

North East Lincolnshire

Employment Topic Paper

Published August 2026

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Section 1 Introduction and purpose

- 1.0.1** This Topic Paper outlines the background, evidence and rationale for economic growth and employment land allocations in the North East Lincolnshire Local Plan Review 2025 to 2043.
- 1.0.2** The North East Lincolnshire Housing and Economic Development Needs Assessment (HEDNA) produced by Litchfields provides the principle evidence base for this Topic Paper and the Local Plan. The HEDNA was produced to reflect changes in national planning policy, local economic conditions, and market trends since the previous assessment. It ensures that employment land requirements, sectoral forecasts, and labour market analysis are based on the most current data and guidance, in line with the National Planning Policy Framework and Planning Practice Guidance.
- 1.0.3** This Topic Paper provides background evidence which underpins the employment elements of the Local Plan and explains the methodology used in deciding what approach is right for North East Lincolnshire.
- 1.0.4** The employment policies of the adopted Local Plan remain broadly appropriate and continue to provide a robust framework for employment development. Consequently, this topic paper focuses primarily on the evidence supporting the scale and distribution of employment land allocations within the Local Plan review. It explains why the Council considers the proposed level of employment land provision to be justified, effective and consistent with national policy.

Section 2 Background and context

- 2.0.1** North East Lincolnshire is a strategically located coastal economy on the Humber Estuary, widely recognised as the UK's "Energy Estuary". Its economy is characterised by a strong industrial heritage, a globally connected ports system, and a growing role in clean energy and advanced manufacturing.
- 2.0.2** From an investment perspective, the Borough offers a well-established, production-led economy with strong employment density, significant export capability, and a pipeline of industrial land and regeneration opportunities.

2.1 Policy

NPPF December 2024 (amended February 2025)

- 2.1.1** The NPPF (December 2024, as amended February 2025) sets out the Government's planning policies for England and how these should be applied. Section 6: Building a strong, competitive economy is particularly relevant to this Topic Paper. Paragraph 85 of the NPPF states that planning policies and decisions should help to create the conditions in which businesses can invest, expand and adapt. Emphasis is placed on allowing local planning authorities to enable each area to build on its strengths, while responding positively to future economic challenges.
- 2.1.2** North East Lincolnshire Council has adopted this approach in its consideration of employment land allocations, having regard to future economic and operational requirements and identifying site areas that are sufficient to ensure long-term deliverability, flexibility and resilience.
- 2.1.3** The Council is also aware of proposed national planning reforms, including updates to national policy and legislative changes intended to support economic growth and infrastructure delivery. While these reforms are at various stages of development, the employment land evidence has been prepared to be robust against the adopted NPPF and sufficiently flexible to respond positively to future policy changes, particularly where these support strategic employment growth, infrastructure-led development and the effective use of existing employment areas.

Humber Estuary Manufacturing and Energy Zone (HEMEZ)

- 2.1.4** The Humber Estuary Manufacturing and Energy Zone (HEMEZ) Strategic Development Framework (Draft, April 2026) (SDF) has been prepared for the Greater Lincolnshire Combined County Authority and North East Lincolnshire Council to provide a coordinated, evidence-led framework to guide the long-term regeneration and investment of the South Humber employment corridor between Grimsby and Immingham. Although the document is in draft form and does not carry development plan status, it provides an important strategic and technical evidence base relevant to employment land planning within North East Lincolnshire.
- 2.1.5** The SDF identifies the HEMEZ as a nationally significant industrial area, building on the Humber's established strengths in ports, manufacturing, chemicals, energy generation and emerging clean energy sectors. It highlights the presence of large, strategically located employment sites capable of accommodating advanced manufacturing, energy and infrastructure-led development, while also recognising

that long-term delivery is constrained by challenges including power and water capacity, flood risk, ground conditions, ecological sensitivity and fragmented site ownership.

- 2.1.6** Of particular relevance to this Topic Paper, the SDF emphasises the need for sufficiently sized and flexible employment sites to enable viable layouts, accommodate operational and infrastructure constraints, and support future adaptation to changing industrial requirements. The HEMEZ includes a number of significant allocations including ELR020, ELR015a, ELR015b and ELR021. These sites and the HEMEZ as a whole forms part of a wider zone of employment activity.
- 2.1.7** Overall, the HEMEZ Strategic Development Framework provides a complementary strategic context to the Local Plan Review, reinforcing the role of the South Humber Bank as a priority location for employment land provision and supporting the rationale for safeguarding and allocating employment sites of an appropriate scale to meet long-term economic and industrial objectives.

2.2 Economic background

- 2.2.1** North East Lincolnshire supports a sizeable employment base relative to its population and performs strongly on key labour market indicators when compared with similar coastal and post-industrial economies.

Scale and Structure of the Labour Market

- 2.2.2** The Borough supports approximately 67,375 full-time equivalent (FTE) jobs, reflecting a high jobs density of around 70.5 FTE jobs per 100 working-age residents. This positions the Borough as a comparatively “jobs-rich” economy, particularly when benchmarked against similar coastal and industrial towns across the North and Midlands.
- 2.2.3** A defining characteristic of the labour market is its high level of self-containment:
- Approximately 82% of working residents are employed within North East Lincolnshire.
 - Approximately 81% of jobs are filled by local residents.
- 2.2.4** This reflects the strength of local employment opportunities and the presence of large, place-specific employers in ports, energy, manufacturing, food processing and health. For investors, this translates into a stable workforce with limited reliance on long-distance commuting, reducing labour supply risk and supporting retention.

Employment Performance and Economic Participation

- 2.2.5** The labour market has demonstrated resilience and stability over recent years, despite wider economic shocks:
- Employment rate: c. 71.7% of the working-age population.

- Unemployment rate: c. 5.1%, broadly in line with comparable areas.
- Working-age population: c. 95,600 residents.

2.2.6 While overall population growth has been relatively static, employment levels have remained robust, supported by the scale of industrial activity and public services. This stability is particularly notable given the Boroughs legacy of industrial restructuring and national economic volatility.

2.2.7 These trends have direct implications for the type, scale and flexibility of employment land required within the Local Plan.

Productivity, Earnings and Economic Output

2.2.8 North East Lincolnshire's economy is increasingly characterised by rising productivity and improving earnings, reflecting a shift towards higher-value activity within its core sectors:

- **Total GVA:** circa £4.36 billion (2023).
- **GVA per FTE:** circa £64,674, comparable with or above many peer areas.
- **GVA growth since 2015:** circa 35%, significantly outperforming similar comparator economies.
- **Median workplace earnings:** circa £34,509 (2024), with growth of over 40% since 2015.

2.2.9 These trends indicate that, while total job numbers have remained relatively stable, the quality and value of employment has improved, driven by productivity gains in manufacturing, energy, ports and process industries.

Occupational Profile and Skills Base

2.2.10 The occupational structure of the labour market continues to reflect the Boroughs industrial specialisms:

- Strong representation in skilled trades, process, operative and technical roles.
- Manufacturing alone accounts for around 15% of all employment, almost double the national average.
- Transport, storage, energy, and health sectors also exceed national employment concentrations.

2.2.11 Encouragingly, recent years have seen a shift towards higher-order occupations, with growth in managerial and professional roles. However, structural challenges remain:

- Mid-level qualifications (NVQ Level 2 to 3) are relatively strong.
- Higher-level skills (NVQ Level 4+) remain below national averages, representing both a challenge and an opportunity for investors seeking to shape local skills pipelines.

- 2.2.12** The presence of specialist training providers (including engineering, offshore wind, logistics and maritime facilities) provides a strong platform to support sector-specific workforce development.

Implications for Investment

- 2.2.13** From an investment perspective, North East Lincolnshire's economic and labour market context presents several recognised strengths:

- A large, locally anchored workforce with strong sector alignment.
- High employment density, reducing competition for labour relative to demand.
- Rising productivity and earnings, supporting sustainable growth.
- A labour market closely integrated with ports, energy and manufacturing assets, reducing friction between employment and infrastructure.

- 2.2.14** While demographic change and higher-level skills gaps require ongoing attention, the overall labour market is resilient, specialised and well-positioned to support investment, particularly for industries aligned with logistics, clean energy, advanced manufacturing and industrial processing.

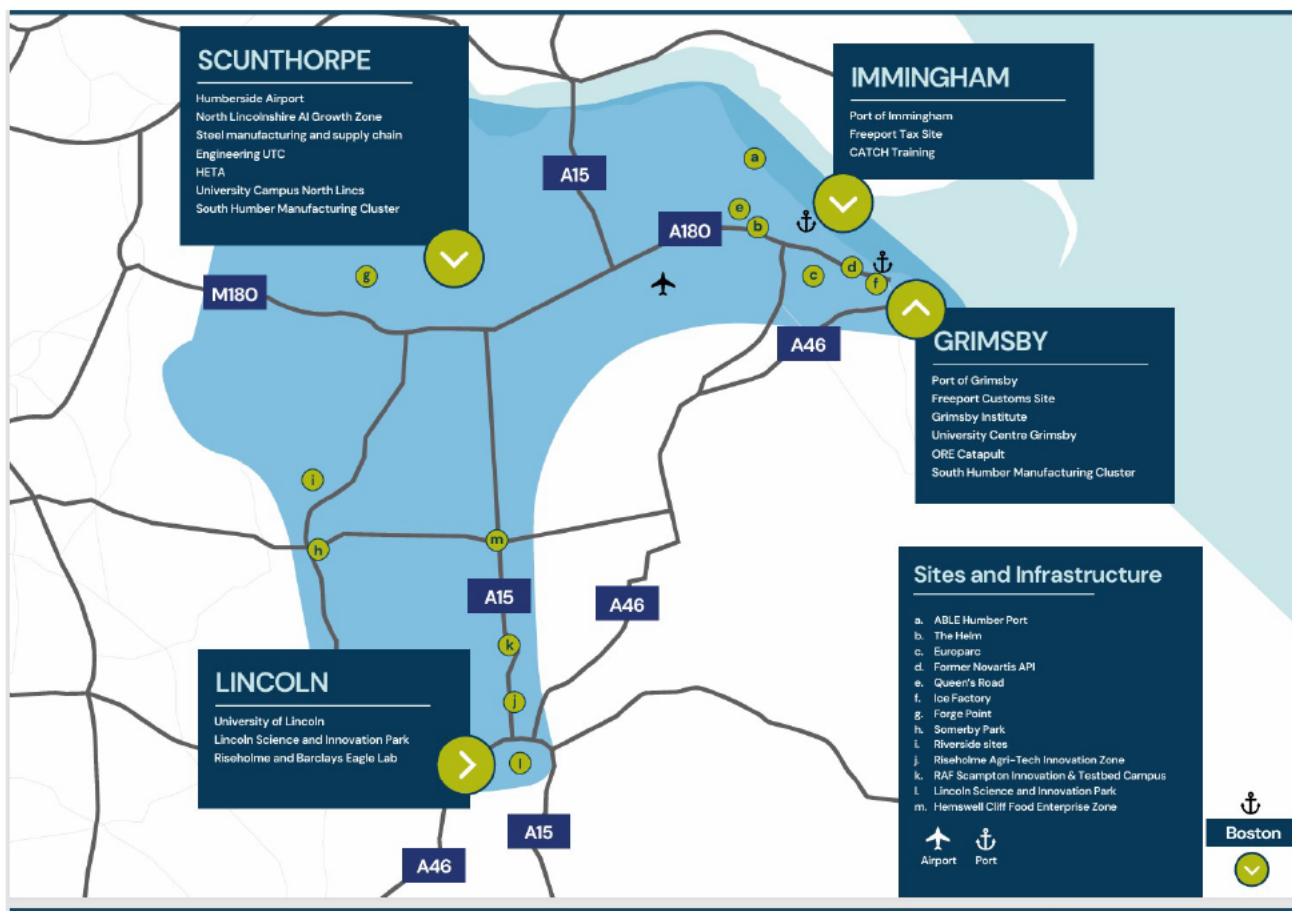


Figure 2.1 Employment connectivity map

- 2.2.15** Figure 2.1 Employment connectivity map highlights the importance of North East Lincolnshire with regard to Greater Lincolnshire and future investment.

- 2.2.16** These characteristics have direct implications for the type, scale and flexibility of employment land required within the Local Plan, particularly in ensuring that sites are capable of accommodating modern industrial and operational requirements.

2.3 Core sector strengths

- 2.3.1** The Greater Lincolnshire Investment Prospectus identifies the area's nationally significant role in sectors including agri-food, energy, defence, logistics and advanced manufacturing. It sets out a substantial pipeline of investment opportunities exceeding £4bn, reinforcing the scale of anticipated economic growth. The Prospectus highlights the need to support both traditional strengths and emerging higher-value industries, with a particular emphasis on modern industrial, logistics and innovation-led employment space. This provides a clear strategic context for the identification and protection of employment land within the Local Plan, ensuring sufficient capacity to accommodate sector-led growth while supporting the transition towards higher-skilled and higher-wage employment opportunities.

Ports, Logistics and Trade

- 2.3.2** The ports of Grimsby and Immingham form the backbone of the local economy:

- Immingham: UK's largest port by tonnage.
- Grimsby: Major automotive and offshore wind hub.
- Cargo throughput: c. 43.7 million tonnes (2024).
- Employment: c. 6,000 FTE jobs (9%).

- 2.3.3** Investment strengths:

- International trade gateway.
- Strong logistics and distribution networks.
- Rail and road connectivity to national markets.

Clean Energy and Offshore Wind

- 2.3.4** North East Lincolnshire is a nationally significant offshore wind operations and maintenance (O&M) hub, hosting major global operators:

- Key employers: Ørsted, Siemens Gamesa, RWE, E.ON.
- Rapid growth in utilities/energy employment (more than doubling since 2015).
- Integrated with Humber Freeport and decarbonisation initiatives.
- Employment: c. 600 direct jobs (growing rapidly).

- 2.3.5** Investment strengths:

- Strategic position in UK energy transition.

- Established supply chain and skills base.
- Strong future growth potential linked to energy security.

Manufacturing and Advanced Production

2.3.6 Manufacturing remains a core pillar of the North East Lincolnshire economy, with strong export orientation:

- 10,000 FTE jobs (15% of all employment).
- Around 2x the national concentration.

2.3.7 Sub-sectors include:

- Food production.
- Chemicals and process industries.
- Advanced manufacturing.

2.3.8 Investment strengths:

- Established industrial base.
- High productivity and growth in GVA per worker.
- Strong integration with ports and logistics.

Food Processing and Seafood Cluster

2.3.9 North East Lincolnshire hosts one of the UK's most significant seafood and food-processing clusters:

- Around 500 food-related businesses.
- Major employers: Young's Seafood, Hilton Seafood, Morrisons.

2.3.10 Investment strengths:

- Globally recognised cluster.
- Strong supply chain integration (port-to-processing).
- Long-standing industrial expertise.

Chemicals and Process Industries

2.3.11 A key cluster located along the South Humber industrial corridor:

- Major firms: Tronox, BOC, Lenzing Fibers.
- Closely linked to energy, manufacturing, and export activity.

2.3.12 Investment strengths:

- Large-scale industrial processing capability.
- Alignment with decarbonisation and industrial transition.

Transport, Storage and Distribution

2.3.13 Closely linked to the ports economy:

- 6,000 FTE jobs (9%).
- Around 1.8x national concentration.

2.3.14 Investment strengths:

- Integrated logistics ecosystem.
- Strong freight transport infrastructure.
- Access to domestic and international markets.

2.3.15 The Greater Lincolnshire Investment Prospectus highlights the concentration of interconnected industries across food processing, ports, energy and manufacturing, describing a “unique ecosystem” of activity supported by strong connectivity and a skilled workforce. This aligns with the sectoral strengths identified within North East Lincolnshire and supports the continued need for employment land capable of accommodating large-scale, operationally intensive uses.

2.4 Supporting employment sectors

Health and Social Care

- 12,000 FTE jobs (18%) – largest employment sector
- Provides stability and resilience within the local economy

Wholesale and Retail

- 11,000 FTE jobs (16%).
- Underpins local service economy and town centre activity.

Construction

- 3,000 FTE jobs (4%), with recent growth.
- Driven by regeneration and industrial development programmes.

Visitor Economy

- Anchored by Cleethorpes seaside resort.
- Supports diversification through tourism and leisure activity.

2.5 Industrial growth and investment pipeline

2.5.1 North East Lincolnshire benefits from a strong pipeline of employment land and development opportunities:

- Humber Freeport designation.

- Enterprise Zones.
- South Humber Industrial Investment Programme (SHIIP): unlocking 90+ ha of employment land and supporting major sectors including energy, logistics and manufacturing.

2.5.2 These initiatives are designed to:

- Attract inward investment.
- Expand industrial capacity.
- Support job creation and productivity growth.

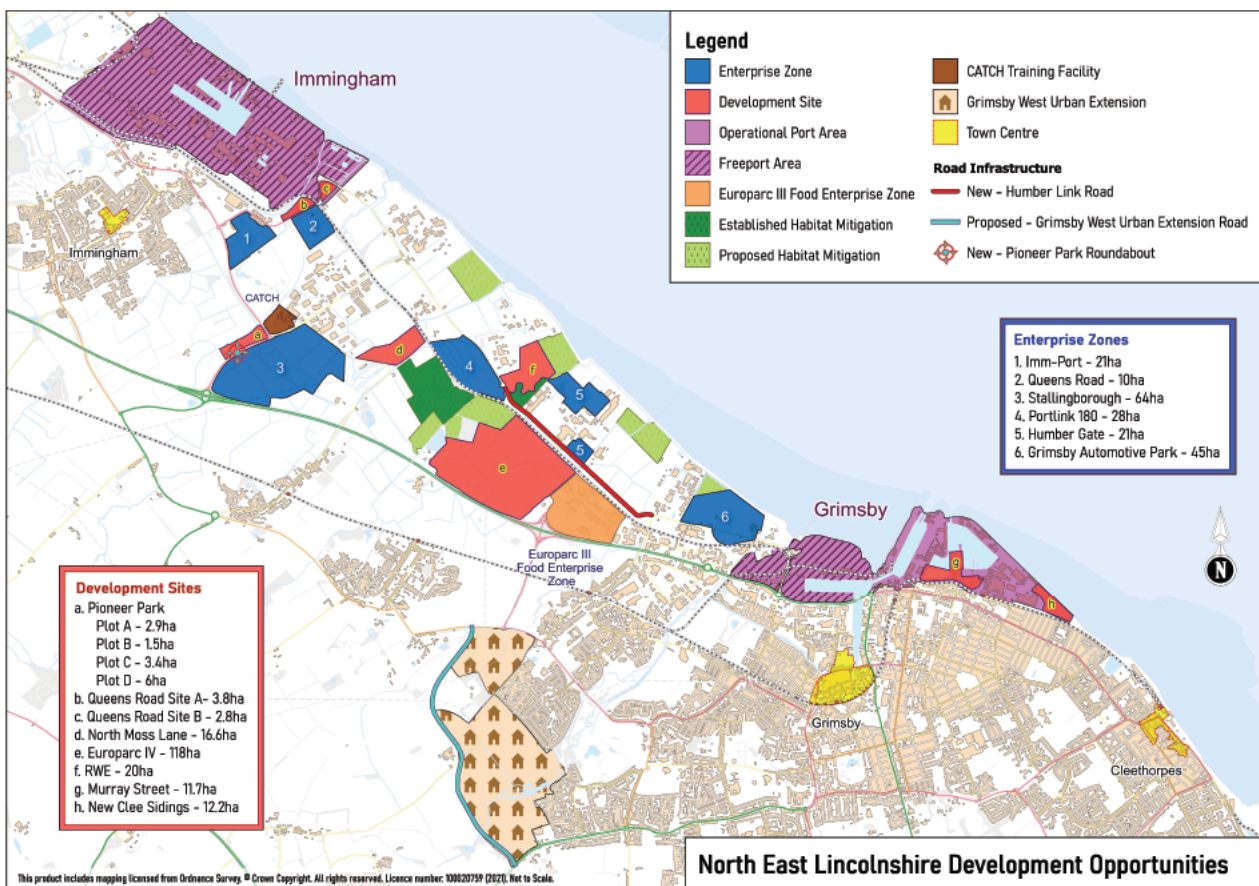


Figure 2.2 Employment development opportunity sites

2.5.3 North East Lincolnshire offers some of the UK's lowest-cost large-scale enterprise zone sites for industrial, manufacturing, logistics and renewable energy companies. The North East Lincolnshire enterprise zone sites comprises 189 ha of developmental land across 6 sites, making it one of England's largest industrial EZs. These are indicated in Figure 2.2 Employment development opportunity sites.

These sites complement the Council's wider employment land portfolio by providing opportunities for inward investment within key growth sectors including offshore wind, renewable energy, advanced manufacturing, chemicals, food processing and logistics. The

concentration of Enterprise Zone land alongside existing industrial assets reinforces North East Lincolnshire's role as a nationally significant employment location within the Humber region and supports the delivery of long-term economic growth objectives.

2.6 Key investment advantages

2.6.1 North East Lincolnshire's competitive strengths can be summarised as follows:

- Global connectivity via major ports, supporting trade-led growth.
- National leadership in offshore wind and clean energy.
- Large, specialised manufacturing base, particularly in food and process industries.
- High employment density and self-contained labour market.
- Strong pipeline of industrial land and regeneration opportunities.
- Established major employers and resilient supply chains.

2.6.2 The Greater Lincolnshire Investment Prospectus emphasises the importance of unlocking sites and delivering infrastructure to support investment, with a focus on creating a viable pipeline of projects. This supports the Local Plan approach of identifying a flexible portfolio of employment sites capable of responding to market demand and infrastructure requirements.

2.7 Outlook for the future

2.7.1 North East Lincolnshire represents a highly specialised, industry-driven economy with clear competitive advantages in ports, clean energy, and manufacturing. Its combination of infrastructure, sector depth, and workforce stability makes it a strong location for investment, particularly in sectors linked to logistics, energy transition, and advanced production.

2.7.2 While legacy challenges remain, ongoing regeneration, Freeport status, and industrial investment programmes position North East Lincolnshire for sustained growth and transformation, reinforcing its role as a key economic hub within the Humber region.

Section 3 Calculation of land requirement

- 3.0.1** The HEDNA (2025) updated (2026) looks the amount of employment land required to support jobs in the Borough. It sets out that the minimum requirement is 86 hectares. Whilst the Plan proposes approx. 356 ha (net) of developable employment land to be allocated (this is the likely projected delivery area of each site), the HEDNA recognises that large amounts of this land are reserved by specific companies for expansion, or for specific sectors. The assessment is intentionally unconstrained and is therefore independent of policy aspirations, land availability or delivery considerations.
- 3.0.2** □The increased amount of land proposed for allocation in the Local Plan recognises the importance and ongoing growth of the economic activity along the South Humber Bank. Whilst large parts of it is earmarked as sector/business specific, it supports the aspirations for continued investment and expansion of these businesses or those already looking to invest. The high level of jobs that could potentially be created in this way help support the target of 621 dpa.
- 3.0.3** The HEDNA sets out that the Experian Net baseline of jobs for the plan period of 2025-2043 would be 4600. This is a significant increase above the initial HEDNA that was completed in 2023. This is largely due to revised national economic forecasts post-COVID pandemic, resulting in a more optimistic picture of job growth contained in the June 2025 Experian figures.
- 3.0.4** □The HEDNA in in section 2.34 assesses the potential level of net additional jobs (above the Experian baseline) that are likely to be generated on a permanent basis over the plan period. It removes a number of projects that are now no longer relevant. In addition to this, a further project is advancing, having now had a Screening Opinion issued (it is not EIA development) and the submission of an application is progressing. This project is for Cranswick Country Foods (who operate from sites locally across Yorkshire and East Riding) and will provide an additional 1400 permanent jobs. This has also now been included in the growth forecast and takes the figure to +1,925. This gives a resultant growth forecast of +6,525 jobs.
- 3.0.5** □The HEDNA sets out in sections 5.9 to 5.12 and table 5.3 that the revised housing target of 621 DPA is capable of supporting up to +7,974 net job growth. This demonstrates that the 621 dpa figure can accommodate the forecast job growth and there is no requirement to uplift this figure.
- 3.0.6** Further, the HEDNA acknowledges that a flexibility factor should be applied, whereby an allowance is added as a safety margin to account for factors such as delays in sites coming forward, non-delivery, or demand exceeding forecast assumptions. This approach ensures that shortages of employment land do not arise over the plan period.
- 3.0.7** The Council has used the HEDNA as an evidence-led baseline, applying plan-making judgement to determine an employment land supply that is flexible, deliverable, and capable of supporting long-term economic growth. As such, the Local Plan employment land allocations are not expected to be fully developed within the plan period, but instead provide a flexible portfolio of opportunities capable of responding to market demand.

Employment amounts assessment per site

- 3.0.8** The Local Plan is seeking to allocate 356 ha of land. However, many of the uses have a high land-use but low job creation ratio. The table sets out the likely density of jobs per hectare given the potential future uses to provide a better understanding of likely job creation.
- 3.0.9** When the refined density by land use is applied, it can be seen that this amounts to approximately 10,000 extra jobs to be created. Whilst the HEDNA suggests the DPA of 621 DPA could support up to 8000 net job creation, given the significant scale of some of these possible uses/projects, the final full amount of jobs created may vary or may not materialise until the end of the plan period or even beyond. This 2000 job difference also allows for a job creation 'lapse' rate to cover the above.
- 3.0.10** The high level of allocated land above the recommendations of the HEDNA also allows for a reasonable lapse rate over the Plan period. The businesses involved in the development of many of these sites are large enterprises making significant and expensive investments in large-scale developments. This can take many years to go through all the stages required to even start construction. Building work can also take many years. Before operation begins the jobs, permanent jobs are created. Some projects never get built. Some will complete in phases and not realise all of the jobs within the Plan period. However, the Council maintains a database of pipeline projects from the earliest point of contact, with a regeneration team that works closely at all stages with any organisation considering investing in the Borough and assisting through the process. This data can help to inform future Plan reviews to ensure a realistic understanding of potential job creation is maintained.

Section 4 Approach to site selection and delivery

- 4.0.1** Each proposed employment site have been assessed against a range of identified criteria using a traffic-light assessment framework to provide a consistent and comparative understanding of site suitability. The results of these assessments are set out in the *Employment Site Selection Report* (2026). The assessment was informed by technical evidence, responses received through the Regulation 18 consultation, and representations provided by landowners and site promoters. A high-level summary of the findings of the Sustainability Appraisal was also included for each site to ensure that environmental, social and economic considerations were taken into account.
- 4.0.2** This approach enabled North East Lincolnshire Council to identify the relative deliverability of each allocation, including the presence of constraints and potential future challenges to development. In turn, this informed a strategic and plan-led approach to site selection, ensuring that employment allocations are of an appropriate scale to remain deliverable while accommodating necessary buffers, separation distances and mitigation required in response to site-specific constraints.
- 4.0.3** Within the Site Selection Report, two separate figures are provided for each allocated site. The 'mapped site area' represents the gross extent of the allocation as shown on the Policies Map. In contrast, 'projected site delivery' reflects the area of land that landowners have indicated is likely to come forward within the plan period.
- 4.0.4** As such, while the total allocated employment land amounts to **463.27 ha**, the area anticipated to be delivered over the plan period is **356.12 ha**.

Section 5 Site selection justification

- 5.0.1** Large employment site allocations often include land that is not intended to be developed for buildings alone. Land may be required for operational buffers, infrastructure, servicing, environmental mitigation or future flexibility. The information set out below justifies the allocation of a larger area of land to accommodate these considerations in relation to six sites. Demonstrating why the quantum of land allocated is appropriate having regard to the functional requirements of different employment uses.
- 5.0.2** Whilst it is acknowledged some of the allocated sites relate to existing businesses seeking to expand, which could in part be facilitated through criteria-based Local Plan policies, it is considered that formal allocation provides greater certainty for operators and supports their continued growth.
- 5.0.3** It should be noted that the total area of employment land allocated does not equate to the amount of land expected to be developed within the plan period. The allocations provide a flexible portfolio of sites capable of responding to market demand and operational requirements. For each site, both the mapped site area and the projected site delivery within the plan period will be presented.

ELR011 - Europarc Phase 4

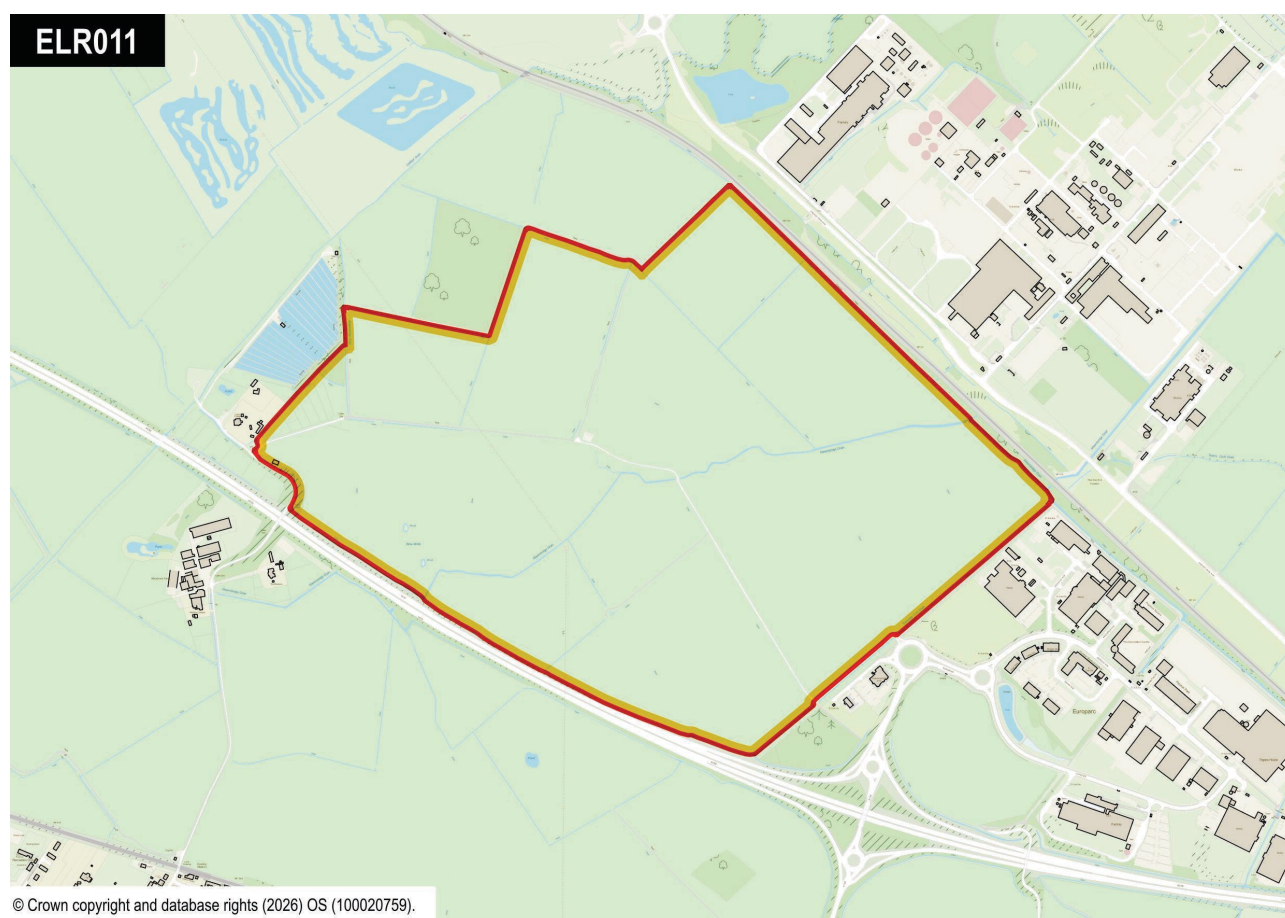


Figure 5.1 Location plan ELR011

Site reference	ELR011
Site location	Europarc Phase 4
Projected site delivery (ha)	80
Mapped site area size (ha)	118.34
Nature of employment use	Food Production
Functional requirements affecting land take	The site is constrained by electricity pylons crossing the southern part of the allocation, which require statutory safety easements and limit the developable area beneath and adjacent to the infrastructure. The site also intersects with areas of Agricultural Land Classification, which may reduce the extent of land considered suitable for development and necessitate avoidance or mitigation.

	In addition, part of the site falls within an archaeological consultancy area. Whilst it is not considered a significant barrier to development, further assessment will be required which may constrain the site layout.
Planning rationale for site size	The overall size of ELR011 reflects the need to accommodate known physical and policy constraints, which reduce the net developable area of the site Electricity pylons crossing the southern part of the site constrain the site layout, limiting the area available for built development. In addition, the presence of Agricultural Land Classification and an identified archaeological consultancy area requires flexibility in site design to allow for appropriate mitigation. As a result, the gross site area has been defined to ensure that, once these constraints are taken into account, the employment land will be deliverable. The mapped site area is 118.34 hectares, whereas the projected site delivery over the plan period - based on information provided by the landowner - is 80 hectares. This reflects a realistic assessment of likely delivery, recognising that not all allocated land is expected to come forward within the plan period.

Table 5.1 Site Selection Justification ELR011

ELR016a - Kiln Lane, Stallingborough (The Helm)

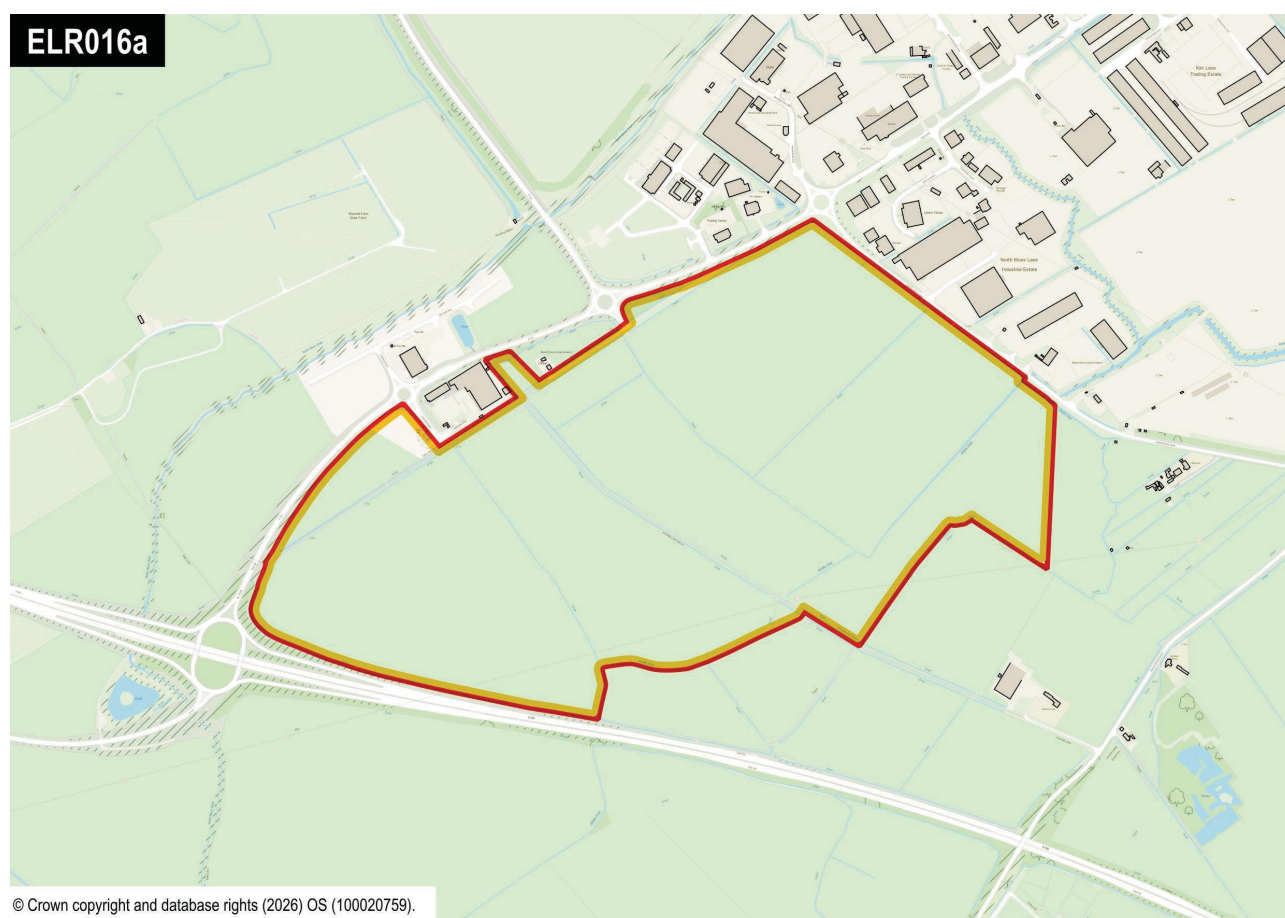


Figure 5.2 Location plan ELR016a

Site reference	ELR016a
Site location	Kiln Lane Expansion Site Stallingborough (The Helm)
Projected site delivery (ha)	42.2
Mapped site area size (ha)	97.84
Nature of employment use	Industrial uses and associated port/import activities
Functional requirements affecting land take	The site is crossed by a 400kV overhead electricity transmission line, which introduces permanent operational and safety constraints on development. National Grid have stated that Local Plan policy should require a design strategy responding to NGET assets and safeguarding access and safety. Development proposals will therefore need to be configured to ensure compatibility with the continued operation, and maintenance of the transmission network.

	In addition, complex archaeological remains have been identified within the site. While the Council's Heritage Officer has advised that the delivery of employment development would outweigh the archaeological benefit of preservation in situ, the presence of archaeological assets will require mitigation through the planning process. This may influence phasing and layout as well as require sufficient site flexibility to accommodate archaeological works without compromising deliverability.
Planning rationale for site size	The overall size of ELR016A reflects the need to accommodate development which responds to the site's known infrastructure and heritage constraints. Allowance has been made for the spatial impact of the 400kV overhead transmission line, which effectively reduce the developable footprint. Subsequently the layout of the site must contain appropriate buffers and landscaping to mitigate impacts. Similarly, the scale of the site enables employment development to proceed alongside required archaeological mitigation, allowing flexibility in layout and phasing to manage constraints. The defined site boundary therefore represents a balanced and proportionate approach, ensuring that the allocation remains deliverable. The full site size is 97.84 ha, however, 42.2 ha is expected to be delivered within the plan period as forecast by the site owner.

Table 5.2 Site Selection Justification ELR016a

ELR020 - Land east of Hobson Way, Stallingborough

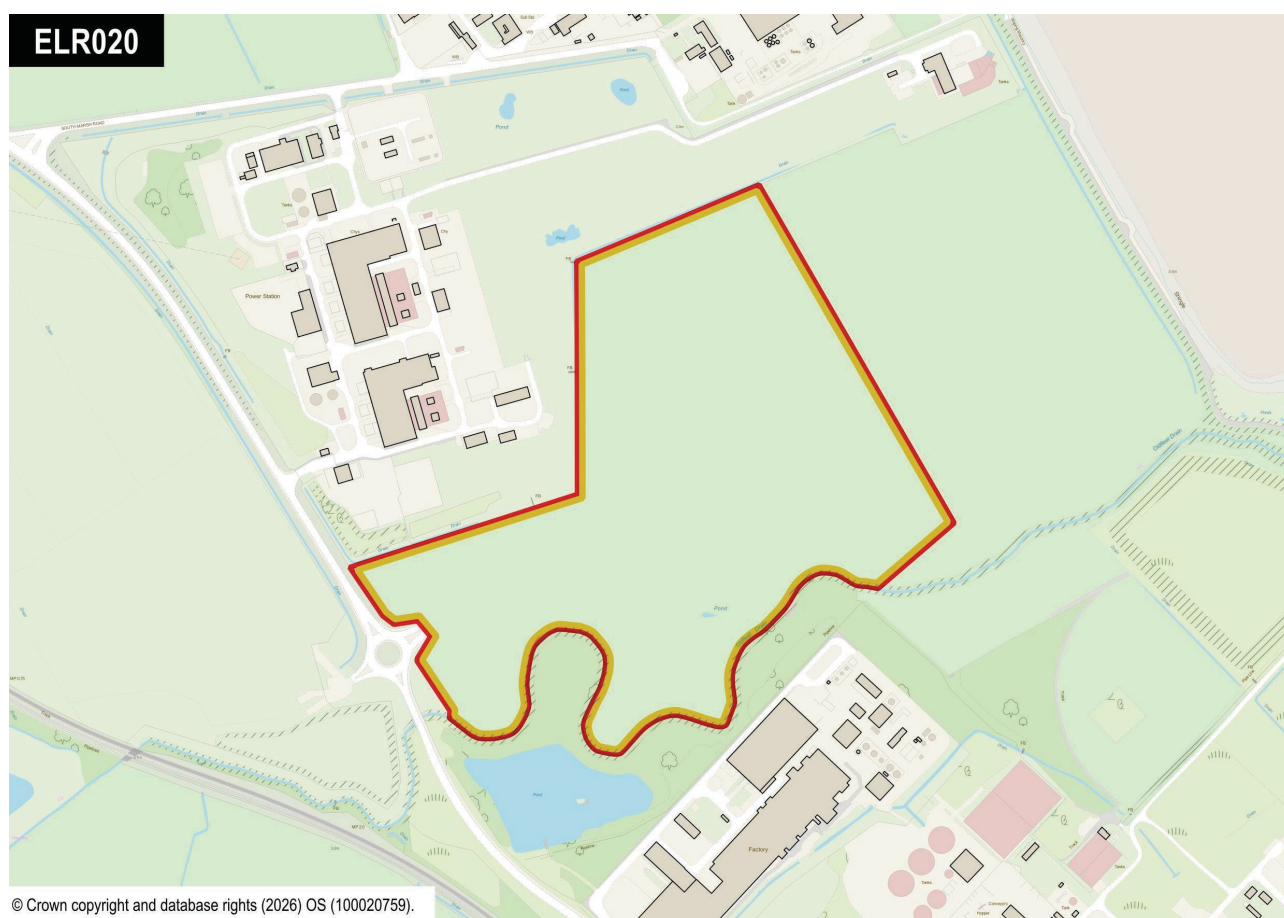


Figure 5.3 Location plan ELR020

Site reference	ELR020
Site location	Land East of Hobson Way, Stallingborough
Projected site delivery (ha)	19.53
Mapped site area size (ha)	19.53
Nature of employment use	Combined cycle gas turbine and carbon capture plant
Functional requirements affecting land take	ELR020 is proposed for a combined cycle gas turbine (CCGT) and carbon capture facility, which is a large-scale, infrastructure-intensive form of employment use with specific operational and spatial requirements. Such development typically requires a substantial amount of land to accommodate it.

	A key functional constraint at this stage relates to access to water supply from the local water network, which is critical to the operation of both power generation and carbon capture processes. The size of the site therefore needs to be sufficient to allow for on-site infrastructure, resilience measures and potential future adaptation in response to water availability constraints. The site is located within an established industrial area, adjacent to existing chemical processing operations as well as South Humber Bank Power Station. These neighbouring uses may require layout buffers to ensure the safety of all neighbouring uses.
Planning rationale for site size	The scale of ELR020 reflects the strategic and operational requirements of a carbon capture facility, ensuring sufficient land is available to accommodate the full range of infrastructure necessary. Provision has been made to ensure flexibility in responding to the current constraints related to water supply, enabling the site to accommodate mitigation measures. The site boundary also takes account of the surrounding industrial context. This allows the allocation to function coherently within a wider industrial landscape, while ensuring that the scale of the site remains proportionate to operational needs. Overall, the size of ELR020 represents a balanced and justified response to functional constraints, infrastructure requirements and deliverability considerations.

Table 5.3 Site Selection Justification ELR020

ELR027 - Land east of Queens Road, Immingham

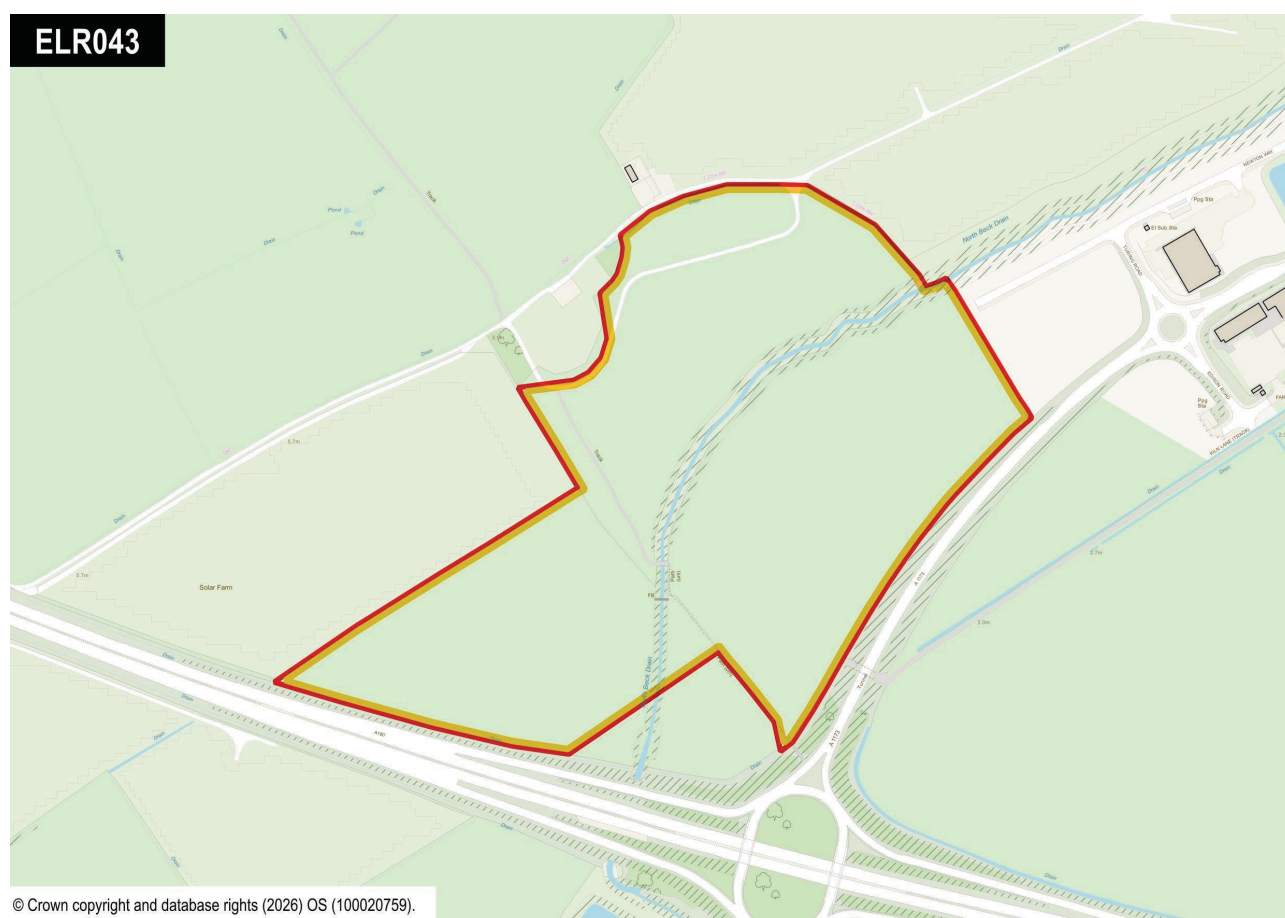


Figure 5.4 Location plan ELR027

Site reference	ELR027
Site location	Land east of Queens Road
Projected site delivery (ha)	15.27
Mapped site area size (ha)	15.27
Nature of employment use	Energy from Waste Plant
Functional requirements affecting land take	Significant parts of ELR027 are affected by contamination, which introduces functional constraints on development and influences both the type of employment use that can be accommodated and the net developable area. The requirements to investigate and remedy potential contamination issues can reduce the developable footprint of the allocation.

	The site sits within an established industrial and port-related environment: it is adjacent to industrial accommodation to the north and south, and lies close to the Port of Immingham and associated operational land. The relationship with surrounding industrial and port uses may require additional design and layout considerations.
Planning rationale for site size	The size of ELR027 has been defined to support the comprehensive and deliverable redevelopment of a constrained site, recognising that contamination and HSE Inner Zone considerations may reduce the net developable area. The overall allocation provides the spatial flexibility needed to accommodate remediation works, as well as a safe and functional site layout. The allocation size allows development to be directed to the most appropriate parts of the site, enabling less constrained areas to come forward first and allowing constrained areas to be addressed through longer-term remediation and risk management. Overall, the site size represents a balanced approach: it is large enough to maintain a meaningful net developable area despite constraints, but appropriately focused to ensure deliverability and compatibility with surrounding industrial and port operations, whilst enabling the necessary safety and contamination mitigation to be secured through the planning process.

Table 5.4 Site Selection Justification ELR027

ELR043 - Mauxhall Farm, Stallingborough Road, Immingham**Figure 5.5 Location plan ELR043**

Site reference	ELR043
Site location	Mauxhall Farm, Stallingborough Road
Projected site delivery (ha)	19.52
Mapped site area size (ha)	19.52
Nature of employment use	Renewable and Industry
Functional requirements affecting land take	The site intersects with an area identified as having archaeological interest, which introduces requirements for assessment, investigation and possibly mitigation. These requirements can constrain the location, of development, potentially limiting areas suitable for construction and influencing layout design. Retaining sufficient site area is therefore necessary to allow flexibility to accommodate archaeological evaluation.

	North Beck drain runs along the southern boundary of the site and represents a further physical constraint affecting land take. Buffer requirements for maintenance access, ecological protection and flood risk management restrict development in proximity to the watercourse. These constraints reduce the net developable area and may require buffers to ensure the safe long-term management of the water environment.
Planning rationale for site size	The allocated size of ELR043 reflects the need to balance development viability with the presence of environmental and heritage-related constraints. Archaeological considerations reduce the certainty and extent of developable land and may require design flexibility, which reduces available space. A site of sufficient scale therefore ensures that operational requirements can still be met while responding appropriately to heritage constraints. Similarly, the presence of North Beck drain along the southern boundary reduces the effective developable area. The site's overall size enables these constraints to be accommodated without undermining functional site layouts or future adaptability. Allocating ELR043 at its identified scale ensures that development is deliverable.

Table 5.5 Site Selection Justification ELR043

ERL044 - Land off Manby Road, Immingham



Figure 5.6 Location plan ERL044

Site reference	ELR044
Site location	Land off Manby Road, Immingham
Projected site delivery (ha)	12.9
Mapped site area size (ha)	19.22
Nature of employment use	Local business
Functional requirements affecting land take	The ERL044 site intersects with an area of archaeological interest and a Site of Nature Conservation Importance (SNCI), both of which impose constraints on the location and form of development. Archaeological requirements may require investigation or mitigation measures, potentially limiting areas suitable for built development. The presence of the SNCI requires ecological buffers, protection of habitats and careful site layout to avoid adverse impacts, all of which reduce the net developable area.

	A public Right of Way (PRoW) runs along the south-eastern edge of the site. If it is retained or relocated to a separate part of the site, appropriate distances between it and development will be needed which constrains development land. These combined constraints require sufficient site area to allow flexible layouts that can accommodate heritage, ecological and access requirements alongside operational needs.
Planning rationale for site size	The allocated size of ELR044 reflects the need to accommodate employment development within a constrained environmental and heritage context. Archaeological and ecological designations reduce the certainty and extent of developable land, requiring flexibility in siting and design. By utilising a large site area, it is ensured that mitigation and protection measures can be implemented without compromising the deliverability of the site. The site's proximity to Immingham Docks and surrounding employment areas reinforces its strategic role in supporting port-related and industrial activities, which typically require larger plots for buildings. The overall site size allows these functional requirements to be met whilst also safeguarding the SNCI, maintaining the public Right of Way, and integrating the site coherently within the wider employment area. The mapped site area extends to 19.22 hectares (gross), while the landowner has advised that approximately 12.9 hectares is anticipated to be delivered over the plan period, reflecting constraints and the resulting net developable area of the site.

Table 5.6 Site Selection Justification ELR044

Published/printed August 2026
by North East Lincolnshire Council
Municipal Offices
Town Hall Square
Grimsby
North East Lincolnshire
DN31 1HU