as many potential opportunities as possible, it is important to issue a call for sites and broad locations for development. This needs to be aimed at as wide an audience as is practicable so that those not normally involved in property development have the opportunity to contribute. This can include notifying parish councils and neighbourhood forums, landowners, developers, businesses and relevant local interest groups, as well as local publicity. A call for sites will need to set out the information sought from respondents, which could include:

- site location;
- suggested potential type of development (e.g. economic development uses – retail, leisure, cultural, office, warehousing etc; residential – by different tenures, types and needs of different groups such as older people housing, private rented housing and people wishing to build or commission their own homes);
- the scale of development; and
- constraints to development.

The UK's Modern Industrial Strategy (2025)

2.15 Building upon the Governments Plan for Change (2024), the UK's Modern Industrial Strategy (MIS) was published in 2025 and provides an overarching plan for the economy that aims to help the government achieve economic, social and environmental goals.

2.16 The MIS was developed to support the “IS-8”, the eight sectors with the highest potential for growth, amongst the numerous methods of achieving this one method is the removal of planning barriers through “*giv(ing) our backing to*

transformative infrastructure projects, including by fast-tracking decisions on critical projects in the planning system” as well as enabling investment and growth in city regions and clusters where the IS-8 are based.

2.17 The IS-8 include:

- Advanced Manufacturing
- Defence
- Clean Energy Industries
- Digital and Technology
- Creative Industries
- Financial Services
- Life Sciences
- Professional and Business Services

Regional / Sub-regional

Leeds City Region Strategic Employment Evidence: Land and Property (2021)

- 2.18 The purpose of this study was to provide the West Yorkshire Combined Authority (WYCA) and its partners in the Leeds City Region (LCR) with an understanding of the commercial property market trends in the city region and the interventions needed to support economic growth. This included an assessment of the current supply of strategic employment sites in the city region and whether this is adequate to meet the future growth of the city region economy.
- 2.19 In relation to the office market, the work identifies the hierarchy of office market locations in LCR, with the dominant market being Leeds city centre, which accounts for roughly 90% of take up for Grade A space. The other most significant office markets for meeting strategic demand are in business parks on the outskirts of Leeds and in York and Harrogate. Outside these areas, most demand is from small businesses serving a local market. The study has shown that the role of offices is changing. Even before the Covid 19 pandemic there was evidence of a move away from long term leases towards more flexible use of space, including managed space, serviced offices and co-working.
- 2.20 If take-up increased in line with past trends, it estimates a requirement for around 108 Ha of employment land. It notes that in practice demand could be substantially lower than this (especially as the work was undertaken at the height of the Pandemic). It concludes that the 113 Ha of land identified on strategic employment sites which are suitable for office development is sufficient to meet demand.
- 2.21 In relation to the industrial market, the work notes that there has been record levels of take-up of industrial and warehouse space in recent years. This has been driven by the growth of online shopping which is created unprecedented

demand for strategic warehouse space. Demand for industrial space has also been growing but is small in comparison, accounting for less than 20% of market activity. Covid-19 and Brexit are both likely to increase demand for warehouse space but dampen demand for industrial space over the next few years.

- 2.22 If take-up increased in line with past trends, it estimates a land requirement of around 1,285 Ha. The split between industrial and warehouse space is uncertain but the majority of this is likely to be required for warehouse development (over 1,000 Ha). It is noted that these results should be treated with a degree of caution. Although the study expects the growth of online shopping to continue to drive demand for warehouse space, it asserts that there are grounds to believe that the very high levels of take-up of recent years are being skewed by the need to adjust to changing shopping habits. The view is that once the market has adjusted to this change, demand will plateau, although the timescales for this are uncertain.
- 2.23 It concludes that the identified strategic sites include 1,005 Ha of land which is suitable for industrial/warehouse development. The pipeline of strategic sites would therefore not be sufficient to meet all of the requirement for industrial and warehousing land. However, they could accommodate around over three quarters of it and should be sufficient to meet all of the demand from strategic occupiers. The remaining 23% would need to be accommodated on other non-strategic sites around the city region. It also asserts that there is an undersupply of strategic sites in western districts where there is likely to be demand from manufacturing businesses, particularly Calderdale and Bradford but also Kirklees. These are all adjacent districts, covering a large part of the M62 corridor which suggests there may be limited potential for growing businesses to relocate nearby if supply was constrained in future.
- 2.24 The study recommends that as a minimum, an additional 80 Ha of land is identified across Bradford, Calderdale and Kirklees. This would be sufficient to accommodate an additional five years of demand, based on past levels of take-up of floor space. Further, that this should prioritise: (i) Large sites close to the motorway network and (ii) Expansion of existing industrial estates to provide grow on space for existing businesses.

West Yorkshire Local Growth Plan

2.25 The West Yorkshire Local Growth Plan (WYLGP) sets out how the Mayor and Combined Authority will work with businesses, universities and local councils to close the region's productivity gap - adding £26 billion to the UK economy, creating 40,000 jobs and supporting 18,000 new businesses over the next ten years. It tackles the three key barriers holding West Yorkshire back: investment, skills and connectivity, across Bradford, Calderdale, Kirklees, Leeds and Wakefield.

2.26 The Local Growth Plan tackles the key barriers – investment, skills and connectivity – that are holding back growth in the region. Actions and priorities in the Local Growth Plan are driven by the principles of inclusion, health and wellbeing and sustainability. This means:

- Ensuring all residents, especially those who are disadvantaged or from underrepresented groups, benefit from the prosperity this growth delivers.
- Delivering for the future prosperity and direction of West Yorkshire with a child-first agenda embedded across all activity.
- Improving and protecting the health and wellbeing of residents across all policies.
- Meeting the commitment to net zero by ensuring economic growth is environmentally regenerative and fosters thriving communities.

Local

Made in Bradford Economic Strategy, 2018-2030

2.27 The Economic Strategy for Bradford District 2018 – 2030 sets out the ambition for Bradford District to be the UK's fastest growing economy by increasing the value of Bradford's economy by £4 billion, getting 20,000 more people into work and improving the skills of 48,000 residents.

2.28 The Economic Strategy set out three strategic assets:

- People; Our young, diverse and growing population provides Bradford with a unique asset that can drive innovation and business growth.
- Business; our strong and productive businesses provide the platform for growing our business base and creating more and better jobs; and
- Place; our diverse places and communities provide an attractive range of live, work and investment opportunities.

2.29 The strategy goes on to list four key opportunities:

- Our Young and Enterprising Population, we will ensure all our young people are equipped with the skills and confidence to succeed.
- Our Distinctive Offer, we will use our unique architecture, heritage and cultural assets to create compelling investment propositions and an environment for growth.
- Our Growth Potential, we will build on our business and sector strengths to drive innovation, increase productivity and create wealth and;

- Our Globally Connected District, we will improve our transport infrastructure and digital connectivity to strengthen our global trading links and access to markets.
- 2.30 The Economic Strategy was developed by the Bradford Economic Partnership, which brought together a team of senior leaders from key organisations, local businesses, Bradford Council, the University of Bradford, the City Region LEP and the Chamber of Commerce.

Bradford District's Economic Recovery Plan (2021)

2.31 Published in 2021 after the Covid-19 global pandemic, the Economic Recovery Plan set out the actions the Council planned to take between 2021 and 2023 to accelerate recovery from Covid-19. This was planned to be through sustaining employment and boosting productivity whilst continuing to build a more inclusive, sustainable and resilient economy for the subsequent period.

2.32 The recovery plan was based on four key enablers:

- Education and Skills – raising skills levels and enabling more citizens to enter the labour market.
- Business Environment – capitalising on the strong culture of entrepreneurship by promoting and facilitating access to support and resources for new start-ups and growth businesses.
- Research and Innovation – collaborating with academic institutions to promote development in digital technology, health and the green economy.
- Infrastructure – to provide improvements to digital and physical infrastructure and boost regeneration.

2.33 The plan also developed a list of interventions to deliver upon its targets.

Built Different, Bradford 2025-2035, Regeneration and Growth Plan

2.34 Bradford's Regeneration and Growth Plan sets out an agenda for how Bradford will grow over the next decade. It is structured around four drivers (culture, transport, skills and regeneration pipeline) and identifies seven growth accelerators:

- Southern Gateway;
- Bradford Rail;
- Mass Transit;
- City Village;
- Transforming Towns;
- Airedale Hospital; and
- Bradford Low Carbon Hydrogen.

2.35 These seven major initiatives sit at the core of the Growth Plan, driving change at faster pace and scale. Southern Gateway is being progressed to support long-term city centre growth, with City Village moving into delivery and

pioneering a new city centre living offer. Plans for a new Bradford city-centre rail station (first phase of NPR) and a modern mass transit system (£2bn tram system linking Bradford and Leeds) are advancing to strengthen connections across the District. Investment is unlocking Bradford's towns, Airedale Hospital is progressing as a major £1bn health and innovation campus, and Bradford Low Carbon Hydrogen is driving clean energy and advanced manufacturing.

2.36 The Growth Plan sets out an ambition for Bradford to close the gap in performance with other UK Core Cities, in particular by growing the business base and improving productivity. It identifies both existing key sectors and opportunity sectors.

2.37 Overall, the Growth Plan sets out an ambitious agenda for change and accelerating growth in Bradford. It seeks to build a knowledge-based, export-led economy powered by innovation and enterprise.

Southern Gateway Masterplan

2.38 Southern Gateway is a 126-hectare site located to the south of Bradford City Centre. It is one of the UK's largest regeneration sites. A master planning exercise is underway to progress enabling work to support future delivery, aligned with rail investment and Mass transit.

2.39 Southern Gateway seeks to open up space for new homes, local businesses, community facilities and green spaces - creating the conditions for growth. At its core are two landmark transport investments (i) a new city centre rail station as part of the Bradford Rail Programme and (ii) the Bradford to Leeds tram scheme through West Yorkshire Mass Transit. It will support delivery of the District's core priorities – supporting people into opportunity, raising productivity and creating high-quality spaces.

2.40 In total, it is estimated that Southern Gateway will contribute 5,000 new homes, 23,000 jobs, £1.12bn in annual GVA uplift and 440,000 sqm of new office space. It is however a large project with four phases of growth and accordingly it will take a number of years (into 2060's) for full delivery and economic benefits to accrue. Over time, the delivery of Southern Gateway may require the relocation of existing businesses. As well as enabling a more efficient use of land, this may provide an opportunity to improve the quality of business space for those businesses.

West Yorkshire Mass Transit Spatial Development Framework (SDF)

2.41 The West Yorkshire Combined Authority (the Combined Authority), working with partners, is proposing a transformative Mass Transit network to deliver improved connectivity, economic growth, and housing growth across the region. This has cumulated in the development of a joint Development Plan Document (DPD).

2.42 The SDF DPD features a vision with a series of supporting strategic objectives together with policies on the principle of support for Mass Transit; delivering mass transit within an integrated transport network; promoting transit-orientated development; high-quality placemaking and design; sustainable design and climate change / resilience; enhancing the natural environment; safeguarding mass transit routes and sites and supporting delivery through local plans. At the time of writing the SDF is at the formal Regulation 19 consultation stage.

Integrated planning strategy for West Yorkshire

2.43 The West Yorkshire Combined Authority (WYCA), in partnership with the region's five local authorities, is also preparing an integrated planning strategy. This comprises of two components: (i) the Spatial Development Strategy (SDS) and (ii) the West Yorkshire Infrastructure Strategy (IS).

2.44 Within the early-stage West Yorkshire planning framework, Bradford serves as a primary regional growth hub, integrating its city-wide regeneration strategy with the overarching SDS and the new Mass Transit system.

3 Bradford Economy

Overview

3.1 This section provides a summary of the relevant economic context, including:

- Geography and connections;
- Baseline economic conditions;
- Changing working practices; and
- Future Potential Growth

Geography and connections

3.2 Bradford District forms the second largest conurbation in the West Yorkshire sub region. The population of the district is around half a million people. A map of the District is shown in Figure 3.1.

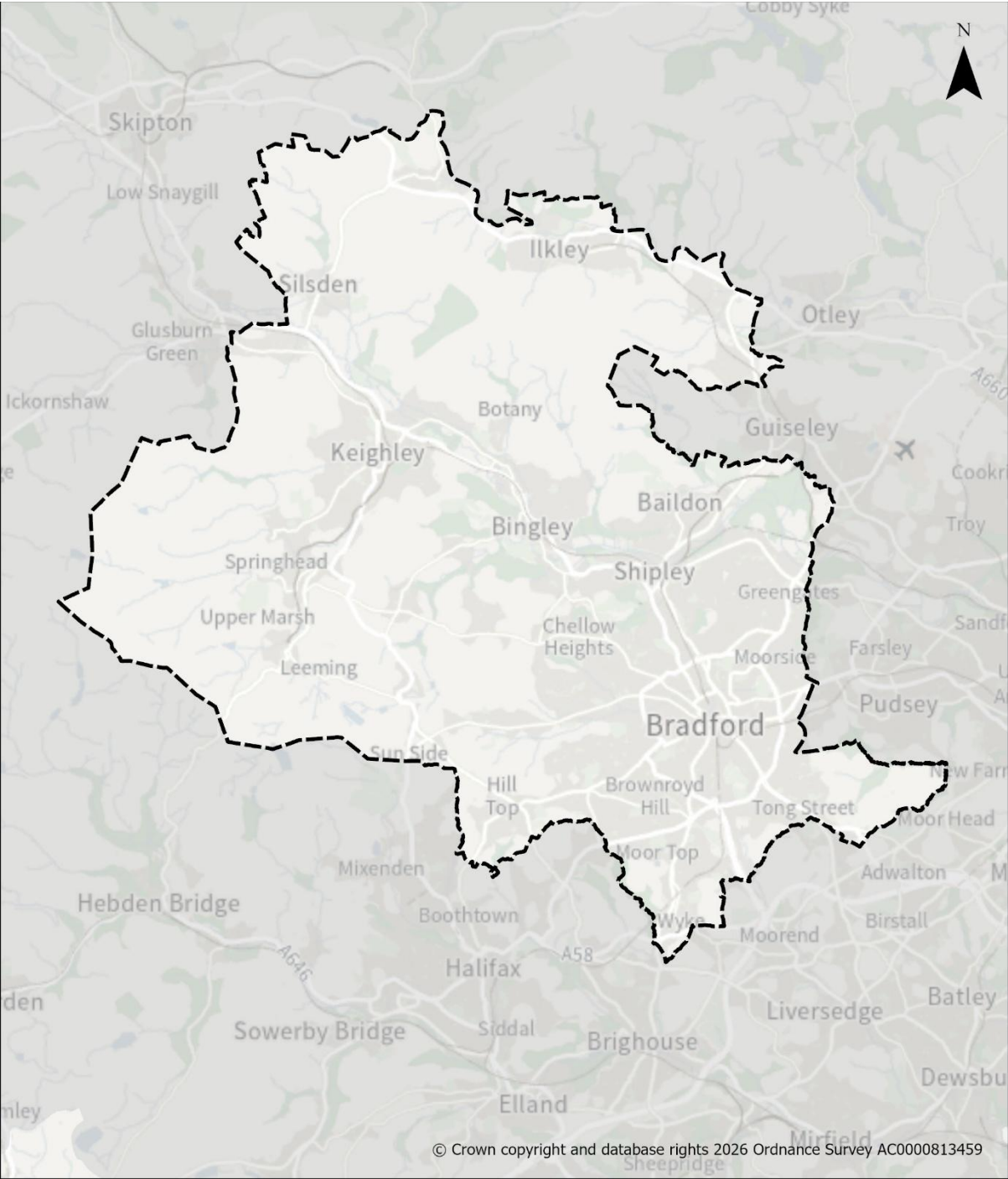
3.3 The District is located in West Yorkshire and is bounded by Leeds District to the east, North Yorkshire to the north, and Calderdale and Kirklees to the south. The western boundary of the District forms part of the West Yorkshire and Lancashire County boundary.

3.4 The District has a distinct urban-rural split. The southern section is predominantly urban with the highest urban density located in the southeast around the city of Bradford and its surrounding settlements. North of the A650, the area is mainly rural and comprises of small towns and villages such as Silsden, Addingham, Ilkley and Burley in Wharfedale.

3.5 Key transport links include the M606 which accesses the major transport routes from North to South (M1) and from West to East (M62). The north of the District, along the Airedale corridor also has links to the North West via the A650 and M65. The District is served by Leeds-Bradford International Airport (located 7 miles from Bradford city centre).

3.6 The rural parts of the District comprise the Wharfedale in the north, Airedale which runs southeast - northwest along the A650 and the Pennine uplands in the south. Important tourist centres include Haworth (in the southwest), Saltaire World Heritage Site (on the northern boundary of Bradford's urban area) and Ilkley. Western settlements also provide access to the Dales and tourism locations outside of the District.

Figure 3.1: Bradford District



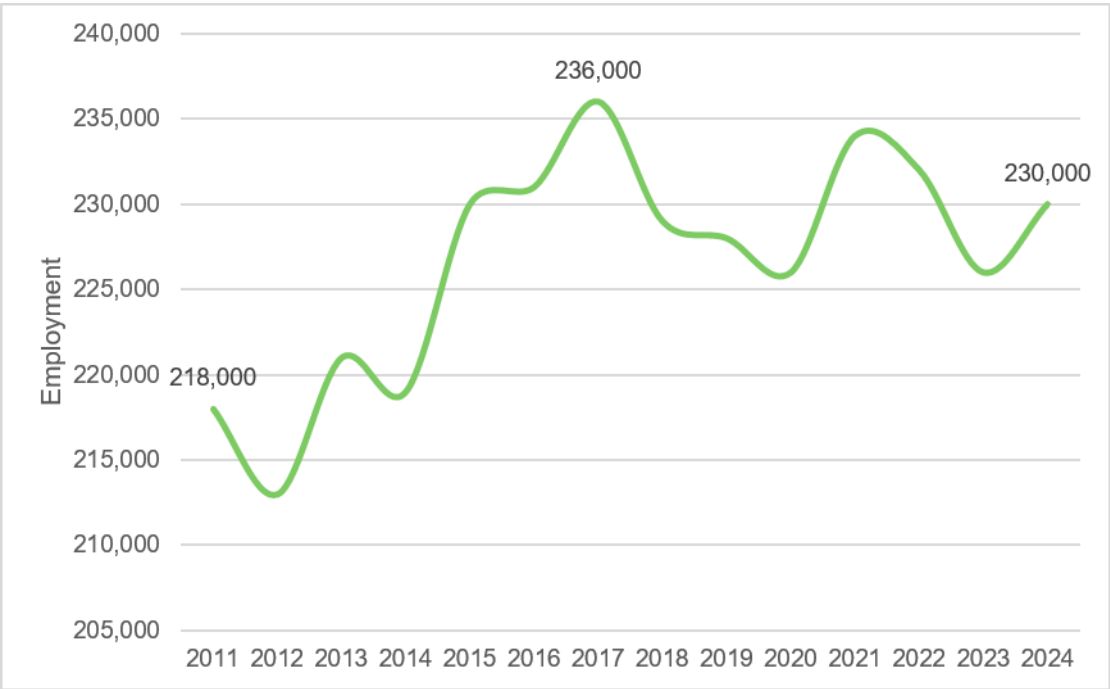
Baseline economic conditions

- 3.7 As an engine for growth in West Yorkshire and one of the eight English 'Core Cities' Bradford faces significant challenges around its labour market structure, income levels and educational attainment. While the economy is characterised by relatively strong employment participation rates, its economic outputs and productivity are behind other core cities². The economic activity rate in 2024/25 (71.4%) is below the national figure for the same period (78.8%) and while total employment has grown from 2011-24 by 5.5% (12,000 jobs) this is significantly below the growth rate for England as a whole over the same period (18.3%), with job density (0.66) is below the England rate (0.86)³.
- 3.8 Findings from the EGP (2024) suggested that whilst Bradford has achieved positive employment growth over the 2000-2021 period, the level of growth achieved was below that in other comparator areas both in the West Yorkshire and national context. Accordingly, in principle there is potential for Bradford to close the existing 'growth gap' vs these comparator areas.
- 3.9 Some of the historic employment analysis in the EGP is particularly relevant context for the ELR. The historic analysis of Business Register and Employment Survey (BRES) data is outlined below. The BRES data provides a measure of workplace-based employment. The employment data in BRES comprises of employees and working owners (for example, sole proprietors and partners).
- 3.10 The data shows that for the period 2011-2024, total employment in Bradford District increased by around 5.5% (+12,000 jobs). A change of trend occurred in the period 2017-20. It is notable that in the final year of data available (2023-2024) there was an expansion in employment of around 1.8% (+4,000 jobs) from the previous year. Over the same period for England as a whole, total employment increased by 18.3% - far outstripping the percentage increase in Bradford District.

² Insight Bradford Core City Analysis and Benchmarking (November 2025)

³ Edge Economics Employment Land Review Addendum 2026 Final

Figure 3.2: Total employment 2011-2024, Bradford

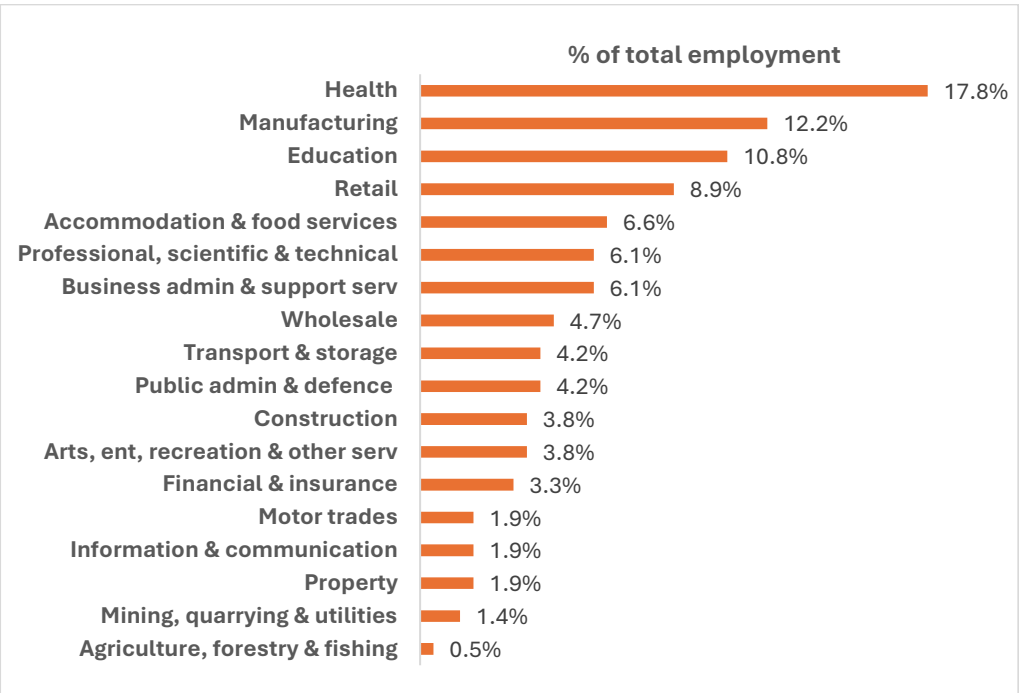


Source: BRES employment data

3.11 In 2021, there were eight sectors with 10,000 or more jobs. Together, these sectors accounted for around 73% of total employment. Of these eight sectors, the largest three sectors were Health (38,000 jobs), Manufacturing (26,000 jobs) and Education (23,000 jobs).

3.12 Figure 3.3 provides a breakdown in the share of employment by sector in 2021.

Figure 3.3: Percentage share of employment, 2021, Bradford



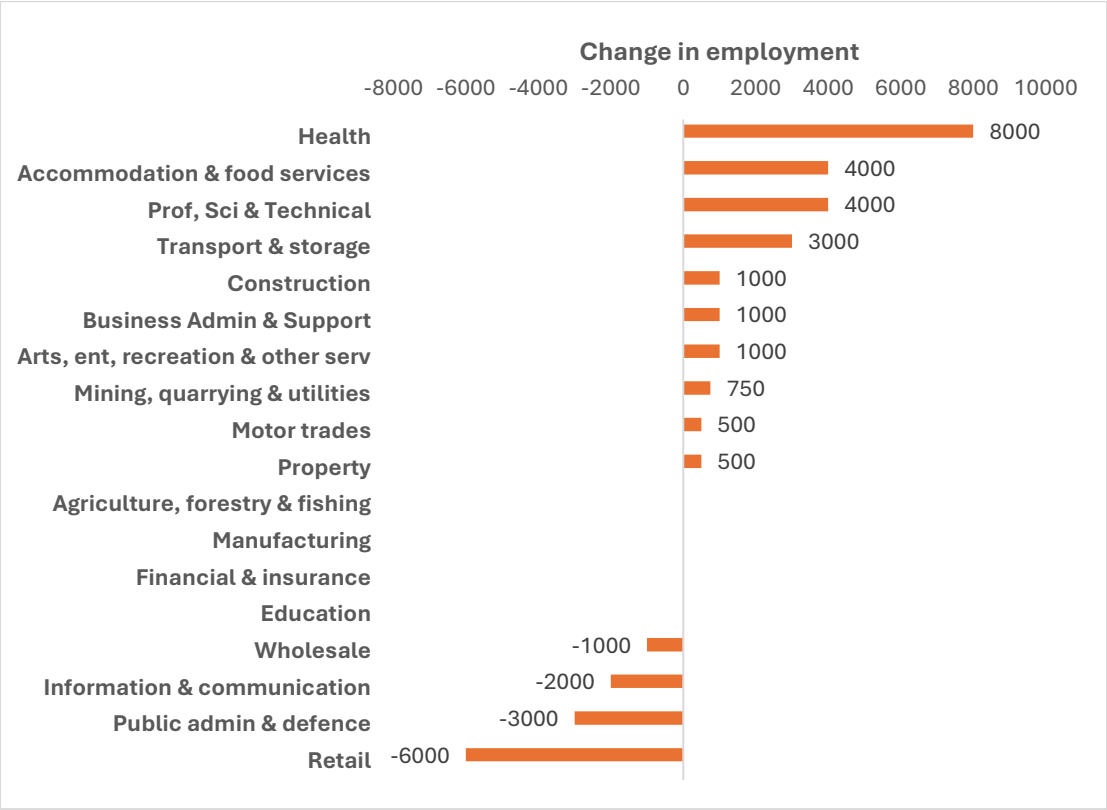
Source: BRES employment data.

3.13 Figure 3.4 shows change in employment by sector over the period 2009-2021.

3.14 Over this period, the largest absolute growth in employment numbers was in the Health (+8,000 jobs), Accommodation & Food Services (+4,000 jobs) and Professional, Scientific & Technical sectors (+4,000 jobs).

3.15 The total number of jobs in the Manufacturing and Education sectors – two of the three current largest sectors identified – was broadly unchanged in 2021 compared with 2009. The largest absolute contractions in total number of jobs were in the Retail (-6,000 jobs) and Public Administration & Defence (-3,000 jobs) sectors.

Figure 3.4: Change in jobs by sector, 2009-2021, Bradford



Source: BRES employment data.

3.16 In 2025 Bradford’s visitor economy exceeded the £1bn mark supported by City of Culture status with 12.13m visitors welcomed across the district and supporting almost 9,000 FTE jobs⁴.

3.17 Often overlooked or underplayed due to the transition in purchasing patterns to online retail, the district’s wholesale markets and huge and diverse range of centres – local, district, town and city, also play an essential role in the heart of many communities and support local jobs.

⁴ STEAM 2025 report – UK tourism economic impact model.

Potential Future Growth

3.18 Within the EGP the potential for future employment growth in Bradford was explored in the context of considering a credible scenario in which a higher level of employment growth could be achieved compared with baseline forecasts. It was recommended in the EGP that Bradford consider a higher growth scenario in the range of 12-15% growth in total employment over the 2021 level. The lower bound of this range is broadly commensurate with the average of 20-year historic growth in Calderdale and Kirklees. The upper bound is broadly commensurate with the average of 20-year historic growth in Calderdale, Kirklees and Leeds. This range represents a higher level of growth than has been achieved in the most recent 20-year period and partial closing of the existing gap with comparator areas.

3.19 This scenario would reflect a situation where a more supportive economic environment and improved macroeconomic conditions enable a higher level of growth to be achieved. This could be supported by economic development policy, increased infrastructure investment and greater land supply.

3.20 Taken from the EGP, Table 3.1 sets out the implications for employment growth in the plan period 2023-2041.

Table 3.1: Recommendation for ELR – Higher growth scenario

Scenario	Change in total employment, 2023-2041
	Annual average
Baseline forecast (REM)	1,111
Higher growth scenario REM+ (Lower)	1,346
Higher growth scenario REM+ (Upper)	1,682

Note – REM refers to the REM forecast (December 2022) baseline forecast applied in Bradford's 2023 ELR. Figures relate to total workforce jobs (workplace-based measure).

3.21 Following analysis completed in the EGP, it was recommended that additional growth over the REM baseline be allocated to the broad industry groups in the following table.

Table 3.2: Recommendation for Sectors

Broad industry group	Rationale
Accommodation & Food Services	Large sector by employment size, strong historic growth
Construction	Future growth potential
Finance & Insurance	KI sector, future growth potential
Information & Communications*	KI sector, future growth potential
Health*	Large sector by employment size, strong historic growth, future growth potential
Manufacturing	Large sector by employment size
Professional, Scientific & Technical*	KI sector, strong historic growth, future growth potential
Transport & Storage*	Strong historic growth, future growth potential
Wholesale & Retail	Large sector by employment size

3.22 The Addendum provided an updated analysis of potential for future growth. The February 2025 REM release was analysed for the new plan period (2025-2043).

3.23 The February 2025 REM forecast indicated a significantly higher level of employment growth than the previous baseline REM in the ELR – with an annual average of 1,628 jobs compared with 1,111 jobs.

3.24 This level of growth lies between the mid-point (1,514) and upper bound (1,682) of the Higher Growth Scenario REM+ Upper. The ELR recommended an aggregate land requirement based on the range between the lower (1,346) and upper bounds (1,682) of the Higher Growth Scenario. The addendum did not seek to construct a new scenario based on a level of growth in excess of this level.

3.25 It was however considered appropriate to develop a new scenario based on an alternative distribution of growth across industrial sectors – reflecting changing national economic policy and the emphasis of the Growth Plan for Bradford. This is referred to in the Addendum as the **Alternative Scenario**. This scenario increases jobs in following sectors to align with 2024 ELR Higher Growth Mid-Point Scenario:

- Information and Communications

- Professional and Other Private Services

- 3.26 Additional jobs were also added to the Transport & Storage sector and the Manufacturing sector (reflecting significant emphasis in national economic policy).
- 3.27 These increases were offset by a reduction in growth in public services (which was considered significantly above trend), thereby maintaining aggregate total jobs change at the same level as February 2025 REM baseline forecast.
- 3.28 Table 3.2 presents the forecast average annual change in employment under the new baseline forecast and Alternative Scenario, which equates to the same annual average figure. This figure equates to approximately 29,304 jobs over the plan period.

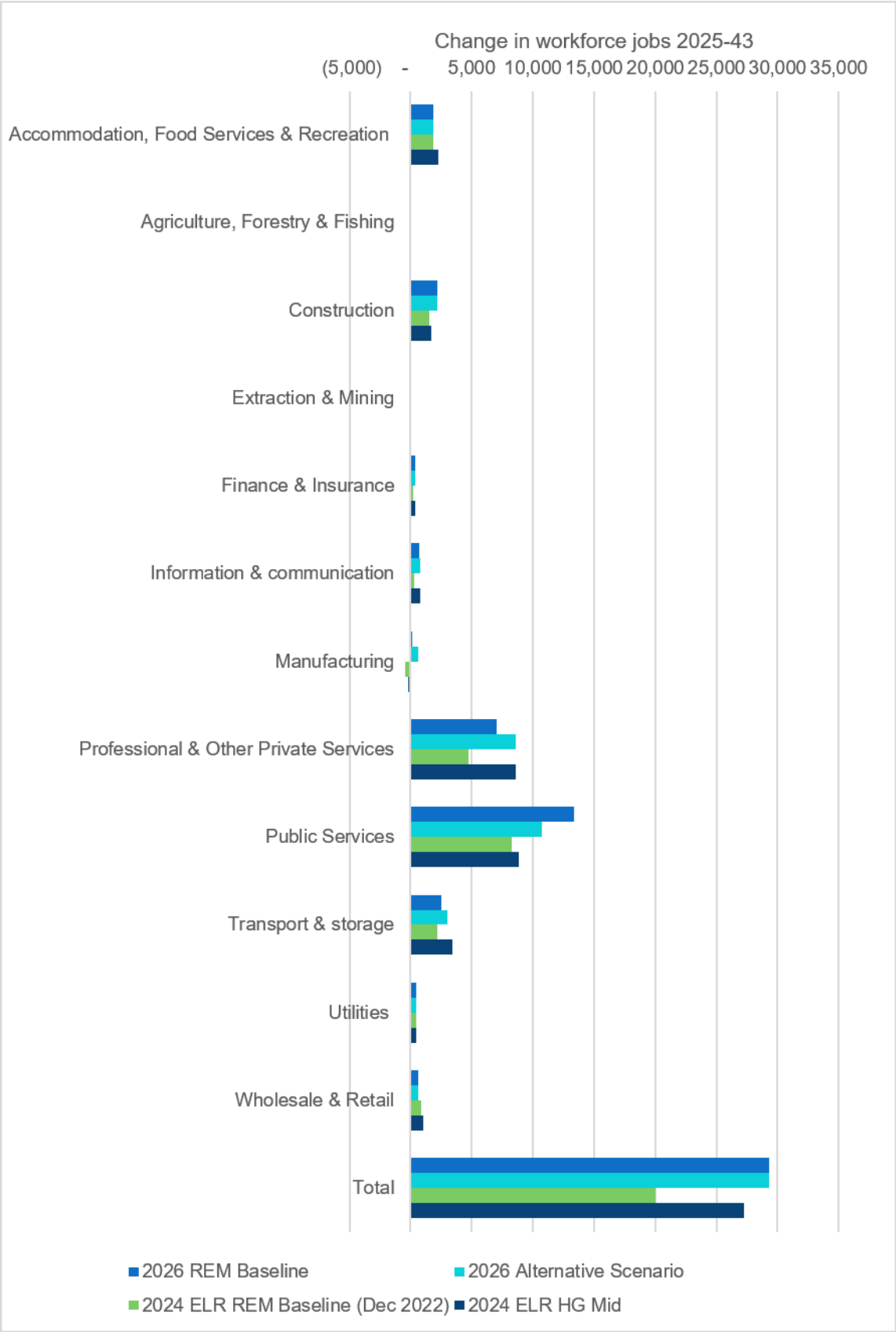
Table 3.3: Scenarios based on latest REM forecast (Addendum, 2026)

Scenario	Change in total employment, 2025-2043
	Annual average
Baseline forecast (REM)	1,628
Alternative Scenario	1,628

Note – REM refers to the February 2025 REM forecast. Total workforce jobs.

- 3.29 For comparison, Figure 3.5 illustrates employment change by sector for the baseline forecast and Alternative Scenario alongside the ELR REM baseline and Mid-point Higher Growth Scenario.
- 3.30 In terms of the February 2025 baseline REM forecast, there are some differences in the structure of employment change. The REM forecasts a small expansion in the Manufacturing sector whereas the ELR Mid-Point Higher Growth forecast a small contraction. It also forecasts a larger expansion in the Construction and Public Services sectors, and less expansion in the Professional & Other Private Services sector.

Figure 3.5: Additional employment growth by sector – Addendum 2026 scenarios vs. ELR 2024 scenarios



4 Employment Land Required

Land Required

- 4.1 This section assesses the total requirement for additional employment space in Bradford in the period 2025-2043. The assessment considers demand across industrial sectors making up the economy and the implications in terms of the types of E(g)/B-class use space required. This section details the analysis provided in the EGP/ELR Addendum which draws upon findings set out in the EGP and the ELR.
- 4.2 There are broadly three main forecasting techniques that can be used to forecast employment land requirements. These are:
- **Labour demand forecasts** – based on an economic model, these predict changes in employment by sector;
 - **Labour supply forecasts** – these take demographic dynamics as the driver and forecast changes in employment; and
 - **Projections of past take-up** – these roll forward trends in past take-up of employment land and floorspace.

Labour Demand Forecasts

- 4.3 The latest econometric forecasts provide an up-to-date assessment of the potential path of employment growth in Bradford to 2043. The latest REM release (February 2025) has been analysed for the plan period to provide a baseline forecast. The REM model is bespoke to the Yorkshire region and its use is widely accepted in economic policy work and employment land policy matters.
- 4.4 On the basis of this econometric forecast the EGP/ELR Addendum estimated a gross land requirement. This estimate allowed for changing working practices toward more home-based and hybrid working patterns. Table 4.1 shows the latest baseline REM forecast along with the Alternative Scenario. The **Alternative Scenario** reflects changing national economic policy and the emphasis of the Growth Plan for Bradford and explained above.

Table 4.1: Gross land requirements (ha) with working practices adjustment, 2025-2043

Scenario	Gross Land, 2025-2043				
	Office E(g)(i)	R&D E(g)(ii)	Industrial E(g)(iii)/B2	Storage or Distribution B8	Total
Baseline forecast (REM)	14.6	2.4	3.6	37.5	58.1
Alternative Scenario	14.6	3.6	8.1	44.5	70.8

- 4.5 The latest baseline REM forecasts a small expansion in the Manufacturing sector whereas the ELR Mid-Point Higher Growth forecast a small contraction. It also forecasts a larger expansion in the Construction and Public Services

sectors, and less expansion in the Professional & Other Private Services sector.

Projections of past take-up

- 4.6 Historic data on the take-up of employment land can provide useful insight into the shape and scale of demand. It is an additional part of the picture, to be considered alongside other evidence such as the econometric forecasts.
- 4.7 Past take-up is calculated using data from Annual Monitoring Reports and considers take-up during the last ten-year (long-term) and 5-year (short-term) periods.
- 4.8 Gross Land Requirements using historical take-up averages projected over the life of the Local Plan are shown below in Table 4.2.

Table 4.2: Gross land requirements (ha), 2025-2043

Historic take-up average	Gross land requirement (ha), 2025-2043				
	Office E(g)(i)	R&D E(g)(ii)	Industrial E(g)(iii)/B2	Storage or Distribution B8	Total
Long-term (10-year)	3.5	0.2	47.8	22.2	73.6
Short-term (5-year)	4.5	0.3	53.2	11.8	69.7

- 4.9 This approach assumes that past trends of development continue unchanged and may not fully reflect changes in the economy. It should be noted that no adjustment for changing working practices and E(g) demand has been made. The longer-term 10-year forecast is considered more stable.

Gross Land Requirements

- 4.10 In summary, the total range of total gross land requirements based upon econometric forecasts and historic take-up for 2025-2043 are detailed below in Table 4.3.

Table 4.3: Summary of results

	Gross requirement (ha)	With working practices adjustment
Econometric forecasts (labour demand)	64.4 - 77.1	58.1 – 70.8
Historic take-up (LT)	73.6	n/a
Historic take-up (ST)	69.7	n/a

- 4.11 The table shows that estimates of future demand for employment land differ across the demand projections. Table 4.4 shows the land required disaggregated by Use Class.

Table 4.4: Summary of Land Required

Scenario	Gross land (Ha)				
	Office E(g)(i)	R&D E(g)(ii)	Industrial E(g)(iii)/ B2	Storage or Distribution B8	Total
Econometric forecasts (labour demand)	14.6	2.4-3.6	3.6-8.1	37.5- 44.5	58.1- 70.8
Projecting forward historic take-up	3.5-4.5	0.2-0.3	47.8- 53.2	11.8- 22.2	63.3- 80.2

Note – figures include rounding. E(g) requirement includes working practices adjustment. The range presented for projecting forward historic take-up reflects a combination of the ST and LT figures.

4.12 In considering the implications of these findings, it is important to adhere to the requirements of PPG which states that local authorities should develop an estimate of future employment land requirements by taking into account a range of qualitative and quantitative forecasts and data sources.

4.13 As noted in the ELR, it is recognised that the econometric forecast-based approach only generates a small need for E(g)(iii)/B2 space. This arises since growth according to these forecasts is focussed in the Professional Services sector and related sectors, and sectors associated with distribution type uses. It is also important however to take into due consideration of local economic and commercial market intelligence – including that obtained through engagement of local agents, businesses and economic development stakeholders.

4.14 This highlights strong demand for B2 space and a need to provide a sufficient supply of suitable sites to enable existing established industrial businesses – including in the manufacturing sector - to grow in the future. This space also needs to be in the right locations, providing choice in the key settlements and near existing business clusters.

4.15 Given the recent shift in national economic policy toward reindustrialisation, we would add further emphasis on the importance of ensuring sufficient E(g)(iii)/B2 space – and planning for an additional allowance for B2.

4.16 Therefore, it was recommended within the Addendum ELR that Bradford's employment land requirement in the plan period 2025-2043 provide an overall land requirement of 110.5 ha. This equates to the Hybrid Scenario REM forecasts + with an adjustment to account for changing working practices in offices and to account for historic take-up of Industrial E(g)(iii) space. The recommendation for gross land requirement is shown below in Table 4.5.

Table 4.5: Recommendations for Gross Land Requirements

Scenario	Gross land (Ha)				
	Office E(g)(i)	R&D E(g)(ii)	Industrial E(g)(iii)/B2	Storage or Distribution B8	Total
Hybrid Scenario	14.6	3.6	47.8	44.5	110.5

5 Employment Land Site Supply

Employment Sites Under Construction and Extant Planning Permissions

5.1 Table 5.1 sets out the overall quantum of employment sites under construction and with extant planning permission by use class. The land supply from these types of supply totals approximately 19.38ha.

Table 5.1: Employment Sites Under Construction and Extant Planning Permissions

Under Construction and Planning Permissions						
Sources of Supply	Eg(i) (Offices) (ha)	Eg(ii) (R&D) (ha)	Eg(iii) (General Industrial / Residential Compatible) (ha)	B2 (ha) (General Industrial)	B8 (ha) (Storage & Distribution)	Total
Sites under construction and forecast to deliver within the plan period	0.16	0.2	0.94	0.84	2.28	4.42
Sites with extant planning permission and forecast to deliver within the plan period	0.11	0.13	0.95	5.93	7.84	14.96
Sub-Total	0.27	0.33	1.89	6.77	10.12	19.38

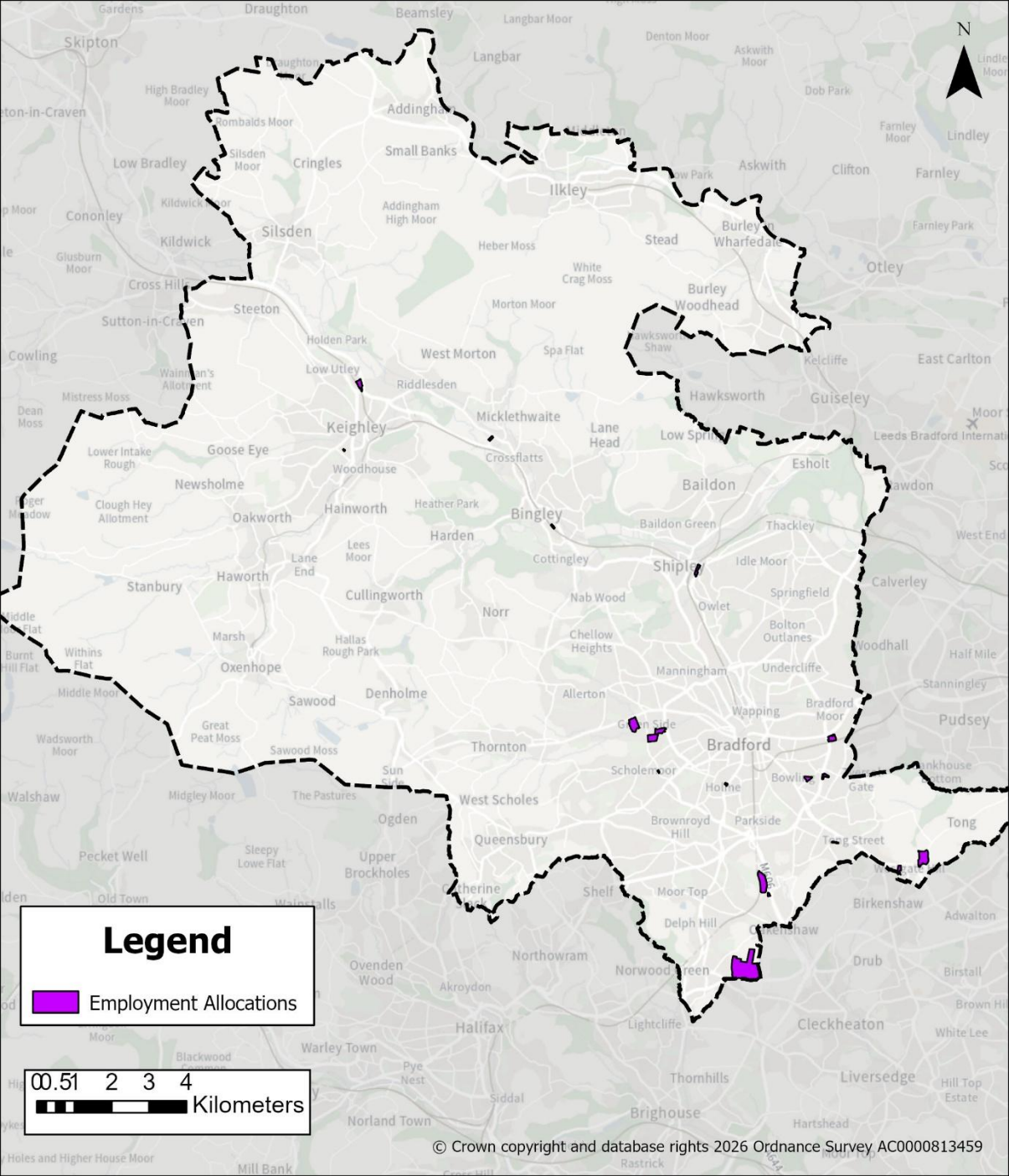
Regulation 19 Employment Site Assessments and Allocations

- 5.2 Bradford Council produced a site assessment methodology for all sites submitted for consideration. The site assessment process was applied to all sites submitted in the call for sites, as well as those previously identified by the Replacement Unitary Development Plan (RUDP) or Area Action Plan (AAP).
- 5.3 Within the call for sites, landowners, developers and agents were able to state their preferred use for land. Where “employment” was stated as the preferred use, these sites have been assessed only for employment use. In many cases, the landowner or developer requested that their sites to be assessed for both housing and employment and in these cases an allocation has been made for

either one use or the other, depending on the site-specific location and characteristics.

- 5.4 The Council has adopted a rigorous approach to employment site assessment looking at a wide range of criteria in common with the housing site assessment and focused upon constraints within the broad groupings of the natural and historic environment, environmental protection and water, highways and transport and deliverability. From a working list of 159 employment site options this was filtered down to 19 preferred site allocations.
- 5.5 In general terms employment sites are limited by topography and often access constraints and the Plan has moved away from a sub-area allocation approach to a less restricted district-wide strategy recognising the wide variety of business needs across Bradford. There are limited practical employment site options at scale in the district and no significant alternative employment allocation strategies without undermining environmental and housing objectives.
- 5.6 The conclusion of this exercise has helped rationalise the current stock and ensure what is retained is fit for purpose, whilst also identifying new site opportunities that will help deliver the strategic priorities for the Bradford economy.
- 5.7 The sites which have been allocated within the Local Plan are shown in Figure 5.1.

Figure 5.1: Site Allocations



5.8 The allocated sites provide a stock of potential development sites in the district to meet the required demand. A summary of the land supply provided by the allocated sites is shown in Table 5.2. The supply is disaggregated by potential use type.

Table 5.2: Land Supply from Site Allocations

Land Supply (ha)	Eg(i)	Eg(ii)	Eg(iii)	B2	B8	Total
Allocations	9.67	7.05	7.46	30.88	27.19	82.2

5.9 As shown in Table 5.2 the allocated sites provide an overall land supply of 82.2 ha.

5.10 The allocated employment sites comprise a range of sizes ranging from small or micro sites (<1ha), standard size sites (1-20ha) and large-scale sites (20+ha) to meet the requirements for business growth across different sectors.

5.11 These sites are located across the District and are well placed to take advantage of established business corridors with good access to the workforce.

5.12 The sites comprise a mix of previously developed land (48%), mixed (6%) and greenfield land (46%). Two out of the 20 allocated sites are located in the Green Belt, and one of the allocated sites is a Major Developed Site in the Green Belt.

Recycled land/windfall

5.13 In Bradford there has been a historical trend of the intensification of employment land which must be considered to contribute to the supply of employment land. This historical trend is shown in Table 5.2.

Table 5.2: Historical Trend of Employment Land Intensification

Monitoring Year	E(g)(i)	E(g)(ii)	E(g)(iii)	B2	B8	Total
22-23	0.01	0.00	0.00	0.19	0.03	0.22
23-24	0.03	0.00	-0.11	0.17	0.63	0.72
24-25	0.04	0.00	0.21	0.32	0.08	0.66
A. Total (22-25)	0.07	0.00	0.10	0.68	0.74	1.60
B. Per annum (A/3)	0.02	0.00	0.03	0.23	0.25	0.53
C. LP Period (25-43, (Bx18))	0.43	0.00	0.61	4.09	4.45	9.58

5.14 Based on this historical trend and projecting forward over the life of the Local Plan a total of 9.58 ha of land has been accounted for within the supply calculations, this figure does not take into account potential intensification through the Southern Gateway Masterplan and is therefore a conservative estimate.

5.15 Employment land intensification is likely to be driven by a wide range of factors including:

- Land supply constraints and lack of suitable alternative premises
- Business land ownership and cost considerations
- Sectoral growth and diversification – multi-level premises
- Rationalisation of operations and use of land
- Replacement of poor quality stock but on larger footprints or more efficient layouts

Employment Zones

5.16 The National Planning Policy Framework (NPPF)(2024) states:

‘The purpose of the planning system is to contribute to the achievement of sustainable development, including the provision of homes, commercial development, and supporting infrastructure in a sustainable manner.

Achieving sustainable development means that the planning system has three independent overarching objectives. The economic objective is to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure.’

5.17 The Council is keen to maintain a strong range of traditional Employment Zones in urban areas within which existing business and industrial uses (E(g) and/or B Use Class) tend to predominate. In these areas employment uses will be safeguarded and continue to play an important role in providing jobs for local communities.

5.18 The provisions of new Employment Zones are particularly important where there is a shortfall of employment allocations in certain settlements as these will ensure the existing economic foundations are maintained and support economic growth.

5.19 The Council designates Employment Zones (EZs) in urban areas within which existing business and industrial uses tend to predominate. In these areas employment uses will continue to play an important role in providing jobs for local communities and are subject to favourable planning policies and conditions designed to maintain and support local business growth and development.

5.20 The Employment Zones were identified within the draft Regulation 18 Local plan by:

- Reviewing and amending the existing RUDP Employment Zones by:

- Removing areas of development at the edge of the existing zones which are not traditional E(g) and/or B Use Class compliant, e.g. supermarkets, housing.
- Adding areas where completed E(g) and/or B Use Class development has taken place since first designated.
- Assessing and potentially adding areas of E(g) and/or B Use Class development from previous Mix Use Zones from the RUDP.
- Adding new Employment Zones where there are clusters of E(g) and/or B Use Class development proportionate to the settlement.

5.21 As part of the Regulation 19 Local Plan development all the identified EZs were subject to a review in consideration of:

- uses approved through planning applications;
- their changing uses and character since first designated;
- the overall strategy and ambitions within the plan; and
- land coming forward in close proximity to existing EZs.

5.22 In addition, new EZs have been considered where there is a need to preserve employment land and promote development of employment uses.

5.23 Through this review, a number of Replacement Unitary Development Plan EZs have been retained, expanded and new Zones have been created. Changes to EZ's since the development of the draft Regulation 18 Local Plan include:

- The removal of Bingley EZ as substantially now developed for road infrastructure;
- The removal of parts of Bowling EZ are made to facilitate an extended city centre boundary and proposed new Southern Gateway regeneration area.
- New EZs are being proposed in Ilkley and Steeton, as a result of land being identified for employment within their respective neighbourhood plans and recognising the importance of ensuring employment opportunities are spread across the District.
- Gain Lane is a new Employment Zone proposed in the Regional City of Bradford. The area was previously identified as an Enterprise Zone and has been fully developed.
- Worth Valley has been identified as a new Employment Zone due to the significant amount of recent employment development.
- Some minor mapping inaccuracies have also been modified.

5.24 The final Employment Zone designations have been reviewed and agreed through input/meetings with economic colleagues at Bradford Council.

5.25 The location of the updated and proposed EZ's is shown in Appendix 1. A full list of Employment Zones including the proposed changes can be found in Appendix 2.

- 5.26 Within the redefined Employment Zones, it will be important to maintain and encourage new industrial and commercial investment, with proposals to erode the employment character and function of the areas resisted.
- 5.27 Employment Zones provide a greater degree of protection to prevent unnecessary changes of use. Naturally much of the land within these zones is already developed, however, there remains parcels of land within them that are undeveloped yet have the potential to contribute towards the current supply of employment land. Although this supply is neither allocated or subject to planning permission, it is still important to acknowledge potential within the districts existing employment areas within the supply calculations.

Summary

- 5.28 Figure 5.2 below summarises the distribution of committed employment sites, allocated employment sites and Employment Zones across the District.

Figure 5.2: Commitments, Allocations and Employment Zones

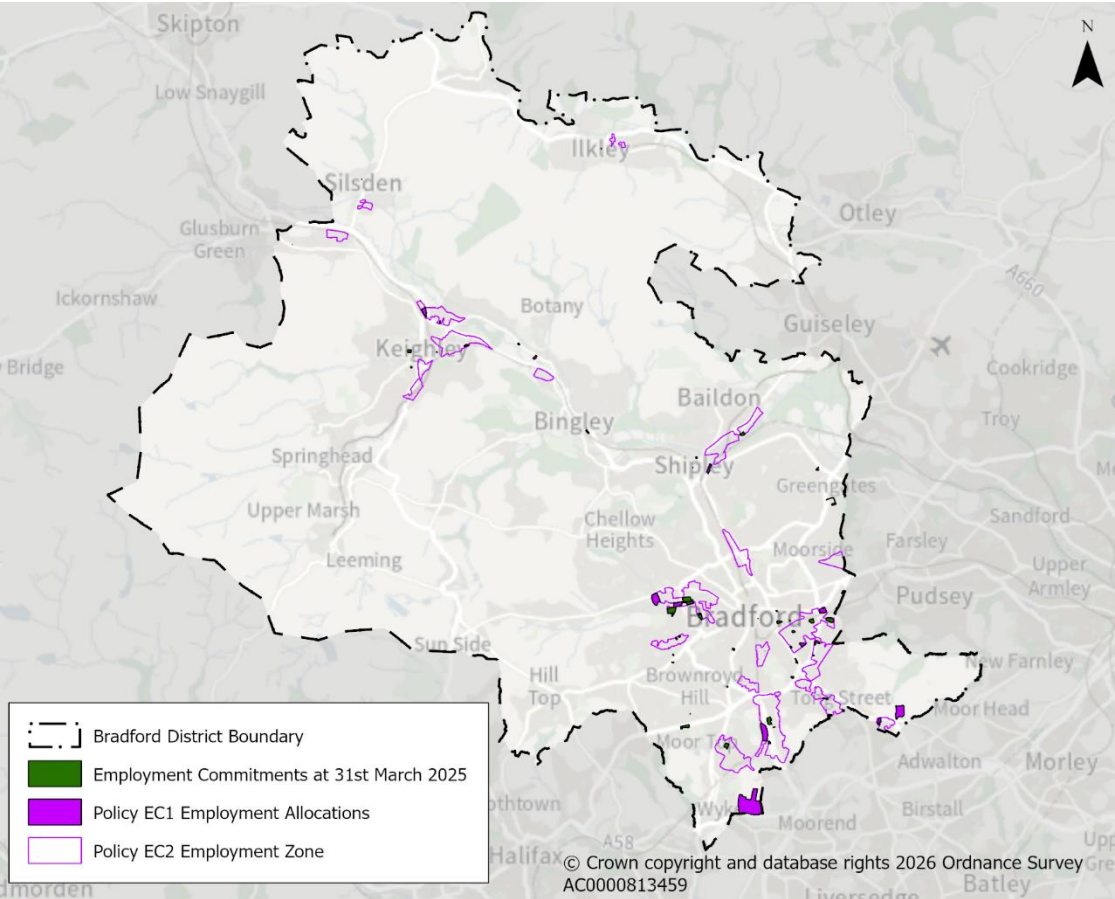


Table 5.3: Employment Land Supply

Land Supply (ha)	Eg(i)	Eg(ii)	Eg(iii)	B2	B8	Total
Commitments - U/C	0.16	0.2	0.94	0.84	2.28	4.42
Commitments - Not Started	0.11	0.13	0.95	5.93	7.84	14.96
Allocations	9.67	7.05	7.46	30.88	27.19	82.2
Intensification	0.43	0	4.7		4.45	9.58
Employment Zones						
Totals	10.37	7.38	51.7		41.76	111.21

5.29 As shown in Table 5.3, the combination of allocated and committed sites provides circa 111.21ha of employment land.

6 Demand-Supply Balance

6.1 This section draws together the findings of the supply analysis in Section 5 and the demand analysis in Section 4. The purpose is to identify whether there is any need for additional employment space, or whether there exists a surplus.

6.2 The Demand vs. Supply balance is shown below in Table 6.1

Table 6.1: Demand Supply Balance (excluding potential land from Intensification, Regeneration and Employment Zones)

Scenario	Demand-supply balance				
	Hybrid Scenario				
	Office E(g)(i)	R&D E(g)(ii)	Ind E(g)(iii)/B2	Stor&Dist B8	Total
Employment Land Requirement (ha)*	14.6	3.6	47.8	44.5	110.5
Estimated Employment Land Supply	10.37	7.38	51.7	41.76	111.56
Surplus (+) / Shortfall (-)	-4.23	+3.78	+3.9	-2.74	+1.06

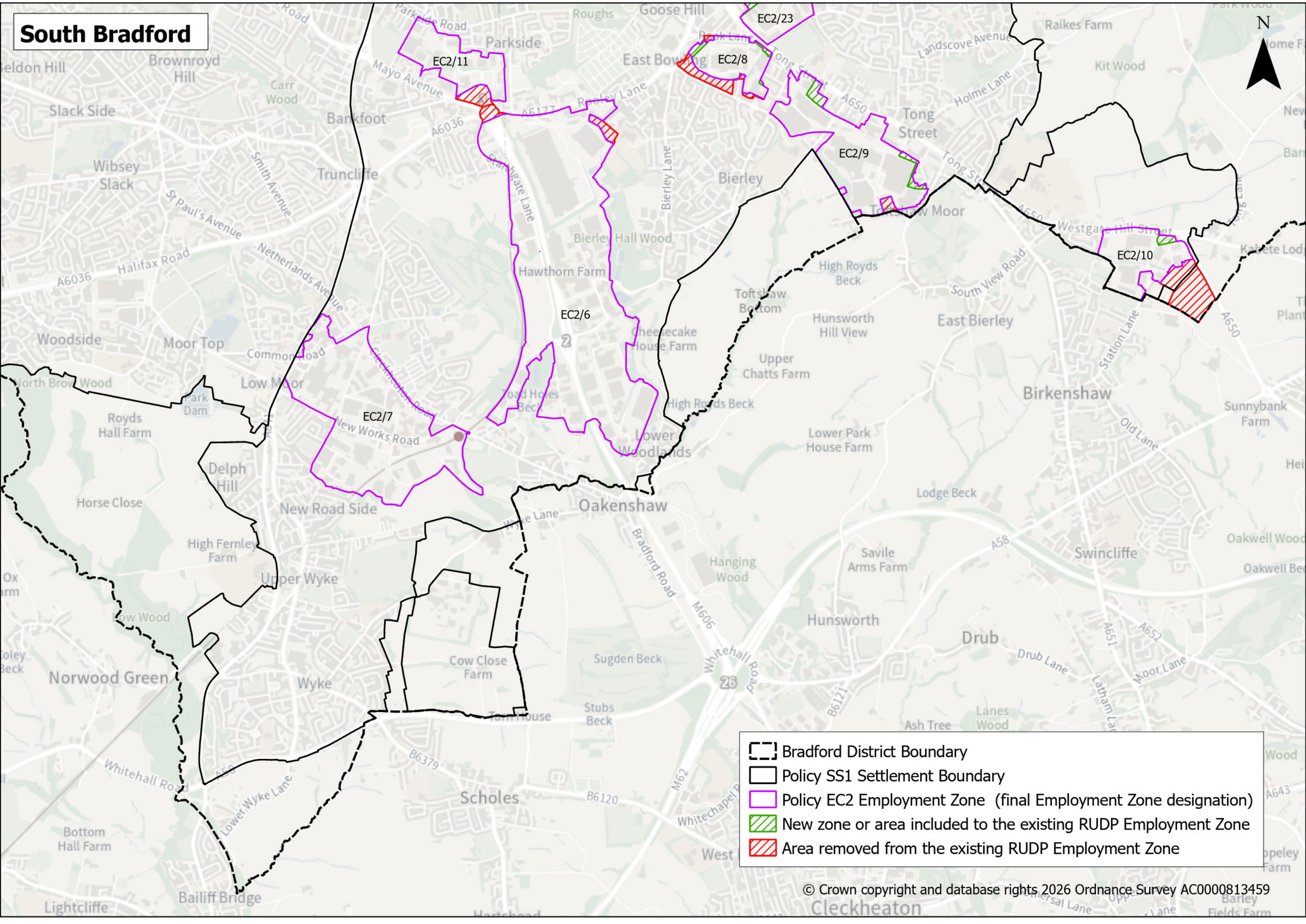
Note – figures include rounding.

6.3 Examining the balance by use class in the Hybrid Scenario there is small surplus of E(g)(ii) and E(g)(iii) space and small shortfall in E(g)(i) and B8 space. There is potential for at least some of this shortfall to be addressed through intensification of land use.

6.4 The combination of allocated and committed sites provides circa 111.56ha of employment land, just over the forecast employment need of 110.5ha.

Appendix 1 – Map of Employment Zones

South Bradford

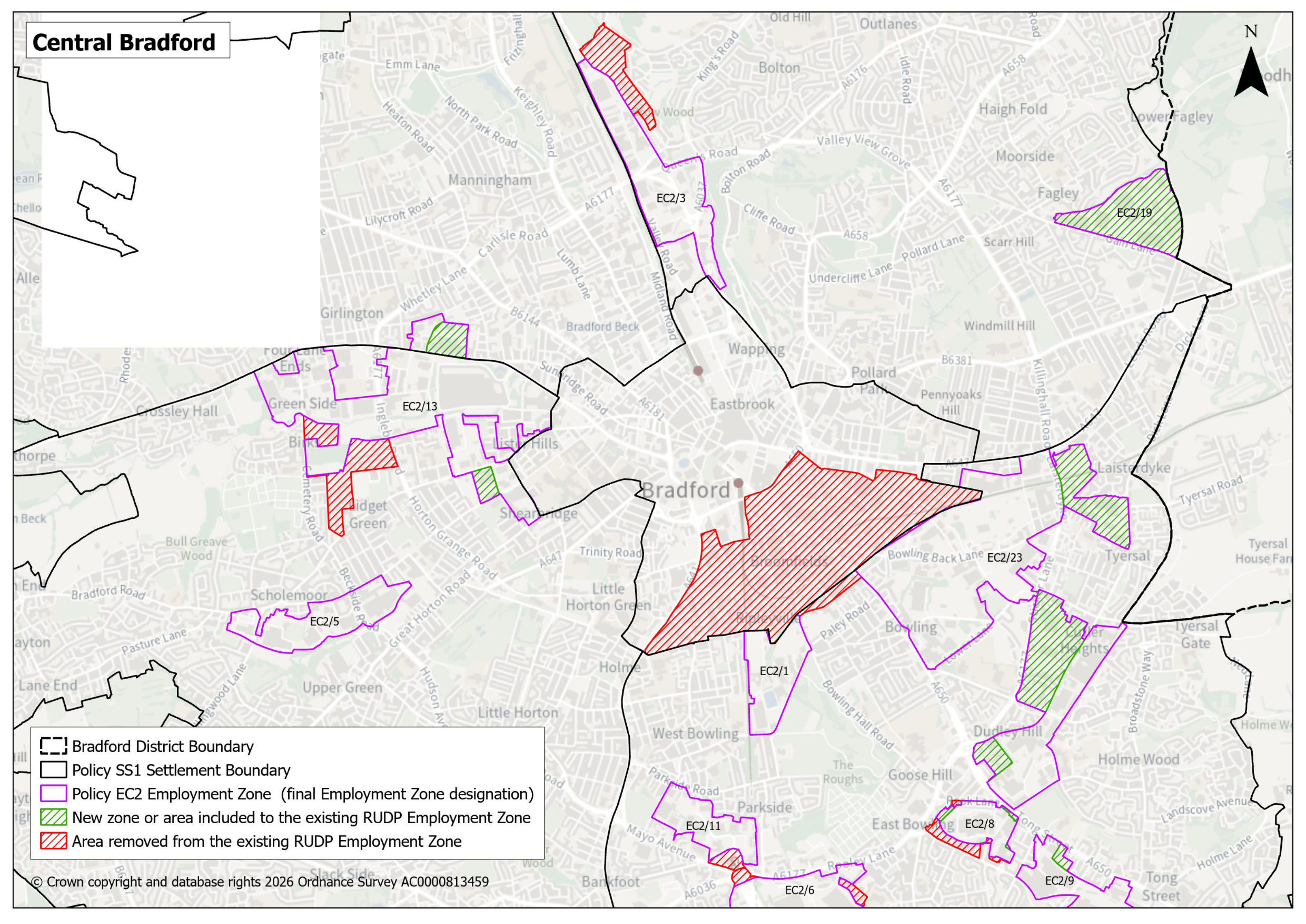


- Bradford District Boundary
- Policy SS1 Settlement Boundary
- Policy EC2 Employment Zone (final Employment Zone designation)
- New zone or area included to the existing RUDP Employment Zone
- Area removed from the existing RUDP Employment Zone

Central Bradford



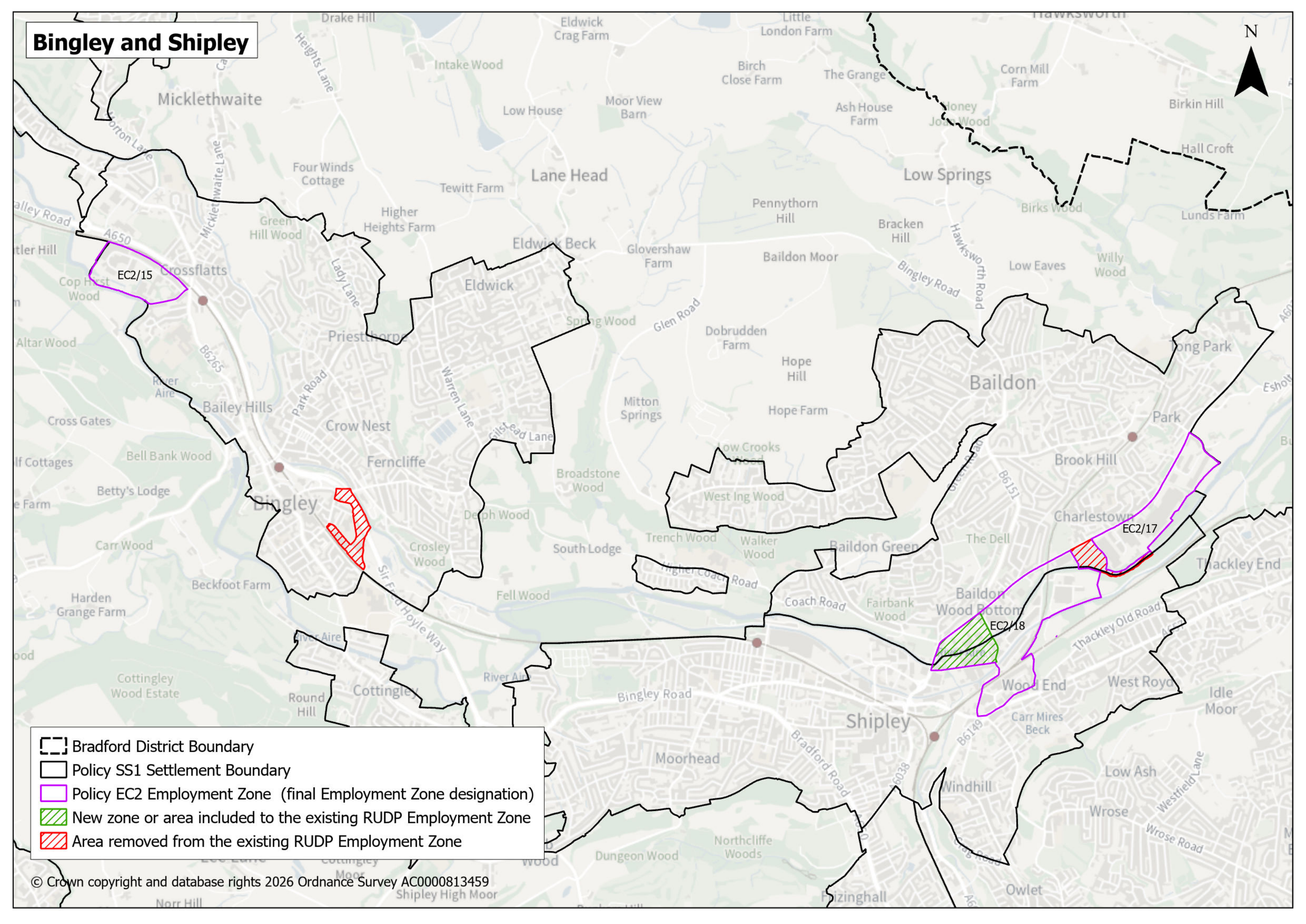
- Bradford District Boundary
- Policy SS1 Settlement Boundary
- Policy EC2 Employment Zone (final Employment Zone designation)
- New zone or area included to the existing RUDP Employment Zone
- Area removed from the existing RUDP Employment Zone



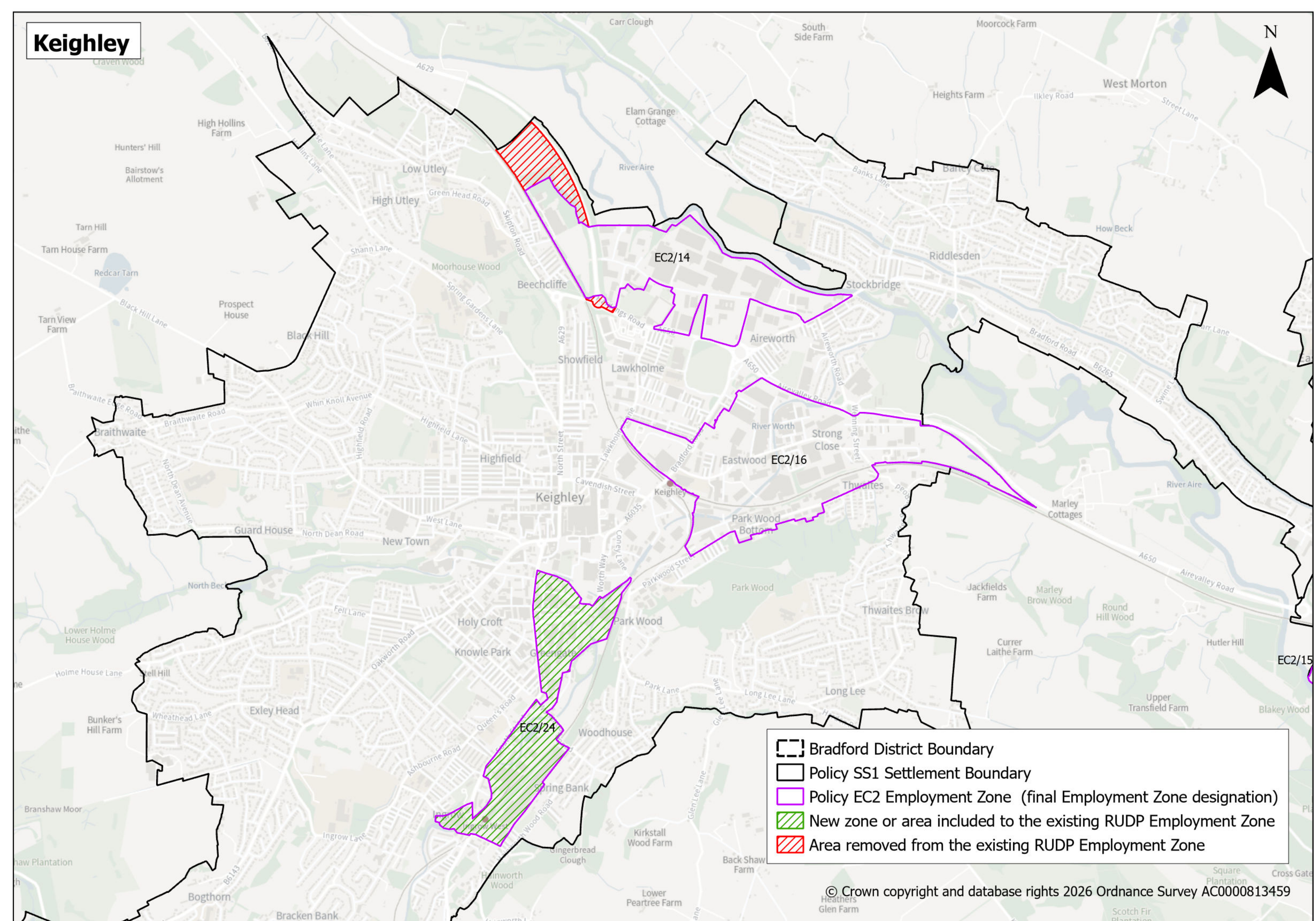
Bingley and Shipley



- Bradford District Boundary
- Policy SS1 Settlement Boundary
- Policy EC2 Employment Zone (final Employment Zone designation)
- New zone or area included to the existing RUDP Employment Zone
- Area removed from the existing RUDP Employment Zone



Keighley

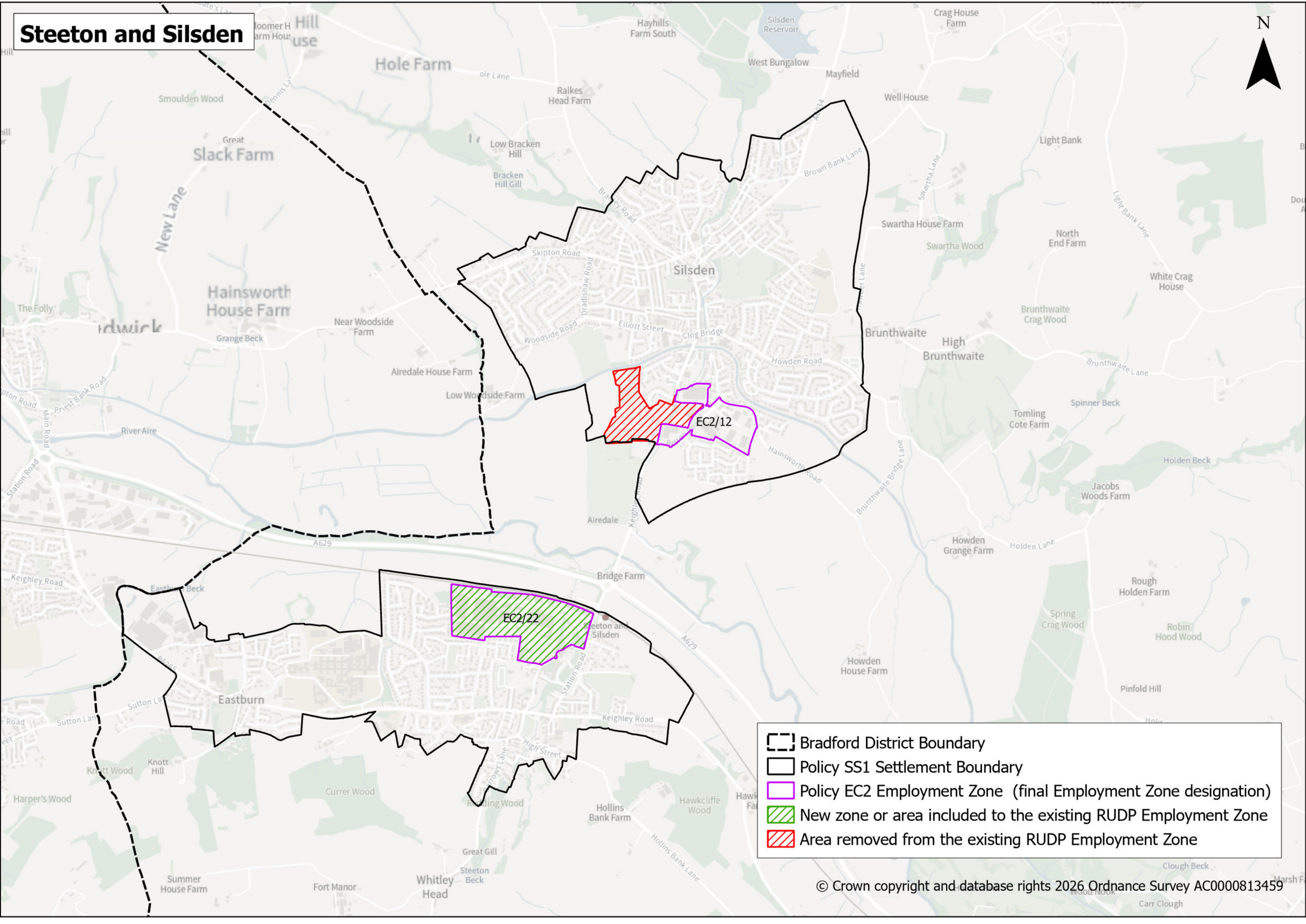


Ilkley



-  Bradford District Boundary
-  Policy SS1 Settlement Boundary
-  Policy EC2 Employment Zone (final Employment Zone designation)
-  New zone or area included to the existing RUDP Employment Zone
-  Area removed from the existing RUDP Employment Zone

Steeton and Silsden



- Bradford District Boundary
- Policy SS1 Settlement Boundary
- Policy EC2 Employment Zone (final Employment Zone designation)
- New zone or area included to the existing RUDP Employment Zone
- Area removed from the existing RUDP Employment Zone

Appendix 2 – List of Employment Zones

Reg 19 Ref	Name	RUDP Ref	Hectares	Settlement	Comments
EC2/1	Ripley road / Bowling Park Drive	BN/E6.1	19.87	Bradford South East	Southern Gateway Regeneration Area (RA9) has been removed.
EC2/3	Canal Road	BN/E6.2	37.42	Bradford North East	Area removed due to permitted masterplan application.
EC2/5	Paradise Green	BS/E6.1 and BW/E6.1	24.86	Bradford South West	No change.
EC2/6	Euroway Estate	BS/E6.2	133.52	Bradford South East	M606 removed and changes reflective of housing uses.
EC2/7	Low Moor	BS/E6.3	71.07	Bradford South East	No change.
EC2/8	Law Street / Dudley Hill	BS/E6.4	12.36	Bradford South East	Changes reflective of housing uses and areas of current employment development.
EC2/9	Tong Street / Shetcliffe Lane	BS/E6.5	36.53	Bradford South East	Changes reflective of housing uses.
EC2/10	Westgate Hill Street	BS/E6.6	16.32	Bradford South East	Zone amended in line with current Battlefield Designation. Comments also received at Regulation 18.
EC2/11	Staygate / Eurocam	BS/E6.7	16.52	Bradford South East	M606 removed.
EC2/12	Keighley Road	K/E6.1	7.53	Silsden	Changes reflective of housing uses and supermarket.
EC2/13	Thornton Road	BW/E6.2	97.40	Bradford South West	Changes reflective of housing uses and supermarket. Several areas added due to large area of current employment development (from the RUDP UR7 Mix Use Areas).
EC2/14	Hard Ings / Beechcliffe	K/E6.2	38.16	Keighley	Area removed as not currently suitable for development.
EC2/15	Crossflatts	S/E6.2	14.12	Bingley	No change.
EC2/16	Eastwood / Worth Village	K/E6.3	64.37	Keighley	No change.
EC2/17	Otley Road	S/E6.3	20.98	Baildon	Changes reflective of housing uses and cemetery.
EC2/18	Otley Road / Thackley Old Road	S/E6.3	43.47	Shipley and Baildon	Changes reflective of housing uses and cemetery. Area added due to large area of current employment development (from the RUDP UR7 Mix Use Areas).
EC2/19	Gain Lane	New	24.44	Bradford North East	Formally designated as a WYCA Enterprise Zone. The site is now complete. The new zone also inc. Morrisons and Hovis.
EC2/20	Golden Butts Road / East Parade / Little Lane	New	2.92	Ilkley	New employment zone, encapsulating the NDP "Economy and Employment" designations.
EC2/21	Valley Drive	New	2.31	Ilkley	New employment zone, encapsulating the NDP "Economy and Employment" designations.
EC2/22	Millennium Business Park / Steeton Grove	New	15.79	Steeton	New employment zone, encapsulating the NDP "Economy and Employment" designations.
EC2/23	Bowling Back Land and Cutler Heights	BN/E6.1, BN/E6.4 and BC/E6.8	151.22	Bradford South East	Southern Gateway Regeneration Area (RA9) has been removed. Several areas from the RUDP UR7 Mix Use Areas have been added as they are large areas of current employment development.
EC2/24	Worth Valley	New	30.28	Keighley	New employment zone, due to large area of current employment development (from the RUDP UR7 Mix Use Areas).