Oxford City – Employment Land Needs Assessment Interim report

Planning for
Oxford City Council
June 2025

OXFORD CITY COUNCIL

Contents

Appendices

Quality Assurance

This report has been prepared within the quality system operated at Rapleys LLP according to British Standard ISO 9001:2015.

We confirm that the undersigned is an appropriately qualified and experienced Chartered Planner experienced in the commercial property sector.

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1 INTRODUCTION

BACKGROUND

1.1 Oxford City Council have commissioned an Employment Land Needs Assessment (ELNA) for the city to support the emerging Local Plan. The ELNA will inform the Council's approach to the preparation of economic development and employment land policies and allocations in the Local Plan, guiding future development to 2042.

1.2 This study and indeed the work to prepare a new Oxford Local Plan 2042 follows the Council's decision at the beginning of the year to withdraw the Oxford Local Plan 2040. The primary reason for the Inspectors' recommendation to withdraw the plan was that they considered there was a failure in the duty to cooperate. The Inspectors concluded that the surrounding districts should have been more involved in the technical evidence underpinning Oxford's housing (and employment) need.

1.3 The EIP Inspectors' criticisms did however identify some issues of critical relevance to this study. The Inspectors looked to re-set the evidence base to Standard Method, paid particular attention to economic activity rates and noted the critical importance of the commuting balance across Oxfordshire as evidenced in the 2011 as well as 2021 Censuses, and so the supply of labour. These are issues we consider in some depth in this work.

THIS STUDY

1.4 This Interim ELNA supports the current stage in Plan preparation - the city Council's Regulation 18 Plan and is issued as part of the plan evidence base for the public consultation of the Preferred Options Plan that takes place in early summer 2025.

1.5 This interim report provides:

- The Policy Context, summarising national policy and practice, and the neighbouring boroughs' approaches to employment planning (Chapter 2). This is important as it identifies the themes that the study needs to review.
- Then Chapter 3 re-assesses the Functional Economic Market Area as it applies to Oxford city based on the recently released 2021 Census commuting dataset.
- Chapter 4 sets out Oxford city's socio-economic context, looking at the indicators of resident, workforce and business performance.
- Chapter 5 reports the findings of the property market analysis, reporting the consensus view of market performance and where it is heading in the future, before finally
- Chapter 6 considers the available supply of future employment land.

THE FINAL REPORT OF STUDY

1.6 The final ELNA report will accompany the Submission version of the Plan (Regulation 19) timetabled for public consultation in late 2025 and will identify Oxford city's need for employment land balanced against the available supply.

2 POLICY CONTEXT

INTRODUCTION

2.1 This section reviews national policy and guidance and local planning policy and evidence for Oxford city as well as neighbouring councils within Oxfordshire. The aim is firstly to establish the requirements and guidance when planning for economic development, and secondly to draw out the scale and type of employment land need identified across the wider context.

2.2 Relevant national and local policy is set out below. In summary:

- Economic policies need to be positive while realistic;
- Policies can be aspirational, but land should not be sterilised for an economic use that has no reasonable prospect of being delivered in the Plan period;
- Policies need to pay particular regard to facilitating development to meet the needs of a modern economy;
- Recent changes to the Planning Practice Guidance (PPG) have increased the prominence given to logistics as an economic land use capable of commanding considerable weight in the planning balance; and
- Councils should, within the limits of their sustainable capacity, work with neighbours to meet economic needs in full.

NATIONAL PLANNING POLICY AND GUIDANCE

2.3 The National Planning Policy Framework (NPPF) was originally published in March 2012 has been revised a number of times since, most recently in December 2024.

2.4 In regard to economic development and employment planning the NPPF seeks to support the development of a strong, responsive, and competitive economy by: identifying and coordinating the provision of infrastructure; ensuring that there is enough land (of the right type, in the right place, and at the right time) to support growth; and encouraging innovation and improved productivity.

Economic Development

2.5 Planning policy and decisions should support business investment, economic growth and productivity, both for local businesses and wider opportunities for development i.e. inward investment. All areas should build on strengths, counter weaknesses and address future challenges. This is particularly important where there is opportunity to drive innovation, and in areas with high productivity, LPAs should seek to capitalise on this performance and potential.

2.6 The Framework states i) what plans should address (paragraph 86) which includes providing the type of infrastructure needed to facilitate a modern economy, and ii) also identifies the specific modern economy sectors that should be supported (87) these being as identified in the Government's Invest 2035[1].

2.7 Plans should:

- set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth (having regard to the national and Local Industrial Strategies, and other local policies for economic development and regeneration);

[1] NPPF footnote 43 details the sectors identified - Invest 2035: The UK's Modern Industrial Strategy identifies priority sectors for growth and support as: advanced manufacturing; clean energy industries; creative industries; defence industries; digital and technology businesses; financial services; life sciences; and professional and business services.

- set criteria and identify strategic sites, for local and inward investment to match the strategy and 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 (e.g. poor environment; inadequate infrastructure, services, housing); 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.

2.8 The key recent change introduced (third bullet above), identifies the new or expanding activities that are needed to support a modern economy. The specific locational requirements of all economic sectors should be recognised and addressed. The NPPF goes on to highlight three particular sectors/ issues (para 87):

1 Provision for clusters or networks of knowledge and data-driven, creative or high technology industries – this can be; for new, expanded or upgraded facilities and infrastructure to support the growth of these industries (including data centres and grid connections);

2 storage and distribution operations at a variety of scales and in suitably accessible locations that allow for the efficient and reliable handling of goods, especially where this is needed to support the supply chain, transport innovation and decarbonisation; and

3 And finally, the 'catch all' expansion or modernisation of other industries of local, regional or national importance to support economic growth and resilience.

2.9 Points (a) and (b) above are land use and activity specific, albeit there is debate about whether new specific land use classes are needed for some of these activities, whereas (c) is a general point for Plans to be positive and support all growth opportunities.

2.10 The PPG provides guidance on how LPAs should assess the future need for economic development, and although the NPPF was recently revised the guidance remains unaltered from that issued in 2019.

2.11 Current guidance states that key to assessing economic needs is understanding existing business needs, local circumstances and market conditions as national trends will not necessarily 'translate'.

2.12 The Guidance lists a raft of measures suitable for the assessment of business needs, which we do not repeat here, but highlight the suggested need for close liaison with the business community and taking account of Local Industrial Strategies.

2.13 The Guidance identifies appropriate approaches and data for the assessment of future need:

- for labour demand - sectoral and employment projections that look at likely changes in skills needed;
- for labour supply - demographically derived assessments of current and future local supply;
- analysis of past take-up of employment land/property and/or future property market requirements; and
- stakeholder engagement, business trend analysis, changing business models (particularly for sectors making use of online platforms), and monitoring of business, economic and employment statistics.

2.14 The assessments will need to take account of longer term economic cycles and consider the implications of alternative economic scenarios.

2.15 Analysis of market demand should involve a comparison between the available stock of land and the particular requirements of an area to identify gaps and the under/ over-supply of land. The guidance on market demand goes on to state that the need assessment approaches will help with an understanding of the requirements for specifically – office, general business and distribution space, and indicate any mismatches between types of supply and demand. This understanding can then form the context for appraising individual sites.

2.16 The Guidance advises the data/approaches that can be used to translate from economic sector to land use. This involves Standard Industrial Classification (SIC) data, Employment/floorspace ratios and Floorspace/site area ratios, all of which we incorporate in our sector 'mapping, method.

2.17 The needs and space requirements for the logistics industry are specifically referenced. The PPG notes that the sector 'plays a critical role in enabling an efficient, sustainable and effective supply of goods for consumers and businesses', and contributes to local employment opportunities. It has distinct locational requirements, and these need to be considered separately from general industrial land. We note here that given Oxford city's land constraints, past practice has been for logistics and distribution needs to be met outside of the city, and this study will consider if best and most efficient use of land is for this to continue in the future. This pattern of activity will be captured in any assessment of 'past trends' because this is a well-established feature of Oxfordshire.

2.18 For logistics facilities with national/regional significance, a significant quantum of land (with good access to strategic transport networks, and sufficient access to power and skilled local labour) is generally required. Where such a need exists, LPAs responsible for strategic policy should collaborate with others (LPAs, infrastructure providers, relevant interests) to identify scale. This can be informed by:

- Engagement with logistics developers/occupiers to understand changing requirements (type, size, location, impact of new/emerging technology);
- Analysis of market signals (trends in take-up, availability of logistics land/floorspace);
- Analysis of economic forecasts (identifying: potential changes in demand, anticipated growth in sectors likely to occupy or rely on logistics facilities); and
- Engagement with LEPs (reviewing their plans and strategies, including economic priorities within Local Industrial Strategies)[2].

2.19 Once logistics need has been assessed, LPAs responsible for strategic policy need to consider how to meet it (by expanding existing sites and/or identifying new ones).

2.20 Beyond national/regional need, LPAs should also assess other requirements in the logistics sector (for example SMEs and 'last mile' facilities serving local markets). Any such assessment may need to consider a range of up-to-date evidence to provide an appropriate provision (amount, type, and location). This can include market signals, anticipated changes in the local population/housing stock, the local business base, and infrastructure availability.

2.21 The final issue considered by the current Guidance (dating from 2019) addresses the specific locational requirements of specialist or new sectors of a modern economy, and in Oxford city laboratory space and knowledge-driven activity and research and development (R&D) space is of direct and substantial relevance. The Guidance underlines that the wider modern economy sectors may have specific requirements in terms of land/premises needed. The example is given of how the clustering of some industries (high tech, creative digital etc) can support collaboration, innovation and productivity as well as raising economic prospects in an area. The Guidance gives examples of these requirements, that may be more qualitative in nature and be identified through business engagement, as a need for greater studio capacity, co-working spaces or research facilities.

[2] In 2024 the LEP functions transferred to Councils.

2.22 The Plan-making section of the PPG provides guidance on defining Functional Economic Market Areas (FEMAs), setting out the factors that can be assessed when considering the extent of a FEMA. Understanding economic flows will help inform decisions on new housing locations and will guide transport and other infrastructure investment.

2.23 In the next chapter we consider the appropriate FEMA for Oxford city, which has been considered by two recent studies, reviewing those assessments and focusing on the new commuting (origin and destination) data that has recently been released from the 2021 Census.

Recent changes to Use Class and the General Permitted Development Order

2.24 The Government revised the 1987 Use Class Order in 2020, introducing Use Class E, a new class combining 'commercial, business and service'. This merged:

- Office, R&D and light industrial (formerly Class B1; now Class E(g);
- Shops, commercial services, restaurants, public houses and hot food (formerly Class A; now Class E(a) to (c)); and
- Non-residential institutions and assembly and leisure (formerly Class D; now Class E(d) to (f)).

2.25 Buildings can change between any of these uses without planning permission, something likely to impact the supply of Class E(g) uses. Whilst it may encourage hybrid workspace facilities, it may reduce the availability of low-rent Class E uses (e.g. light industrial).

2.26 Use Classes B2 (general industrial) and B8 (storage and distribution) are unaffected.

2.27 As amended, the GPDO 2015 allows for:

- change from office to residential (Class O);
- demolition of Class E(g) buildings, replacement by residential (Class ZA);
- construction of up to two residential storeys above detached buildings in Class E use (Class AA); and
- change of Class E to residential (Class MA).

2.28 These changes were largely driven by Government concerns of office over-supply and shortages of homes. However, a consequence is that residential can be introduced in employment areas that has the potential to generate considerable disruption for businesses.

2.29 Current PDR legislation ultimately restricts the power LPAs have, to prevent loss of Class E(g) uses. Regardless of need and supply assessments an LPA cannot prevent the loss of existing stock, including on sites that are, from a policy perspective, the most preferable for economic growth, unless they are able to introduce specific and targeted Article 4 Directions.

LOCAL PLANNING POLICY

2.30 The Oxford Local Plan 2036 was adopted in June 2020, replacing the Saved policies of the Oxford Local Plan 2001-2016 (November 2006), Oxford Core Strategy (March 2011) and the Sites and Housing Plan (February 2013).

2.31 The statutory development plan also includes the Barton Area Action Plan (December 2012), Northern Gateway Area Action Plan (July 2015), Headington Neighbourhood Plan (July 2017), Summertown and St Margaret's Neighbourhood Plan (April 2019) and the Wolvercote Neighbourhood Plan (June 2021).

2.32 The Oxford Draft Local Plan 2040 was submitted for examination in March 2024, but in November 2024 Local Plan Inspectors wrote to the Council recommending that the draft plan be withdrawn, with the primary reason being they considered there had been a failure in the duty to cooperate. The Council decided to withdraw, and work has now started on the Oxford Local Plan 2042 with the Regulation 18 consultation due to take place in Summer 2025.

2.33 The Oxford Local Plan 2036 considers the current strengths that encourage policies to drive employment growth. These are the knowledge and research sectors, and the broad, diverse and active economy in the city, with one the highest concentrations of knowledge intensive businesses in the UK. Oxford is vital for the regional and national economy, and it is the 'service centre' for the Oxfordshire economy, having the fastest growing and best educated workforce, and also being the 'hub' of research and 'spin-outs'.

2.34 Other strengths identified include Oxford's very low levels of unemployment, the high rate of new company set-ups, and an understanding that established employers are keen to move into the city. In respect of unemployment we note that in a 'tight' labour market low unemployment can be one of a range of factors (including economic activity rates) that can constrain opportunities for economic growth. As part of this study we review unemployment rates.

2.35 The Local Plan 2036 Spatial Strategy includes seven key elements, with the first being building on Oxford's economic strengths and ensuring prosperity and opportunities for all, and this has the following objectives:

- To build on Oxford's economic strengths as a global centre for research, learning and health care;
- To remain at the heart of the Oxfordshire economy and an important net contributor to the national economy through its key strengths in the knowledge intensive businesses (such as education, health, science and technology) and as a leading environmentally sustainable city;
- To reduce inequalities across Oxford, particularly in employment, health and education; and
- To provide a diverse range of employment opportunities to meet the needs of the city's businesses and residents, allowing Oxford to grow and function sustainably, and with a skilled workforce ready to fill the employment opportunities that arise.

2.36 Evidence supporting the Local Plan 2036 included the Employment Land Assessment (2018) which forecast between 2016 and 2036 a need for 135,004 sq m of additional employment floorspace, as follows:

- Total projected demand for new B1A/B/C floorspace of 113,535 sq m; and
- Projected demand for B2/B8 floorspace of 21,470 sq m.

2.37 Policy E1 of the Local Plan 2036 promotes the intensification, modernisation and regeneration for employment purposes of any employment site within Oxford. It separates employment sites into three broad categories:

- Category 1 sites considered nationally and regionally important to the knowledge economy or are significant employers or sectors in Oxford.
- Category 2 sites are sites that provide local services and often include a mix of B1 and B2 uses;
- Category 3 smaller less-well performing employment sites.

2.38 The plan emphasises the need to protect existing employment sites, and notes how tightly constrained Oxford city is, which results in competing demands on limited land resource. Consequently, the plan identifies no other employment sites. Instead, the policy approach seeks to make the best use of all existing sites through intensification and modernisation to accommodate the forecast demand for new employment floorspace over the plan period.

2.39 Policy E2 supports the growth of hospitals through redevelopment and intensification, and promotes the growth of the University of Oxford through the redevelopment and intensification of academic and administrative floorspace. Not activities requiring employment land and floorspace, but with major need and opportunity to provide accommodation for R&D / lab space activities.

Northern Gateway

2.40 Originally allocated through the Oxford Core Strategy 2026 and the subject of a subsequent Area Action Plan that makes provision for 90,000 sq m of employment land (specifically supporting the knowledge economy and science-based research and development fields).

NEIGHBOURING AUTHORITIES IN OXFORDSHIRE

2.41 The following section discusses the ongoing work to assess the scale of employment land need at district level.

Cherwell

2.42 The Cherwell Local Plan 2042 Regulation 19 document (published in 2024) identified a need for 280 ha of employment land over the period 2021 to 2042. The Plan identifies a total of 135 ha of land, of which 37.5 ha is carried forward from the last Plan and a further 97.5 ha on new sites is proposed for allocation. The Plan is supported by an Employment Needs Assessment that identified future need to 2040 for 250 ha of employment land (that the Plan extrapolated to 2042), and this comprised 70 ha for office/R&D/light industrial uses and 176 ha for industrial and logistics (B2/B8) uses.

South and Vale District Councils

2.43 South and Vale District Councils are preparing a Joint Local Plan (JLP) to 2041. Initial Examination hearings took place in June 2025 which covered a range of topics including legal matters, housing and employment land requirements.

2.44 The Submission version of the plan (December 2024) identifies the following employment requirements based on a 2024 Employment Land Need study:

- South Oxfordshire: 25.8 ha of employment land.
- Vale of White Horse: 113.2 ha of employment land

2.45 The Plan also identifies sources of supply, which for South Oxford are 34.82ha and for the Vale 277.88 ha. The identified supply for the Vale is substantially higher than the identified need with the largest sites land at Harwell Campus (93ha) and a collection of sites at Didcot.

2.46 The Plan states that this exceedance of supply is to *allow scope for churn, choice and flexibility in the local employment market* and because some of the sites have been identified in the previous plan and are carried forward to reflect planning permissions or land remaining after permissions have been implemented.

West Oxfordshire

2.47 The West Oxfordshire Local Plan was adopted in 2018 and covers the period up until 2031. An Economic Snapshot Report (2015) identified a need for 27 ha of employment development over the plan period. However, the plan notes that not all of this land is available for various reasons and as such there is a need to consider additional provision to provide sufficient flexibility.

Policy E1 therefore makes provision for a total of 74 ha; 18 ha in the Witney sub-area; 6 ha to the Carterton sub-area; 5 ha in the Chipping Norton sub-area; 40 ha to the Oxfordshire Cotswolds Garden Village and at least 5 ha to Other Towns Villages and Rural Areas.

2.48 The Council are working on a new Local Plan which will cover the period up until 2041, with a Regulation 18 consultation concluding in October 2023, and another Regulation 18 consultation due in summer 2025 ahead of a Regulation 19 consultation later in the year. An Economic Needs Assessment is currently being progressed to support the new Local Plan.

Neighbouring Authorities - summary

2.49 In summary and as shown in Table 2-1 below, while West Oxfordshire await publication of their latest employment land position, the adopted Plan identifies 74 ha of land to meet a

need of 27 ha. The emerging plans for South and Vale and Cherwell in combination identify a total of c450 ha of land for employment uses against a need for c420 ha, plus.

Table 2-1 Neighbouring Oxfordshire Authorities - Employment need and land supply

Authority	Identified Need (ha)	Employment land (ha)	Period
West Oxfordshire (adopted Plan)	27	74	to 2031
Emerging plans			
South and Vale	139	313	2021-41
Comprising:			
South Oxfordshire	*26*	*35*	
Vale	*113*	*278*	
Cherwell	280	135	2021-42
Emerging plans totals	**419**	**448**	

Sources: Cherwell Local Plan 2042 Regulation 19 Document (2024), South and Vale Local Plan 2041Policy JT1 Joint Local Plan (Submission version Dec 2024), West Oxfordshire Local Plan 2031 (adopted 2018)

PLANNING POLICY AND GUIDANCE - CONCLUSIONS

2.50 In order to ensure that national policy and guidance is followed, the economic need assessment for Oxford city needs to include:

- a clear assessment of historic trends (involving data that considers both economic/employment and population/demography);
- a forecast of future needs that offers a range of different scenarios;
- analysis of the existing stock; and
- assessment of existing supply (i.e., consents and land with capacity).

2.51 National policy supports the opportunity to drive innovation, improve productivity and support a modern economy, and LPAs should seek to capitalise on this performance and potential. In Oxford's case there is clear scope to do this through facilitating growth in the R&D / lab space sectors.

2.52 Nonetheless, a clear economic vision and strategy is needed to do so given the constrained land supply in the city which means delivering on R&D (the high value/ modern economy activity) can only realistically be done through the redevelopment of land currently occupied by other uses - notably general office activity, retail and possibly other activities, that are not fully dependent on being located within the city and could/ may need to be provided beyond the city boundary.

2.53 The Guidance requires close liaison with the business community and taking account of Local Industrial Strategies, hence there is a need in this study to engage with market professionals and test data and interpretations. We do this through detailed market engagement.

2.54 The Guidance also refers to the need for an understanding of the requirements for – office, general business and distribution space, and identification of any mismatches between types of supply and demand. The needs of the modern economy expand the range of land uses to include R&D / lab space, which is not universally needed, but is very much so in Oxford city. This understanding can then form the context for appraising employment areas and individual sites.

2.55 The data/approaches for the assessment of need are set out in the Guidance, and we have developed a method to translate economic forecast sector data into specific employment land use needs. Need is also a qualitative measure, and this study will for example assess how the city's 'last mile' needs will be fulfilled. The need for studio capacity, co-working

spaces or research facilities are qualitative need issues that will be drawn out from the business engagement within this study.

2.56 The review of the neighbouring authorities indicates some divergence between need and supply, but overall taken at the Oxfordshire level need and supply are largely in balance.

2.57 Finally, turning to the Oxford Local Plan 2036 employment policies, the objectives stated above are likely to remain at the heart of the emerging plan. The city will remain the key driver of the Oxfordshire economy, the plan will aim to reduce economic inequality across Oxford and will continue to make best use of the existing portfolio through intensification where this is appropriate.

3 DEFINING THE FEMA

3.1 National Guidance states that the needs of economic land uses should be assessed at the level of the Functional Economic Market Area (FEMA). This is achieved by identifying a boundary taking account of the factors referred to in the guidance, and in particular: travel to work areas, housing market areas, access to public services, transport networks and economic governance and partnerships areas.

3.2 Where possible FEMA definition should align with individual or groups of local authority or regional boundaries. However, because the factors referred to above that help define areas operate at different scales there does not tend to be neat alignment with administrative boundaries, so FEMA boundaries are somewhat of a 'best fit' approximation.

3.3 Recent studies[3] undertaken to define FEMAs across Oxfordshire and have reached different conclusions, and we review the findings. We also consider a linked workstream - the City Council's Specialist Housing Need evidence prepared by Iceni in March 2025 as this considers both commuting patterns and labour supply.

3.4 Firstly, we briefly review the findings of the previous studies. It is relevant to note that with the exception of new recently released 2021 Census data that informs travel to work areas, all of the other data previously considered in the recent studies remains current.

RECENT STUDIES

3.5 In 2021 the Oxford Councils commissioned Cambridge Econometrics (CE) to prepare a study - The Oxfordshire Growth Needs Assessment (OGNA). This study was produced to inform the Oxfordshire Local Plan 2050, work on which ended in 2022. Although the OGNA has now been archived, it provides an example of some recent independent analysis that was based on a review of the available data. As such, it is pertinent to review the OGNA's findings in relation to the FEMA in this report and to provide our own commentary on them. The study reached the view that *the county of Oxfordshire represents a reasonable approximation of the FEMA, with Oxford at its centre.*

3.6 In coming to its view on the FEMA, the OGNA looked at a number of factors, starting with the labour market where the analysis identified that *most commuting to Oxford City occurs from within Oxfordshire, with few LSOAs having more than a 5% threshold outside the County.* That was based on the 2011 Census and below we review this in regard to the 2021 census commuting data. Next, the study considered the housing market and concluded *flows within Oxfordshire are more frequent and larger in size compared to flows outside the County.* Then the study assessed access to public services using hospitals as the proxy, and this revealed that for large parts of all five Oxfordshire Local Authority areas, the John Radcliffe was the nearest hospital, albeit that the outer edges of the districts are better served by other hospitals.

3.7 Analysis was also undertaken of commuting patterns to other centres that have high concentrations of economic activity and are considered to be the focus of FEMAs - Reading/Wokingham, Milton Keynes and Swindon. The review found that *the vast majority of LSOAs within Oxfordshire have a higher share of their employed residents commuting into Oxford City rather than any of the neighbouring FEMAs, with the exceptions of five LSOAs in South Oxfordshire and one in VOWH.*

3.8 Our commentary on the fact that across a Local Authority area there is some divergence as to which centre has the highest level of linkage, is that this is entirely expected, and it is the overall majority of commuters that is key to defining the FEMA. While the southern part of South Oxfordshire has more commuting to Reading/Wokingham than to Oxford this area only represents around one-quarter of the district and approximately one-third of commuters in the Vale were more closely affiliated with Swindon than Oxford; the vast majority of

[3] The Oxfordshire Growth Needs Assessment (OGNA), Cambridge Econometrics / Iceni, 2021. Employment Land Needs Assessment (AECOM, January 2024)

commuters in both districts are more closely affiliated with Oxford. This analysis reinforces the view that the Oxfordshire FEMA is county-wide.

3.9 More recently (January 2024) South and Vale Councils commissioned AECOM to undertake an Employment Land Needs Assessment. This study concluded that the two Council areas together with the city and West Oxfordshire formed a discrete FEMA.

3.10 The study was based on commuting data, administrative boundaries and housing and commercial property markets, and focusing on the two client Authorities rather than looking to identify the economic driver or what can be referred to as the hub or seed. We observe that it is clearly illustrated in the graphics presented in the AECOM report that in both client Authority cases, based on 2011 Census data, Oxford is by far the main destination for travel to work, far greater than to Reading in the case of South Oxfordshire and Swindon in the case of Vale.

3.11 The origin destination commuting analysis starts with South and Vale as its geographical focus. In the commuting analysis, Oxford's commuting data is combined with that of South and Vale to meet the study's FEMA self-containment threshold.

3.12 Next, AECOM considered transport networks – a useful tool to consider when determining a FEMA. Their analysis clearly shows all of Oxfordshire and a large area beyond is accessible by road within a 30 minute drive time from the two client Authorities. While their assessment of rail focused on local lines between the client Authorities and the main employment centres.

3.13 Consideration is given to the Housing and Commercial market areas. The housing area relies on the OSHMA published in 2014 and the commercial assessment uses CoStar data, and both conclude that these areas *comprise the majority of the five local authority areas of Oxfordshire*. The last consideration is the assessment of Local Economic Partnership (LEP) area and AECOM note that all five Oxfordshire Authorities are partners in the Oxfordshire LEP.

3.14 In conclusion, our view is that the AECOM study started from a different premise than we usually see, and this led to different results. Our usual approach to establishing a FEMA is first to identify an economic hub, which we consider to be, in this case, Oxford city. Clearly using Oxford as the hub of the FEMA, the analysis would have led to a different conclusion. Although, the study did identify strong links with West Oxfordshire - strong enough to include that district within the study's FEMA.

3.15 The March 2025 Specialist Housing Needs report for the city prepared by Iceni compared the commuting patterns data from the 2011 and 2021 censuses. Table 2.13 of that report shows the commuting components and illustrates the complexities of the Covid pandemic 'influence'. The analysis shows a substantial decline in commuting (in / out) and a substantial increase in the number of home workers/no fixed place. Iceni concluded that the tripling of the number in the home working category in 2021 may have been temporary and may have started to reduce, which will have implications for commuting dynamics. This indicates that it would be a risk to draw conclusions from the absolute commuting numbers, but given the issue applied everywhere it is reasonable to use the commuting data to compare between areas and combinations of areas, and we do this later in this section.

3.16 Overall, in terms of the recent FEMA assessments, our view is that because the AECOM study focuses on South and Vale as its economic driver rather than Oxford, this leads to the creation of a different economic geography

3.17 Next, we move on to test whether the 2021 Census commuting data is consistent with this view.

FUNCTIONAL GEOGRAPHY

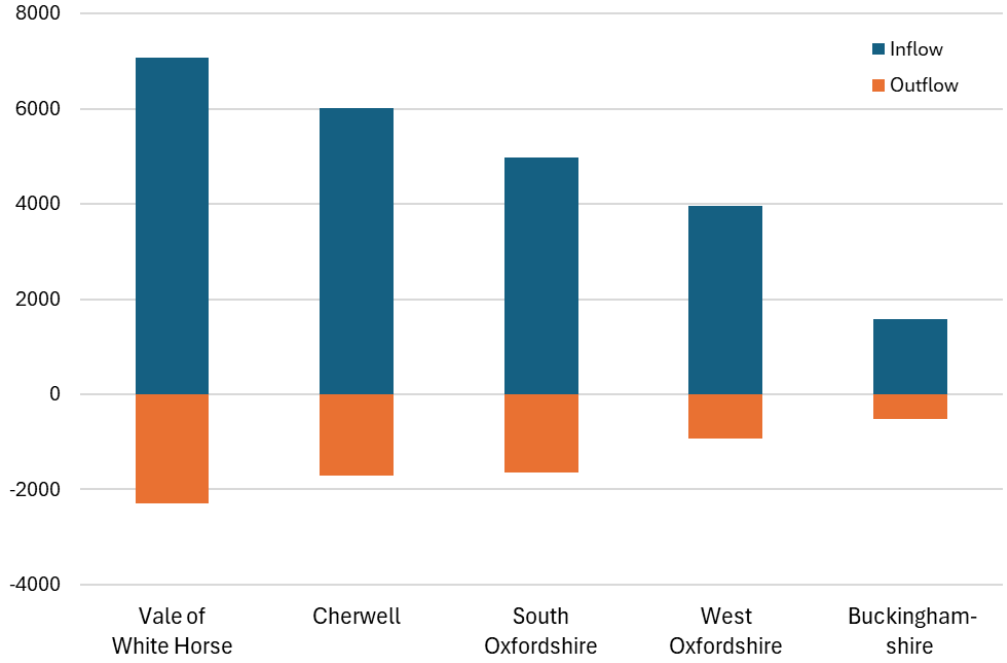
New Commuting data

3.18 The Cambridge Econometrics and AECOM studies assessed travel to work and commuting patterns based on the 2011 Census commuting data. Iceni's 2025 Housing Needs report for the city uses 2021 Census data (as well as the 2011 data), and highlights the issues of concern with the data, most notably the huge rise in home working that Iceni considers masks the true post-Covid position. The ONS have attempted to 'normalise' the data by for example, including the normal workplace for those furloughed, and accept that it may not be truly reflective of 'normal' conditions. The ONS state that *lockdown restrictions and the furlough scheme that was in place in March 2021 had a significant impact on travel to work data. As such, the data are not reflective of current commuting patterns.*

3.19 While the absolute numbers may be impacted by the Covid conditions, the restrictions applied universally, and so the origin and destination data should be broadly reflective of those commuting to a workplace and allow comparison between areas.

3.20 First, we start with the hub - Oxford city. Figure 3.1 below shows the origin of the main inflows into the city (blue bars) and the corresponding outflows from the city (brown bars). The overall balance is clear, heavily weighted in favour of in-flows into the city, with the largest commuting in-flows originating from all four Oxfordshire Authorities where each records 4,000+ out-commutes to Oxford. The only other Authority area recording flows into Oxford city in excess of 1,000 workers is Buckinghamshire. The flows in from the four Oxfordshire districts account for the vast majority (78%) of all in-flows, with the proportion of flows from everywhere beyond much lower (22%) There is therefore a clear divide between the Oxfordshire districts and elsewhere, and shows the strength of the linkages between the Oxfordshire Authorities, the dominance of the city and how relatively minor flows are from everywhere else.

Figure 3.1 – Oxford city - Commuting in and outflows 2021



Source: 2021 Census.
Blue bars are inflows into the city from other areas and brown bars are out flows from the city to other areas.

3.21 Out-flows from Oxford city (brown bars) to these areas are between one-quarter and one-third of the corresponding in-flows. This is broadly consistent with 2011 commuting flows, and again is a clear demonstration of the strength of the city as an employment base.

3.22 Next, we look to test the FEMA through the flows in and out at district-level geography as recorded in the 2021 Census. This is described as the origin of the worker (the home authority area) and the destination location (the authority area where they work).

3.23 The set of tables at Appendix A show the top commuting destinations (left side of tables) and top commuting origins (right side) for each of the Oxfordshire Authorities in turn. We include and highlight the relevant other leading economic centres (capable of being the 'seed' of a FEMA) in each of the Oxfordshire districts, with, for example, Swindon being the potentially alternative economic centre for workers resident in the Vale.

3.24 What is very clear is that in just about every case Oxford city records more work-related commutes than the potential alternative FEMA 'seed'. Swindon and Milton Keynes record relatively low levels of commuting with the Oxfordshire districts, much lower than Oxford city. While it is the case that Reading and Wokingham have a close relationship with South Oxfordshire, providing more labour for that district than is provided by Oxford, far less labour goes from South Oxfordshire to Reading and Wokingham (c1,800) compared to the 5,000 South Oxfordshire workers who are employed in Oxford city.

3.25 Thus the 2021 Census commuting data shows that the commuting linkages for all four districts are much more closely related to Oxford city than to any other area, and no other potential FEMA seed comes close to presenting a realistic alternative.

Self-containment

3.26 The final analysis is to calculate self-containment – i.e. the proportion of people who live and work in an area (based on combinations of administrative boundaries) using the 2021 Census data. Below we consider Oxford city alone, then in combination with South and Vale and West Oxford as AECOM did, then Oxford city with Cherwell and West Oxford, before finally considering all five Oxfordshire Authorities together – the Oxfordshire FEMA combination. As we shall see, the absolute numbers are very different from the 2011 Census and this is down to the large numbers of people in the 2021 Census who were temporarily working from home.

3.27 The PPG does not prescribe a containment threshold that defines a FEMA. General convention is to adopt the ONS's 2002 definition of Travel to Work Areas (TTWAs) that states that:

'The current criterion for defining TTWAs is that generally at least 75% of an area's resident workforce work in the area and at least 75% of the people who work in the area also live in the area....[4]

3.28 The first table (table 3.1 below) looks at Oxford city in isolation – the 'seed' Authority - the economic driver. The top row shows where Oxford city residents work - 63,705 were recorded as working in Oxford [5] with around 10,000 travelling out of the city for work. The Census indicated a total of just over 73,000 Oxford city residents work, and the origin containment is very high (87%). However, although there are c64,000 workers 'contained' within the city, the strong in-flows from beyond the city (28,342 second row) mean self-containment drops below the target of 75%, and Oxford city alone does not therefore constitute a FEMA on its own. This finding is consistent with the AECOM and CE findings.

[4] ONS, Exploring educational attainment and internal migration, within English Travel to Work Areas: 2002 to 2019 (2023)

[5] Of these 63,705 around 29,000 have a city workplace (i.e. in an institution, laboratory, office, factory etc.), and the remainder (almost 35,000) either work from home or have no fixed place of work. The home working number as a proportion is not unusually high, we routinely see 50%+ in other areas.

Table 3.1 Self-containment – Oxford city alone

		Destination (trips to)			
		Oxford city	Elsewhere	Total trips from Oxford city	Origin containment
Origin (from)	Oxford city	63,705	9,619	73,324	**87%**
	Elsewhere	28,342			
	Total trips to Oxford city	92,047			
	Destination containment	**69%**			

Source: ONS 2021 Census and Rapleys analysis

3.29 Next, Table 3.2 is based on the same approach as outlined above, which identifies the outcome for the various combinations of Oxford plus the individual districts.

Table 3.2 Self-containment – Oxford city plus each of the districts

Oxford city plus…	Destination	Origin
South	77%	85%
Vale	79%	88%
West	76%	88%
Cherwell	78%	88%

Source: ONS 2021 Census and Rapleys analysis
Destination is the workplace – the proportion of jobs filled by residents of the area (i.e. for e.g. Oxford plus South).
Origin – is workforce – the proportion of the resident workers that work in the area

3.30 This analysis demonstrates the strength of the city as an economic hub as 85%+ of the origin (resident workers) in any combination, work within the two Authority areas. As we mentioned above, Reading / Wokingham do both provide and draw labour from South Oxfordshire, which explains the slightly lower origin containment figure (85%) for the city and South Oxfordshire's workers . However, the fact that the containment figures are so close reinforces the view that all the Oxfordshire districts have a close and deep economic association with Oxford city and with each other.

3.31 Table 3.2 also shows that the destination (or workplace) containment is also high in any two Authority combination, but it is lower than the origin as 20%+ workers commute in from beyond the county.

3.32 Next, Table 3.3 addresses the flows for Oxford plus various combinations of the surrounding districts.

Table 3.3 Self-containment – Oxford city plus combinations of the districts

Oxford city plus…	Destination	Origin
[city alone]	69%	87%
West plus Cherwell	82%	90%
South and Vale	85%	90%
South and Vale and West	87%	91%
Oxfordshire	**89%**	**93%**

Source: ONS 2021 Census and Rapleys analysis

3.33 Table 3.3 (above) demonstrates that self-containment increases as the number of districts included increases, with the highest containment for all five Oxfordshire Authorities. Both the origin containment (93%) and the destination containment (89%) exceed the other

combinations and are extremely high rates - well above the 75% threshold FEMA defining rate. This again firmly points to an Oxfordshire-wide FEMA with Oxford city at the centre.

3.34 If we were to add Buckinghamshire (the next best linked authority, containment would fall because that authority will have stronger or more widely distributed links with FEMA groupings elsewhere. Thus, we consider that an Oxfordshire-wide FEMA is the best and most appropriate grouping for the districts and the city.

CONCLUSIONS

3.35 The Cambridge Econometrics and AECOM reports having looked at all the available data, both reached a different view on how FEMAs operate across Oxfordshire – the former supports a county-wide FEMA and the latter does not include Cherwell. Our assessment reviewed the evidence set out in both reports, and considered the 'new' available commuting data from the 2021 Census.

3.36 Oxford city is at the centre of the transport network with roads and rail links radiating out, the HMA and commercial property markets operate on an Oxfordshire-wide basis as did the LEP, added to which Oxford city is a huge importer of labour most of which (78%) comes from the Oxfordshire districts.

3.37 For the reasons set out above, we consider that the city is at the heart of, and driving an Oxfordshire-wide FEMA that includes all four Oxfordshire districts and should inform future strategic plan-making.

4 SOCIO-ECONOMIC CONTEXT

INTRODUCTION

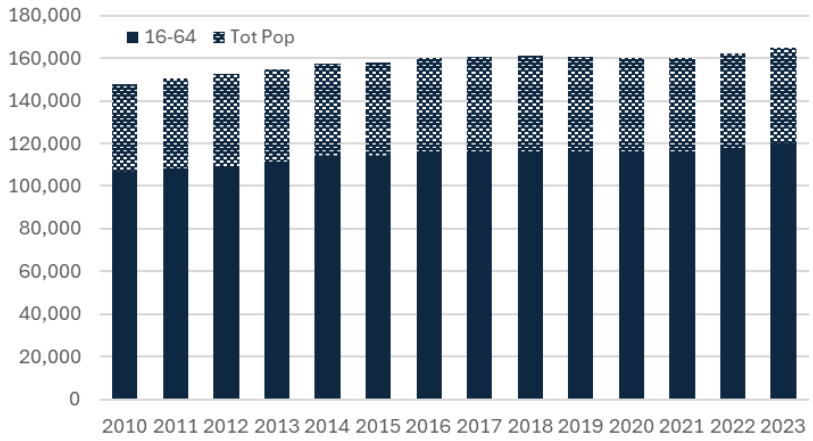
4.1 This section reviews Oxford city's socio-economic context, benchmarking performance, and highlighting any issues in the local economy. It looks at past and present economic performance ahead of considering the forecast/projections in chapters that follow. The review considers the following:

- Resident economy;
- Workplace economy; and
- Business demography.

RESIDENT ECONOMY

4.2 A growing population, particularly in the 16-64 age group means the labour force should also be growing. Figure 4.1 shows the change in working age (16-64) population (blue bars) and total population (stippled blue) in Oxford city over the period 2010-2023. The chart shows a relatively strong rise in both working age and total population 2010-15 (c7% over that period), then the period to 2021 saw virtually no change in either, with both rising in 2022023.

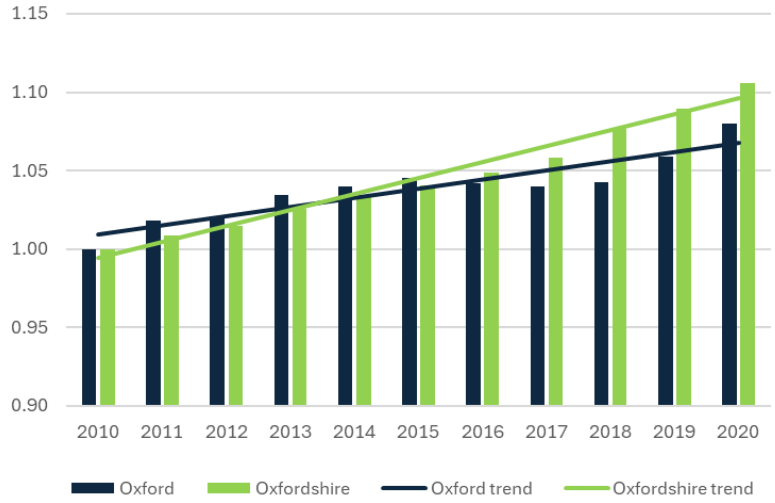
Figure 4.1 – Oxford city – working age and total population



Source: ONS Mid-year population estimates

4.3 Figure 4.2 below compares change in the working age population in Oxford city (blue bar) with Oxfordshire (green bar). The trend line shows that growth in Oxford city's working age population has been slower in comparison with Oxfordshire as a whole since over the past decade (from c2013).

Figure 4.2 – Oxford – working age population (aged 16-64)



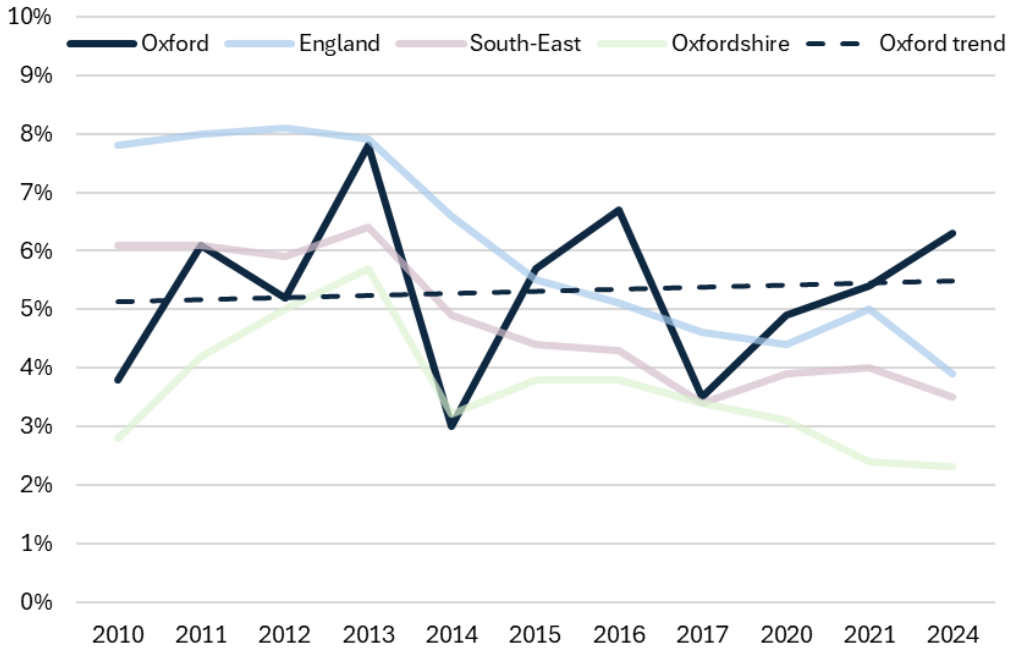
Source: ONS Mid-year population estimates

UNEMPLOYMENT

4.4 Unemployment is a core measure of labour market health. The chart below shows Oxford (blue bar) against the benchmarks, the more uneven pattern for Oxford compared to the benchmarks is the product of the size of the dataset, and we look at the overall pattern. Due to disclosure rules there are years missing where the numbers for Oxford city were lower than the disclosure rules allow.

4.5 Following the 2008/9 financial crisis unemployment fell consistently. However, unemployment in Oxford city has been consistently around the 5% mark (blue dashed line) over this entire period. While rates for Oxfordshire have improved from c4.5% to c3%. The most recent period (since 2020) has seen unemployment rise by around 3% in Oxford city moving generally in the opposite direction to the benchmarks.

Figure 4.3 – Unemployment rate



Source: ONS Annual Population Survey. No Oxford city data in years 2018, 2019, 2022 and 2023

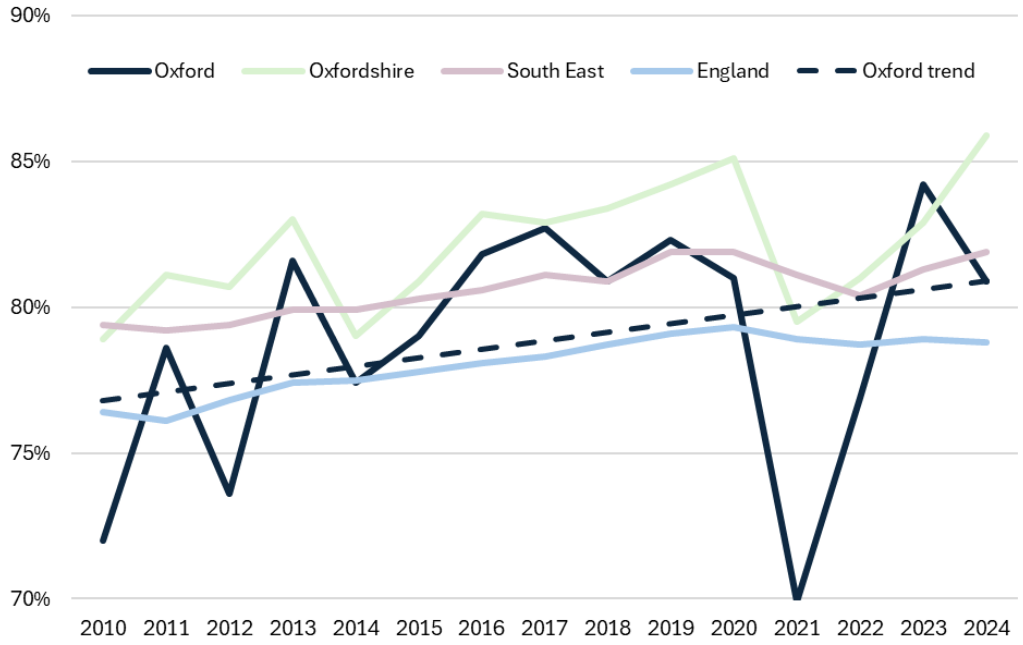
ECONOMIC ACTIVITY

4.6 Economic activity rates are a critical measure of available labour, and improving rates are generally needed for economic growth. The volatility for Oxford city shown below in Figure 4.4 below is again a product of the smaller data set compared to county, region and national.

4.7 The broad trend is shown to be upward and Oxford city (blue dashed line) has moved from around 77% in 2010 to 81% in 2024, above national average, but below Oxfordshire and indeed the South-East.

4.8 The depth of the Covid related drop in activity rates shows the immediate effect of inactivity and then the rapid R&D related 'bounce back' that took activity rates beyond previous levels.

Figure 4.4 – Economic Activity Rates (persons aged 16-64)

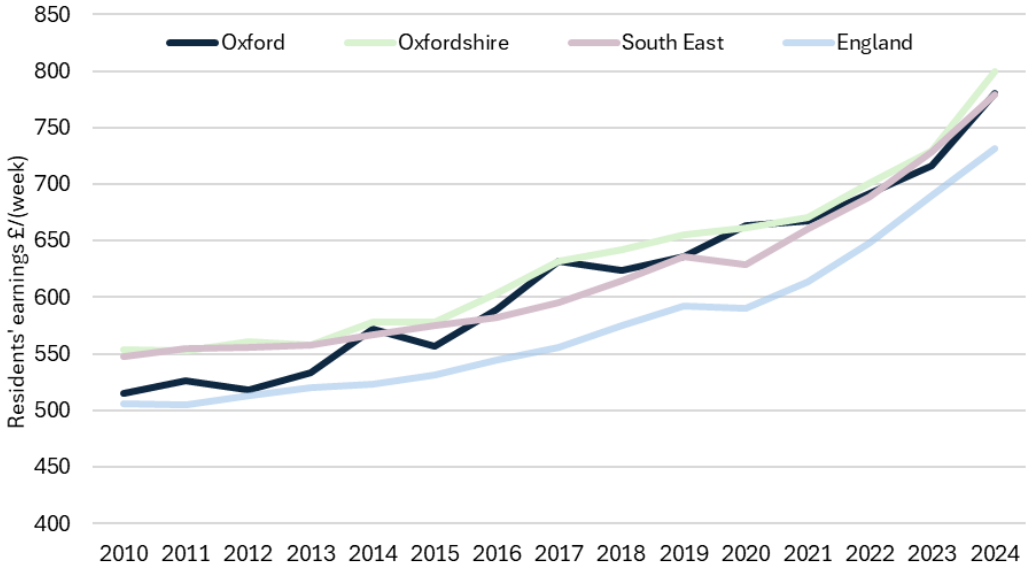


Source: ONS Annual Population Survey

RESIDENT WAGES

4.9 Oxford city resident earnings, as shown in Figure 4.5 have over the past 15 years broadly matched county and region, and are well ahead of the England average. Growth in wages in all the benchmarks accelerated in 2023/24 driven by inflationary pressures.

Figure 4.5 – Resident earnings– Median, weekly gross



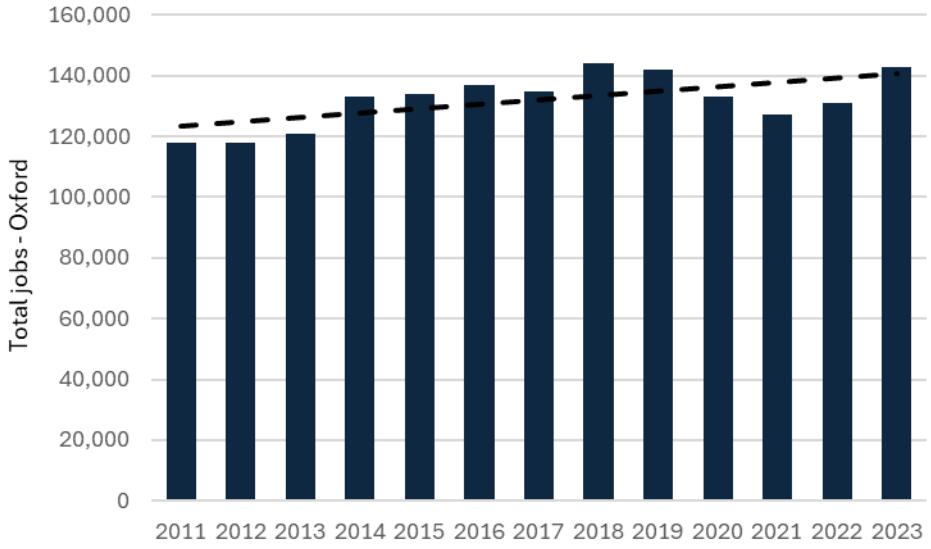
Source: ASHE ONS

4.10 We will compare resident wages with workplace wages in the next section.

WORKPLACE ECONOMY

4.11 Figure 4.6 below shows total jobs in Oxford since 2011. The steady rise over the whole 2010s decade can be observed – rising by c 25,000 over that period, a 20% rise in just 13 years. The Covid-related drop in employment is shown and then the post-Covid recovery, with the most recent data for 2023 being back on 13 year trend.

Figure 4.6 – Oxford total jobs[6]

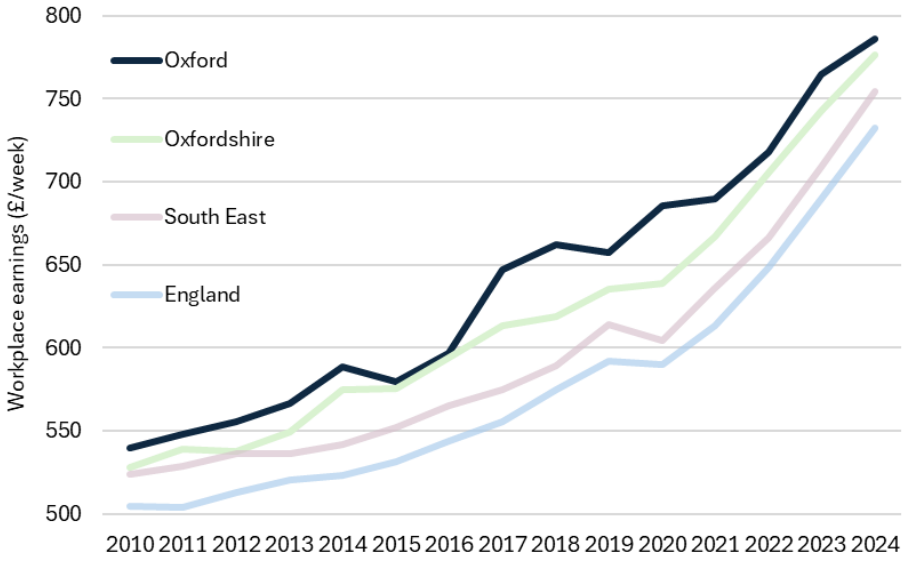


Source: NOMIS from BRES data

Workplace Wages

4.12 Average wages for jobs in Oxford city have consistently been higher than the other benchmarks, as shown in Figure 4.7. The city has consistently been able to attract businesses able to offer high value jobs. The post-2021 acceleration for all areas is inflation related, with Oxford city maintaining a competitive wage advantage.

Figure 4.7 – Workplace Earnings– Median, weekly gross

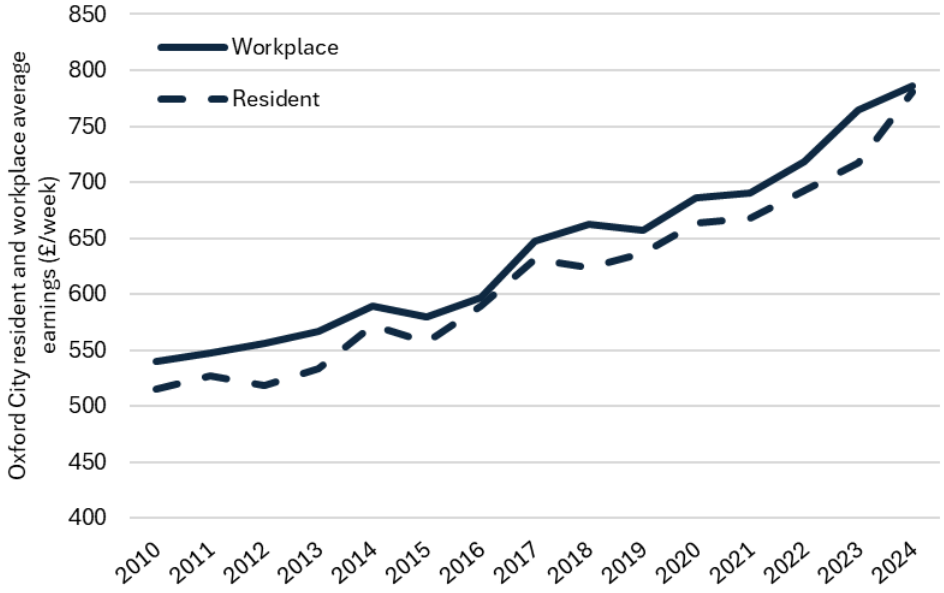


Source: ASHE ONS

4.13 Next, in Figure 4.8 below we compare resident and workplace earnings. Workplace wages in Oxford (blue line) have consistently been higher than resident wages (dashed blue line) across the period 2010-2024. This is quite unusual, as in other areas commuting for work into nearby cities means that resident wages are generally higher, but not in Oxford city. This also helps explain the high rates of commuting into Oxford.

1.1 [6] As discussed elsewhere BRES jobs data is derived from a survey and does not reflect absolute total jobs as shown later in this report when we consider the economic forecast.

Figure 4.8 - Oxford workplace and resident earnings– Median, weekly gross



Source: ASHE ONS

4.14 The commuting data in Section 3 confirms that there is a large inflow into Oxford city (c30,000), with the largest proportion coming from within the Oxfordshire area. This, and the level of unemployment in comparison to Oxfordshire, also suggests that not all living within Oxford are benefitting from the higher wages as much as those commuting in.

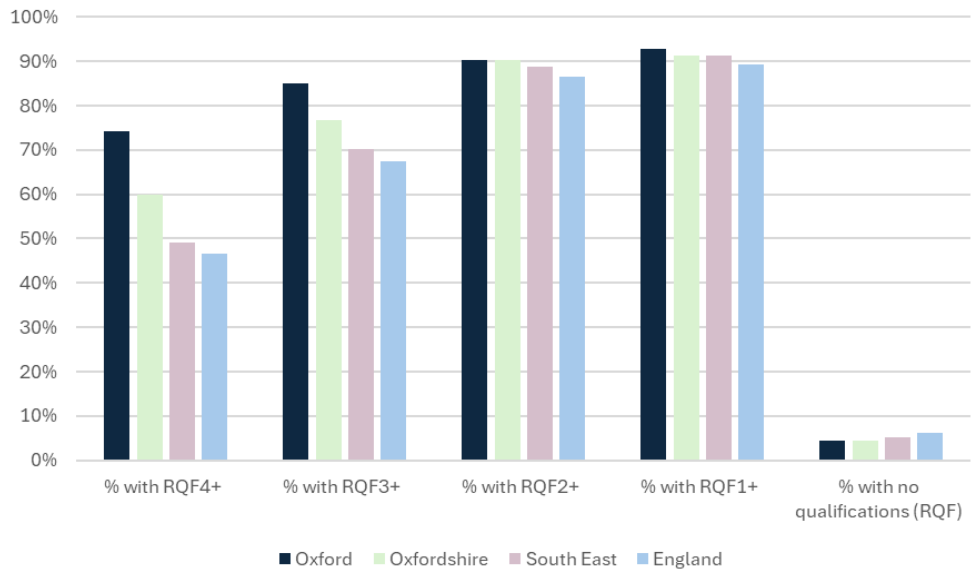
SKILLS

4.15 The skill-level of a workforce is assessed using the Registered Qualifications Framework (RQF). There are four RQF levels as listed below:

- Level 1: fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1
- Level 2: 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2
- Level 3: 2 or more A levels, advanced GNVQ, NVQ 3
- Level 4: HND, Degree and Higher Degree and above

4.16 Figure 4.9 below shows the percentage distribution of RQF qualifications of all 16-64 year olds in Oxford city area in 2023, alongside comparators.

Figure 4.9 – Qualifications 16-64 (% of all qualifications 2023)



Source: ONS Annual Population Survey

4.17 The rate of those with RQF2+, RQF3+ and RQF4+ is higher for Oxford city and Oxfordshire than in comparison with the national and regional level. In Oxford city, there is also a noticeably higher percentage with a higher skilled level (RQF3+ and RQF4+) in comparison with Oxfordshire and the other comparators.

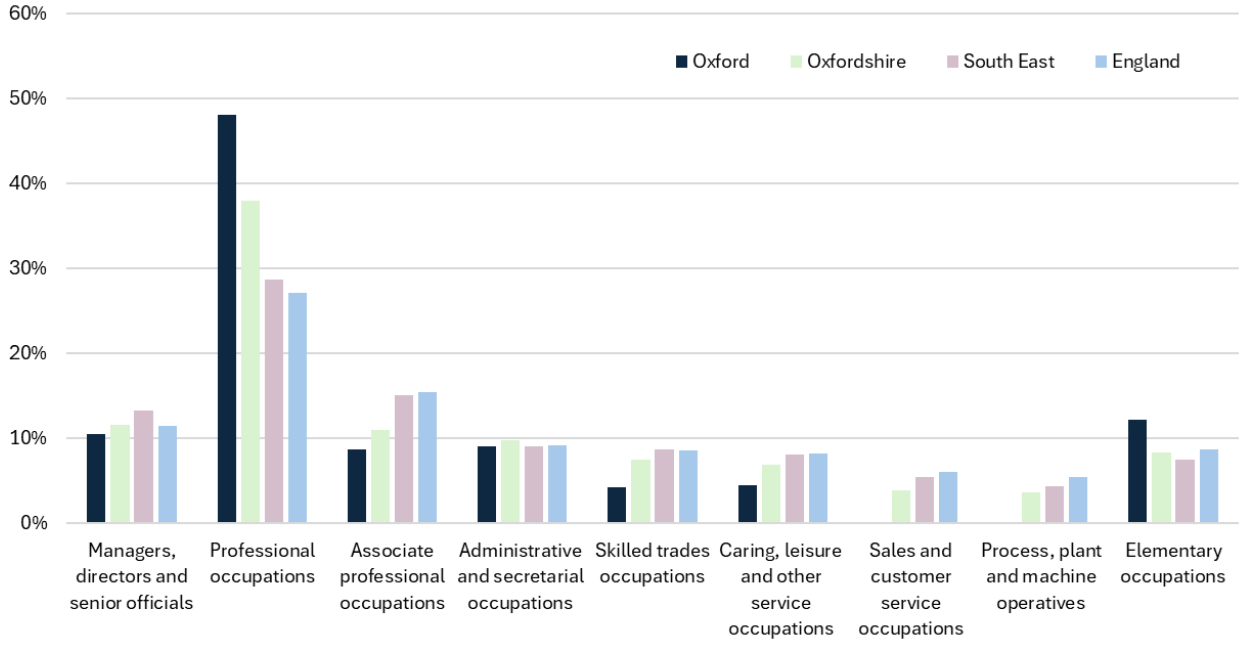
OCCUPATION PROFILE

4.18 Figure 4.10 below compares the occupation profile of Oxford city residents with the comparators. The data has been taken from the ONS Annual Population Survey, but data is missing for Oxford in some of the sectors again because of the disclosure rules.

4.19 The largest sector for Oxford city by far is in professional occupations, and associate professional and tech and in elementary occupations. The city is lower than average for managers, directors and officials, and for admin and sectoral occupations, skilled trade occupants, and caring and leisure occupations.

4.20 The relatively high number of professionals in the city reflects the skills profile in Oxford city summarised in the previous section. Proportionally Oxford city has comparatively higher representation in the more senior occupations and also in elementary occupations. This again suggests that, while the city has a highly educated workforce reflected in the occupation profile, there are parts of the workforce that are unskilled and working in the most elementary of occupations.

Figure 4.10 – Occupation Profile – 2023-24



Source: ONS Annual Population Survey

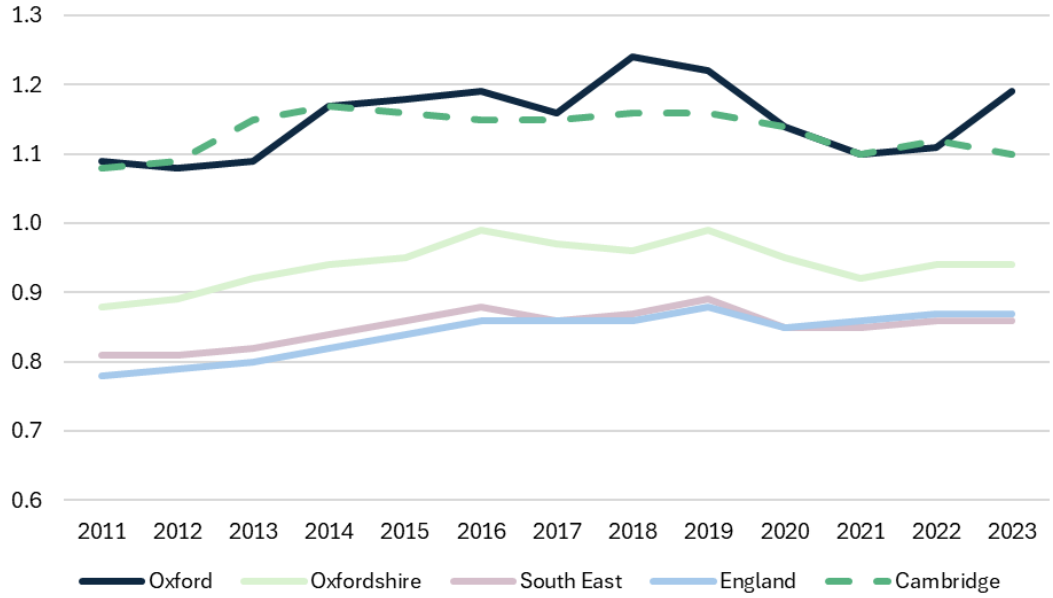
JOB DENSITY

4.21 Job density measures the ratio between workplace jobs and residents in the labour force. Nationally there are around 0.85 jobs per working age resident - the national density is always less than 100% because not every worker is in active work (for example those in education or on extended leave).

4.22 Figure 4.11 shows job densities for Oxford city and comparators and in addition we include Cambridge (light blue dashed line) for context. For both Oxford and Cambridge, the job density has been consistently above 1.0 and indeed occasionally above 1.2. This illustrates that these cities provide many more jobs than they have workers to fill those jobs and rely on in-commuting to service those jobs. In 2021 the job density in Oxford was 1.19 compared with 0.86 in the south-east and 0.87 in England.

4.23 This demonstrates that Oxford the city is the sub-region's economic driver, supporting a very high number of jobs, higher than the city workforce can support, and requiring high levels of inward commuting from the wider Oxfordshire authorities.

Figure 4.11 – Job Density



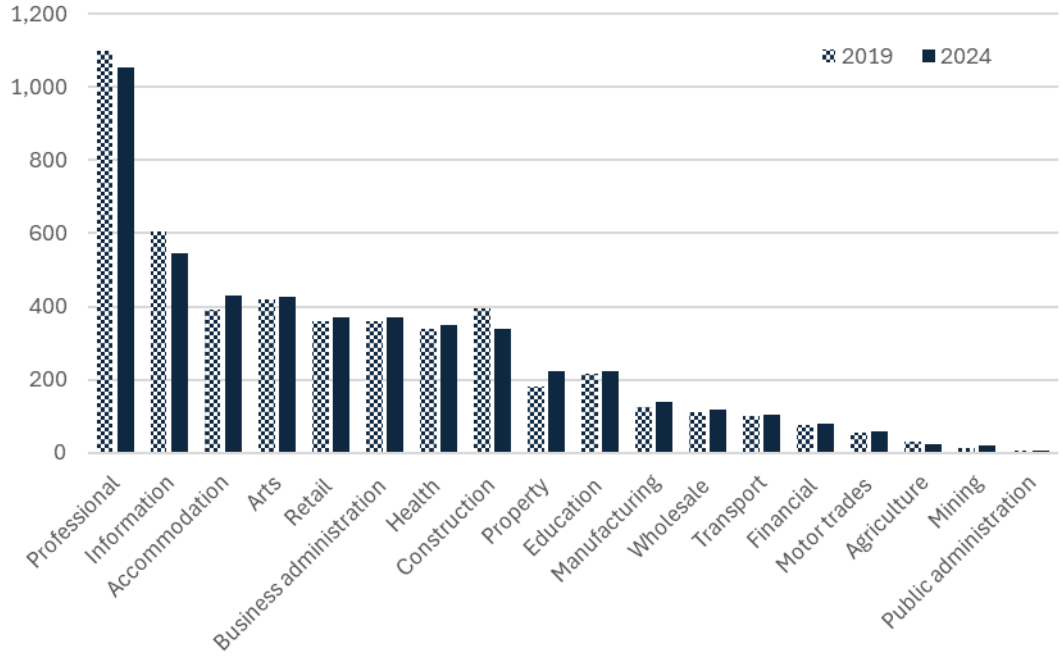
Source: ONS Jobs Density

BUSINESS DEMOGRAPHY

4.24 We now turn to consider businesses in the local economy. The overall number of enterprises Oxford supported 4,890 in 2019 and this was almost unchanged at 4,885 in 2024.

4.25 Figure 4.12 below shows how the number of Oxford enterprises by industry sector has changed across a most recent five year period. There has been growth in a number of industries, and small reductions in some of the larger industries, such as professional, scientific and technical, information and communication and construction.

Figure 4.12 – Oxford Enterprises (numbers of) by Industry – 2019 and 2024



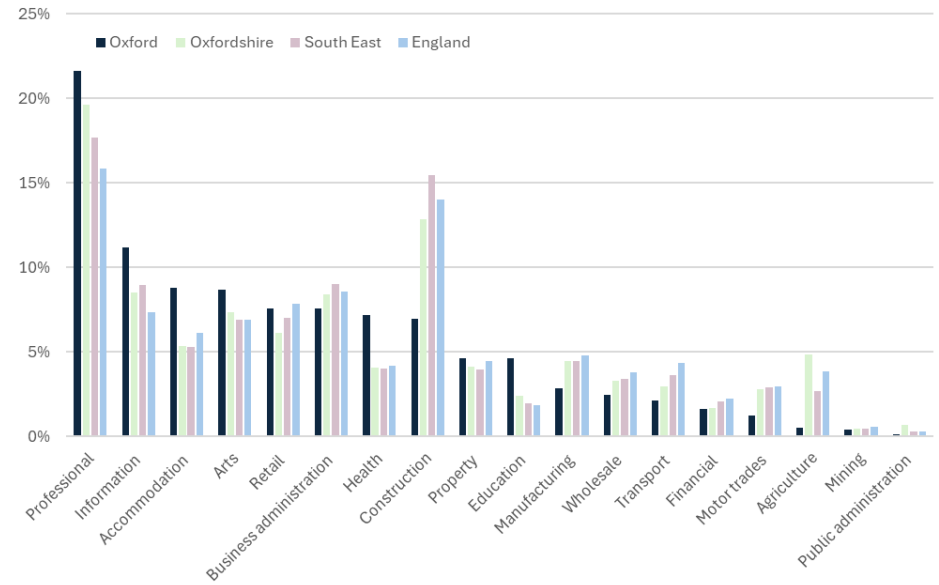
Source: UK Business Counts

4.26 Figure 4.13 below shows that the enterprise percent by industry in Oxford is very much dominated by professional, scientific and technical jobs.

4.27 Oxford has more enterprises in accommodation and food services, education and health, reflecting its status as a popular tourist destination and world-renowned university.

4.28 There are proportionally more Oxford enterprises in the higher skilled industries (professional and information sectors) and less in the lower skilled industries such as wholesale, transport, motor trade and construction. This aligns with the skills, wages and occupation data. The lower than average number of firms in sectors that have a higher proportion of lower skilled jobs is likely to mean proportionally fewer less skilled jobs locally which may be fuelling the slightly higher than anticipated unemployment rate.

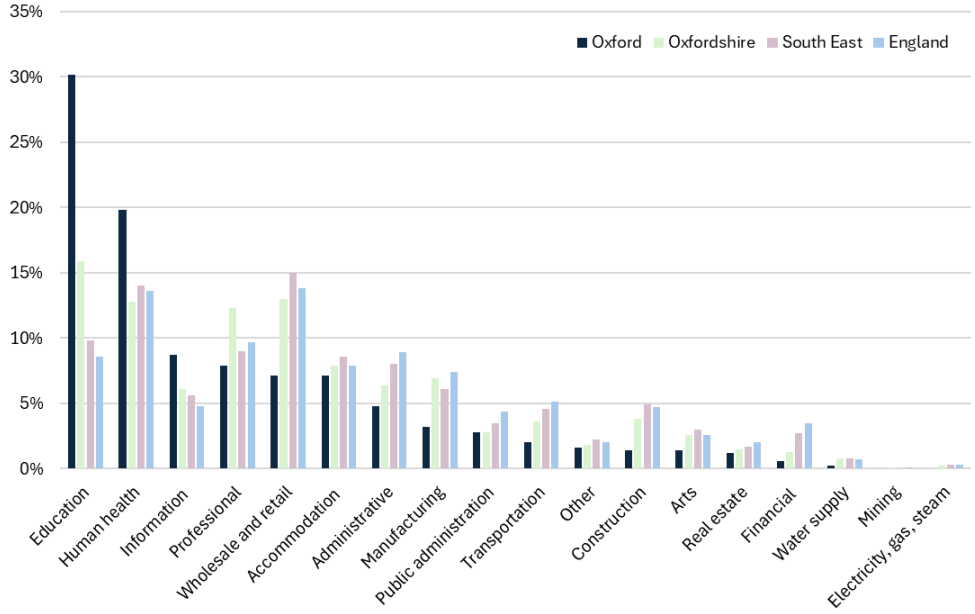
Figure 4.13 – Enterprise Percent by Industry, 2024



Source: UK Business Counts. Ordered by businesses in Oxford city

4.29 Figure 4.14 below shows the employee jobs by industry in Oxford in 2023 (latest available data). The proportion of Oxford city jobs in education and health is far higher than comparators, and consequently much lower in many other sectors such as construction, manufacturing, and wholesale. We return to jobs by sector and land use when we review employment need in a future chapter.

Figure 4.14 – Jobs by Industry, 2023



Source: ONS Business Register and Employment Survey

CONCLUSIONS

4.30 Growth in the working age population has been stronger in the surrounding Oxfordshire districts compared to within the city. This points to the potential for a more constrained labour supply in the city compared with the districts. Unemployment rates fluctuate, but rates in the city have stayed at c5% since 2017, while rates in the county have fallen, and at 2024 the 6.3% rate in the city compares to a rate of just over 2% in Oxfordshire.

4.31 Economic activity rates have steadily risen for a decade and more, recovering quickly from the Covid induced 'blip'. Again, with activity rates above 80%, albeit unemployment is comparatively high, this does question where the labour supply will be drawn from given the jobs likely to be provided are highly skilled.

4.32 The workplace economy is very strong, with growth in jobs in the city since 2011 of c25,000, a 20% increase in just 13 years. Education and health job growth has been predominant, and there has been significant growth in the professional and highly skilled sectors. The growth in the highly skilled jobs is reflected in workplace wages, which are higher than resident wages, which is unusual, but reflects the fact that Oxford city is the sub-regional economic driver.

4.33 The employment base is heavily skewed to the professional and highly skilled rather than the mid-range roles which have comparatively low representation, while at the other end of the occupation spectrum there is a notable above benchmark proportion of jobs in the elementary occupations.

4.34 Oxford's job density, currently 1.19 is far in excess of the benchmarks, and this reinforces the view that the city is the economic driver for a much wider sub-region. The city's labour force cannot fill all these jobs and the city's labour supply constraint is filled by a sizable number (c30,000) of in-commuters with most (c80%) coming from the surrounding four Oxfordshire district areas.

4.35 The size of the business community has remained flat over the past five years at around 5,000 business enterprises in the city. Professional and information activities account for the largest share of businesses (just short of half) with non-employment activity based businesses accounting for the majority of the others. There are relatively few manufacturing businesses, albeit these may be larger businesses in terms of workforce.

5 PROPERTY MARKET ANALYSIS

OVERVIEW

5.1 This chapter reviews the property market for employment space (laboratory (lab) space, research and development (R&D) space, industrial/ warehouse space and office space) in the city. For employment space, we consider in turn demand, supply and the balance of the market. The main purpose of the analysis is to identify where there is potential demand for new employment floorspace, and hence a need for development land to be identified in the emerging plan.

5.2 In relation to demand, we identify the types of businesses that are taking space in the area or may consider doing so, and what property they are looking for in terms of size and quality. In relation to supply and market balance, we analyse the stock which is currently available, recently developed and in the pipeline, and the rental values and yields that properties in the area are achieving. The purpose of our analysis is to determine:

- How far the existing floorspace stock is meeting current and foreseeable occupier requirements;
- Hence, how far there is likely to be demand for more or different space, now and in the future;
- Conversely, if property and land are oversupplied, overall or in particular sections of the market.

5.3 These findings help assess the potential demand for new employment floorspace, and hence the quantity and qualitative mix of development sites that the emerging plan should identify for employment uses.

5.4 A strength of the market-facing analysis is that it considers real-life property transactions, including the values (rents and yields) realised in such transactions, and whether these values are enough to support viable development. This provides evidence of effective, or viable, demand – which means that potential occupiers will pay enough, and (where relevant) provide sufficient covenant strength to support financially viable development.

SOURCES AND DEFINITIONS

5.5 Our property market research has drawn primarily on the following information:

- The property market database CoStar and commercial property research reports for evidence of take-up, availability and values (rents and yields), both for the market overall and individual properties. For the supply-side analysis in the report, we have relied on properties advertised for let or for sale (excluding investments).
- Total stock figures across the authority area have been derived from an analysis of VOA Non-Domestic Rating statistics. This data provides a round figure of total business floorspace in square metres. We have cross-referenced this data with advertised space on CoStar to provide an indication of the availability of space. Cross-referencing the CoStar and VOA data does have limitations, as there is no guarantee that the two sources are consistent regarding unit sizes and descriptions. The reason why there may be discrepancies is that the VOA data has 117 description codes, which do not always correspond with the definition of employment premises as classified by CoStar. By contrast, properties listed on CoStar have just three categories, and some of these descriptions may fall outside the VOA definition of industrial, warehouse or office units. Due to the VOA figures being provided in aggregate, it is not possible to “iron out” these discrepancies.

- The latest VOA annual published data on total floorspace is from 31 March 2023. VOA delayed the publication of the 2024 floorspace data because they undertook a consultation at the end of 2024/beginning of 2025 to gain information on how the statistics are currently used and to capture user feedback on options for future development of these statistics. The VOA explain that the 2024 data will be published in the Summer of 2025.
- Due to the significance of the city's lab and R&D market, where possible, we have analysed this separately. The VOA data does not report this type of space separately, so we have been unable to report a total floorspace figure for this use. We are, however, able to analyse the location, type of space and occupiers from the CoStar data, so we have extracted this in our analysis. Where we see obvious clusters, such as at ARC Oxford (previously Oxford Business Park) and The Oxford Science Park, we have grouped our analysis. But not all the city's lab and R&D occupiers are located in the clusters, with some co-located in the traditional industrial/warehouse estates, where possible, we have made specific reference to this in our analysis.
- We undertook telephone consultations with several agents and landowners to gain an understanding of the Oxford city market.
- For a greater qualitative understanding of the market, we held a virtual stakeholder workshop via MS Teams on 18 June 2025, bringing together a mix of local active agents and developers, with the views presented helping to inform our understanding of the local market.

OFFICE, LABS & R&D MARKET ANALYSIS

General profile - lab & R&D market

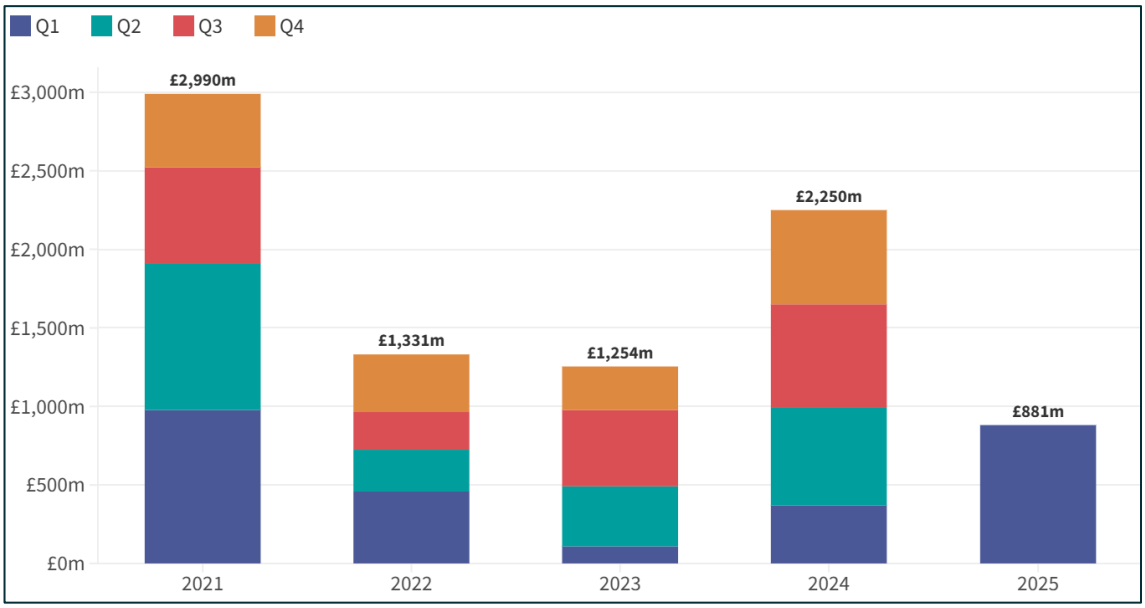
5.6 The lab and R&D market is predominantly found in the golden triangle of Oxford, Cambridge and London and regional hubs such as Bristol and Manchester. The market takes many forms that include, but are not limited to, life sciences, biotech and artificial intelligence (AI). It is considered a priority sector for the government because it has the opportunity to create high-value jobs. The government in the Autumn 2024 budget committed £1 billion investment for life sciences[7] and in their recent 10-year infrastructure delivery strategy, the Oxford to Cambridge Growth Corridor has been identified for £2.5 billion of investment to deliver the East West Rail to provide better connectivity between Oxford and Cambridge and unlock new homes in the settlements in between. As identified in the strategy, and highlighted through our consultations the cost of housing is expensive in Oxford and it acts as a barrier to growth of the lab & R&D market.

5.7 The UK is considered an attractive global market because it has some of the best regarded R&D universities, the NHS provides infrastructure to test and develop new drugs, there is an established "eco-system" and it is considered a positive investment environment (through venture capital), especially with the current uncertainties in the US.

5.8 Following a high in 2021 driven by the Covid-19 pandemic, the UK's biotech sector saw a fall in venture capital investment, which resulted in a slight cooling of the market. But the UK BioIndustry Association (BIA) report that Q1 2025 saw a sharp rise in venture capital (see Figure 5-1), which they say was driven by "megarounds" of funding with Isomorphic Labs (£449 million) and Verdiva Bio (£327 million) and which accounted for most of the quarter's funding.[8]

[7] UK Life Sciences sector sees major boost with new investments and policy changes | CK Group
[8] BIA (January – March 2025) UK biotech financing 2025

Figure 5-1 UK biotech total venture capital raised by quarter, for the past five years



Source: BIA UK biotech financing 2025

5.9 BIA states that their data suggests that capital is being allocated to fewer companies, and investment activity is being more concentrated.[9] Our consultation feedback links in with the BIA data because it has indicated that there is demand from international "lumpy" requirements, which occur now and then, but cannot always be predicted when they will happen.

5.10 What occupiers are seeking in the market are buildings with high levels of sustainability, which is driven in part by funders and also the fact that some occupiers are high energy users, so with increasing energy prices, they want to keep their operating costs down.

General profile - office market

5.11 Before the pandemic, developers were finding it difficult to fund office development due to the restricted availability of loans. Speculative office development was only occurring in strong and established office markets, such as in London, Thames Valley (e.g., around Reading) and key regional centres such as Birmingham and Manchester. In other markets, new development required a pre-let in place to a blue-chip covenant. At this time, we were seeing a shift in office requirements from out of town locations to town and city centres. This was driven by staff wanting to be closer to public transport links and amenities.

5.12 During the Covid-19 pandemic, the government introduced working from home measures, leading to many offices being left unoccupied or at greatly reduced occupancy. Companies were forced to embrace video conferencing and other measures to ensure business continuity. At the time it was unclear how the change in working practices would affect the long term office market. What we did see was vacancy rates increase, as occupiers delayed making decisions on taking space or reducing footprint.

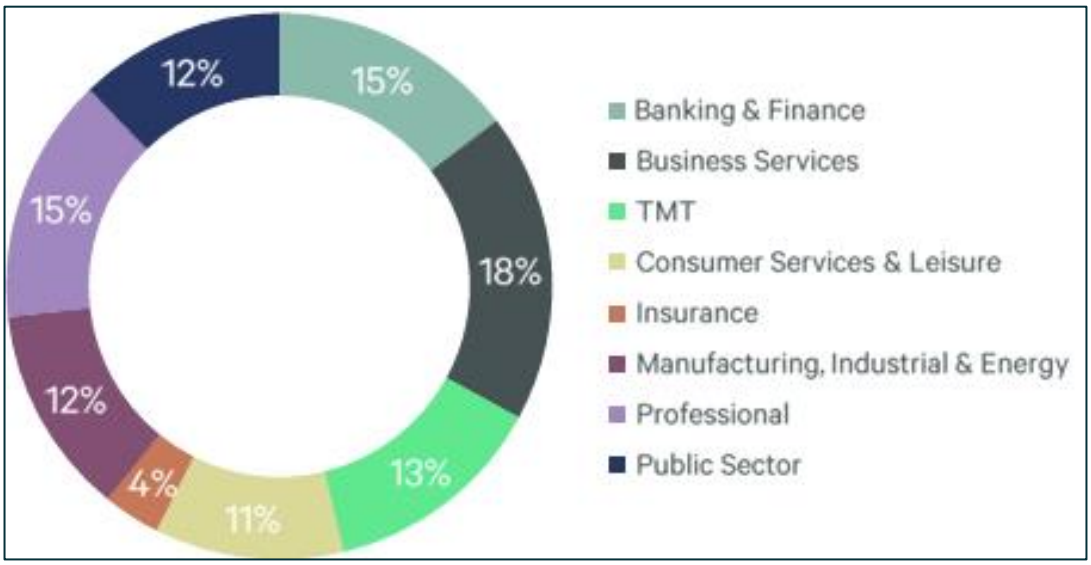
5.13 Since 2021 there has been greater clarity as to how changes in working patterns have affected the office market, with some form of working from home now common practice. As a result, we are now seeing that occupiers are seeking smaller units, but of better quality, hence creating surplus space through downsizing. The focus on quality is around sustainability and energy efficiency, as occupiers try to meet increasingly ambitious Environmental, Social, and Governance (ESG) aspirations and also to help attract and retain staff.

5.14 As shown in the CBRE national research in Figure 5-2 the main drivers of demand for new office space have been business services, followed by banking and finance and, technology,

[9] Ibid

media and telecommunications (TMTs), as we highlight in our analysis we see TMTs in the Oxford market through the form of AI, therefore overlapping between the labs & R&D market and the office market.

Figure 5-2 UK Logistics take-up by sector, 12 months to end Q4 2024



Source: CBRE Research, February 2025

General profile – Oxford city

5.15 In terms of the lab and R&D market, Oxford is an attractive location due to having two world-class universities and research hospitals, but as was explained to us through our consultations, what really "kicked-started" the market was the creation of Oxford Science Enterprises (OSE) in 2015. OSE is a circa. £1 billion independent company that invests in spinouts, which are part of the Oxford Cluster, with a main focus on life sciences, health tech and deep tech. OSE invest from £50,000 to £25 million, so very sizeable investments into the local market.

5.16 In addition to OSE, the city's lab and R&D market responded quickly to the Covid-19 pandemic, in helping develop vaccines, which further enhanced its international reputation – this has helped drive the market further. Oxford can attract international and national investment, and it has been clear through our consultations that a lot of that international investment is currently coming from the US.

5.17 To meet the demand for lab and R&D space, the city's office space has been repurposed/redeveloped, and more recently, new build space is being developed. New and existing space can accommodate a range of occupier sizes. New space is also being developed on a flexible basis, with some space fitted out as labs whilst other space being developed as lab enabled accommodation, this allows for the space to be configured to suit the final occupier requirement, e.g., labs or offices.

5.18 It has been indicated through our consultations that the Oxford market has slightly cooled in line with the wider market due to the reduction in venture capital funding. But the consensus is that there is an opportunity for significant future growth because the city's market lags behind Cambridge. Furthermore, the new development of the Ellison Institute of Technology (further details provided below) is regarded by some as a "game changer" to help turbo-charge the market further.

5.19 The office market in the city is more mixed than compared to the lab and R&D market, as mentioned, some office space has been lost to the lab and R&D market, but has also been lost due to office to residential conversions. Feedback through our consultations has indicated there is now an imbalance in the city centre due to a lack of quality office stock to meet modern occupier requirements.

5.20 We now explore the main office locations in Oxford.

SOUTH OXFORD

5.21 South Oxford has a large cluster of offices, labs and R&D space, some of the lab space is purpose built or has been delivered in re-purposed office buildings.

The Oxford Science Park

5.22 The Oxford Science Park, located just off the A4074, is a purpose built science park that forms the city's main cluster for lab and R&D space. The park provides a mix of standalone office and labs typically offered on a refurbished and/or repurposed basis, e.g., Hayakawa Building ER4, and Sherrington Building S14.

5.23 The park has onsite amenities such as a café, bar and restaurant, deli, children's nursery and conference and meeting rooms. In close proximity to the park are additional leisure facilities at the Kassam Leisure Complex and hotels. The quality of the environment and buildings, along with the amenities, are what occupiers are seeking. In addition, public transport access is due to improve with the re-opening of the Cowley Branch Line to passenger services. This is because a new station is proposed to service the park and the wider resident population. .

5.24 The park attracts a range of occupiers from start-ups to international business Current occupiers include Oxford & Nanopore (biotech) in a 1,200 sqm unit, Exact Science (biotech) in a 1,300 sqm unit and Oxgene (biotech) in a 780 sqm unit.

5.25 The Oxford Science Park is seeing ongoing development including:

- Ellison Institute of Technology – this is being developed as a new 30,000 sq m campus providing lab space, an oncology unit, a wellness clinic and educational facilities. The focus of the campus will be on medical science and healthcare, food security and sustainable agriculture, clean energy and climate change, and government policy and economics.
- The Daubeny Project – this is a development of three buildings that total 41,800 sq m of lab space, which is to be completed in 2025. The buildings will be built to BREEAM 'Excellent' and EPC A rating – therefore meeting modern occupier requirements.

ARC Oxford

5.26 ARC Oxford is located to the north of the Science Park, at Garsington Road interchange on the A4142 Oxford Eastern Bypass. ARC Oxford was primarily an out of town office park that is now being repurposed/redeveloped in parts for labs, e.g., Building 5510. The park can provide large floorplates, such as a single floor at John Smith Court, which provides 2,495 sq m of office space, and a single floor at Trinity will provide lab space in 3,500 sq m floorplates. The refurbished and/or repurposed buildings provide high levels of sustainability that occupiers are seeking. The park has amenities in the form of a café, restaurant, hotel, gym and children's nursery.

5.27 The park has attracted a mix of lab and office space occupiers such as Oxford Biodynamics (biotech) in a 2,400 sq m, Ultromics (TMT (AI)) in a 380 sq m unit, Veeva (TMT (AI)) in a 1,100 sq m unit, Freeths (professional services) in a 1,100 sq m unit.

NORTH OXFORD

5.28 In the north of Oxford, existing offices are found in Summertown, and there are emerging labs and offices coming forward at Oxford North.

Summertown

5.29 Offices in Summertown are a mix of stand-alone or part of a mixed used development. The offices are externally dated but are offered to the market on an internally refurbished basis. The offices provide smaller floorplates than found in the parks to the south of Oxford, for example, a single floor of 658 sq m is available at Mayfield House, and that is quite large for Summertown. Although a larger space can be provided across multiple floors in some buildings. Summertown can also accommodate very small requirements, with Quad providing

coworking space. Although the units are generally refurbished to a good standard, they do not necessarily meet modern occupier requirements in terms of high levels of sustainability.

5.30 Units have limited car parking, but the district centre provides a range of amenities for occupiers such as supermarkets, restaurants, cafés, a gym and hotels. Occupiers here include Carter Jonas (professional services) in a 665 sq m unit and AMD (TMT) in a 140 sq m unit.

Oxford North

5.31 Oxford North is located close to the Peartree roundabout on the A34. Originally allocated through the Oxford Core Strategy 2026 the site forms part of development plan for Oxford by way of the Northern Gateway AAP. The AAP considers the site as an innovation district with workspace, housing, multi storey car park and supporting amenities. The AAP identifies 90,000 sq m of employment space at the site. An outline planning application was approved in 2021 for roughly this quantum and is being delivered through a series of Reserved Matters applications. These applications are delivered floorspace at a higher density than was originally envisaged hence the planning envelope could potentially deliver more floorspace, if there is demand.

5.32 Three buildings are currently being speculatively built, two buildings provide CL2 labs and one building for offices. The office building is targeting start-ups and grow-on space, and the labs will accommodate requirements from 92 sq m up to 10,700 sq m. The development is targeting BREEAM Excellent, again aligning with occupier requirements.

5.33 Our consultations indicated that the space is being targeted at AI, professional services and life sciences companies, with later phases of the development likely to come forward on a lab enabled basis, so it can respond to the market, at that time, once occupiers are identified.

WEST OXFORD

Botley Road

5.34 Botley Road is an emerging life science corridor where we see British Land (and others) redeveloping units at Botley Road Retail Park, located close to the Botley Road interchange on the A34. Mission Street has developed the Inventa building, which is a 6,000 sq m of lab and office space that has attracted Nucleome (biotech) and Xyme (AI(TMT)). Three ground floor lab units and one office remain.

5.35 Demolition and site preparation has now been completed for the 12,500 sq m mix lab and office called Fabrica, which is expected to be completed in late 2026/early 2027 – this will also provide large floorplates of up to 3,200 sq m delivered to high levels of sustainability with BREEAM Excellent targeted.

CITY CENTRE

5.36 The city centre has a mix of traditional and purpose built offices, as with Summertown, offices are a mix of standalone or part of mixed used developments. Some of the office stock is dated on small floorplates and not suitable for modern occupier requirements. Typically, we see space being offered in units of up to circa. 300 sq m, e.g., 58-60 St Aldates, with larger requirements, needing to take multiple units or floors in the same building.

5.37 Occupiers in the city centre include Ryze Hydrogen (energy) in a 2,100 sq m unit, Oxford International School (education) in a 780 sq m unit, Oxera (professional services) in a 700 sq m unit and Oxford University Endowment Management (financial services) in a 1,120 sq m unit.

5.38 The city centre is seeing new space being developed for the lab and R&D market, as follows:

- Former Debenhams –potential for conversion of the former department store to science, technology and innovation lab space by the site's new owners - The Crown Estate in partnership with Oxford Science Enterprises and Pioneer Group.

- Beaver House - redevelopment of an office building to provide lab space of circa 19,800 sqm, which is an increase of circa. 8,700 sq m of employment space.

Demand & take-up

5.39 Our consultations have indicated that start-ups/spinouts from the university are a strong driver of demand for lab and R&D space, but it is clear that the space they require is not just labs but also offices, as the market grows into AI. The size of this space varies and is dependent on the nature of the company, but they do require flexibility to enable them to grow. It was highlighted that it is hard to predict demand from the "black swan events" like the Ellison Institute, but land needs to be provided to be able to capture it.

5.40 Demand for office space in the city is from a mix of professional services, servicing the local market, but also those servicing the lab and R&D market, e.g., specialist legal firms.

5.41 Lab, R&D, and office occupiers and funders are looking for high quality space with high levels of sustainability.

5.42 When companies are considering Oxford as a location, agents report that they are asking where can my staff live, and how can they travel to work? This is because the cost to rent and buy housing is expensive in the city, so staff are having to live in areas such as Wantage, Abingdon and Didcot and commute in. These staff need to rely on public transport to get to work, hence, being located close to public transport nodes is a big driver of demand. It was highlighted in our consultations that finding and retaining staff is an issue for companies in the city due to high housing costs. The combination of the lack of access to housing and public transport appears to constrain growth, but it is likely to be eased in the medium to longer term through the re-opening of the Cowley Branch Line to passenger services and the East West Rail.

5.43 Agents report strong demand for offices in the city centre, so staff can access the city easily by public transport, but they currently cannot find what they want due to floorplate size and quality of space. This is being provided in out of town locations such as John Smith Court at Oxford ARC, which provides 2,495 sq m in a single floorplate.

5.44 Table 5-2 provides an analysis of lab and take-up over a five-year period between 2020 and 2024 showing an annual average of 6,430 sq m, over five units.

Table 5-2 Past lab / R&D take-up, 2020 – April 2025, Oxford city

Calendar year	No. of transactions	Total take-up sq m	Minimum take up sq m	Maximum take up sq m
2020	3	2,921	799	1,181
2021	6	4,862	339	1,287
2022	2	7,400	715	6,685
2023	4	3,090	46	1,594
2024	8	13,875	186	6,317
2025 – until 07/04	**2**	**3,013**	**322**	**2,691**
Total	**25**	**35,161**		
Annual Average 2020 - 2024	***5***	***6,430***		

Source: CoStar, Urbà, April 2025

5.45 The take-up data shows that this space can be quite "lumpy" with one or two transactions representing a large amount of floorspace. Recent R&D / lab space transactions:

- Feb 2025: Seloxium (R&D) took a 322 sq m unit at Arc 9400 Oxford Business Park North on undisclosed lease terms at a rent of £970 psm, – this was a University of Oxford spin-out company.

- Jan 2025: Ellison Institute of Technology (TMT) is taking a 2,700 sq m unit at The Iversen Building, Oxford Science Park on undisclosed lease terms at a rent of £590 psm.
- Dec 2024: Novo Nordisk (biotech) took a 6,300 sq m unit at The Iversen Building, Oxford Science Park on undisclosed lease terms at a rent of £645 psm.
- Feb 2024: Oxford & Nanopore (biotech) took a 190 sq m unit at Old Road Campus, University of Oxford on undisclosed terms.
- Aug 2023: Oxford Biotherapeutics (biotech) took a 465 sq m unit at Schrödinger Building, Oxford Science Park on a five year lease at a rent of £740 psm.

5.46 Table 5-3 provides an analysis of office take-up over a five-year period between 2020 and 2024. The data shows an annual average of 10,027 sq m, over 21 units.

Table 5-3 Past office take-up, 2020 – April 2025, Oxford city

Calendar year	No. of transactions	Total take-up sq m	Minimum take up sq m	Maximum take up sq m
2020	28	14,338	17	1,535
2021	22	9,502	11	2,348
2022	19	6,145	13	1,523
2023	21	8,342	20	2,103
2024	17	11,807	27	3,507
2025 – until 07/04	0	0	0	0
Total	107	50,134		
Annual Average 2020 - 2024	*21*	10,027		

Source: CoStar, Urbà, April 2025

5.47 During 2024 the following office transactions were recorded:

- Nov 2024: Carfax Education (education) took a 410 sq m unit at Osie House on a 10-year lease with a break in year three at a rent of £325 psm.
- Oct 2024: Createc (TMT) took a 140 sq m unit a 1-5 Buckingham Street on a five-year lease at a rent of £400 psm.
- Sept 2024: David Fickling Books (book publisher) took an 1,800 sq m unit at 26 Beaumont Street on an eight year lease at a rent of £370 psm.
- Jun 2024: 3Keel (professional services) took a 165 sq m unit at Red Lion Square on a five year lease.
- Jun 2024: Critchleys (professional services) took a 780 sq m unit at Park Central on a 10-year lease with a break in year five, at a rent of £660 psm.
- Jan 2024: Aurora Energy Research (TMT) took a 3,500 sq m unit at St Aldates Chambers on a 10-year lease on an undisclosed rent.
- Nov 2023: Oxford Policy Management (global development consultancy) had a lease renewal on their 465 sq m unit at Park Central on an undisclosed lease term, at a rent of £645 psm

Supply and market balance – lab, R&D & office space

5.48 CoStar and VOA data do not split out between office, R&D and lab space, so we have had to analyse this together to understand total supply and the market balance. Table 5-4 sets out the change in total stock as recorded on the VOA and compared to the vacancy floorspace recorded on CoStar. Taking the most recent data (April 2025) from CoStar, the vacancy is

the same as that of 2024 at 2,267 sq m, and assuming the total stock figure has remained unchanged, vacancy remains low at 0.6%. When we analyse where the vacant office space is, it is solely at Unipart House – which points to a lack of choice in the local market both in terms of quantum and location of space, this was particularly highlighted for the city centre office market where there are not the large floorplates that occupiers are seeking. When we cross-reference the five year annual take-up in Table 5-3 with the current vacancy Table 5-4 then it equates to less than two months supply, which further highlights the tight nature of the market.

Table 5-4 Change in office, R&D & lab total stock & vacancy rate, Oxford city

Date	2020	2021	2022	2023	2024
Total stock sq m 31 March	373,000	365,000	360,000	361,000	To be published in the Summer of 2025
Change in floorspace sq m		-8,000	-5,000	1,000	
Change in floorspace %		-2.1%	-1.4%	0.3%	
Vacancy Q.1 floorspace sq m	0	0	0	1,313	2,267
% of vacant space against total stock	0%	0.0%	0.0%	0.4%	N/a

Source: CoStar, VOA, Urbà, April 2025

Development opportunities

5.49 As we have set out above, there is new space currently being developed across the city, at Botley Road, Oxford North, Oxford Science Park, Oxford ARC and the city centre. This new space is likely to satisfy the short term supply issues currently being faced. Current developments will add around 174,000 sq m of new space, which will add around another 10 years supply based on the five year annual take-up in Table 5-3.

5.50 As part of the emerging Local Plan 2042 there are potential sites that could accommodate growth, further details are set out in the next chapter, but include:

- Oxford North – potential additional space due to intensification
- Osney Mead
- Oxpens
- West End

Rents, yields and the economics of development

5.51 Bidwells reports[10] that prime fitted lab space in Oxford is £845 psm and shell £592 psm. Bidwells also states that prime office rents are £657 psm, which is slightly lower than that stated in our consultations which indicated rents of £684 psm. It was expressed in our consultations that this rent has significantly increased in recent years due to the imbalance of not enough suitable units in the centre to meet demand.

5.52 With regards investment yields, Knight Frank's Prime Yield Guide, February 2025 which states prime yields for "Life Sciences" on a 15-year lease achieve a 4.75% yield compared to a "Offices "Major Regional Cities" on a 10-year lease (no data for 15-year lease) achieve a yield of 6.5%.

5.53 At these rents and yields, we would consider it viable to maintain and refurbish space and enable viable development in the city.

[10] Bidwells (February 2025) Spotlight: Golden Triangle

Conclusion

5.54 Since 2015 the city's lab and R&D market has seen significant growth driven by spinouts and start-ups from the university, supported by the OSE investment fund. The market accelerated further forward with its response in developing vaccines during the Covid-19 pandemic.

5.55 Oxford's future market is likely to look different from what has already occurred because most of the growth in the lab and R&D to date has been accommodated by repurposing/redeveloping office buildings, but now we are seeing new build. Also, with the arrival of the Ellison Institute, this is seen by some, as a "game changer" to the market and will accelerate growth further. The new build currently occurring will help ease the short to medium term supply constraints, in the lab, R&D and office markets, but it will not address the ability to capture "black swan events" or address the imbalance in the city centre office market, where there is not sufficient supply in terms of quality or size of floorplates to capture demand.

5.56 The ability for staff to access comparatively cheaper housing outside the city and commute by public transport has been highlighted as a key requirement to support business growth, with any new employment sites needing to reflect this requirement. Over the medium to long term, the successful implementation of Cowley Branch Line and the East West Rail, will help support this growth through providing additional commuting options.

INDUSTRIAL/WAREHOUSE SPACE MARKET ANALYSIS

5.57 For our market analysis, we consider industrial and logistics uses (E(g) i, ii and iii; B2; and B8) as one property market sector rather than separating industrial from logistics as we do in some studies. This is because the city does not see any large strategic warehousing, due to the lack of available suitable sites, with these requirements accommodated outside of the city in places such as Symmetry Park, Bicester and Central M40 at Banbury.

General Profile –industrial and warehouse market

5.58 Prior to the Covid-19 pandemic nationwide demand for strategic warehouse units of over 9,300 sq m was strong, driven by retailers, e-tailers, and third-party logistics (3PLs) companies. During the pandemic demand for space increased due to the further growth in online sales, but following the pandemic, we have seen demand cool due to a fall in internet sales (compared to the pandemic peak) and occupiers growing into their newly acquired space. More recently agents are reporting that nationwide demand has been increasing from the manufacturing, with JLL reporting that *'manufacturers accounted for the highest share of take-up across 2024 in the big box market [defined as 9,300 sq m plus)] with a 35% share. This was above the historic trend for this sector, where over the previous five years (2019-2023) take-up by manufacturers only accounted for 14% of total demand.'*[11]

5.59 With regards to the non-strategic industrial/warehouse market, we have seen this market becoming tight as the poorer stock has been lost to alternative uses such as residential and a lack of new build. The lack of non-strategic new build is due to viability issues (higher build costs and less security of income (weaker covenants and shorter-term leases)) compared to strategic warehousing, therefore unable to competitively bid for sites. What development we do see occurring is on existing industrial estates or greenfield sites that cannot accommodate the footprint of a strategic warehouse unit.

5.60 Generally, we are seeing occupiers are increasingly seeking high-quality space with "green credentials" such as BREEAM Excellent and zero carbon, to help meet their ESG targets, also occupiers are seeking a good quality environment to help attract and retain staff. Furthermore, there are proposed changes to the EPC Regulations, currently non-domestic properties require a rating of E or above, and it is proposed from 01 April 2027 the minimum requirement will be C. Therefore, we are seeing a need for greater levels of sustainability

[11] JLL (2025) UK Big Box 2024 Industrial & Logistics Market Review & Outlook

both on the demand and supply side, as such, existing stock that does not meet these requirements may become redundant at a quicker rate.

General Profile – Oxford city

5.61 The industrial and warehouse market in the city is relatively small, as we demonstrate below, most of the space is found to the south of the city and this is also where we find the two large sites of Mini Plant Oxford (BMW) and the "Unipart" site on Oxford Road. Due to the pressure from higher alternative uses, some of the established estates have been eroded by non-industrial uses, e.g., lab space and leisure uses.

5.62 What has been left are mainly those industrial/warehouse occupiers that are servicing the local market, such as vehicle repair, trade counter operators (electrical and plumbing wholesalers) and builder merchants.

5.63 The profile of this stock is not always the type of space that modern occupiers typically seek, but there is a lack of credible alternatives, so it remains well occupied. But occupiers are seeking flexibility, committing to leases of between 5 – 10 years with a break clause.

5.64 We now consider the main industrial and warehouse areas in the city.

WEST OXFORD

5.65 The industrial/warehouse offer in the west of the city is found at Osney Mead Industrial Estate, which is a well established industrial estate comprising a mix of age of units. The older units here have much lower eaves and are likely to have lower levels of sustainability for modern occupiers but despite this, they are well occupied due to a lack of stock throughout the city. The more modern units are at Kings Meadow and Ferry Mills, are set out in terraces with integrated office, roller shutter doors, a small loading yard and dedicated parking in a landscaped environment. In addition, there are several larger detached units. Despite the estate presenting as an industrial/warehouse location the occupiers are much broader than that, occupiers here include; Edmundson Electrical (electrical wholesaler) in a 1,590 sq m unit, Anakata Wind Power (engineering) in a 377 sq m unit, Genscript Biotech (life sciences) in a 230 sq m unit, Oxford University Southwell Building (lab space), The Kings Centre (conference centre) and Community Church (religious centre).

5.66 Despite the several non-industrial/warehouse uses found at Osney Mead Industrial Estate the area is still performing well; this is due to the lack of supply in the city's market combined with a sustained period of strong demand for this type of accommodation. The risk to this area as an industrial/warehouse location is that it is identified as an area of change in West End & Osney Mead SPD. The area is identified for a new innovation district to provide *"provide a flagship, gateway development into the innovation ecosystem, providing a new district for business growth and innovation as an extension of Oxford's city centre encompassing A-Grade office space R&D HQ facilities for spin-out companies across multiple sites, so forming the largest scale mixed use development project in generations. This project is focused on delivering a sustainable, integrated and connected district encompassing Osney Mead, Oxford National Railway Hub and Station, Oxpens, and other development sites with retail, hotel, university, lab and office, and residential spaces".*[12] Although we understand the SPD area has some constraints in the form of fragmented landownership and flood risk, the site is considered as a medium to longer term development opportunity.

SOUTH OXFORD

5.67 As previously mentioned, south Oxford is the city's main industrial/warehouse area, where we find the two major industrial occupiers of BMW with their Mini Plant and Unipart Group, in addition, there are several industrial estates as follows:

[12] Oxfordshire Local Industrial Strategy Investment Plan, August 2020

Chiltern Business Centre & Fenchurch Court

5.68 Chiltern Business Centre and Fenchurch Court are industrial estates of small units, typically up to 200 sq m. These units have roller shutter doors, a small loading yard and dedicated parking in a landscaped environment but do not typically have integrated offices. Some companies here occupy more than one unit, such as the Dulux Decorator Centre (painting and decorating merchants) in three units that total 436 sq m.

Ashville Way

5.69 Ashville Way, here we find larger units which meet modern occupier requirements, with fenced yardage (attractive for occupiers because of added security), dedicated parking, roller shutter doors and integrated offices. Here we find the type of occupiers we would expect to see in an industrial area like the Oxford Bus Company (transport) in a 4,200 sq m unit, Unipart (3PL) in a 3,500 sq m unit and Shirtworks (screen printer) in a 260 sq m unit.

Transport Way

5.70 Transport Way comprises the Unipart site along with several smaller modern estates that include Cowley Business Centre and Chancerygate Business Centre along with several more dated units. In the more modern estates, the units are a mix of small and mid-size units, ranging between 150 and 2,000 sq m. The units meet modern occupier requirements with dedicated service yard and parking, roller shutter door and integrated offices. Again, the occupiers are the type we would expect to see in an industrial location like Smith News (printed media wholesaler) in an 1,800 sq m unit, Rexel (electrical wholesaler) in an 860 sq m unit and Grant & Stone (building merchant) in a 565 sq m unit. Lying just south of Transport Way is the single occupied site of Huws Gray/Buildbase (builder's merchant), which has a large building of 6,900 sq m.

Oxford Trade City & Nuffield Industrial Estate

5.71 Moving slightly west away from Cowley to Blackbird Leys is the small offer at Oxford Trade City and Nuffield Industrial Estate, with the trade park providing more modern units compared to the industrial estate. Again, the units here meet modern occupier requirements.

5.72 This area is dominated by the large units of Royal Mail's Delivery Office of 2,200 sq m and Travis Perkins (builder's merchant) of 2,700 sq m. Most of the other units are occupied by the type of companies you would expect to see, such as Speedy Services (plant hire) and Eyre & Elliston (electrical wholesaler) in a 350 sq m unit, but we also see Refeyn (biotech) in an 815 sq m unit.

Horspath Industrial Estate

5.73 Horspath Industrial Estate comprises a mix of size, age and quality of units, with some units having a high site coverage for modern occupier requirements, which means the yard space is compromised. The estate predominantly has traditional industrial/warehouse occupiers in the form of Oxford Wheel Repairs (vehicle repair) in a 35 sq m unit, Screwfix (trade counter) in a 610 sq m unit and Howdens (kitchen manufacture) in a 400 sq m unit. But we also see biotech in the form of Baxter's, with their manufacturing site located here.

Take-up & demand

5.74 As mentioned above, demand for industrial/warehouse space has been from companies servicing the city, during our consultations it was mentioned that the demand from last mile operators is too land intensive for a city like Oxford which has a tight boundary, so this demand is best accommodated in areas such as Witney, Bicester, Thame and Banbury which have the land but can also service the city.

5.75 Where there could be emerging demand for industrial/warehouse space is with the labs & R&D market, with the example cited of Tritax Park, which is delivering a 56,000 sq m unit for Siemens Healthineers to manufacture new MRIS scanners that reduce the amount of helium required.

5.76 Table 5-5 shows that in the five years to 2024, take-up of industrial/warehouse space in the city averaged 23,542 sq m per annum, over an average of nine units. We would consider this

volume of transactions and average floorspace in the city to be low compared to other areas of the country where we have undertaken similar studies.[13] Take-up both in terms of transactions and total floorspace fell in 2022 and has remained down – this reflects a tight market where occupiers cannot necessarily find the space they want.

Table 5-5 Past industrial/warehouse take-up, 2020 – April 2025, Oxford city

Calendar year	No. of transactions	Total floorspace take-up sq m	Minimum floorspace take up sq m	Maximum floorspace take up sq m
2020	12	100,498	42	95,919
2021	16	12,876	85	6,891
2022	4	1,274	46	743
2023	6	1,890	87	661
2024	7	1,172	41	752
2025 – until 07/04	1	579	579	579
Total	46	118,288		
Annual Average 2020 - 2024	*9*	*23,542*		

Source: CoStar, Urbà, April 2025

5.77 As shown in the examples below of the take-up during the five year period in Table 5-5 has been mainly from local companies servicing the local area, therefore, they need to be located in the city. These companies require flexibility and seek short-term leases, typically up to five years and even then, with a break in year three. Where companies are prepared to commit to a longer term of 10 years, they still require a break in year five to give them flexibility. During the five years, the following large transactions were recorded:

- Oct 2024: Oxtech Facilities (heating engineers) took a 40 sq m unit at Unit 21 Chiltern Business Park on a new five year lease at a rent of £174 psm.
- Feb 2024: Peter Durham & Daughters (food wholesaler) took a 105 sq m unit at 2 Chiltern Business Centre on a new five year lease, with a break in year three, at a rent of £170 psm.
- Feb 2024: XM Dynamics (classic cars restoration) took an 83 sq m unit at 3 Chiltern Business Centre on a new five year lease, with a break in year three, at a rent of £160 psm.
- Jun 2023: Rexel PLC Electrical (electrical wholesaler) took a 290 sq m unit at 6 Pony Road on a new 10-year lease, with a break in year five, at a rent of £137 psm.
- Apr 2024: Grant & Stone (builder's merchant) has a lease renewal on their 220 sq m unit at Unit 9 Chancerygate Business Centre on a 10-year lease, with a break in year five, at a rent of £150 psm.
- Dec 2021: Ulverscroff (publishing) took a 260 sq m unit a Unit 14 Kings Meadow Ferry on a new five year at a rent of £190 psm.

Supply and market balance

5.78 Table 5-6 sets out the change in total stock, as recorded on the VOA, compared to the vacancy floorspace recorded on CoStar. The data shows that in recent years stock has

13 for example, in our work in Basingstoke we recorded a seven-year average between 2016 – 2023 of 36,500 sq m/38 transactions and in West Berkshire we recorded a five-year average between 2017 – 2021 of 27,500 sq m/35 units.

remained relatively constant with very small percentage changes in the total floorspace whilst the vacancy rate has been very low. Taking the most recent data (April 2025) from CoStar, the vacancy is similar to that of 2024 at 2,108 sq m, and assuming the total stock figure has remained unchanged, the vacancy remains low at 0.5%. When we cross-reference the vacancy of 2,108 sq m with the five-year annual take-up in Table 5-5 23,542 sq m it equates to around one month's supply, which indicates a very tight market. In other areas of the country where we have undertaken similar studies, we have not seen this consistently low vacancy rate. Usually, we see at least a few months' supply, and in more recent studies, we have seen the vacancy rate increase due to the weakening of the market, but this is not the case in the city.

Table 5-6 Change in industrial/warehouse total stock & vacancy rate, Oxford city

Date	2020	2021	2022	2023	2024
Total stock sq m 31 March	443,000	440,000	439,000	442,000	To be published in the Summer of 20025
Change in floorspace sq m		-3,000	-1,000	3,000	
Change in floorspace %		-0.7%	-0.2%	0.7%	
Vacancy Q.1 floorspace sq m	0	1,020	641	3,092	2,357
% of vacant space against total stock	0%	0.2%	0.1%	0.7%	N/a

Source: CoStar, VOA, April 2025

Development opportunities

5.79 Currently, there are no development opportunities for industrial/warehouse space in the city, but we discuss in the next chapter where new space could be delivered.

Rents, yields and the economics of development

5.80 It was mentioned in our consultations that there has been no new industrial/warehouse development in the city for circa. 25 years, so there is no evidence of new build prime rents. Feedback during our consultation indicated that a new build rent could be £215 psm, which reflects a reasonable premium on what has been achieved on the second hand stock in the city.

5.81 With regards to investment yields, Knight Frank's Prime Yield Guide, February 2025, states prime yields for "South-East Estates" are 5.0%.

5.82 At these rents and yields, we would consider it viable to maintain and refurbish space and enable viable development in the city.

Conclusions on the industrial/warehouse market

5.83 The city's industrial/warehouse market is relatively small. To the west of the city is Osney Mead Industrial Estate which has been eroded by non-industrial/warehouse users, and this will continue because the area is identified for redevelopment as an innovation district. This leaves the area to the south of the city, which comprises the BMW mini plant, Unipart site and several industrial estates. The estates are performing well, with low vacancy rates. The current rents are sufficient to maintain these units. There is demand for new units, and this could take the form of those companies seeking to service the lab/R&D market. If sites were made available, then they would be viable to develop and likely to be occupied quickly due to the current tight nature of the market.

6 THE SUPPLY OF EMPLOYMENT LAND

INTRODUCTION

6.1 Ahead of determining the employment floorspace / land need for the city (which will be covered in the next stage of this study), here we identify the quantum of currently committed employment floorspace/land available. This will ultimately make a contribution to help meet the identified need for employment space over the 2022-42 plan period.

6.2 The available supply, when considered alongside the identified minimum need[14] will indicate broadly if, and how much, additional land needs to be allocated. The caveat with this is that even though owners/developers have invested in pursuing a planning application and have received a permission, there is no absolute certainty that a development will be implemented. Many things, both at the micro and macro-economic level can derail or delay a scheme – from rapid increases in build costs, to market saturation, or global conflict. A relevant point is that even if schemes are not implemented and may lapse, the land/site remains. Employment sites have very specific locational characteristics, so although sites suitable for employment uses may not be implementable now, they may well return at a later point in the economic cycle.

6.3 Committed floorspace / land supply for employment uses comprise:

- land with planning permissions for employment use
- available land and schemes coming forward within designated employment areas.

6.4 While it is possible that some of these schemes will not come forward in the form currently being pursued – both those with planning permission and those under consideration, they are on sites within designated employment areas and given the strength of the Oxford market (as illustrated by our Property Market Analysis in Section 5), it is appropriate to include them.

6.5 Other land is being promoted for employment uses either entirely or as part of a mix of uses and may progress into the planning pipeline in the short to medium term, but currently there is no explicit opportunity being pursued and thus we cannot quantify the scale of the opportunity.

6.6 The tables that follow are based on the most up to date plan monitoring data (as at 31 March 2025), but do include additional analysis of applications and permissions (as at 31 May 2025).

With planning permission

6.7 The table below (Table 6.1) identifies the net additional floorspace by land use for sites that are either currently under-construction or have planning permission. There are a few schemes on other sites that will generate a loss of employment floorspace, but these schemes are comparatively minor, but will be considered in the assessment of need.

6.8 General points in relation to Table 6.1:

- R&D/ lab space is the overwhelming form of employment development coming forward in the city. This sector accounts for all but 8,000 sq m of the 231,000 sq m of the employment use permissions.
- Approximately 165,000 sq m of R&D / lab space is currently under-construction. The scale of what is being delivered is put in perspective when we consider that currently the city's entire office/R&D/lab space market totals 360,000 sq m[15], and thus what is under-

[14] The assessment of need will consider a number of scenarios, and determine which is the most appropriate for plan-making to support economic growth in the city, balancing need and aspirational demand, seeking to provide sufficient land to avoid constraining growth, but also seeking to avoid allocating too much land that could be put to other uses. Need is always expressed as a minimum.
[15] Source: VOA

construction represents an almost 50% increase on current provision - an increase on that scale is unprecedented almost anywhere.

- The floorspace currently under-construction could at a R&D/lab space average job density of 1FTE per 30 sq m could deliver an additional 5-6,000 jobs.
- No other land use sector sees any noteworthy schemes for employment uses at all. That in itself is unprecedented and reflects the land constraint and high land values in the city. Land hungry low-density activities, such as warehousing and data centres, are priced out of the city because of the competitiveness of the R&D/lab space market.

6.9 Site specific comments:

- Oxford North - the table includes two entries for this area. This includes 15,850 sq m permitted as part of the original hybrid application (18/02065/OUFUL), which is currently under construction. The remainder of the floorspace has been permitted through a series of Reserved Matters applications and Variations, the most recent of which – 24/00662/VAR - was for a small (60 sq m) extension to Plot A. The total floorspace permitted to date through the various Reserved Matters applications and Variations is 48,414 sq m. Rather than list out the individual Reserved Matters applications and Variations, Table 6.1 instead simply refers to this most recent Variation (i.e., 24/0062/VAR). The floorspace permitted through the hybrid application and the various Reserved Matters applications and Variations account for c64,000 sq m of the maximum 87,300 sq m of B1 employment floorspace originally permitted through the outline permission. The floorspace that is being delivered is coming forward for predominantly R&D/lab space, and this is why it is categorised as such on Table 6.1. The balance from the original hybrid permission – c23,000 sq m has not as yet come forward, and is included in Table 6.2.
- Littlemore House and Trinity House – the floorspaces identified are net of the loss of the former offices, and because the type of space that is generally being delivered is a mix of R&D/lab and office formats, we do not make an adjustment to reflect that the type of space lost is more traditional office space.
- Plot 16, OSP – the original permission was for 19,823 sq m. The Iverson Building was completed in 2023, with 10,815 sq m remaining for the Legget Building.
- BMW Cowley Works - The schedule does not include the c26,000 sq m permission for the electric vehicle manufacturing plant at BMW's Cowley Works. This is because whilst that scheme will safeguard current jobs at the Works, it will not increase the number of jobs at the works.
- The table does not include R&D / lab space floorspace expansion at the teaching hospitals and academic research institutions because such development takes place within the institutional estates, and is not available or marketed for general business use.

Table 6-1: Oxford city – Committed Supply – extant planning permissions

PA ref	Permissions	Office	R&D	Flex B class	Light Indl	B2	B8	TOTAL
24/00662/VAR	Oxford North Northern Gateway Land Adjacent A44 A40 A34 And Wolvercote Roundabout, A40 Section From Cherwell District Council Boundary To Wolvercote Roundabout, Oxford, OX2 8JR		48,414					48,414
22/02168/FUL	Plots 23-26, Oxford Science Park, Grenoble Road, Oxford, OX4 4GB		41,958					41,958
24/00972/VAR	Littlemore House, 33 Armstrong Road, And Plot 18 Oxford Science Park , Sanders Road, Oxford, OX4 4FY		26,668					26,668
22/02880/RES	Plot 2000 John Smith Drive Oxford Oxfordshire		23,373					23,373
22/03067/FUL	Trinity House , John Smith Drive, Oxford, OX4 2RZ		17,669					17,669
22/03076/FUL	135 - 137 Botley Road, Oxford		16,992					16,992
18/02065/OUTF	Oxford North (Northern Gateway) Land Adjacent To A44, A40, A34 And Wolvercote Roundabout, Northern By-Pass Road, Wolvercote, Oxford, OX2 8JR		15,850					15,850
19/02003/FUL	Plot 16, Oxford Science Park, Robert Robinson Avenue, Oxford, OX4 4GA		10,815					10,815
21/00110/FUL	The Clarendon Centre, Cornmarket Street, Oxford, OX1 3JD		9,649					9,649
24/00335/FUL	4200 Nash Court, John Smith Drive, Oxford, OX4 2RU		5,055					5,055
22/00949/FUL	Gas Holder Station, Watlington Road, Cowley, Oxford, OX4 6LX		1,349		1,349	1,349		4,048
20/02672/FUL	SAE Institute Oxford, Littlemore Park, Armstrong Road, Oxford, OX4 4FY		3,500					3,500
21/01695/FUL	Thornhill Park, London Road, Headington, Oxford, OX3 9RX			2,578				2,578
24/01434/FUL	Stansfeld Park Quarry Road Oxford Oxfordshire		1,412					1,412
22/02649/FUL	3-5 , Hythe Bridge Street, Oxford, OX1 2EW		1,087					1,087
22/01532/CT3	The Oxford Enterprise Centre Standingford House, 26 Cave Street, Oxford, OX4 1BA	856						856
23/01950/FUL	County Trading Estate , Transport Way, Oxford, OX4 6LX	623					123	746
22/02399/FUL	Latent Logic , 8 Hollybush Row, Oxford, OX1 1JH		401					401
22/01274/FUL	Old Station Yard, Unit 2 , Watlington Road, Cowley, Oxford, OX4 6FE			282				282
22/01311/FUL	52 And 55 High Street, Oxford, OX1 4AS	147						147
24/02043/FUL	Ground Floor 4 And Ground Floor And Basement 5 King Edward Street Oxford, Oxfordshire, OX1 4HS	146						146
23/01424/FUL	385 Cowley Road, Oxford, OX4 2BS	99						99
23/02473/FUL	332 Abingdon Road, Oxford, OX1 4TQ			80				80
22/00491/FUL	Assembly And Service Division Bmw Uk Manufacturing Ltd , Garsington Road, Oxford, OX4 6NL	77						77
23/00292/FUL	45 Catherine Street, Oxford, OX4 3AH				57			57
23/01482/FUL	13-15 Oxenford House , Magdalen Street, Oxford, OX1 3AE	6						6
	Grand Total	**1,954**	**224,192**	**2,940**	**1,406**	**1,349**	**123**	**231,965**

Source: OCC Plan monitoring data, and Rapleys' analysis

Land within designated employment areas

6.10 There is a considerable pipeline of schemes across the city's existing employment site network, within the city and the district centres, and on sites in lawful Use Class E. These sites are all coming forward seeking planning permission, and sites currently in planning are shown on Table 6.2 below. Also included is land at ARC where there are a number of vacant plots.

Table 6.2: Oxford city – land and schemes in the employment designations

PA ref	Sites / Schemes	Sq m
n/a	ARC Oxford/ (formerly Oxford Business Park) Vacant plots without consent	75,000
22/02954/OUT	Land At Oxpens Road Oxford Oxfordshire OX1 1TB	65,000
18/02065/OUTF	Oxford North Northern Gateway	23,000
24/02371/FUL	195 Botley Road And Units 1 And 1A Botley Retail Park Botley Road Oxford Oxfordshire OX2 0HY	21,000
24/01631/FUL	Eastpoint Business Park	14,000
24/02361/FUL	New Barclay House 234 Botley Road Oxford Oxfordshire OX2 0HP	11,000
24/00690/FUL	Beaver House And 39-42A Hythe Bridge Street Oxford Oxfordshire OX1 2ET	10,000
24/02372/FUL	Units 2-5 Botley Retail Park Lamarsh Road Oxford Oxfordshire OX2 0HA	9,000
22/02555/FUL	Plot 27, Robert Robinson Avenue, Oxford, Oxfordshire	9,000
24/01302/FUL	Plot 5000, John Smith Drive Oxford Oxfordshire	8,000
25/00799/FUL	152 London Road Headington Oxford Oxfordshire OX3 9ED	3,000
25/01053/FUL	Oxfam 2700 John Smith Drive Oxford Oxfordshire OX4 2JY	3,000
	Grand Total	**251,000**

Source: OCC Plan monitoring data, and Rapleys' analysis

6.11 We make the following general and site specific observations/ assumptions in Table 6.2:

- The two largest sites consist mainly of land not previously used for employment but within employment areas -
  - ARC where three plots total 3.7 ha and at an average plot ratio of 2.0 could deliver in the region of 75,000 sq m; and
  - Land at Oxpens, where c65,000 sq m could be delivered on land formerly in a mix of uses including surface level car parking.
- Oxford North - the 23,000 sq m floorspace figure is an estimate of how much remains to be progressed from the original outline permission.
- A number of sites/schemes are on land recycled from other uses, notably office (Eastpoint, New Barclay House and Beaver House) and retail (Botley Road);

Sites with potential to deliver employment floorspace

6.12 We are aware of a number of sites in the city that may be promoted for employment use, but owners/developers are yet to quantify the scale of the opportunity. These sites include: the Botley Road, Nuffield College sites, West End / Osney Mead and the Unipart site.

6.13 This may not be an exhaustive list and there may be other sites suitable, available and deliverable for employment uses, with sites within the city centre core being the most sought after.

CONCLUSION

6.14 For a comparatively small Authority, Oxford city has a substantial future stock of committed and pipeline employment land and floorspace that is coming forward on an even mix of new land and sites being recycled from other uses. The predominant land use sector generating this demand is R&D / lab space, and currently almost 500,000 sq m of space is either being delivered, progressing through the planning system or is allocated land. This figure exceeds by some margin the entirety of the city's current combined office and R&D stock (360,000 sq m), and its delivery (in whole or in part) represents a 'seismic' shift in the economic baseline of the city.

APPENDIX A Commuting origin / destination

Home	Oxford

Main commuting destination	Total
Oxford	63,705
Vale of White Horse	2,292
South Oxfordshire	1,702
Cherwell	1,638
West Oxfordshire	931

Workplace	Oxford

Main commuting origi	Total
Oxford	63,705
Vale of White Horse	7,065
Cherwell	6,019
South Oxfordshire	4,981
West Oxfordshire	3,954

Home	Vale of White Horse

Main commuting destination	Total
Vale of White Horse	53,789
Oxford	7,065
South Oxfordshire	3,041
West Oxfordshire	1,925
Cherwell	1,024
Swindon	**858**

Workplace	Vale of White Horse

Main commuting origi	Total
Vale of White Horse	53,789
South Oxfordshire	4,417
Oxford	2,292
Swindon	**1,799**
West Oxfordshire	1,752
Cherwell	962

Home	South Oxfordshire

Main commuting destination	Total
South Oxfordshire	57,573
Oxford	4,981
Vale of White Horse	4,417
Reading	**1,303**
Cherwell	729
Wokingham	**495**
West Oxfordshire	426

Workplace	South Oxfordshire

Main commuting origi	Total
South Oxfordshire	57,573
Vale of White Horse	3,041
Reading	**2,008**
Oxford	1,702
Cherwell	936
Wokingham	**833**
West Oxfordshire	467

Home	West Oxfordshire

Main commuting destination	Total
West Oxfordshire	47,461
Oxford	3,954
Cherwell	2,542
Vale of White Horse	1,752
South Oxfordshire	467
Swindon	**251**

Workplace	West Oxfordshire

Main commuting origi	Total
West Oxfordshire	47,461
Cherwell	2,464
Vale of White Horse	1,925
Oxford	931
Swindon	**875**
South Oxfordshire	426

Home	Cherwell

Main commuting destination	Total
Cherwell	67,511
Oxford	6,019
West Oxfordshire	2,464
Vale of White Horse	962
South Oxfordshire	936
Milton Keynes	**330**

Workplace	Cherwell

Main commuting origi	Total
Cherwell	67,511
West Oxfordshire	2,542
Oxford	1,638
Vale of White Horse	1,024
South Oxfordshire	729
Milton Keynes	**399**

APPENDIX B Economic Forecast for Oxford - Oxford Economics (issued: April 2025)

	Job numbers		Change 2024-42		Change in jobs by employment activity				
SIC	2024	2042	Jobs	%	Office	R&D	Industrial	Whsing	Non-B
A : Agriculture, forestry and fishing	74	64	-10	-	0	0	0	0	-10
B : Mining and quarrying	6	4	-2	-35	0	0	0	0	-2
C : Manufacturing	4,197	3,115	-1,082	-26	0	-163	-919	0	0
D : Electricity, gas, steam and air conditioning supply	39	35	-4	-	0	-4	0	0	0
E : Water supply; sewerage, waste management and remediation act	285	287	3	-	0	0	3	0	0
F : Construction	2,229	3,050	821	37	0	0	314	0	507
G : Wholesale and retail trade; repair of motor vehicles and motorcyc	10,176	11,120	944	-	0	0	29	133	782
H : Transportation and storage	2,743	3,039	295	-	0	0	0	140	155
I : Accommodation and food service activities	9,167	10,773	1,606	-	0	0	0	0	1,606
J : Information and communication	7,994	9,479	1,485	19	657	705	0	0	123
K : Financial and insurance activities	876	951	75	9	75	0	0	0	0
L : Real estate activities	1,432	1,623	191	13	191	0	0	0	0
M : Professional, scientific and technical activities	12,259	17,140	4,881	40	2,889	1,946	0	0	46
N : Administrative and support service activities	5,782	7,380	1,598	-	608	36	22	14	917
O : Public administration and defence; compulsory social security	3,430	3,451	21	1	17	0	0	0	4
P : Education	41,412	49,305	7,893	19	0	0	0	0	7,893
Q : Human health and social work activities	26,863	34,010	7,147	27	0	0	0	0	7,147
R : Arts, entertainment and recreation	2,047	2,447	401	20	0	0	0	0	401
S : Other service activities	2,589	2,917	328	13	204	0	6	0	118
T: Households as employers…	0	0	0	0	0	0	0	0	0
U: Extraterratorial….	0	0	0	0	0	0	0	0	0
TOTALS	**133,599**	**160,190**	**26,592**	**20**	**4,642**	**2,520**	**-545**	**287**	**19,688**

APPENDIX C SECTOR TO LAND USE MAPPING

1. Economic statistics and forecasts tell us nothing directly about employment space, because they do not classify jobs according to the type of space they occupy. Rather, the statistics split jobs into economic sectors (industries and services), according to the Standard Industrial Classification (SIC). To estimate how many jobs will be based in Research and Development / lab space (R&D),offices and industrial space, and how many in 'non-B' spaces such as retail premises, schools and hospitals, we need to translate sectors into land uses.

2. For this, we have used a method developed by the Rapleys team (formerly Stantec/PBA/RTP) over a series of employment land reviews, and tested in a large-scale study of the Yorkshire and Humber region in 20101. To our knowledge there is no other published empirical research on the relationship between activity sectors and land uses.

3. The tables below show the sectors that are classified to R&D, offices and industrial (subdivided into manufacturing and warehousing) respectively. The names and numbers that identify each activity sector are from the UK Standard Classification of Economic Activities 2007 (SIC 2007)2. These tables aggregate the data from the finest grain 5 digit SIC level which is the base for the mapping. The reason we use the 5-digit level is that within each sector there may be activities that are industrial based and others that are R&D, office or manufacturing. Further on in this note we cite construction activity as an example of a sector containing different land use activities.

4. The Annex that follows drills down to the lowest level SIC (5-digit categories) that is used to build up to the sectors. For each of the 729 SIC 5-digit job class/subclasses we identify the appropriate employment land use. Many of the SIC classes are non-employment uses, and the Annex includes only the SICs in employment use classes. The Annex also identifies the corresponding job category in the Oxford Economics forecast data.

[1] Roger Tym & Partners with King Sturge for Yorkshire Forward, Planning for Employment Land: Translating Jobs into Land, March 2010

[2] http://www.businessballs.com/freespecialresources/SIC-2007-explanation.pdf

Table A1 R&D / lab space sectors

Manufacturing and repairs
20200 : Manufacture of pesticides and other agrochemical products
20590 : Manufacture of other chemical products nec
21100 : Manufacture of basic pharmaceutical products
21200 : Manufacture of pharmaceutical preparations
24460 : Processing of nuclear fuel
26200 : Manufacture of computers and peripheral equipment
26511 : Manufacture of electronic instruments and appliances for measuring, testing, and navigation, except industrial process control equipment
26512 : Manufacture of electronic industrial process control equipment
26600 : Manufacture of irradiation, electromedical and electrotherapeutic equipment
26701 : Manufacture of optical precision instruments
26702 : Manufacture of photographic and cinematographic equipment
26800 : Manufacture of magnetic and optical media
27110 : Manufacture of electric motors, generators and transformers
27120 : Manufacture of electricity distribution and control apparatus
27200 : Manufacture of batteries and accumulators
27310 : Manufacture of fibre optic cables
27320 : Manufacture of other electronic and electric wires and cables
28301 : Manufacture of agricultural tractors
28302 : Manufacture of agricultural and forestry machinery (other than agricultural tractors)
29201 : Manufacture of bodies (coachwork) for motor vehicles (except caravans)
29310 : Manufacture of electrical and electronic equipment for motor vehicles
30110 : Building of ships and floating structures
30120 : Building of pleasure and sporting boats
30200 : Manufacture of railway locomotives and rolling stock
30300 : Manufacture of air and spacecraft and related machinery
30400 : Manufacture of military fighting vehicles
30910 : Manufacture of motorcycles
33120 : Repair of machinery
33130 : Repair of electronic and optical equipment
33140 : Repair of electrical equipment
33150 : Repair and maintenance of ships and boats
33160 : Repair and maintenance of aircraft and spacecraft
33200 : Installation of industrial machinery and equipment
Computer / IT/ architectural and scientific R&D/consultancy
62011 : Ready-made interactive leisure and entertainment software development
62012 : Business and domestic software development
62020 : Computer consultancy activities
62030 : Computer facilities management activities
62090 : Other information technology and computer service activities
63110 : Data processing, hosting and related activities
63120 : Web portals
71121 : Engineering design activities for industrial process and production
71122 : Engineering related scientific and technical consulting activities
71129 : Other engineering activities (not including engineering design for industrial process and production or engineering related scientific and technical consulting activities)
71200 : Technical testing and analysis
72110 : Research and experimental development on biotechnology
72190 : Other research and experimental development on natural sciences and engineering

Table A2 Office sectors

Publishing	58	Motion picture production activities
Motion picture, video and TV programme activities	59.11	Motion picture, video and TV programme production activities
	59.12	Motion picture, video and TV programme post-production activities
	59.13	Motion picture, video and TV programme distribution activities
	59.20	Sound recording and music publishing activities
Programming and broadcasting activities	60	
Computer programming, consultancy and related activities	62	*Other than those identified above as R&D*
Information service activities	63	*Other than those identified above as R&D*
Financial service activities except insurance and pension funding	64	
Insurance, reinsurance and pension funding except compulsory social security	65	
Activities auxiliary to financial services and insurance activities	66	
Real estate activities	68	
Legal and accounting activities	69	
Activities of head offices, management consultancy activities	70.	
Architectural and engineering activities, technical testing and analysis	71	*Other than those identified above as R&D*
Scientific research and development	72	*Other than those identified above as R&D*
Advertising and market research	73	
Other professional, scientific and technical activities	74	
Renting and leasing activities	77.40	Leasing of intellectual property and similar products
Employment activities (part)	78	
Security and investigation activities	80	
Office admin, office support and other business support activities	82	
Public administration and defence; compulsory social security	84.1	Administration of the State and the economic and social policy of the community
	84.3	Compulsory social security activities

Note

SIC 78, Employment Activities, covers workers employed through agencies in all activity sectors. They should be redistributed across the whole economy, both to B-class sectors and other sectors, in proportion to each sector's share of total employment

Table A3 Industrial sectors		
Manufacturing and repairs	10-33	All manufacturing - other than those identified as R&D
	95.00	Repair of computers and personal and household goods
Other industrial		
Sewage and refuse disposal	37	Sewage
	38	Waste collection, treatment and disposal activities
Construction	43.2	Electrical, plumbing and other construction installation activities
	43.3	Building completion and finishing
	43.9	Other specialised construction activities not elsewhere specified (nec)
Motor vehicle activities	45.2	Maintenance and repair of motor vehicles
	45.4	Sale, maintenance and repair of motor cycles and related parts and accessories
Employment activities (part)	78	
Warehousing		
Wholesale trade except of motor vehicles and motorcycles	46	
Freight transport by road	49.41	
Removal services	49.42	
Storage and warehousing	52.10	
Other supporting land transport activities	52.21	
Cargo handling	52.24	
Post and courier activities	53	
Packaging activities	82.92	
Employment activities (part)	78	

Note

SIC 78, Employment Activities, covers workers employed through agencies in all activity sectors. They should be redistributed across the whole economy, both to B-class sectors and other sectors, in proportion to each sector's share of total employment.

5. On a technical note, most economic forecasts show around 20-30 broad activity sectors, a much coarser-grained classification than the SIC sectors in the table above, and the 5 digit SIC level we use that is set out in the Annex below. For example, the table counts as a B-space activity only part of the Construction industry (SIC 43.2, 43.3 and 43.9), whereas forecasts typically show only Construction as a whole (SIC 43). To estimate future employment in sub-sectors such as SIC 43.2, we assume that the share of each sub-sector's employment in its 'parent' sector stays constant.

6. There are two further technical difficulties with the relationship of sectors to land uses. The first is that the line between production space (factories and workshops) and warehousing is blurred, as it is between Research and Development space and office. This is not surprising, because manufacturing and warehousing largely occupy the same kinds of buildings, many units combine both functions in proportions that vary over time, and smaller buildings are allowed to shift between the two without planning permission. R&D operatives need a mix of R&D/ lab space and office format space and need buildings that can flex over time in this respect.

7. In setting total land provision targets, therefore, factories, workshops and warehouses, should be merged into a single 'industrial' category. This should not cause any problems, because these uses operate in similar buildings and at similar employment densities, except for very large units including strategic warehousing. In areas where they form a significant part of the stock, these large units should be allowed for separately.

8. The other issue with the sector-to-land-use relationships is that some of the jobs allocated to industrial space will in fact be in offices. These jobs are probably in administration, sales and marketing functions of industrial and related businesses. A construction or plumbing business, for example, will often have an office that deals with orders, appointments, record-keeping and the like. In some cases this will be ancillary to an industrial unit and therefore not count as office space, but in other cases it will be free-standing. If the business is small, the office may be its only premises.

9. In total, the Yorkshire and Humber survey found that around one tenth of the jobs which our method allocates to industrial space (factories, workshops and warehouses) are in fact in offices. For a large area such as the region, this is too small a proportion to distort land provision targets. But in some local authority areas, especially the more highly urbanised, it is likely that the distortion is significant. Employment land reviews should aim to correct these distortions, using local knowledge to adjust the relationships shown in the tables above.

10. There are many other, place-specific factors why the sector-to-land-use relationships in the tables above may vary. For example, in some places large business units are assigned by the ONS to the wrong sector. In other places, particular sectors are untypical and do not occupy the kinds of space that one would normally expect. In one local authority area in England, for example, there are many jobs classified to Other Supporting Land Transport Activities, SIC 52.21,

which normally would occupy warehousing in the local authority area. But in this case most of the SIC 52.21 jobs relate to railway maintenance and the people concerned work all over the country, mostly outdoors.

11. Where such anomalies arise, close inspection of the numbers, combined with local knowledge, should help correct the statistics and customise the sector-to-land-use assumptions.
12. However, it is inevitable that sector-to-land-use relationships are less reliable for small than larger areas. As the Yorkshire and Humber survey illustrated, the relationships shown in our tables work very well for whole regions. But they are not reliable for individual buildings or employment areas, and will have anomalies at local authority level, but is the most detailed approach possible with published official data.
13. The Yorkshire and Humber report provides further information and advice on sector- to-land-use relationships.
14. The schedule that follows identifies the land use class for the SIC 5-digit (the finest grain SIC data) job categories.

Annex – Land use class at SIC 5-digit sector level *[see over]*

Annex - Five digit SIC sector to land use

Employment Land Use	Sector (Oxford Economics)	Industry (five digit SIC)
Manufacturing	C : Manufacturing	10110 : Processing and preserving of meat
Manufacturing	C : Manufacturing	10120 : Processing and preserving of poultry meat
Manufacturing	C : Manufacturing	10130 : Production of meat and poultry meat products
Manufacturing	C : Manufacturing	10200 : Processing and preserving of fish, crustaceans and molluscs
Manufacturing	C : Manufacturing	10310 : Processing and preserving of potatoes
Manufacturing	C : Manufacturing	10320 : Manufacture of fruit and vegetable juice
Manufacturing	C : Manufacturing	10390 : Other processing and preserving of fruit and vegetables
Manufacturing	C : Manufacturing	10410 : Manufacture of oils and fats
Manufacturing	C : Manufacturing	10420 : Manufacture of margarine and similar edible fats
Manufacturing	C : Manufacturing	10511 : Liquid milk and cream production
Manufacturing	C : Manufacturing	10512 : Butter and cheese production
Manufacturing	C : Manufacturing	10519 : Manufacture of milk products (other than liquid milk and cream, butter, cheese) nec
Manufacturing	C : Manufacturing	10520 : Manufacture of ice cream
Manufacturing	C : Manufacturing	10611 : Grain milling
Manufacturing	C : Manufacturing	10612 : Manufacture of breakfast cereals and cereals-based foods
Manufacturing	C : Manufacturing	10620 : Manufacture of starches and starch products
Manufacturing	C : Manufacturing	10710 : Manufacture of bread; manufacture of fresh pastry goods and cakes
Manufacturing	C : Manufacturing	10720 : Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cakes
Manufacturing	C : Manufacturing	10730 : Manufacture of macaroni, noodles, couscous and similar farinaceous products
Manufacturing	C : Manufacturing	10810 : Manufacture of sugar
Manufacturing	C : Manufacturing	10821 : Manufacture of cocoa, and chocolate confectionery
Manufacturing	C : Manufacturing	10822 : Manufacture of sugar confectionery
Manufacturing	C : Manufacturing	10831 : Tea processing
Manufacturing	C : Manufacturing	10832 : Production of coffee and coffee substitutes
Manufacturing	C : Manufacturing	10840 : Manufacture of condiments and seasonings
Manufacturing	C : Manufacturing	10850 : Manufacture of prepared meals and dishes
Manufacturing	C : Manufacturing	10860 : Manufacture of homogenised food preparations and dietetic food
Manufacturing	C : Manufacturing	10890 : Manufacture of other food products nec
Manufacturing	C : Manufacturing	10910 : Manufacture of prepared feeds for farm animals
Manufacturing	C : Manufacturing	10920 : Manufacture of prepared pet foods
Manufacturing	C : Manufacturing	11010 : Distilling, rectifying and blending of spirits
Manufacturing	C : Manufacturing	11020 : Manufacture of wine from grape
Manufacturing	C : Manufacturing	11030 : Manufacture of cider and other fruit wines
Manufacturing	C : Manufacturing	11040 : Manufacture of other non-distilled fermented beverages
Manufacturing	C : Manufacturing	11050 : Manufacture of beer
Manufacturing	C : Manufacturing	11060 : Manufacture of malt
Manufacturing	C : Manufacturing	11070 : Manufacture of soft drinks; production of mineral waters and other bottled waters
Manufacturing	C : Manufacturing	12000 : Manufacture of tobacco products
Manufacturing	C : Manufacturing	13100 : Preparation and spinning of textile fibres
Manufacturing	C : Manufacturing	13200 : Weaving of textiles
Manufacturing	C : Manufacturing	13300 : Finishing of textiles
Manufacturing	C : Manufacturing	13910 : Manufacture of knitted and crocheted fabrics
Manufacturing	C : Manufacturing	13921 : Manufacture of soft furnishings
Manufacturing	C : Manufacturing	13922 : Manufacture of canvas goods, sacks etc
Manufacturing	C : Manufacturing	13923 : Manufacture of household textiles (other than soft furnishings of 13921)
Manufacturing	C : Manufacturing	13931 : Manufacture of woven or tufted carpets and rugs
Manufacturing	C : Manufacturing	13939 : Manufacture of carpets and rugs (other than woven or tufted) nec
Manufacturing	C : Manufacturing	13940 : Manufacture of cordage, rope, twine and netting
Manufacturing	C : Manufacturing	13950 : Manufacture of non-wovens and articles made from non-wovens, except apparel
Manufacturing	C : Manufacturing	13960 : Manufacture of other technical and industrial textiles
Manufacturing	C : Manufacturing	13990 : Manufacture of other textiles nec
Manufacturing	C : Manufacturing	14110 : Manufacture of leather clothes
Manufacturing	C : Manufacturing	14120 : Manufacture of workwear
Manufacturing	C : Manufacturing	14131 : Manufacture of men's outerwear, other than leather clothes and workwear
Manufacturing	C : Manufacturing	14132 : Manufacture of women's outerwear, other than leather clothes and workwear
Manufacturing	C : Manufacturing	14141 : Manufacture of men's underwear
Manufacturing	C : Manufacturing	14142 : Manufacture of women's underwear
Manufacturing	C : Manufacturing	14190 : Manufacture of other wearing apparel and accessories
Manufacturing	C : Manufacturing	14200 : Manufacture of articles of fur
Manufacturing	C : Manufacturing	14310 : Manufacture of knitted and crocheted hosiery
Manufacturing	C : Manufacturing	14390 : Manufacture of other knitted and crocheted apparel
Manufacturing	C : Manufacturing	15110 : Tanning and dressing of leather; dressing and dyeing of fur
Manufacturing	C : Manufacturing	15120 : Manufacture of luggage, handbags and the like, saddlery and harness
Manufacturing	C : Manufacturing	15200 : Manufacture of footwear
Manufacturing	C : Manufacturing	16100 : Sawmilling and planing of wood
Manufacturing	C : Manufacturing	16210 : Manufacture of veneer sheets and wood-based panels
Manufacturing	C : Manufacturing	16220 : Manufacture of assembled parquet floors
Manufacturing	C : Manufacturing	16230 : Manufacture of other builders' carpentry and joinery
Manufacturing	C : Manufacturing	16240 : Manufacture of wooden containers
Manufacturing	C : Manufacturing	16290 : Manufacture of other products of wood; manufacture of articles of cork, straw and plaiting materials
Manufacturing	C : Manufacturing	17110 : Manufacture of pulp
Manufacturing	C : Manufacturing	17120 : Manufacture of paper and paperboard
Manufacturing	C : Manufacturing	17211 : Manufacture of corrugated paper and paperboard; manufacture of sacks and bags of paper
Manufacturing	C : Manufacturing	17219 : Manufacture of paper and paperboard containers other than sacks and bags
Manufacturing	C : Manufacturing	17220 : Manufacture of household and sanitary goods and of toilet requisites
Manufacturing	C : Manufacturing	17230 : Manufacture of paper stationery
Manufacturing	C : Manufacturing	17240 : Manufacture of wallpaper
Manufacturing	C : Manufacturing	17290 : Manufacture of other articles of paper and paperboard
Manufacturing	C : Manufacturing	18110 : Printing of newspapers
Manufacturing	C : Manufacturing	18121 : Manufacture of printed labels
Manufacturing	C : Manufacturing	18129 : Printing (other than printing of newspapers and printing on labels and tags) nec
Manufacturing	C : Manufacturing	18130 : Pre-press and pre-media services
Manufacturing	C : Manufacturing	18140 : Binding and related services
Manufacturing	C : Manufacturing	18201 : Reproduction of sound recording
Manufacturing	C : Manufacturing	18202 : Reproduction of video recording
Manufacturing	C : Manufacturing	18203 : Reproduction of computer media
Manufacturing	C : Manufacturing	19100 : Manufacture of coke oven products
Manufacturing	C : Manufacturing	19201 : Mineral oil refining
Manufacturing	C : Manufacturing	19209 : Other treatment of petroleum products (excluding mineral oil refiningpetrochemicals manufacture)
Manufacturing	C : Manufacturing	20110 : Manufacture of industrial gases
Manufacturing	C : Manufacturing	20120 : Manufacture of dyes and pigments
Manufacturing	C : Manufacturing	20130 : Manufacture of other inorganic basic chemicals
Manufacturing	C : Manufacturing	20140 : Manufacture of other organic basic chemicals
Manufacturing	C : Manufacturing	20150 : Manufacture of fertilisers and nitrogen compounds
Manufacturing	C : Manufacturing	20160 : Manufacture of plastics in primary forms
Manufacturing	C : Manufacturing	20170 : Manufacture of synthetic rubber in primary forms
R&D	C : Manufacturing	20200 : Manufacture of pesticides and other agrochemical products
Manufacturing	C : Manufacturing	20301 : Manufacture of paints, varnishes and similar coatings, mastics and sealants
Manufacturing	C : Manufacturing	20302 : Manufacture of printing ink

Annex - Five digit SIC sector to land use

Employment Land Use	Sector (Oxford Economics)	Industry (five digit SIC)
Manufacturing	C : Manufacturing	20411 : Manufacture of soap and detergents
Manufacturing	C : Manufacturing	20412 : Manufacture of cleaning and polishing preparations
Manufacturing	C : Manufacturing	20420 : Manufacture of perfumes and toilet preparations
Manufacturing	C : Manufacturing	20510 : Manufacture of explosives
Manufacturing	C : Manufacturing	20520 : Manufacture of glues
Manufacturing	C : Manufacturing	20530 : Manufacture of essential oils
R&D	C : Manufacturing	20590 : Manufacture of other chemical products nec
Manufacturing	C : Manufacturing	20600 : Manufacture of man-made fibres
R&D	C : Manufacturing	21100 : Manufacture of basic pharmaceutical products
R&D	C : Manufacturing	21200 : Manufacture of pharmaceutical preparations
Manufacturing	C : Manufacturing	22110 : Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres
Manufacturing	C : Manufacturing	22190 : Manufacture of other rubber products
Manufacturing	C : Manufacturing	22210 : Manufacture of plastic plates, sheets, tubes and profiles
Manufacturing	C : Manufacturing	22220 : Manufacture of plastic packing goods
Manufacturing	C : Manufacturing	22230 : Manufacture of builders ware of plastic
Manufacturing	C : Manufacturing	22290 : Manufacture of other plastic products
Manufacturing	C : Manufacturing	23110 : Manufacture of flat glass
Manufacturing	C : Manufacturing	23120 : Shaping and processing of flat glass
Manufacturing	C : Manufacturing	23130 : Manufacture of hollow glass
Manufacturing	C : Manufacturing	23140 : Manufacture of glass fibres
Manufacturing	C : Manufacturing	23190 : Manufacture and processing of other glass, including technical glassware
Manufacturing	C : Manufacturing	23200 : Manufacture of refractory products
Manufacturing	C : Manufacturing	23310 : Manufacture of ceramic tiles and flags
Manufacturing	C : Manufacturing	23320 : Manufacture of bricks, tiles and construction products, in baked clay
Manufacturing	C : Manufacturing	23410 : Manufacture of ceramic household and ornamental articles
Manufacturing	C : Manufacturing	23420 : Manufacture of ceramic sanitary fixtures
Manufacturing	C : Manufacturing	23430 : Manufacture of ceramic insulators and insulating fittings
Manufacturing	C : Manufacturing	23440 : Manufacture of other technical ceramic products
Manufacturing	C : Manufacturing	23490 : Manufacture of other ceramic products
Manufacturing	C : Manufacturing	23510 : Manufacture of cement
Manufacturing	C : Manufacturing	23520 : Manufacture of lime and plaster
Manufacturing	C : Manufacturing	23610 : Manufacture of concrete products for construction purposes
Manufacturing	C : Manufacturing	23620 : Manufacture of plaster products for construction purposes
Manufacturing	C : Manufacturing	23630 : Manufacture of ready-mixed concrete
Manufacturing	C : Manufacturing	23640 : Manufacture of mortars
Manufacturing	C : Manufacturing	23650 : Manufacture of fibre cement
Manufacturing	C : Manufacturing	23690 : Manufacture of other articles of concrete, plaster and cement
Manufacturing	C : Manufacturing	23700 : Cutting, shaping and finishing of stone
Manufacturing	C : Manufacturing	23910 : Production of abrasive products
Manufacturing	C : Manufacturing	23990 : Manufacture of other non-metallic mineral products nec
Manufacturing	C : Manufacturing	24100 : Manufacture of basic iron and steel and of ferro-alloys
Manufacturing	C : Manufacturing	24200 : Manufacture of tubes, pipes, hollow profiles and related fittings, of steel
Manufacturing	C : Manufacturing	24310 : Cold drawing of bars
Manufacturing	C : Manufacturing	24320 : Cold rolling of narrow strip
Manufacturing	C : Manufacturing	24330 : Cold forming or folding
Manufacturing	C : Manufacturing	24340 : Cold drawing of wire
Manufacturing	C : Manufacturing	24410 : Precious metals production
Manufacturing	C : Manufacturing	24420 : Aluminium production
Manufacturing	C : Manufacturing	24430 : Lead, zinc and tin production
Manufacturing	C : Manufacturing	24440 : Copper production
Manufacturing	C : Manufacturing	24450 : Other non-ferrous metal production
R&D	C : Manufacturing	24460 : Processing of nuclear fuel
Manufacturing	C : Manufacturing	24510 : Casting of iron
Manufacturing	C : Manufacturing	24520 : Casting of steel
Manufacturing	C : Manufacturing	24530 : Casting of light metals
Manufacturing	C : Manufacturing	24540 : Casting of other non-ferrous metals
Manufacturing	C : Manufacturing	25110 : Manufacture of metal structures and parts of structures
Manufacturing	C : Manufacturing	25120 : Manufacture of doors and windows of metal
Manufacturing	C : Manufacturing	25210 : Manufacture of central heating radiators and boilers
Manufacturing	C : Manufacturing	25290 : Manufacture of other tanks, reservoirs and containers of metal
Manufacturing	C : Manufacturing	25300 : Manufacture of steam generators, except central heating hot water boilers
Manufacturing	C : Manufacturing	25400 : Manufacture of weapons and ammunition
Manufacturing	C : Manufacturing	25500 : Forging, pressing, stamping and roll-forming of metal; powder metallurgy
Manufacturing	C : Manufacturing	25610 : Treatment and coating of metals
Manufacturing	C : Manufacturing	25620 : Machining
Manufacturing	C : Manufacturing	25710 : Manufacture of cutlery
Manufacturing	C : Manufacturing	25720 : Manufacture of locks and hinges
Manufacturing	C : Manufacturing	25730 : Manufacture of tools
Manufacturing	C : Manufacturing	25910 : Manufacture of steel drums and similar containers
Manufacturing	C : Manufacturing	25920 : Manufacture of light metal packaging
Manufacturing	C : Manufacturing	25930 : Manufacture of wire products, chain and springs
Manufacturing	C : Manufacturing	25940 : Manufacture of fasteners and screw machine products
Manufacturing	C : Manufacturing	25990 : Manufacture of other fabricated metal products nec
Manufacturing	C : Manufacturing	26110 : Manufacture of electronic components
Manufacturing	C : Manufacturing	26120 : Manufacture of loaded electronic boards
R&D	C : Manufacturing	26200 : Manufacture of computers and peripheral equipment
Manufacturing	C : Manufacturing	26301 : Manufacture of telegraph and telephone apparatus and equipment
Manufacturing	C : Manufacturing	26309 : Manufacture of communication equipment (other than telegraph and telephone apparatus and equipment)
Manufacturing	C : Manufacturing	26400 : Manufacture of consumer electronics
R&D	C : Manufacturing	26511 : Manufacture of electronic instruments and appliances for measuring, testing, and navigation, except industrial process control equipment
R&D	C : Manufacturing	26512 : Manufacture of electronic industrial process control equipment
Manufacturing	C : Manufacturing	26513 : Manufacture of non-electronic instruments and appliances for measuring, testing and navigation, except industrial process control equipment
Manufacturing	C : Manufacturing	26514 : Manufacture of non-electronic industrial process control equipment
Manufacturing	C : Manufacturing	26520 : Manufacture of watches and clocks
R&D	C : Manufacturing	26600 : Manufacture of irradiation, electromedical and electrotherapeutic equipment
R&D	C : Manufacturing	26701 : Manufacture of optical precision instruments
R&D	C : Manufacturing	26702 : Manufacture of photographic and cinematographic equipment
R&D	C : Manufacturing	26800 : Manufacture of magnetic and optical media
R&D	C : Manufacturing	27110 : Manufacture of electric motors, generators and transformers
R&D	C : Manufacturing	27120 : Manufacture of electricity distribution and control apparatus
R&D	C : Manufacturing	27200 : Manufacture of batteries and accumulators
R&D	C : Manufacturing	27310 : Manufacture of fibre optic cables
R&D	C : Manufacturing	27320 : Manufacture of other electronic and electric wires and cables
Manufacturing	C : Manufacturing	27330 : Manufacture of wiring devices
Manufacturing	C : Manufacturing	27400 : Manufacture of electric lighting equipment
Manufacturing	C : Manufacturing	27510 : Manufacture of electric domestic appliances
Manufacturing	C : Manufacturing	27520 : Manufacture of non-electric domestic appliances

Annex - Five digit SIC sector to land use

Employment Land Use	Sector (Oxford Economics)	Industry (five digit SIC)
Manufacturing	C : Manufacturing	27900 : Manufacture of other electrical equipment
Manufacturing	C : Manufacturing	28110 : Manufacture of engines and turbines, except aircraft, vehicle and cycle engines
Manufacturing	C : Manufacturing	28120 : Manufacture of fluid power equipment
Manufacturing	C : Manufacturing	28131 : Manufacture of pumps
Manufacturing	C : Manufacturing	28132 : Manufacture of compressors
Manufacturing	C : Manufacturing	28140 : Manufacture of other taps and valves
Manufacturing	C : Manufacturing	28150 : Manufacture of bearings, gears, gearing and driving elements
Manufacturing	C : Manufacturing	28210 : Manufacture of ovens, furnaces and furnace burners
Manufacturing	C : Manufacturing	28220 : Manufacture of lifting and handling equipment
Manufacturing	C : Manufacturing	28230 : Manufacture of office machinery and equipment (except computers and peripheral equipment)
Manufacturing	C : Manufacturing	28240 : Manufacture of power-driven hand tools
Manufacturing	C : Manufacturing	28250 : Manufacture of non-domestic cooling and ventilation equipment
Manufacturing	C : Manufacturing	28290 : Manufacture of other general-purpose machinery nec
R&D	C : Manufacturing	28301 : Manufacture of agricultural tractors
R&D	C : Manufacturing	28302 : Manufacture of agricultural and forestry machinery (other than agricultural tractors)
Manufacturing	C : Manufacturing	28410 : Manufacture of metal forming machinery
Manufacturing	C : Manufacturing	28490 : Manufacture of other machine tools
Manufacturing	C : Manufacturing	28910 : Manufacture of machinery for metallurgy
Manufacturing	C : Manufacturing	28921 : Manufacture of machinery for mining
Manufacturing	C : Manufacturing	28922 : Manufacture of earthmoving equipment
Manufacturing	C : Manufacturing	28923 : Manufacture of equipment for concrete crushing and screening roadworks
Manufacturing	C : Manufacturing	28930 : Manufacture of machinery for food, beverage and tobacco processing
Manufacturing	C : Manufacturing	28940 : Manufacture of machinery for textile, apparel and leather production
Manufacturing	C : Manufacturing	28950 : Manufacture of machinery for paper and paperboard production
Manufacturing	C : Manufacturing	28960 : Manufacture of plastics and rubber machinery
Manufacturing	C : Manufacturing	28990 : Manufacture of other special-purpose machinery nec
Manufacturing	C : Manufacturing	29100 : Manufacture of motor vehicles
R&D	C : Manufacturing	29201 : Manufacture of bodies (coachwork) for motor vehicles (except caravans)
Manufacturing	C : Manufacturing	29202 : Manufacture of trailers and semi-trailers
Manufacturing	C : Manufacturing	29203 : Manufacture of caravans
R&D	C : Manufacturing	29310 : Manufacture of electrical and electronic equipment for motor vehicles
Manufacturing	C : Manufacturing	29320 : Manufacture of other parts and accessories for motor vehicles
R&D	C : Manufacturing	30110 : Building of ships and floating structures
R&D	C : Manufacturing	30120 : Building of pleasure and sporting boats
R&D	C : Manufacturing	30200 : Manufacture of railway locomotives and rolling stock
R&D	C : Manufacturing	30300 : Manufacture of air and spacecraft and related machinery
R&D	C : Manufacturing	30400 : Manufacture of military fighting vehicles
R&D	C : Manufacturing	30910 : Manufacture of motorcycles
Manufacturing	C : Manufacturing	30920 : Manufacture of bicycles and invalid carriages
Manufacturing	C : Manufacturing	30990 : Manufacture of other transport equipment nec
Manufacturing	C : Manufacturing	31010 : Manufacture of office and shop furniture
Manufacturing	C : Manufacturing	31020 : Manufacture of kitchen furniture
Manufacturing	C : Manufacturing	31030 : Manufacture of mattresses
Manufacturing	C : Manufacturing	31090 : Manufacture of other furniture
Manufacturing	C : Manufacturing	32110 : Striking of coins
Manufacturing	C : Manufacturing	32120 : Manufacture of jewellery and related articles
Manufacturing	C : Manufacturing	32130 : Manufacture of imitation jewellery and related articles
Manufacturing	C : Manufacturing	32200 : Manufacture of musical instruments
Manufacturing	C : Manufacturing	32300 : Manufacture of sports goods
Manufacturing	C : Manufacturing	32401 : Manufacture of professional and arcade games and toys
Manufacturing	C : Manufacturing	32409 : Manufacture of games and toys (other than professional and arcade games and toys) nec
Manufacturing	C : Manufacturing	32500 : Manufacture of medical and dental instruments and supplies
Manufacturing	C : Manufacturing	32910 : Manufacture of brooms and brushes
Manufacturing	C : Manufacturing	32990 : Other manufacturing nec
Manufacturing	C : Manufacturing	33110 : Repair of fabricated metal products
R&D	C : Manufacturing	33120 : Repair of machinery
R&D	C : Manufacturing	33130 : Repair of electronic and optical equipment
R&D	C : Manufacturing	33140 : Repair of electrical equipment
R&D	C : Manufacturing	33150 : Repair and maintenance of ships and boats
R&D	C : Manufacturing	33160 : Repair and maintenance of aircraft and spacecraft
Manufacturing	C : Manufacturing	33170 : Repair and maintenance of other transport equipment
Manufacturing	C : Manufacturing	33190 : Repair of other equipment
R&D	C : Manufacturing	33200 : Installation of industrial machinery and equipment
Industrial	E : Water supply; sewerage, waste management and remediation activities	37000 : Sewerage
Industrial	E : Water supply; sewerage, waste management and remediation activities	38110 : Collection of non-hazardous waste
Industrial	E : Water supply; sewerage, waste management and remediation activities	38120 : Collection of hazardous waste
Industrial	E : Water supply; sewerage, waste management and remediation activities	38210 : Treatment and disposal of non-hazardous waste
Industrial	E : Water supply; sewerage, waste management and remediation activities	38220 : Treatment and disposal of hazardous waste
Industrial	E : Water supply; sewerage, waste management and remediation activities	38310 : Dismantling of wrecks
Industrial	E : Water supply; sewerage, waste management and remediation activities	38320 : Recovery of sorted materials
Industrial	F : Construction	43210 : Electrical installation
Industrial	F : Construction	43220 : Plumbing, heat and air-conditioning installation
Industrial	F : Construction	43290 : Other construction installation
Industrial	F : Construction	43310 : Plastering
Industrial	F : Construction	43320 : Joinery installation
Industrial	F : Construction	43330 : Floor and wall covering
Industrial	F : Construction	43341 : Painting
Industrial	F : Construction	43342 : Glazing
Industrial	F : Construction	43390 : Other building completion and finishing
Industrial	F : Construction	43910 : Roofing activities
Industrial	F : Construction	43991 : Scaffold erection
Industrial	F : Construction	43999 : Specialised construction activities (other than scaffold erection) nec
Industrial	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	45200 : Maintenance and repair of motor vehicles
Industrial	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	45400 : Sale, maintenance and repair of motorcycles and related parts and accessories
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46110 : Agents involved in the sale of agricultural raw materials, live animals, textile raw materials and semi-finished goods
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46120 : Agents involved in the sale of fuels, ores, metals and industrial chemicals
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46130 : Agents involved in the sale of timber and building materials
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46140 : Agents involved in the sale of machinery, industrial equipment, ships and aircraft
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46150 : Agents involved in the sale of furniture, household goods, hardware and ironmongery
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46160 : Agents involved in the sale of textiles, clothing, fur, footwear and leather goods
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46170 : Agents involved in the sale of food, beverages and tobacco
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46180 : Agents specialised in the sale of other particular products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46190 : Agents involved in the sale of a variety of goods
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46210 : Wholesale of grain, unmanufactured tobacco, seeds and animal feeds
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46220 : Wholesale of flowers and plants
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46230 : Wholesale of live animals
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46240 : Wholesale of hides, skins and leather
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46310 : Wholesale of fruit and vegetables

Annex - Five digit SIC sector to land use

Employment Land Use	Sector (Oxford Economics)	Industry (five digit SIC)
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46320 : Wholesale of meat and meat products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46330 : Wholesale of dairy products, eggs and edible oils and fats
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46341 : Wholesale of fruit and vegetable juices, mineral waters and soft drinks
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46342 : Wholesale of wine, beer, spirits and other alcoholic beverages
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46350 : Wholesale of tobacco products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46360 : Wholesale of sugar and chocolate and sugar confectionery
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46370 : Wholesale of coffee, tea, cocoa and spices
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46380 : Wholesale of other food, including fish, crustaceans and molluscs
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46390 : Non-specialised wholesale of food, beverages and tobacco
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46410 : Wholesale of textiles
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46420 : Wholesale of clothing and footwear
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46431 : Wholesale of gramophone records, audio tapes, compact discs and video tapes and of the equipment on which these are played
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46439 : Wholesale of radio and television goods and of electrical household appliances (other than of gramophone records, audio tapes, compact discs and video tapes and the equipment on which these are played) n.e.c.
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46440 : Wholesale of china and glassware and cleaning materials
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46450 : Wholesale of perfume and cosmetics
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46460 : Wholesale of pharmaceutical goods
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46470 : Wholesale of furniture, carpets and lighting equipment
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46480 : Wholesale of watches and jewellery
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46491 : Wholesale of musical instruments
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46499 : Wholesale of household goods (other than musical instruments) nec
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46510 : Wholesale of computers, computer peripheral equipment and software
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46520 : Wholesale of electronic and telecommunications equipment and parts
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46610 : Wholesale of agricultural machinery, equipment and supplies
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46620 : Wholesale of machine tools
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46630 : Wholesale of mining, construction and civil engineering machinery
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46640 : Wholesale of machinery for the textile industry and of sewing and knitting machines
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46650 : Wholesale of office furniture
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46660 : Wholesale of other office machinery and equipment
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46690 : Wholesale of other machinery and equipment
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46711 : Wholesale of petroleum and petroleum products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46719 : Wholesale of fuels and related products (other than petroleum and petroleum products)
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46720 : Wholesale of metals and metal ores
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46730 : Wholesale of wood, construction materials and sanitary equipment
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46740 : Wholesale of hardware, plumbing and heating equipment and supplies
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46750 : Wholesale of chemical products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46760 : Wholesale of other intermediate products
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46770 : Wholesale of waste and scrap
Warehouse	G : Wholesale and retail trade; repair of motor vehicles and motorcycles	46900 : Non-specialised wholesale trade
Warehouse	H : Transportation and storage	49410 : Freight transport by road
Warehouse	H : Transportation and storage	49420 : Removal services
Warehouse	H : Transportation and storage	52101 : Operation of warehousing and storage facilities for water transport activities of division 50
Warehouse	H : Transportation and storage	52102 : Operation of warehousing and storage facilities for air transport activities of division 51
Warehouse	H : Transportation and storage	52103 : Operation of warehousing and storage facilities for land transport activities of division 49
Warehouse	H : Transportation and storage	52211 : Operation of rail freight terminals
Warehouse	H : Transportation and storage	52212 : Operation of rail passenger facilities at railway stations
Warehouse	H : Transportation and storage	52213 : Operation of bus and coach passenger facilities at bus and coach stations
Warehouse	H : Transportation and storage	52219 : Other service activities incidental to land transportation, nec (not including operation of rail freight terminals, passenger facilities at railway stations or passenger facilities at bus and coach stations)
Warehouse	H : Transportation and storage	52241 : Cargo handling for water transport activities of division 50
Warehouse	H : Transportation and storage	52242 : Cargo handling for air transport activities of division 51
Warehouse	H : Transportation and storage	52243 : Cargo handling for land transport activities of division 49
Warehouse	H : Transportation and storage	53100 : Postal activities under universal service obligation
Warehouse	H : Transportation and storage	53201 : Licensed Carriers
Warehouse	H : Transportation and storage	53202 : Unlicensed Carriers
Office	J : Information and communication	58110 : Book publishing
Office	J : Information and communication	58120 : Publishing of directories and mailing lists
Office	J : Information and communication	58130 : Publishing of newspapers
Office	J : Information and communication	58141 : Publishing of learned journals
Office	J : Information and communication	58142 : Publishing of consumer, business and professional journals and periodicals
Office	J : Information and communication	58190 : Other publishing activities
Office	J : Information and communication	59111 : Motion picture production activities
Office	J : Information and communication	59112 : Video production activities
Office	J : Information and communication	59113 : Television programme production activities
Office	J : Information and communication	59120 : Motion picture, video and television programme post-production activities
Office	J : Information and communication	59131 : Motion picture distribution activities
Office	J : Information and communication	59132 : Video distribution activities
Office	J : Information and communication	59133 : Television programme distribution activities
Office	J : Information and communication	59200 : Sound recording and music publishing activities
Office	J : Information and communication	60100 : Radio broadcasting
Office	J : Information and communication	60200 : Television programming and broadcasting activities
R&D	J : Information and communication	62011 : Ready-made interactive leisure and entertainment software development
R&D	J : Information and communication	62012 : Business and domestic software development
R&D	J : Information and communication	62020 : Computer consultancy activities
R&D	J : Information and communication	62030 : Computer facilities management activities
R&D	J : Information and communication	62090 : Other information technology and computer service activities
R&D	J : Information and communication	63110 : Data processing, hosting and related activities
R&D	J : Information and communication	63120 : Web portals
Office	J : Information and communication	63910 : News agency activities
Office	J : Information and communication	63990 : Other information service activities nec
Office	K : Financial and insurance activities	64110 : Central banking
Office	K : Financial and insurance activities	64191 : Banks
Office	K : Financial and insurance activities	64192 : Building societies
Office	K : Financial and insurance activities	64201 : Activities of agricultural holding companies
Office	K : Financial and insurance activities	64202 : Activities of production holding companies
Office	K : Financial and insurance activities	64203 : Activities of construction holding companies
Office	K : Financial and insurance activities	64204 : Activities of distribution holding companies
Office	K : Financial and insurance activities	64205 : Activities of financial services holding companies
Office	K : Financial and insurance activities	64209 : Activities of other holding companies (not including agricultural, production, construction, distribution and financial services holding companies) n.e.c
Office	K : Financial and insurance activities	64301 : Activities of investment trusts
Office	K : Financial and insurance activities	64302 : Activities of unit trusts
Office	K : Financial and insurance activities	64303 : Activities of venture and development capital companies
Office	K : Financial and insurance activities	64304 : Activities of open-ended investment companies
Office	K : Financial and insurance activities	64305 : Activities of property unit trusts
Office	K : Financial and insurance activities	64306 : Activities of real estate investment trusts
Office	K : Financial and insurance activities	64910 : Financial leasing

Annex - Five digit SIC sector to land use

Employment Land Use	Sector (Oxford Economics)	Industry (five digit SIC)
Office	K : Financial and insurance activities	64921 : Credit granting by non-deposit taking finance houses and other specialist consumer credit grantors
Office	K : Financial and insurance activities	64922 : Activities of mortgage finance companies
Office	K : Financial and insurance activities	64929 : Other credit granting (not including credit granting by non-deposit taking finance houses and other specialist consumer credit grantors and activities of mortgage finance companies) n.e.c.
Office	K : Financial and insurance activities	64991 : Security dealing on own account
Office	K : Financial and insurance activities	64992 : Factoring
Office	K : Financial and insurance activities	64999 : Other financial service activities, except insurance and pension funding, (not including security dealing on own account and factoring) n.e.c.
Office	K : Financial and insurance activities	65110 : Life insurance
Office	K : Financial and insurance activities	65120 : Non-life insurance
Office	K : Financial and insurance activities	65201 : Life reinsurance
Office	K : Financial and insurance activities	65202 : Non-life reinsurance
Office	K : Financial and insurance activities	65300 : Pension funding
Office	K : Financial and insurance activities	66110 : Administration of financial markets
Office	K : Financial and insurance activities	66120 : Security and commodity contracts brokerage
Office	K : Financial and insurance activities	66190 : Other activities auxiliary to financial services, except insurance and pension funding
Office	K : Financial and insurance activities	66210 : Risk and damage evaluation
Office	K : Financial and insurance activities	66220 : Activities of insurance agents and brokers
Office	K : Financial and insurance activities	66290 : Other activities auxiliary to insurance and pension funding
Office	K : Financial and insurance activities	66300 : Fund management activities
Office	L : Real estate activities	68100 : Buying and selling of own real estate
Office	L : Real estate activities	68201 : Renting and operating of Housing Association real estate
Office	L : Real estate activities	68202 : Letting and operating of conference and exhibition centres
Office	L : Real estate activities	68209 : Letting and operating of own or leased real estate (other than Housing Association real estate and conference and exhibition services) n.e.c.
Office	L : Real estate activities	68310 : Real estate agencies
Office	L : Real estate activities	68320 : Management of real estate on a fee or contract basis
Office	M : Professional, scientific and technical activities	69101 : Barristers at law
Office	M : Professional, scientific and technical activities	69102 : Solicitors
Office	M : Professional, scientific and technical activities	69109 : Activities of patent and copyright agents; other legal activities (other than those of barristers and solicitors) nec
Office	M : Professional, scientific and technical activities	69201 : Accounting, and auditing activities
Office	M : Professional, scientific and technical activities	69202 : Bookkeeping activities
Office	M : Professional, scientific and technical activities	69203 : Tax consultancy
Office	M : Professional, scientific and technical activities	70100 : Activities of head offices
Office	M : Professional, scientific and technical activities	70210 : Public relations and communication activities
Office	M : Professional, scientific and technical activities	70221 : Financial management
Office	M : Professional, scientific and technical activities	70229 : Management consultancy activities (other than financial management)
Office	M : Professional, scientific and technical activities	71111 : Architectural activities
Office	M : Professional, scientific and technical activities	71112 : Urban planning and landscape architectural activities
R&D	M : Professional, scientific and technical activities	71121 : Engineering design activities for industrial process and production
R&D	M : Professional, scientific and technical activities	71122 : Engineering related scientific and technical consulting activities
R&D	M : Professional, scientific and technical activities	71129 : Other engineering activities (not including engineering design for industrial process and production or engineering related scientific and technical consulting activities)
R&D	M : Professional, scientific and technical activities	71200 : Technical testing and analysis
R&D	M : Professional, scientific and technical activities	72110 : Research and experimental development on biotechnology
R&D	M : Professional, scientific and technical activities	72190 : Other research and experimental development on natural sciences and engineering
Office	M : Professional, scientific and technical activities	72200 : Research and experimental development on social sciences and humanities
Office	M : Professional, scientific and technical activities	73110 : Advertising agencies
Office	M : Professional, scientific and technical activities	73120 : Media representation
Office	M : Professional, scientific and technical activities	73200 : Market research and public opinion polling
Office	M : Professional, scientific and technical activities	74300 : Translation and interpretation activities
Office	M : Professional, scientific and technical activities	74901 : Environmental consulting activities
Office	M : Professional, scientific and technical activities	74902 : Quantity surveying activities
Office	M : Professional, scientific and technical activities	74909 : Other professional, scientific and technical activities (not including environmental consultancy or quantity surveying)
Office	N : Administrative and support service activities	77400 : Leasing of intellectual property and similar products, except copyrighted works
Office	N : Administrative and support service activities	78101 : Motion picture, television and other theatrical casting
Office	N : Administrative and support service activities	78109 : Activities of employment placement agencies (other than motion picture, television and other theatrical casting) nec
Office	N : Administrative and support service activities	78200 : Temporary employment agency activities adjusted
Office	N : Administrative and support service activities	78300 : Other human resources provision
Office	N : Administrative and support service activities	80100 : Private security activities
Office	N : Administrative and support service activities	80200 : Security systems service activities
Office	N : Administrative and support service activities	80300 : Investigation activities
Office	N : Administrative and support service activities	82110 : Combined office administrative service activities
Office	N : Administrative and support service activities	82190 : Photocopying, document preparation and other specialised office support activities
Office	N : Administrative and support service activities	82200 : Activities of call centres
Office	N : Administrative and support service activities	82301 : Activities of exhibition and fair organizers
Office	N : Administrative and support service activities	82302 : Activities of conference organizers
Office	N : Administrative and support service activities	82911 : Activities of collection agencies
Office	N : Administrative and support service activities	82912 : Activities of credit bureaus
Warehouse	N : Administrative and support service activities	82920 : Packaging activities
Office	N : Administrative and support service activities	82990 : Other business support service activities nec
Office	O : Public administration and defence; compulsory social security	84110 : General public administration activities
Office	O : Public administration and defence; compulsory social security	84120 : Regulation of the activities of providing health care, education, cultural services and other social services, excluding social security
Office	O : Public administration and defence; compulsory social security	84130 : Regulation of and contribution to more efficient operation of businesses
Office	O : Public administration and defence; compulsory social security	84210 : Foreign affairs
Office	O : Public administration and defence; compulsory social security	84300 : Compulsory social security activities
Office	S : Other service activities	94110 : Activities of business and employers membership organisations
Office	S : Other service activities	94120 : Activities of professional membership organisations
Office	S : Other service activities	94200 : Activities of trade unions
Office	S : Other service activities	94910 : Activities of religious organisations
Office	S : Other service activities	94920 : Activities of political organisations
Office	S : Other service activities	94990 : Activities of other membership organisations nec
Industrial	S : Other service activities	95110 : Repair of computers and peripheral equipment
Industrial	S : Other service activities	95120 : Repair of communication equipment
Industrial	S : Other service activities	95210 : Repair of consumer electronics
Industrial	S : Other service activities	95220 : Repair of household appliances and home and garden equipment
Industrial	S : Other service activities	95230 : Repair of footwear and leather goods
Industrial	S : Other service activities	95240 : Repair of furniture and home furnishings
Industrial	S : Other service activities	95250 : Repair of watches, clocks and jewellery
Industrial	S : Other service activities	95290 : Repair of other personal and household goods

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