

## Introduction

Welcome to the public exhibition on Next plc's proposals for a state-of-the-art Regional Service Centre at the land north of Dowding Way, Waltham Abbey.

The first phase of development, which will be owned and operated by Next, represents an investment of £40 million in the area and will deliver between 175 and 325 new jobs. The range of jobs depends on the growth of Next's distribution business over next 10 years, which is expected to expand due to an ongoing rise in online sales.

A planning application to bring forward the scheme was submitted in May 2018 to Epping Forest District Council (planning reference EPF/1413/18).

The purpose of this exhibition is to provide an overview of the plans, answer any questions you may have and ask for your feedback.

Next will carefully consider all feedback received at the public exhibition. The design continues to evolve through our ongoing technical work and we are seeking to respond to comments as the project progresses.

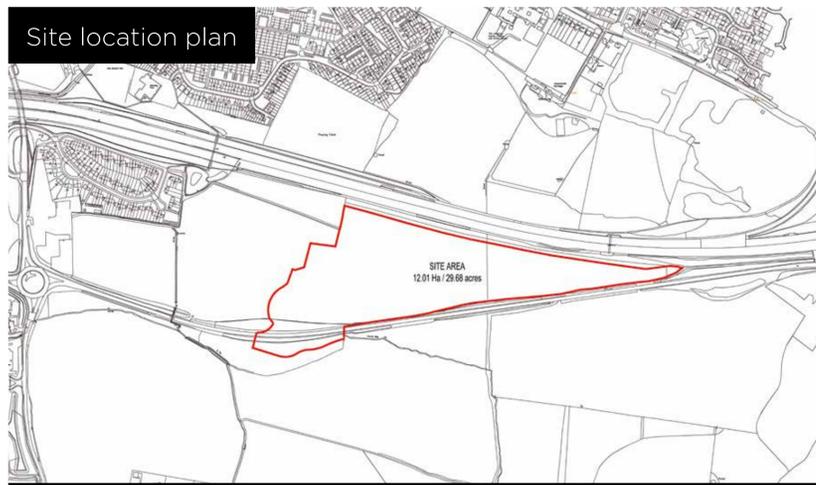
At the end of the public exhibition, we would be very grateful if you could take a few moments to let us know your thoughts via the feedback forms provided.

[www.dowdingwayproposals.co.uk](http://www.dowdingwayproposals.co.uk)

Proposed site view



Site location plan



next

NEXT PLC - INVESTMENT  
PROPOSALS FOR  
DOWDING WAY

## Next Plc - Jobs and Training

The proposals for Dowding Way will deliver a major jobs boost for Waltham Abbey in a sector where jobs are needed within the District.

The project will provide a wide range of full-time opportunities to maximise local employment including, in particular, roles in management, logistics and warehouse operations.

Next will provide high-quality training and development opportunities for all its staff. This will include:

- Excellent remuneration and benefits, as well as significant training and development opportunities;
- Lifelong Learning Centres to enhance our employees' existing skills base and support progression through the company;
- Outreach programmes with local schools and colleges, offering a range of support, from work placements to assisting students in writing their CVs, presentation skills and interview preparation;
- Apprenticeship opportunities which help local people to develop the training and skills they need to complete the framework leading to NVQ Level 2 qualifications.



### Did you know?

- Next Regional Service Centres have a low staff turnover and a long-serving workforce - 25% of employees have been with Next for over 10 years (52% with over 5 years' service);
- Next has a comprehensive Corporate Responsibility Policy with a focus on the wellbeing and development of its colleagues;
- Employees are encouraged to provide feedback through an Annual Employment survey, which has high engagement within the Distribution Centres (85%);
- All sites also hold 'Great Place to Work Groups' to help find better ways to feedback comments and ideas, to continually improve the working environment;
- 'Life Long Learning Centres' located within Next's main warehouse sites provide support to employees to complete courses in Maths, English, ICT, Skills Swaps and many other creative non-work related activities;
- In partnership with the Union of Shop, Distribution and Allied Workers (USDAW) each centre is supported by two Union Learning Representatives. This role is to work with USDAW, the tutors and employees to provide course information and a clear point of contact for the learners.



## Next Distribution

### Corporate Responsibility

Next Distribution is at the heart of Next's retail business, using the latest technology, expert planning and a talented team to give its customers the best possible experience. Next employs more than 7,000 people across eight nationwide distribution centres.

Next takes Corporate Responsibility very seriously, which includes its role within the local community. All Next employees and anyone based on site are expected to follow the Company's Code of Conduct Charter at all times. This sets out clear instructions for respecting the residents who live near Next's sites including Distribution Centres.

The proposals will deliver a wide variety of jobs, from entry level through to management positions. This includes:

- **Warehouse operatives** – involved in all kinds of the operation, working with new technology and receiving expert coaching;
- **Drivers** – responsible for transporting products across the country: the vital link between Next's customers, stores and warehouses;
- **Operational managers** – leading the site and their team;
- **Administration** – taking care of behind-the-scenes operations to support the Operations Team and keep customers happy;
- **Maintenance and quality control** – making sure every element of the Regional Service Centre is in full working order;
- **Security** – making sure all the proper processes and policies are being followed at all times, keeping Next's teams and business safe.

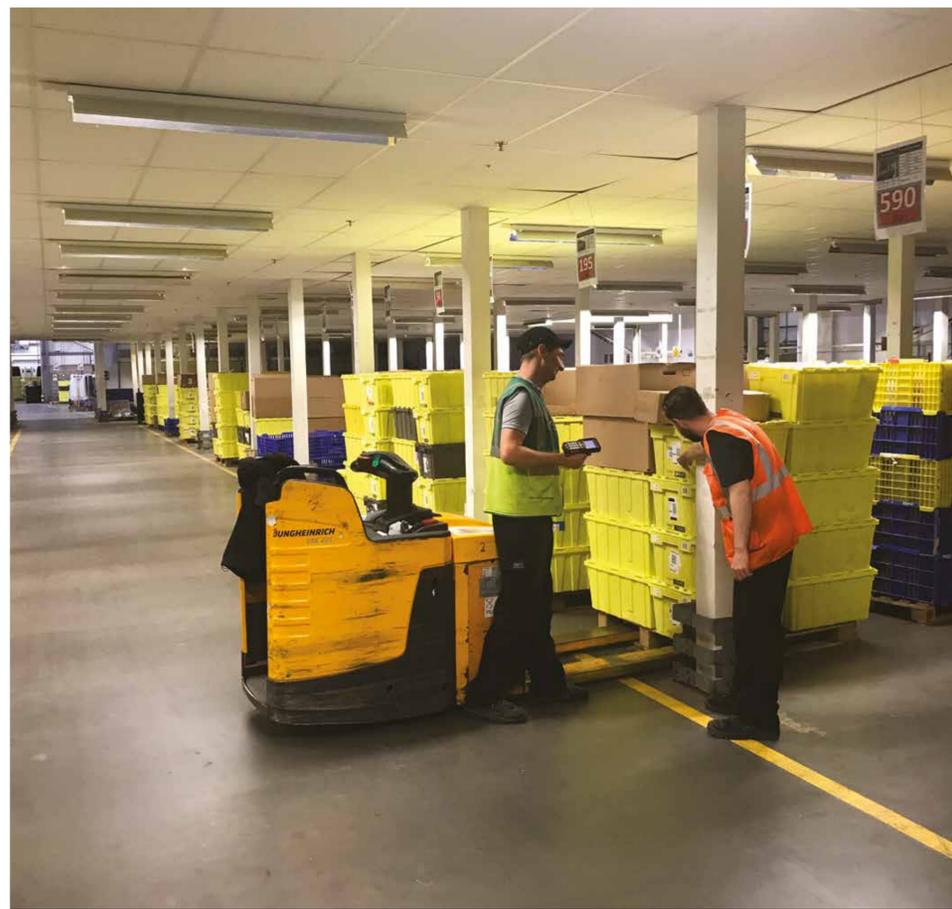
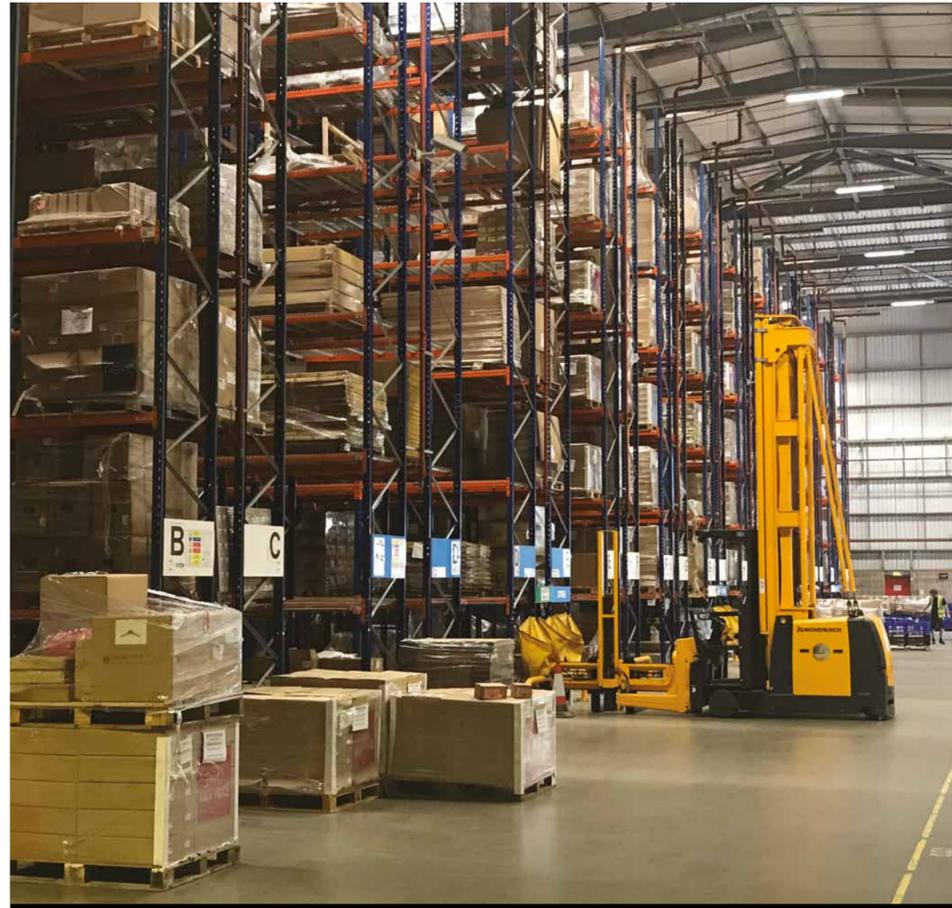
### Sustainable Travel

Next will implement a range of measures to encourage employees to use sustainable travel methods. This includes:

- An investment of circa £800,000 in local infrastructure to deliver a step change in walking, cycling and public transport access to the site. This includes Demand Responsive buses (essentially Uber for buses) every 15 minutes within a 15-20km radius of the site;
- Travel planning and financial measures to discourage car use.

Next is proud of its track record on sustainable travel planning. Next's dedicated website – [www.travel2next.co.uk](http://www.travel2next.co.uk) – encourages and incentivises employees to use car shares, bus services, cycling and walking. Next has received, and been shortlisted for, several awards for its promotion of sustainable travel, including:

- 2018 – three Next warehouses entered for a Gold Accreditation through Modeshift (a not-for-profit group that encourages sustainable travel in the UK);
- 2017 – Gold Star at the Sustainable Travel Awards;
- 2017 – Next Head Office awarded 'Active Travel Workplace of the Year'.



Phase 1 Site Plan

## The Proposals

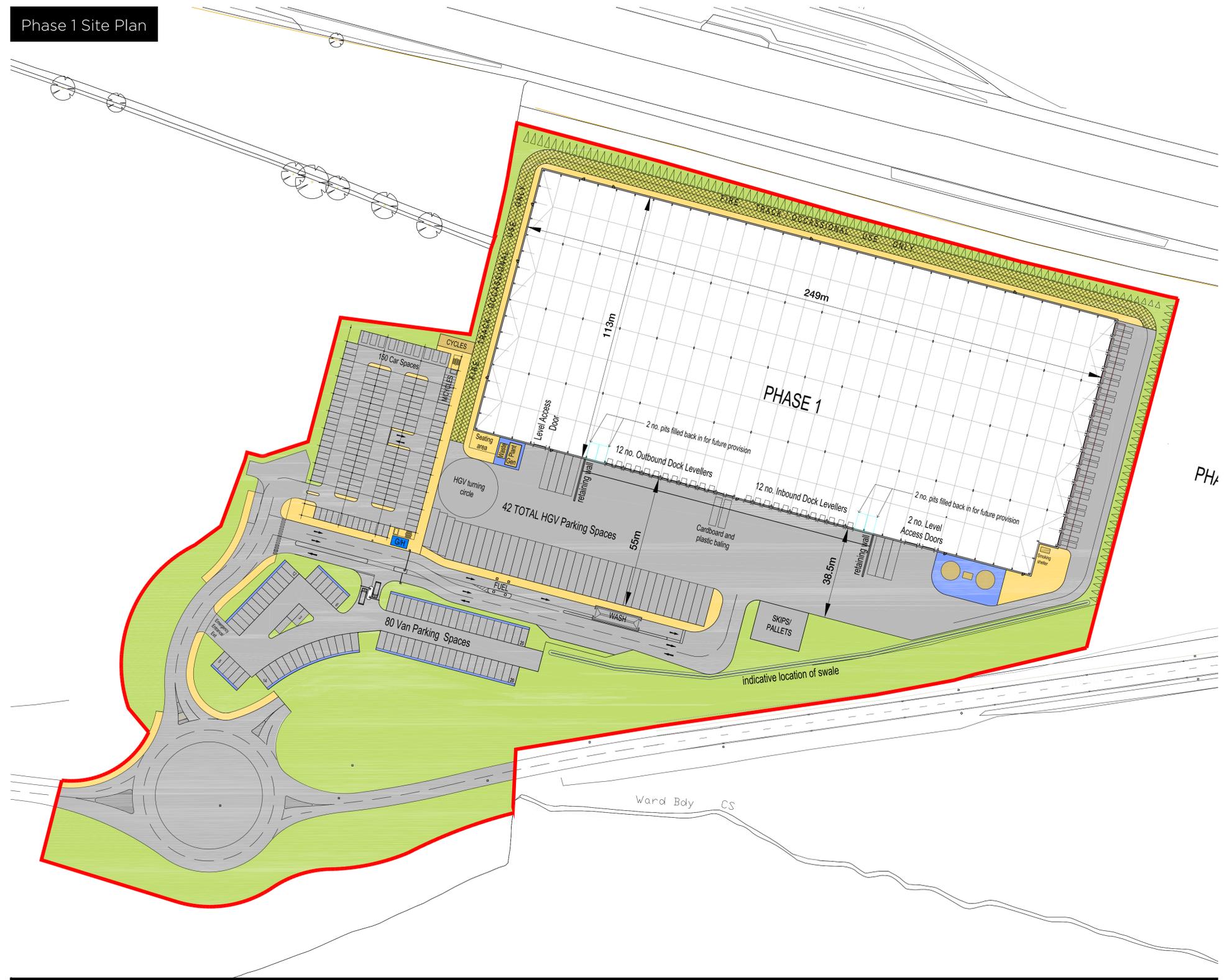
A part full / part outline ('hybrid') planning application was submitted to Epping Forest District Council on 18 May 2018. If approved the development will come forward to two phases.

### Phase 1

- Full planning permission is sought for up to 57,267 sqm of warehousing space to be operated by Next as a Regional Service Centre. The proposal includes parking and servicing arrangements, car parking and landscaping.

### Phase 2

- Outline planning permission is sought for up to 22,733 sqm of flexible employment space. The site will be developed out either speculatively or back by specific tenant demand. Full details of the site including the layout will be submitted as 'reserved matters' should the outline permission be granted.



## Transport, Connectivity and Access

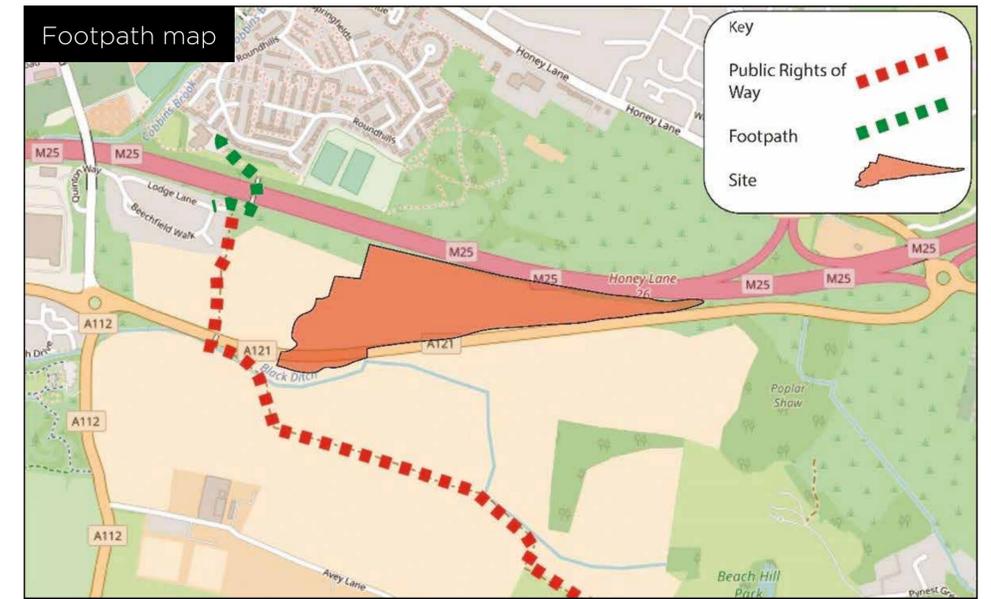
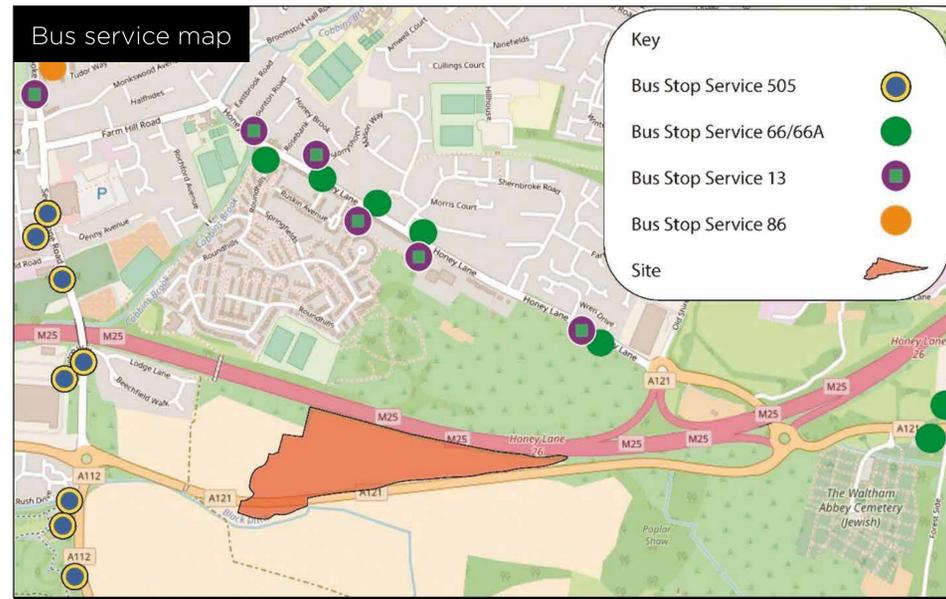
A detailed Transport Assessment has been undertaken as part of the planning application. Next continues to liaise closely with Essex County Council and Highways England to ensure that appropriate mitigation measures are put in place where required. This will include:

- Funding a Demand Responsive Transport bus service operating between 05:00 and 01:00, seven days a week, which will significantly reduce the number of single-car journeys required by employees and provide new public transport links for residents in Waltham Abbey;
- An agreement with Essex County Council to deliver improvements to the existing carriageway, which may include resurfacing and re-planning;
- A comprehensive Travel Plan to promote sustainable travel for our staff.

HGV movements through local roads will be minimised wherever possible:

- The majority of HGVs will use the M25 (westbound and, to a lesser extent, eastbound). Some HGVs will also use the A112 (south). However, in real terms, the volume of HGVs using this route will be kept to a minimum;
- A routing agreement will be secured via planning condition to restrict, wherever practically possible, HGVs travelling through Epping Forest and Honey Lane;
- As a result of vehicle movements being spread throughout the day, as well as the mitigation measures outlined above, the development is anticipated to have a minor impact on traffic conditions. In a worst case scenario, the delay is predicted to be circa 30 and 15 seconds, for the AM and PM peaks respectively.

Masterplan



## Biodiversity

Most of the site is in use as arable farmland and is not managed to benefit wildlife. As a result, the majority of the site currently provides limited biodiversity or ecological value.

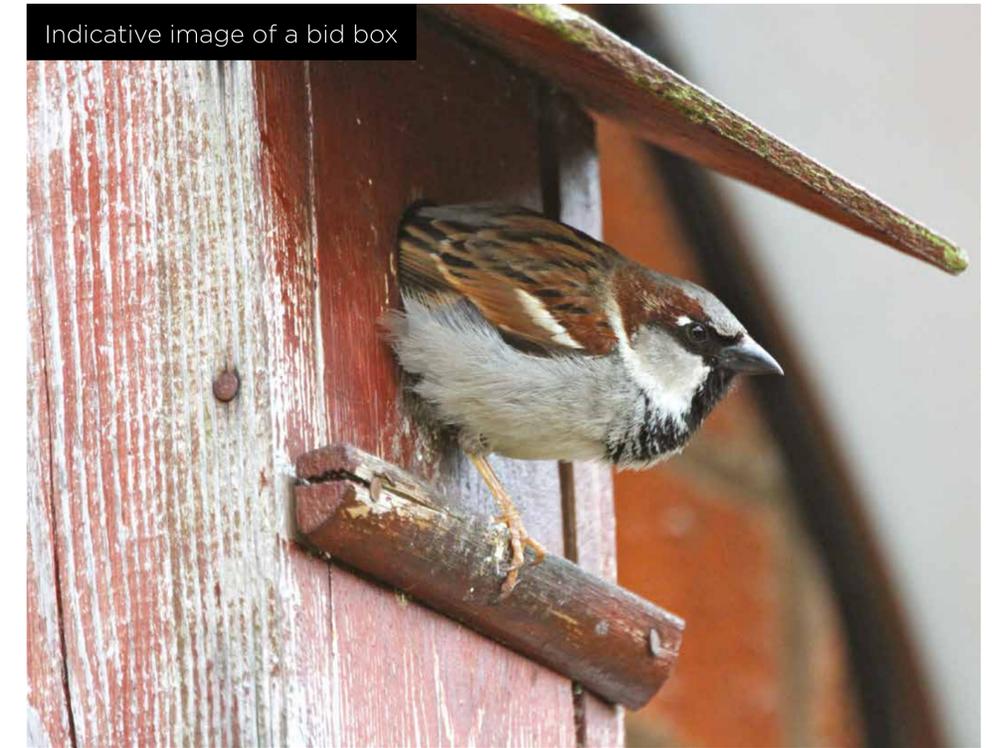
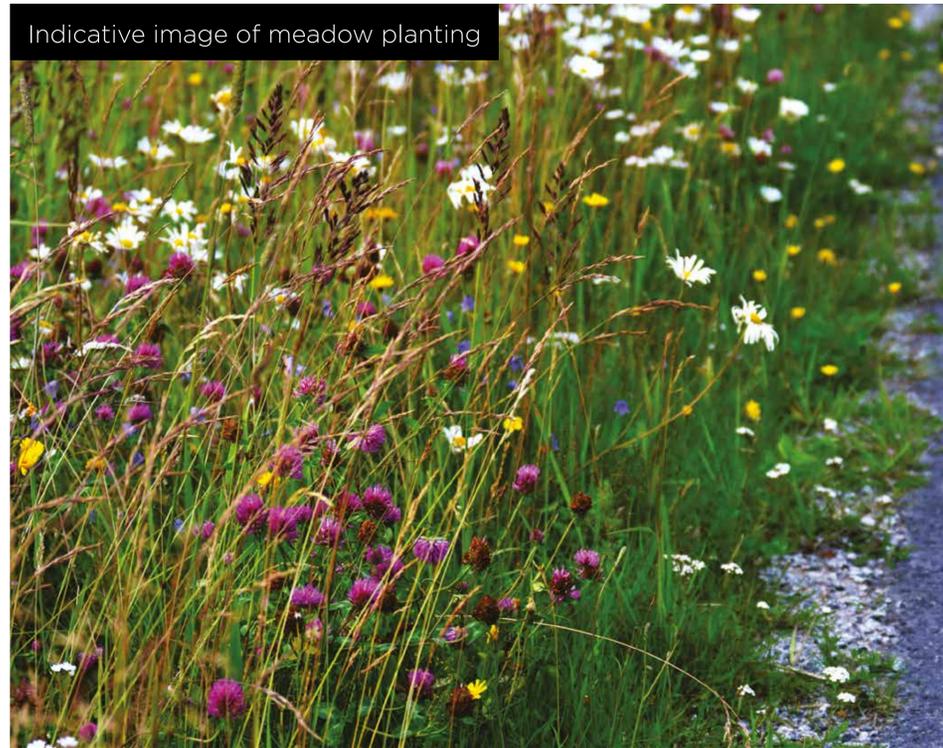
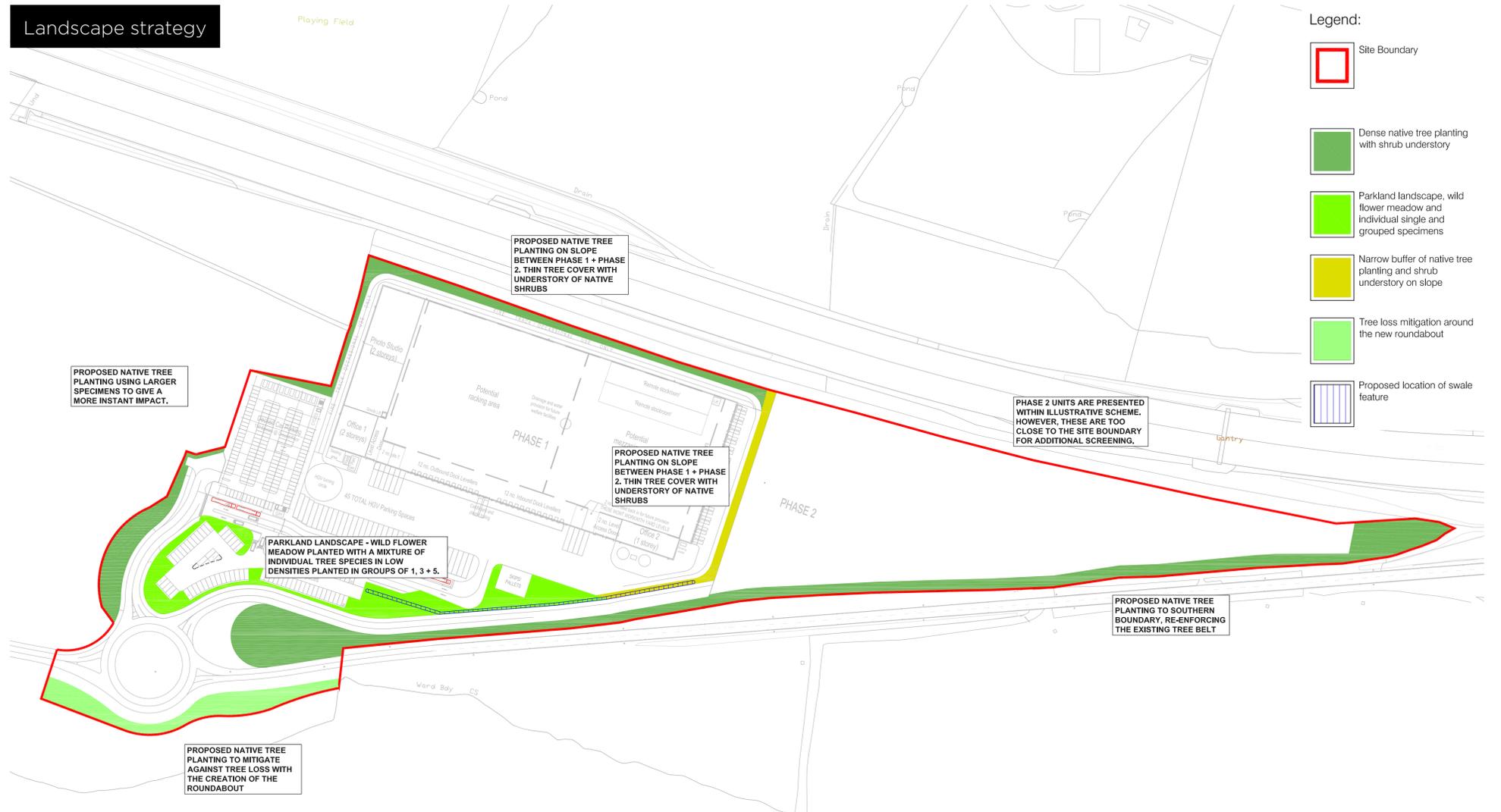
There is moderate ecological value in the site's hedgerows and mature trees. Potential adverse impacts will be mitigated in line with relevant wildlife legislation and planning policy. This includes appropriate on-site mitigation, as well as targeted, well-planned enhancements.

### Mitigation measures will be delivered through:

- Native tree planting;
- The introduction of parkland landscaping;
- Meadow planting;
- The creation of a landscaped zone along the phase 2 southern boundary;
- Bird boxes.

A detailed Ecological Assessment has been undertaken to assess the site's ecology, including extensive targeted surveys over a long period. The key findings are:

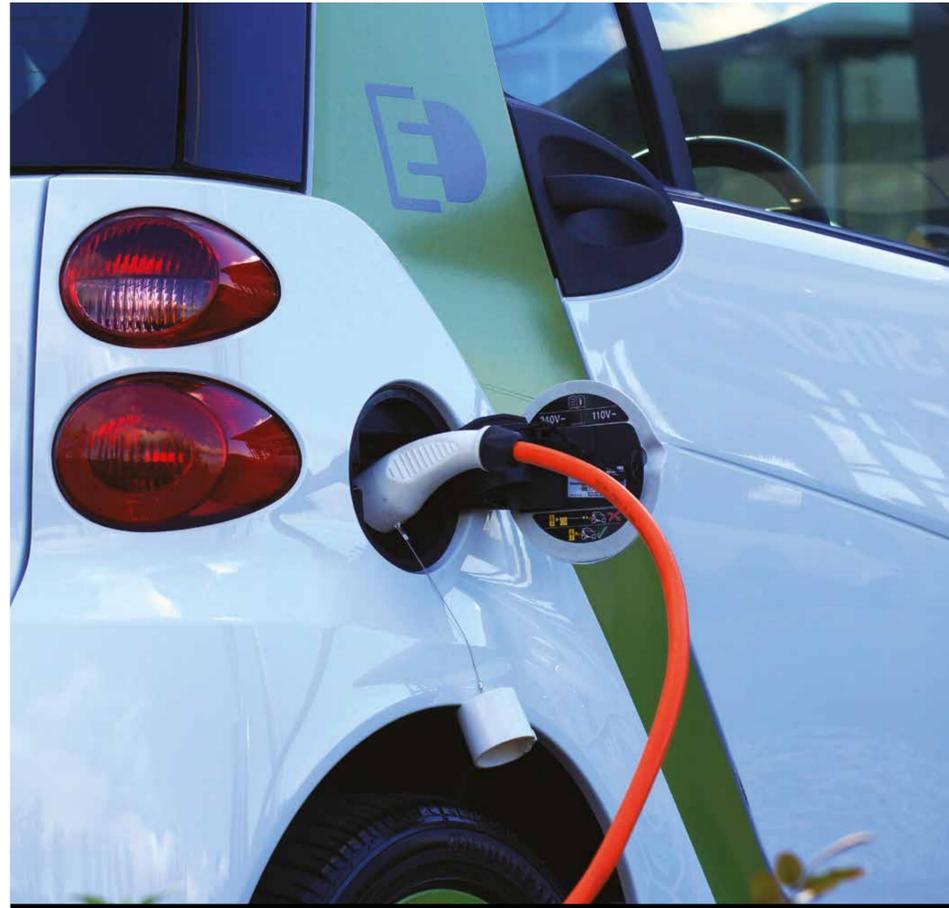
- **Badger** - the site has negligible value for badger sett building and no setts were found on site;
- **Bats** - the arable fields which dominate the site on the whole showed a low number of bat passes by small numbers of common bat species. There were more bat passes at the site's boundary habitats, although this was still in relatively low numbers. The surveys found no confirmed bat roosts in trees;
- **Birds** - out of 32 bird species observed using the site, 8 are on the Birds of Conservation Concern red list and 5 on the amber list. However, none of the recorded species are considered uncommon or rare at any geographical scale and their red-listed status is due to widespread decline across their large UK geographical range. They are still widespread in the region, and the reasons for their declines are not considered to be driven by development impacts;
- **Invertebrates** - the site's main habitat is arable cropland, which has negligible potential for invertebrates. No species of conservation concern were recorded;
- **Reptiles** - no reptiles were found on site;
- **Small and medium-sized mammals** - hedgehog and harvest mice may use habitats at the site's boundaries. However, none were observed during the surveys in 2017; if present, they are likely to occur in relatively low numbers. Brown hares were not observed and it is considered likely that they are absent from the site.



## Sustainability

The proposed scheme will be delivered to a high standard of sustainable design and construction. The key features are:

- **Energy Performance** - the development will exceed the requirements of current Building Regulations. A 7% reduction in CO2 will be achieved through the use of energy efficient design, including high performance insulation, efficient LED lighting and the incorporation of natural light;
- **Renewable Energy** - a solar panel system will be provided, which has the potential to generate 750,000 kWh of renewable electricity per annum, saving 400 tonnes of CO2 each year;
- **Electric Vehicles** - 80 electric charging points will be provided for vans and cars;
- **Water Conservation** - the proposals include low water-use fixtures, which are expected to achieve a 30% reduction in water use;
- **Materials** - low impact materials will be used, including BRE 'A' rated materials for all roof and walls;
- **Drainage** - the design incorporates sustainable drainage features with the aim to prevent flooding on site in a 1:100 year event plus an allowance for Climate Change. The use of sustainable drainage techniques have been applied for this purpose;
- **Waste Management** - Next plc operates a programme of reduction, reuse and recycling, and sets waste and recycling targets within its business operations. By 2020 Next plans to divert at least 95% of the operational waste from landfill. The proposed Regional Service Centre will help achieve these targets.



## Next Steps

Thank you for taking the time to attend the public exhibition today. We greatly appreciate your involvement.

Feedback from the exhibition, together with additional comments received by the local community, will be carefully considered by the project team.

### Key Scheme-wide Benefits

- Deliver circa £53 million of investment into the delivery of the development;
- Generate up to £1 - £2 million additional spending by new employees in the local economy;
- Create circa 100 jobs during the construction period;
- Reduce out-commuting (at present, one third of the district's residents working in distribution have to travel outside the district to find work);
- Generate a significant boost to the wider economy, with every new job in the development creating a further 1.95 jobs elsewhere - including with local firms in the district.

### Your Feedback

To keep up to date and to let us know what you think of our current proposals, please complete a feedback form.

We will continue to engage with stakeholders and the community as our plans progress.

### Contact us

**Freephone:** 020 7871 3565

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**Website:** [www.dowdingwayproposals.co.uk](http://www.dowdingwayproposals.co.uk)

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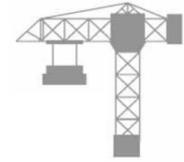
### Key benefits



**£53m** of investment into the delivery of the development



Average of c. **100 jobs** per month over the duration of the construction period



On-going job **development & training**

### End-use employment benefits



**425 - 955 new jobs** across the scheme well matched to local skills



up to **£1 -£2 million** additional spending by new employees



**Local jobs reducing out-commuting.** Currently 1/3 of residents in the district working in distribution have to travel outside the district to find work

### End-use fiscal benefits



an extra **£1.7m per year** for business rates



**£30m GVA per year** from end use employment

## Indicative Project Timeline

