

VALE OF GLAMORGAN  
REPLACEMENT LOCAL DEVELOPMENT PLAN  
2021 - 2036

# EMPLOYMENT SUPPLEMENTARY PAPER

November 2025



BACKGROUND PAPER - BP12A



**This document is available in Welsh / Mae'r ddogfen hon ar gael yn  
Gymraeg**

## Executive Summary

- i. This Supplementary Employment Paper provides the evidence and rationale for employment land allocations within the Vale of Glamorgan Replacement Local Development Plan (RLDP) 2021–2036. It builds on the findings of the Employment Land Study (ELS) (BP12), which assessed the existing supply of employment land and forecasted future demand. The ELS identified a requirement for 67.8 hectares of employment land during the plan period, while noting that the Vale has a significantly larger supply of deliverable land. To ensure flexibility, market choice, and long-term resilience, the RLDP proposes an over-allocation of employment land, safeguarding a diverse portfolio of sites for strategic and local needs.
- ii. The Paper translates the ELS recommendations into policy by:
  - Allocating new employment land across a hierarchy of sites:
    - Major Employment Allocations – strategic sites within the Cardiff Airport and Bro Tathan Enterprise Zone and Junction 34, Hensol.
    - Local Employment Allocations – smaller sites supporting local business growth and start-ups.
    - Employment Regeneration Opportunity Areas – key brownfield sites at Aberthaw Power Station and the Port of Barry to drive low-carbon and renewable energy investment.
  - Protecting existing employment sites through a clear policy framework that safeguards B-class uses and sets criteria for any non-employment proposals.
  - De-allocating sites where development is no longer viable or where alternative uses better meet local needs.
- iii. Collectively, the RLDP identifies **182 hectares of employment land**, ensuring a robust supply to accommodate up to **5,338 jobs**, support inward investment, and deliver sustainable economic growth. Appendices provide detailed site boundaries for allocations and safeguarded employment areas.

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## **1. Introduction**

- 1.1 The Supplementary Employment Paper is one of several background documents prepared as part of the evidence base to support the Vale of Glamorgan Replacement Local Development Plan (RLDP).
- 1.2 The purpose of this Paper is to supplement the Employment Land Study (ELS) (BP12) and explain the rationale behind the employment land that is allocated within the RLDP.
- 1.3 The ELS reviewed the supply of employment land within the Vale of Glamorgan and provides recommendations on how the land should be treated within the RLDP. The ELS preferred methodology identified a need for 67.8 ha of land during the Plan period, up to 2036. To meet this need, the ELS found that 177.54 ha of land was realistically available and deliverable across the Vale at the time of the study, comprising 139.1ha of strategic employment land and 38.4ha of local employment land.
- 1.4 Whilst the supply notably outstrips the demand, due to the varying market types that the Vale's employment land serves, it is considered appropriate to over-allocate. This ensures that a range of sites is available for a mixture of users and that future supply is preserved.
- 1.5 The ELS employment land requirement of 67.8 ha and 5,338 jobs have been included in the RLDP. It has, however, been necessary to review the available land supply in light of recent planning permissions, candidate site submissions and representations made as part of the RLDP Preferred Strategy consultation. This review, detailed in Section 3, has resulted in a change to the sites allocations and boundaries, resulting in an increase in the land allocated to 182 net ha of employment land.
- 1.6 The report also considers the existing employment sites and highlights any amendments to boundaries required in light of new developments.

## 2. RLDP Allocations

### Strategic Policy: Employment Growth

2.1 The Strategic Policy Employment Growth is shown below. This policy sets out the employment land allocated within the Vale. As identified, there are 8 allocations in total and there are different classifications within these, establishing an employment land hierarchy.

#### **EMPLOYMENT GROWTH**

To support job growth and economic prosperity across the Vale of Glamorgan over the plan period and to meet the projected employment land needs of 67.8 hectares of employment land, and the delivery of up to 5,338 jobs, provision of 182 net hectares of employment land for B1 (Office and Light Industry), B2 (General Industries) and B8 (Distribution and Storage) employment uses is provided at the following major and local employment locations:

**Major Employment Allocations\*:**

- 1 Land east of Cardiff Airport, Rhoose (16.4 ha net)
- 2 Land south of Port Road (Model Farm), Rhoose (44.75 ha net)
- 3 Bro Tathan Aerospace and Business Park (66.7 ha net)
- 4 Land to the South of Junction 34 of the M4, Hensol (36.23ha net)

**Local Employment Allocations:**

- 5 Atlantic Trading Estate, Barry (1.59 ha net)
- 6 Windmill Park, Hayes Road, Barry (3.6 ha net)
- 7 Vale Business Park, Llandow (10.9 ha net)
- 8 Land at Llandow Trading Estate (1.85 ha net)

\*Complimentary ancillary non-B uses maybe permissible where these would provide supporting services for existing and future businesses and employees.

2.2 The policy has been amended from the version included with the Preferred Strategy, which was consulted on in late 2023/early 2024 in order to reflect the change in circumstances in sites since this time, including new permissions and developments, and representations received as part of the Preferred Strategy consultation.

### Employment Hierarchy

2.3 The employment hierarchy breaks the Vale's employment allocations down into three classifications: Major Employment Allocations, Local Employment Allocations and Employment Regeneration Opportunity Areas. The use of a hierarchy allows for sites with similar characteristics, such as scale, quality of land available and site constraints, to be grouped and made distinct from those

with other characteristics. This allows for specific policy to be applied to each group. The first two types of site are included in Policy SP14, with the Employment Regeneration Areas being identified in Policy EMP1.

- 2.4 Major employment allocations include the four strategic sites - Bro Tathan (St Athan) Aerospace and Business Park, land east of Cardiff Airport Business Park and land south of Port Road (Model Farm) which together make up the Cardiff Airport and Bro Tathan Enterprise Zone, and Land to the South of Junction 34. Their position as major employment sites within the employment hierarchy reflects their importance as key areas of investment and employment opportunities within the Vale.
- 2.5 Local employment allocations comprise a further 17.94 hectares (net) of land for B1, B2 and B8 uses and are allocated to ensure that an appropriate range and choice of land is available to support local economic growth. These sites are generally located within or adjoining existing employment areas that support a variety of employment uses, and provide opportunities for local small enterprises and start-ups, enable established business to expand and are attractive areas for local business investment.
- 2.6 The Deposit Plan also identifies two Employment Regeneration Opportunity Areas at the Former Aberthaw Power Station and the Operational Port of Barry Docks, which the plan considers as important areas for supporting the RLDP objectives for climate change and greening the Vale's economy, facilitating the growth in renewable and low carbon energy production and businesses. These sites are strategic in nature, however, their deliverability within the RLDP plan period is not certain. That is due to certain constraints that affect the sites, primarily flooding, and in the case of Aberthaw the timescales for the significant remediation work that is required prior to the future use of the land. As a degree of uncertainty exists in relation to these sites coming forward, they have not contributed to the employment figures identified within the RLDP.

### 3. Site Allocations

3.1 Section 3 reviews the sites allocated within the RLDP. Site boundaries are identified in Appendix 1.

#### Major Employment Allocations

##### SP14.1 – Land east of Cardiff Airport, Rhoose (16.4 ha net)

3.2 SP14.1 is located to the east of Cardiff Airport and is an area of land primarily in Council ownership that is available for development. Along with SP14.2, Land South of Port Road (Model Farm) and SP14.3, the Bro Tathan Aerospace and Business Park, it forms a part of the Cardiff Airport and Bro Tathan Enterprise Zone.

3.3 In total, the site is 35 ha in gross site area and the ELS identified 16.3 ha (net) that is readily available for development. Work has been commissioned on a Masterplan for the site and the initial findings (shown as two options in Figure 1) are that there would be up to 11.9 ha of net employment land available.

05: Masterplan framework options  
Option 1 – Quantum of development

Item	Area (ha)	Area (acres)
Development parcel	11.93	29.48
A	1.84	4.55
B	1.59	3.92
C	1.21	3.0
D	2.16	5.34
E	1.65	4.08
F	1.76	4.35
G	1.72	4.25
Green Infrastructure	6.63	16.38
Primary movement corridor	1.70	4.2



27 VOG Business Park, The Vale of Glamorgan



**Figure 1 – Masterplan Options**

3.4 Since the ELS was prepared, a 3.8 ha area of land, has now been granted planning permission (2024/00329/FUL) for the development of an Advanced Technology Centre for Cardiff and Vale College. Furthermore, there are plans for a 0.7 Ha site for electric vehicle charging within the site boundary. Whilst the college is not strictly a B1, B2, B8 use, it is an employer and the nature of the courses offered would be complementary to its position adjacent to the airport. On this basis, it is proposed to continue to include the college and the EV charging, as a complementary use, in the totals for the site. Overall, this would give a net employment total of 16.4 ha if Option 1 proceeds, which is a marginal amendment from the figure of 16.3 ha in the Preferred Strategy, or slightly less at 14.9 ha if the development parcels are arranged as smaller blocks, as per Option 2. The net employment land under each option is set out in Table 1 below.

**Table 1 – Development parcels at Land East of Cardiff Airport**

Area	Option 1 Net ha	Option 2 Net ha
CAVC	3.8	3.8
EV charging	0.7	0.7
Development parcels	11.93 (Parcels A to G)	10.39 (Parcels A to I)
<b>Totals</b>	<b>16.4</b>	<b>14.9</b>

3.5 The remaining land that is within the wider Enterprise Zone and allocation boundary is within different ownerships. It is proposed that this land is safeguarded for future employment development in line with its Enterprise Zone

designation, but it is anticipated that these areas of land will be developed in the longer term, potentially outside of the plan period. The potential contribution from this additional land has not therefore been included within the net employment land totals. The site boundary remains unchanged from the LDP 2011-2026, albeit, it has been separated out from the land south of Port Road (Model Farm).

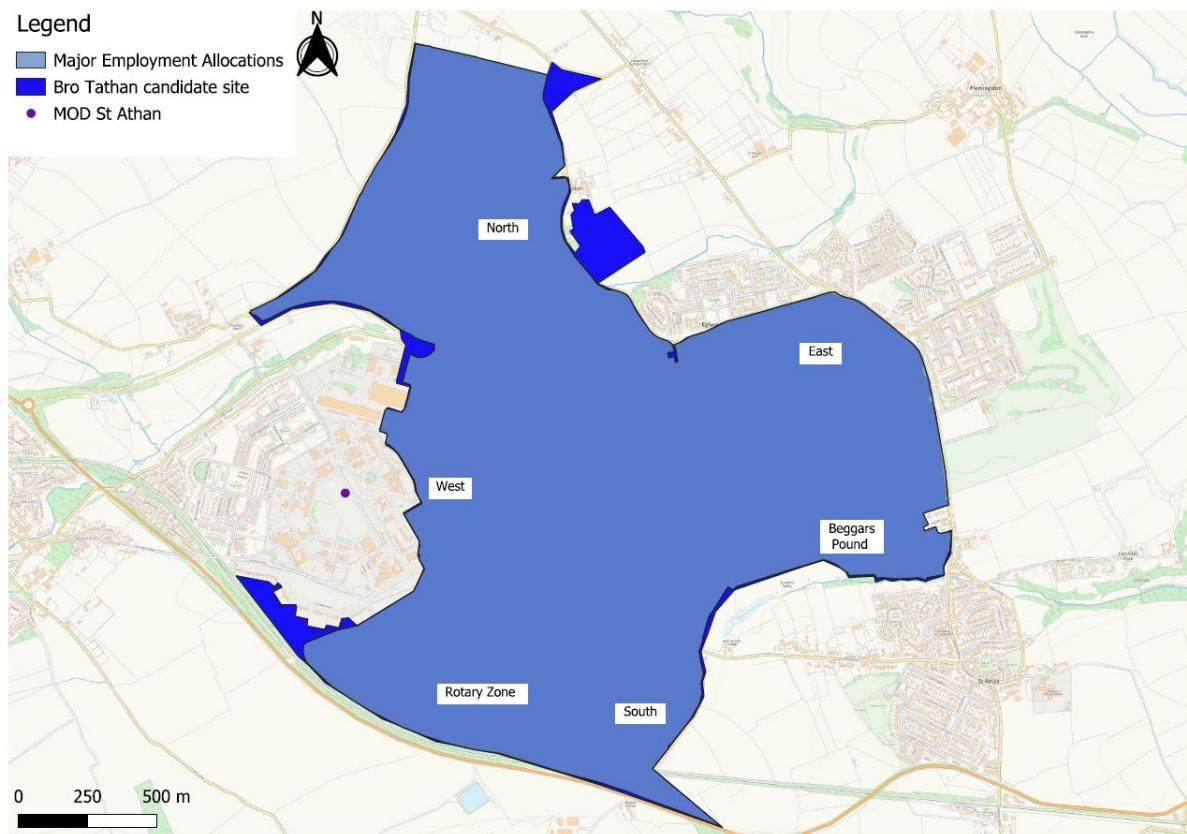
- 3.6 The adopted LDP identifies that the sites within the Enterprise Zone are intended to cater specifically for the needs of the aerospace industry and high-tech manufacturing with Policy MG10 of the adopted LDP stating that this should include the following elements: '*New aerospace, education, research and development, manufacturing, office and other ancillary development at the Cardiff Airport and gateway development zone.*'
- 3.7 The ELS recommends that there is flexibility in the uses at Bro Tathan and elsewhere and advises that the Council do not place any restrictions on the types of businesses permitted on allocated sites, as long as their operations fall primarily into the B1, B2, B8 use classes. This will ensure the land retains the flexibility to meet changing market requirements over the period to 2036.

#### **SP14.2 – Land South of Port Road (Model Farm), Rhoose (44.75 ha net)**

- 3.8 Land South of Port Road (Model Farm), Rhoose is anticipated to be able to deliver 44.75 ha of employment land (net) within the Plan period. An application referenced 2019/00871/OUT is currently subject to an appeal for non-determination for 1.7 million sq. ft of class B1, B2 and B8 offices, light industrial and warehousing. The ELS recommends that the site should continue to be protected as strategic employment land and therefore the site's boundary remains unchanged from the LDP 2011-2026 although, as explained above, for the purposes of the RLDP, it is being considered as part of a separate allocation.
- 3.9 Consideration will be given to the outcome of the appeal decision and any implications this may have. However, based on the recommendations of the ELS, it is considered appropriate to retain the site as an allocation.

#### **SP14.3 – Bro Tathan Aerospace and Business Park (66.7 ha net)**

- 3.10 The site is 338 ha in total and approximately 146 ha of this is developable.
- 3.11 The site has been divided into 6 zones for development: North, South, East, West, Rotary Zone and Beggars Pound.



**Figure 2 - Bro Tathan Development Zones**

- 3.12 The ELS indicated that 48.5 ha was realistically likely to be developed in the plan period. This was based on past trends and potential development in the eastern zone, based on the views of stakeholders. The ELS concluded that after the development of the eastern zone, it was not clear if any more development could be provided without the loss of key air infrastructure.
- 3.13 A representation was received by the agents for the site owner, Welsh Government, as part of the Preferred Strategy consultation. This raised concerns that limiting the quantum of development to 48.5 ha does not provide the flexibility required to accommodate potential inward investment. Welsh Government expressed concern that the ELS assumed that only the eastern zone would be developed within the plan period, and did not acknowledge the other parts of the site that had planning permission but were currently undeveloped.
- 3.14 In the initial consultation report for the Preferred Strategy, it was stated that the Council would clarify the land boundary with the WG as part of the Deposit Plan. Officers met with WG and their agents to discuss the boundary for the site and the likely developments within the plan period. It was agreed that the likely developments within the plan period would be reviewed, and consideration would be given to extending the boundary to encompass some additional land within WG ownership.

3.15 With regards to the potential employment land supply from Bro Tathan, the following areas have planning permission or are subject to planning applications:

- **Beggars Pound** - 2020/00434/OUT Land at Beggars Pound - demolition of existing buildings and erect of Class B1 floorspace (up to 3,000 sq m) – outline planning permission granted in 2021 with a 10-year condition for the submission of reserved matters. Based on a default plot ratio of 40%<sup>1</sup> the indicative net ha for the site is 1.1 Ha
- **North Zone** - 2023/00780/FUL Land north of Ffordd Bro Tathan - Demolition of existing buildings/structures and erection of a Class B8 data centre – full permission granted in June 2024. As identified in the officer's report the net site area is 12.6 ha and the floorspace of the data centre would equate to 67,227 sq m.
- **Rotary Zone** – 2021/01783/FUL Slab 5, Rotary Zone - Construction of a hangar building for employment uses and taxiway extension, with all associated works – full permission granted in May 2022 with a 5-year condition for commencement. The site area is 0.99 Ha, with the proposed development comprising 987 sq m of employment floorspace plus a further 3,857 sq m of associated infrastructure, resulting in a net area of 0.48 Ha.
- **East Zone** - 2024/01216/OUT Bro Tathan East - In December 2024, an outline application was submitted for the redevelopment of land formerly comprising 'east camp' for the demolition of existing structures and the erection of up to 285,000 sqm of employment and air-side operational facilities (within Class B1b and/or B1c and/or B2) and associated earthworks, access, drainage, servicing, utilities connections/infrastructure and landscaping. This application is currently awaiting determination. The gross site area is 53.7 ha. As the application is at outline stage, there is no detail on the exact net area. However, the site owner does not dispute the 48.5 ha figure that was included within the ELS.
- **West Zone** – 2019/01260/HYB - Hybrid application comprising: full planning permission for the demolition of existing structures; the construction of a new service road, footpath, associated drainage and engineering works; erection of a 2,500 sqm GIA rubb hanger (flexible Class B1 and/or Class B2 and/or Class B8 use) including associated slab / apron, parking and servicing area and associated drainage arrangements; erection of boundary fencing and a jet blast acoustic fence and outline planning permission (with all other matters reserved) for the erection of up to 37,500 sqm GIA air-side operational employment facilities (Class B1 and/or Class B2 and/or Class B8) including associated slab/apron and parking areas and all associated building and engineering works – approved October 2020. The rubb hanger was granted full permission, with a five-year commencement date and the air side facilities received outline

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<sup>1</sup> <https://www.gov.wales/sites/default/files/publications/2018-09/economic-development-evidence-base.pdf>

permission and the with a 10-year condition for the submission of reserved matters. The net site area is a minimum of 4 Ha.

- **Whole site** - 2023/01076/FUL - Planning permission to upgrade utilities infrastructure throughout the whole of the Bro Tathan employment allocation - approved in August 2024 .

3.16 In total, the amount of land in net ha that has planning permission or is subject to a planning application on Bro Tathan equates to 66.7 Ha. It is recognised that some permissions have long timescales for the submission of reserved matters which could impact on the ability of the site to deliver all floorspace within the plan period, albeit there is no restriction on reserved matters applications being brought forward earlier in the plan period. It is also recognised that there may be additional land within the site boundary that does not yet have planning permission, but could be delivered in the plan period.

3.17 It is proposed to carry forward the Preferred Strategy figure of 48.5 Ha that the ELS recommended for the eastern zone. The other sites on Bro Tathan with planning permission should also be added to this to give a total of 66.7 net ha, reflecting what could reasonably be delivered in the plan period. The Deposit Plan should also be amended to make it clear that the whole site is allocated and appropriate development would not be precluded within other zones.

3.18 With regards to the site boundary, it is proposed that the boundary be amended to encompass the land with permission for the data centre in the northern zone. This boundary will also be extended to the lane to the west to create a rational boundary.

3.19 The RLDP candidate boundary also identified two parcels to the north and north west of Bro Tathan (shown in blue in Figure 1), which are currently areas of open countryside, and an area between the railway and the rear of dwellings within the MOD St Athan compound, in the western part of the site. It is understood that these areas would be used for biodiversity enhancements linked for the wider site, rather than potential employment land. On this basis, it is not intended to include these areas within the employment site boundary. If the land is within the ownership of the applicant, it could still be included within a future planning application as part of the ecological mitigation, but it would not be desirable to include additional land within the employment allocation boundary that is not proposed for employment use. It is noted that part of the northern-most area is Best and Most Versatile Agricultural Land (Grade 2) and should be protected for this, in accordance with national planning policy.

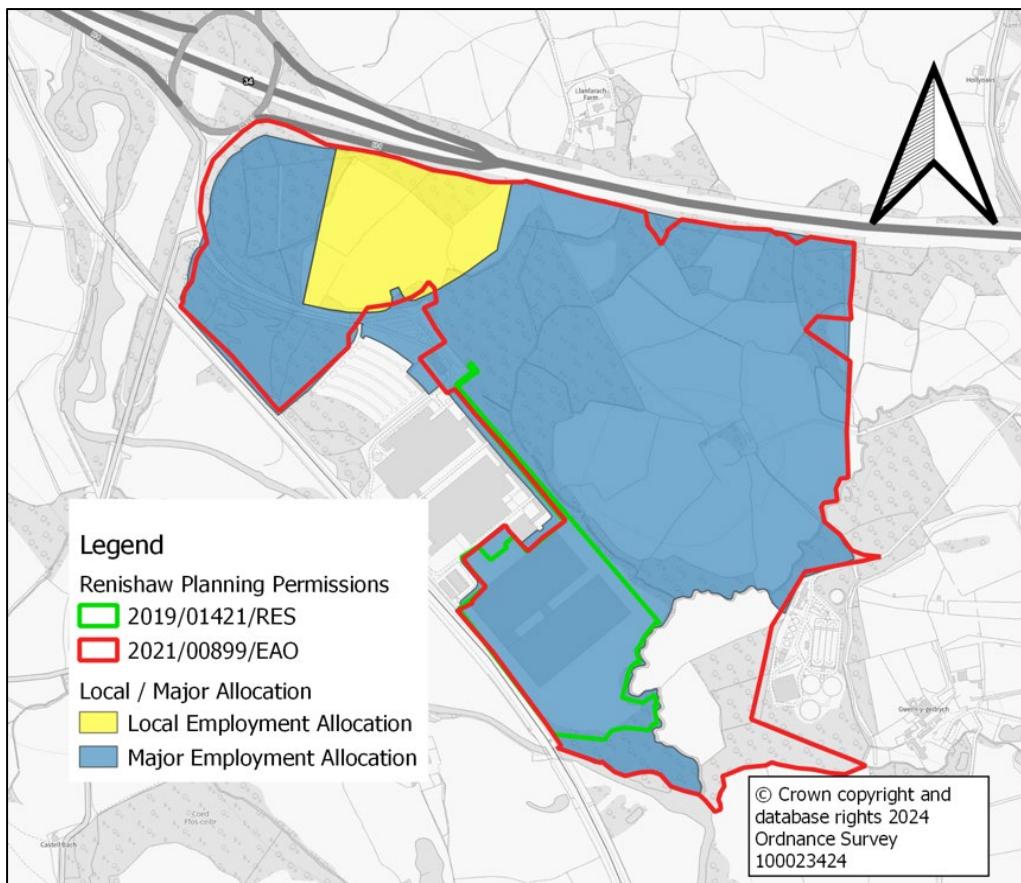
3.20 The Policy MG9 of the adopted LDP specifies that the site be allocated for an 'Aerospace Business Park, Employment and Education'. The ELS recommends that "*the Council do not place any restrictions on the types of businesses which can locate on the Aerospace Business Park (Bro Tathan) in the RLDP, as long as their operations fall primarily into the B1, B2, B8 use classes.*" As a consequence, the Bro Tathan allocation will require uses to fall

within B1, B2 and B8 uses, rather than seeking to limit the uses. This is supported by Welsh Government as landowner.

#### **SP14.4 - Land to the South of Junction 34, Hensol (36.23 ha net)**

3.21 SP14.4 refers to Land to the South of Junction 34, Hensol. The site comprises undeveloped land adjacent to the existing Renishaw site, which is protected as an existing employment site in the adopted LDP. The majority of the site is allocated as a major employment site in the adopted LDP (shown blue in Figure 3), with the remainder being allocated as a local employment allocation (shown in yellow).

3.22 A candidate site has been submitted seeking to retain the site as an employment allocation in the RLDP. The submitted site uses the same boundary as planning application 2021/00899/EAO, shown in red below. The planning application seeks to '*vary condition 2 of 2014/00228/EAO (outline planning permission with all matters reserved except for access, for development comprising class B1, B2 and B8 uses; a hotel/residential training centre (class C1/C2); and ancillary uses within class A1, A2, A3; associated engineering and ground modelling works and infrastructure, car parking, drainage and access for all uses; provision of infrastructure (including energy centre(s)); landscaping and all ancillary enabling works) to extend the period of time for submission of reserved matters by a further five years from the date of the new permission.*' This application is currently awaiting determination, following the receipt of updated information.



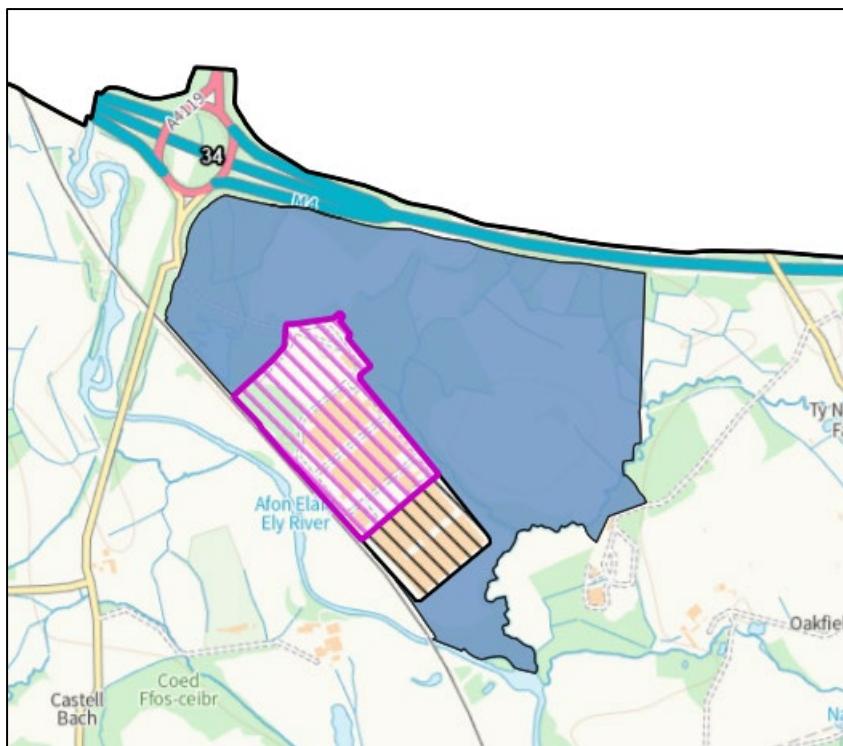
**Figure 2 - Local and Major Employment Allocations at Land to the South of Junction 34, Hensol & Identification of Relevant Planning Permissions.**

3.23 A reserved matters planning permission ref. 2019/01421/RES for the development of 9.57 ha (net) of the site, outlined in green in Figure 2, has been approved. This application, for *'the approval of reserved matters (appearance, scale, layout, access and landscaping) for the first phase of development relating to Zones A, W, Y and Z providing 33,909 sqm of employment floorspace (Use Class B1, B2 and B8) and associated works pursuant to outline permission 2014/00228/EAO.'* The development commenced in 2023.



**Figure 3 - Proposed development parcels**

3.24 Figure 3 sets out the proposed development parcels that were identified as part of the planning application. Part A broadly reflects the area for which planning permission was granted and where development was under construction at the time of plan preparation (8.37 net ha), although there is a further 1.2 Ha of land within section A, split across two areas, located to the south east of the new development and north west of the existing Renishaw site.



**Figure 4 – Changes to the boundary of the Existing and Allocated Employment sites**

3.25 The adopted LDP shows an area to the north of the Renishaw buildings that is both part of the existing employment site, and an allocated site. To avoid any confusion, it is proposed that this be amended in the RLDP to only show this as part of the existing employment site, as this is a parking area for the existing employment. This would not preclude it being redeveloped for employment uses in the future. In addition, it is proposed that the land hatched black be included as part of the existing employment site, as this area, approved under application 2019/01421/RES, was under construction at the time of plan preparation and will be completed early in the plan period.

3.26 The adopted LDP identifies area C shown on Figure 2 as a local employment designation, with the remaining area being classified a major employment. As area C is located centrally within the wider site, there is no practical reason why this couldn't come forward as part of a wider major development and there is no reason why a different policy approach is needed. It is therefore proposed to treat the site as a single major allocation in the RLDP rather than splitting it into major and local allocations.

3.27 The employment land requirement of 67.8 Ha is the requirement set out for the whole plan period, and the supply to meet this requirement is reflective of the same time period. The table below shows the contribution each section would make to the employment land supply. All areas are considered to be developable within the plan period.

**Table 2 – Development parcels on Land South of Junction 34**

<b>Area</b>	<b>Total land available (net Ha)</b>
Area A	9.57 Ha
Area B	18.57 Ha
Area C	6.64 Ha
Area D	1.45 Ha
<b>Total</b>	<b>36.23 Ha</b>

**Local Employment Allocations**

**SP14.5 - Atlantic Trading Estate (1.59 ha net)**

3.28 There are five parcels of land at the Atlantic Trading Estate in Barry that are allocated in the adopted LDP, as shown in Figure 5. Upon review of the five sites, the approach taken with them is detailed below:

3.29 **Site A (4.5 ha)** – Site A is located wholly within the wider Port of Barry site, which is identified as an Employment Regeneration Area. The site is constrained by flooding but is within a Defended Zone in TAN 15 (2025). TAN 15 states that within Defended Zones, as a general principle, LDPs should seek to avoid intensification of uses. Whilst the site is brownfield, it has been cleared and it is recognised that any development in this location would be an intensification of its current use. TAN 15 also states that before allocating land in Defended Zones, LPAs must have undertaken a full Flood Consequences Assessment through an SFCA. This has been reviewed by JBA who have concluded:

*“The site is generally of low flood risk, with associated flood risk from tidal, groundwater and surface water sources. The extent and severity of flooding from surface water within the site is minimal and is likely to be adequately managed through further assessment and good SuDS design.*

*The site is shown to be within a TAN-15 Defended Zone, with a standard of protection of up to the present-day 1 in 200-year event provided. A detailed assessment of the flood risk at the site using NRW's 2023 Barry Docks flood modelling, shows the site to flood during the 2121 0.5% AEP and the 2121 0.1% AEP events. Flood depths are focused on the central and southern areas of the site, with maximum flood depths of 440mm and 1060mm in the 0.5% AEP event and 0.1% AEP event, respectively”*

3.30 The site is under the control of ABP and faces similar constraints from flooding as the wider Port, so it is considered appropriate to retain this land within that wider allocation for the Port of Barry. This will allow for uniformity in the treatment of the Port of Barry. To ensure there is no duplication Site A has been removed from the Atlantic Trading Estate allocation and instead will form part

of the Port of Barry Employment Regeneration allocation, which does not contribute to the employment land supply.

3.31 **Site B (0.67 ha)** – This land is currently undeveloped brownfield land that is constrained by flooding from both rivers and the sea. The river flooding only impacts a small portion of the site and the area impacted by flooding from the sea is also a TAN15 Defended Zone. It is brownfield, and has had historical uses, but as per Site A, its redevelopment would be an intensification of the current use. As above, TAN 15 also states that before allocating land in Defended Zones, LPAs must have undertaken a full flood consequences assessment through an SFCA. This has been reviewed by JBA who have concluded:

*“The site is generally of low flood risk, with associated flood risk from tidal and groundwater sources. The site is shown to be within a TAN-15 Defended Zone, with a standard of protection of up to the present-day 1 in 200-year event provided. A detailed assessment of the flood risk at the site using NRW’s 2023 Barry Docks flood modelling, shows the site to be flood free in all design events. It is therefore considered that this site is likely to satisfy the requirements of TAN-15, subject to the following recommendations:*

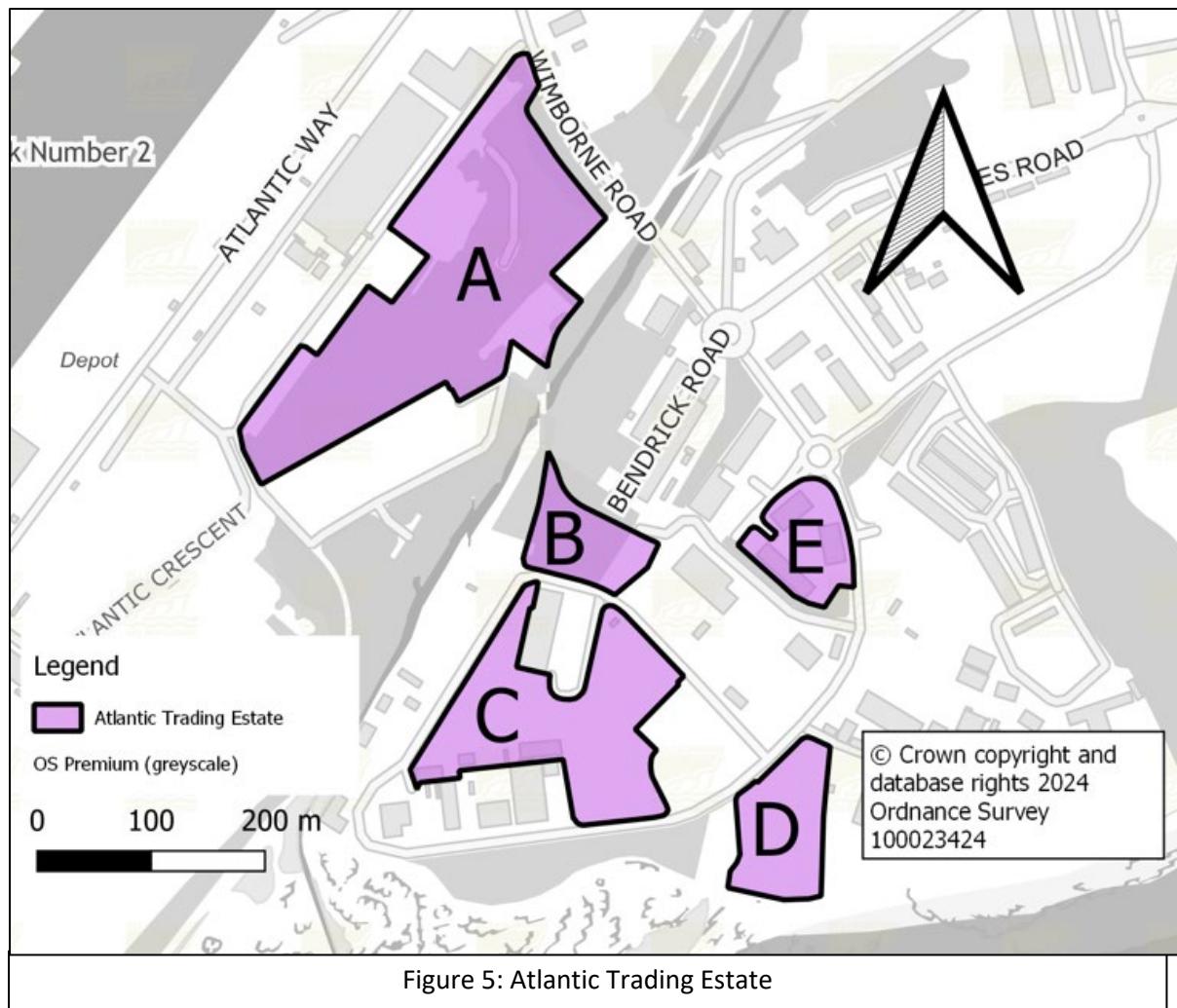
- Any planning application for the site should be accompanied by an FCA which demonstrates how the proposals meet the requirements of TAN-15.*
- The risk of groundwater emergence on the Site should be managed by a programme of groundwater monitoring, ideally conducted over a 12-month period to capture seasonal variations, as well as detailed site-specific ground investigations”*

3.32 **Site C (2.3 ha)** – Planning permission ref. 2020/01367/FUL has been implemented and a new employment development completed at the site so therefore the site can be identified as existing employment land. There is no longer a need for the land to be allocated.

3.33 **Site D (0.92 ha)** – This site is carried forward for allocation. It is outside of any flood risk areas.

3.34 **Site E (0.71 ha)** – Planning permission ref. 2015/00668/FUL has been implemented and a new employment development completed at the site and therefore the land can be identified as existing employment land. There is no longer a need for the land to be allocated.

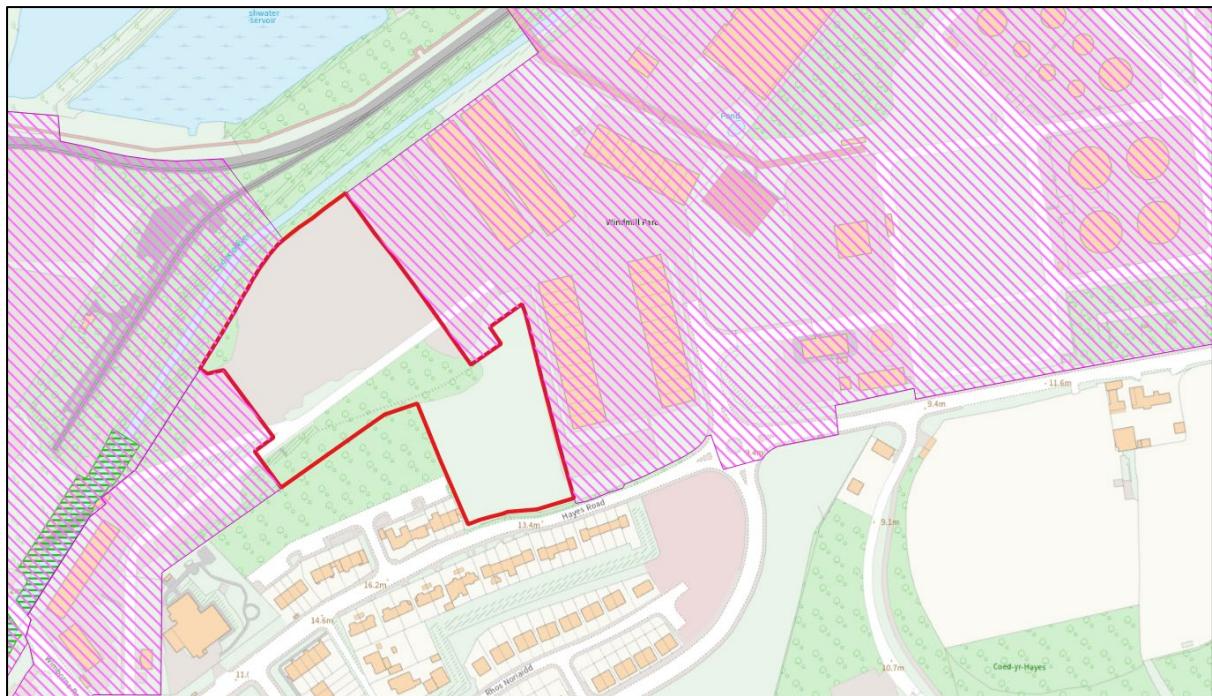
3.35 The result of the review of the sites is that 1.59ha is identified for allocation. This is a reduction from the area identified in the LDP 2011-2026, the RLDP Preferred Strategy and the ELS as a result of the outcome of this review of the land and associated influencing factors.



**Figure 5 – Sites at Atlantic Trading Estate**

**Site SP14.6 - Windmill Park, Hayes Road, Barry (2.3 ha net)**

3.36 SP14.6 refers to Windmill Park, Hayes Road, Barry. Windmill Park formed part of the adopted LDP existing employment designation of the Chemical Complex, Barry. Since the adoption of the LDP, this area has undergone significant redevelopment with a number of small industrial units replacing previous industrial uses. The site has been redeveloped in Phases, with the earlier phases complete and Phase 4 under construction. Phase 5, which is indicated by the red line boundary in Figure 6, has been granted planning permission (2023/01147/FUL) for the erection of 44 units within 5 blocks (use class B1 (c), B2, B8) and associated infrastructure, but has not commenced. It is therefore proposed to identify this 2.3 Ha site as an allocated site, rather than existing employment site.

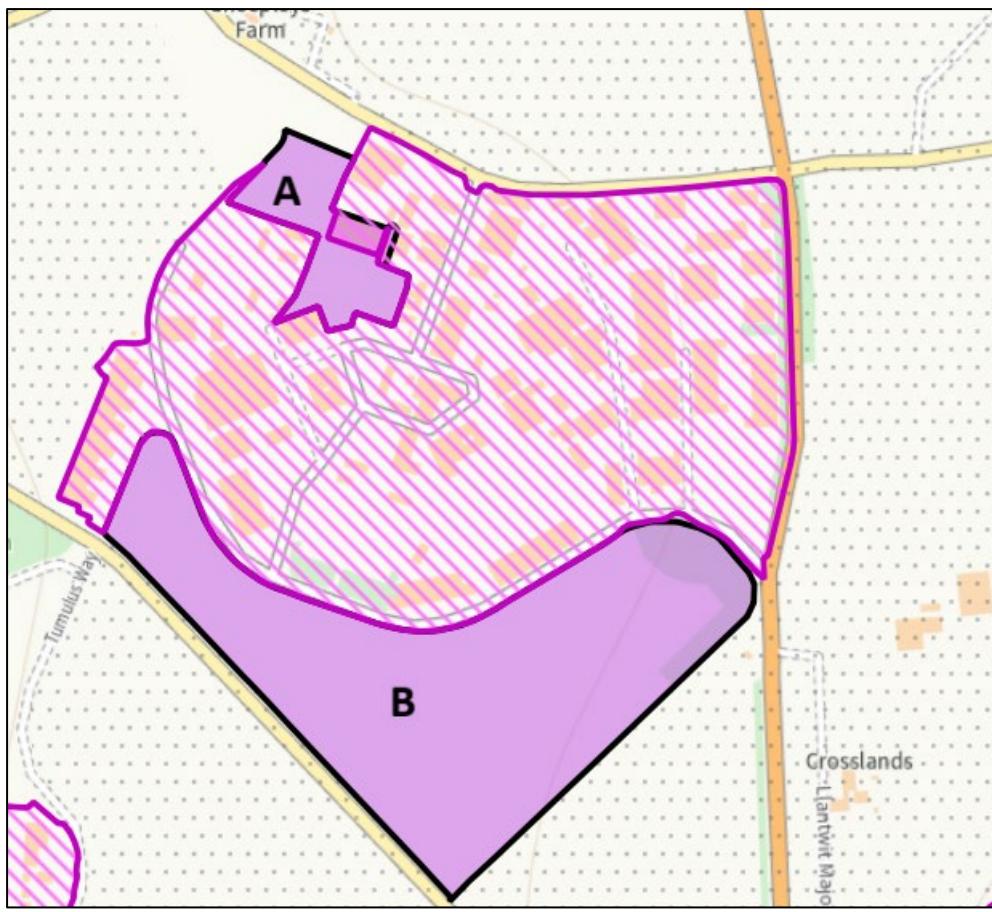


**Figure 6 – Windmill Park**

**SP14.7 - Vale Business Park, Llandow (10.9 ha net)**

3.37 SP14.7 refers to the Vale Business Park, located in Llandow. The adopted LDP identifies 12.4 ha net of employment land at Vale Business Park split across two areas – land to the north west, shown in purple in Figure 7, which comprises the area marked as A in Figure 7, together with the area to the south, marked as B. The area marked A comprises several parcels in different ownerships. Due to the expansion of neighbouring businesses into these sites, there is limited undeveloped land available and for the purposes of the RLDP it is considered that the land would be more appropriately protected within the existing employment allocation. This is an amendment to the Preferred Strategy, which showed both areas of land as a single allocation.

3.38 The southern extension (area B) is to be retained as an allocation. This area equates to 10.9 Ha, shown as area B in Figure 7. It is recommended in the BE Group that this site be continued to be protected for B-Class use as there is a reasonable prospect of it being brought forward.

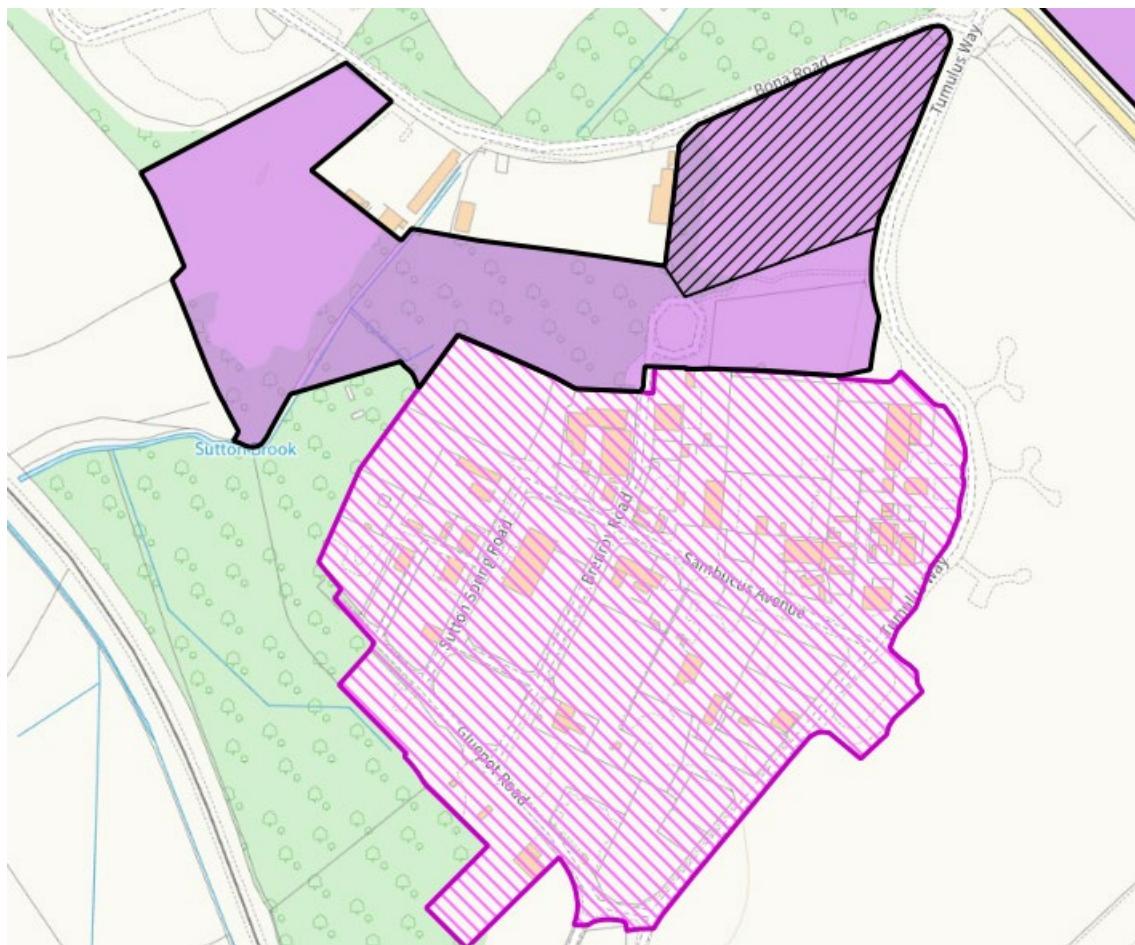


**Figure 7 – Vale Business Park**

**SP14.8 – Land at Llandow Trading Estate (1.85 ha net)**

3.39 SP14.8 refers to land at Llandow Trading Estate. A 6.87 Ha site is identified for employment uses in the LDP 2011-2026. However, it was not identified in the RLDP Preferred Strategy based on the recommendations of the BE Group in the Employment Land Review that the site should not be allocated again due to a lack of developer interest and site constraints.

3.40 A planning application has subsequently been approved on part of the site – 2022/00888/FULL Erection of six buildings to provide 44 commercial units including access, associated parking, landscaping and attenuation ponds, approved June 2024, and conditions have been partially discharged. As there is now a realistic prospect of this site being taken forward, it is proposed that the area with planning consent be retained as an employment allocation, but the allocation on the remainder of the site be removed. Figure 8 shows the existing allocation in purple, and the land with planning permission hatched in black. The existing employment site at Llandow Trading Estate is hatched purple. The land to be retained as an employment allocation equates to 1.85 Ha.



**Figure 8 – Llandow Trading Estate**

## **Employment Regeneration Opportunity Areas**

### **EMP1.1 Former Aberthaw Power Station**

3.41 EMP1.1 refers to the former Aberthaw Power Station. Plans for the site are at an early stage, which, along with flooding constraints, is why the site is identified as an employment regeneration opportunity area. The site boundary encompasses the entirety of the land in the site owners' control, allowing the flexibility to bring forward the site as best fits.

### **EMP1.2 Land at the Port of Barry**

3.42 EMP1.2 refers to the Port of Barry, which is also being allocated as a regeneration opportunity area. ABP, the Port owner, have ambitious aspirations for the development of the site, which they anticipate realising during the Plan period. The Vision document for the future of the Port<sup>2</sup> includes the following vision statement:

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<sup>2</sup> ABP, 2022. *Future Ports: Barry – Triggering a virtuous growth cycle for the town and Port*. Online. Available at: [PowerPoint Presentation](#) [Accessed: 10/12/24].

*“We want to help develop a Port and town made ready for a decarbonising century. We want to spark a virtuous new cycle of Port development, in which each investment propels the next. We see an upgrade in Port access making a new marina development possible, which in turn helps trigger new jobs and businesses at the Mole, helps create new residential communities, and helps provide new community facilities and parkland. We see game - changing zero -carbon industrial developments with impacts that go far beyond the Port and town. And we are looking forward to helping drive the change.”*

- 3.43 Parts of the port are in existing employment use and others have been or are being prepared for regeneration and new uses in line with the vision for the Port’s future. Existing uses are protected by virtue of EMP3 and to ensure that the vision for the Port’s future can be realised the Port is also identified as an employment regeneration opportunity area. This treatment affords the flexibility for redevelopment whilst protecting the principle of employment uses.
- 3.44 Flooding is a significant constraint that needs to be addressed for the future development of the Port, which is why the land is allocated as a regeneration opportunity area.

#### 4. Existing Employment Sites

4.1 The ELS reviews existing employment land identified in the adopted LDP and concludes that all areas of existing employment land currently identified in the LDP 2011-2026 should be afforded the same protection in the RLDP. These sites are therefore rolled forward. These sites are set out as follows in Table 1:

Table 1: Existing LDP 2011-2026 Sites Rolled Forward		
RLDP Site Reference	Site Name	ELS Site Description
<b>Major Employment Sites</b>		
EMP3 (1)	Operational Port, Barry Docks	Port facilities bounded by low density industrial development to the north and south.
EMP3 (2)	The Chemical Complex, Barry	Major chemical complex for Dow Chemicals dispersed over multiple sites and a wide geographic area.
EMP3 (3)	Cardiff Airport Business Park, Rhoose	The site hosts civilian airport and terminal facilities as well as a maintenance facility for BA. Meanwhile the Airport Business Park is a small business park of only two units with one unit being a large facility for Danta who provide airport catering while the other provides aircraft tool hire. Site is within a wider Enterprise Zone.
EMP3 (4)	Bro Tathan Aerospace Business Park, St Athan (MOD St Athan in ELS)	Large site hosting a Ministry of Defence facility, an aircraft maintenance facility and an Aston Martin manufacturing facility. Site comprises a diverse range of hanger, office and industrial/warehouse facilities, both modern and historic, within a wider Enterprise Zone.
EMP3 (5)	Aberthaw Cement Works	Large scale operational cement works for Tarmac, located in a rural area
EMP3 (6)	Renishaw, Junction 34, M4	Single large manufacturing facility for Renishaw located off the M4, junction 34. The boundary of this site has been extended to include an extension to the factory, completed in 2024.
<b>Secondary Employment Sites</b>		
EMP3 (7)	Atlantic Trading Estate, Barry	Large industrial estate with a wide mix of unit sizes and qualities, and a number of high-quality new developments occurring
EMP3 (8)	Ty Verlon Industrial Estate, Barry	Large industrial estate with a wide mix of unit sizes including some large units for

		large employers who include Masons Self Storage and Bakers Baguettes
EMP3 (9)	Llandough Trading Estate, Llandough (Penarth)	Modern Industrial estate accessible off the A4232, within a larger industrial area on the western fringe of Cardiff.
EMP3 (10)	West Point Industrial Estate, Llandough (Penarth)	The site contains rows of small modern terraced units underneath a highway overpass. Accessible off the A4232, within a larger industrial area on the western fringe of Cardiff.
EMP3 (11)	Vale Business Park, Llandow	Large rural industrial estate with units in a range of sizes.
<b>Key Local Employment Sites</b>		
EMP3 (12)	Palmerston Trading Estate, Barry	A medium sized industrial site with a number of smaller terraced units, within the Barry urban area.
EMP3 (13)	Sully Moors Road Industrial Estate, Barry	A small industrial estate dominated by engineering and motor repair businesses.
EMP3 (14)	Cardiff Road Business Park, Barry	A medium sized industrial estate with large building suppliers on the frontage (Topps Tiles and Howdens) and smaller low-quality terraces behind.
EMP3 (15)	St Hilary Court, Culverhouse Cross	Two modern office properties within a largely retail service area off the A48. Peter Allen is a large employer while several companies work out of the other building including Hafod.
EMP3 (16)	Heritage Business Park, Llantwit Major	Small rural industrial site dominated by motor industry and engineering businesses.
EMP3 (17)	Llandow Trading Estate, Llandow	A medium sized industrial site located in a rural area, accessed via a narrow road off the B4270.
EMP3 (18)	Dyffryn Business Park, Llandow	Three large units, formerly aircraft hangars, in a rural business park with only one in substantial use. The site is located just off the B4270.
EMP3 (19)	West Winds Industrial Estate, Llangan	Rural business park with five medium sized units.
EMP3 (20)	Llandow South, Llandow	Two large units in a rural area, housing Enava the Waste Paper Co.

## Amendments to Existing Employment Sites

4.2 Additions to existing employment list, and the justification for these additions, are set out in Table 2. The majority of these additions are due to recent developments that have taken place in the Barry Docks area. The full list of existing employment sites is shown in Policy XXX below.

<b>Table 2: Amendment to Existing Employment Site boundaries</b>		
<b>RLDP Site Reference</b>	<b>Site Name</b>	<b>Justification for identifying as existing employment site</b>
<b>Local Employment Sites</b>		
EMP3 (7)	Atlantic Trading Estate, Barry	Plots C and E of Atlantic Trading Estate, and have now been developed and it is therefore logical to include this areas within the adjoining existing employment designation. In addition, Land at Hayes Lane – an allocation in the adopted LDP – has also been developed. As this site is contiguous with Atlantic Trading Estate is also appropriate to expand the allocation to encompass this site.
EMP3 (2)	Vale Enterprise Centre, Barry	The site is described as “ <i>a small site with a mixture of office and industrial uses in a large historic factory/office complex which has been converted and sub divided, with significant areas of vacant space.</i> ” It has low occupancy and offers a redevelopment opportunity. As it is in the ownership of ABP it is appropriate to consider it alongside other land with ABP’s ownership. To this end, the site has been included within the adjoining Chemical Complex existing employment site allocation and Port of Barry employment regeneration site boundary.
EMP3 (6)	Renishaw, Junction 34, M4	Inclusion of new warehouses within the existing employment site boundary, as discussed in Section 3.
EMP3 (11)	Vale Business Park	Inclusion of the north part of the allocation in the existing employment site boundary, as discussed in Section 3.

## 5. De-allocated Employment Sites

5.1 The ELS recommends the de-allocation of several employment sites. Table 3 identifies where these recommendations have been followed and the justification for de-allocation.

Table 3: De-allocated Employment sites		
LDP Reference	Site Name	Justification for de-allocation
MG 9 (5)	Land at Ffordd y Mileniwm	<p>The ELS states “<i>the site has been on the market for a decade and has only attracted interest for retail and leisure. This may partially reflect the site's peripheral position in the core Barry Docks/Atlantic Trading Estate market area, but also likely the lack of site servicing and access, the costs of which will impact on viability. If judged appropriate on other matters, the commercial use proposed here would at least provide a new access point from which the rest of the site could be opened up for B-Class uses. Even with this new access in place however, it is unclear if the landowner has the resources and interest to market the remaining land for B-Class uses and to translate any market interest generated into concrete development proposals, securing development partners, etc. Thus, the deliverability of this site remains questionable even with the initial access provided. Delivering B-Class uses here may thus require a degree of external support and the land should not be allocated again in the Replacement LDP for B1, B2, B8 uses unless a clear 'way forward' can be agreed to open up the remaining land for relevant development.</i></p> <p>The site has not been allocated but has been retained as white land within the settlement, offering an opportunity for it to be redevelopment for employment should this be deliverable in the future.</p>
MG 9 (7)	Hayes Road	<p>The ELS states “<i>Progress towards development here seems to have stalled due to landowner aspirations for a largely/fully residential scheme here, the need for extensive flood risk mitigation and likely the viability impacts of investing in that</i></p>

		<i>mitigation on any development. As no solution has been found to these issues in a decade it is difficult to be confident about deliverability here. Unless a solution to these issues can be found in the short term, it is not recommended that this site be allocated again, for B-Class uses, in the Replacement LDP.”</i>
MG 9 (8)	Hayes Wood	The site has been acquired by the Council for future housing development and is allocated for housing in the RLDP.
MG 9 (9)	Llandow Trading Estate (Part)	The ELS recommends that the site should no longer be safeguarded or identified for employment uses given the site constraints as it is not considered to be deliverable. However, since the ELS was published, the north eastern corner of the site has been granted full planning permission for the erection of six buildings to provide 44 commercial units including access, associated parking, landscaping and attenuation ponds (2022/00883/FUL). It is proposed that this 1.81 Ha part of the site remain allocated, but the remainder of the site (5 Ha) no longer be included as an allocation.