

Dated the 18th day of MAY 2017

THE COUNCIL OF THE BOROUGH OF HAVANT (1)

And

THE SAVOY LATHAM PARTNERSHIP LIMITED (2)

DEED OF AGREEMENT UNDER SECTION 106 TOWN AND COUNTRY
PLANNING ACT 1990 relating to land at Interbridges Site New Brighton
Road Emsworth Hampshire

Solicitor to the Council
Havant Borough Council
Public Service Plaza
Civic Centre Way
Havant
PO9 2AX

This DEED is made the 18th day of MAY 2017

BETWEEN

(1) THE COUNCIL OF THE BOROUGH OF HAVANT of Public Service Plaza,
Civic Centre Road Havant, PO9 2AX ("the Council")

(2) THE SAVOY LATHAM PARTNERSHIP LIMITED a company registered in
England and Wales with company registration number 01782745 whose
registered office is at 4th Floor 7/10 Chandos Street Cavendish Square
London W1G 9DQ ("the Owner")

WHEREAS

- (1) The Council is a local planning authority for the purposes of section 106 of the
Act for the area in which the Land is situated
- (2) The Owner is the Registered Proprietor of the Land which is registered at HM
Land Registry under title number SH11646 and shown edged red on Plan A
attached hereto
- (3) The Owner has submitted the Application to the Council
- (4) The Council has resolved to grant planning permission subject to the Owner
entering into the obligations contained in this deed
- (5) The parties consider that the matters contained in this deed are
 - a) necessary to make the development acceptable,
 - b) directly related to the Development and
 - c) fairly related in scale and kind to the Developmentand therefore meet the three tests for planning obligations as set out in
Regulation 122(2) of the Community Infrastructure Levy Regulations 2010

NOW THIS DEED WITNESSES AS FOLLOWS:

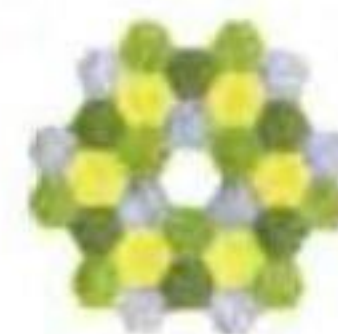
1 Interpretation

1.1 In this Deed (including the Schedules) the following words and expressions shall have the following meanings:

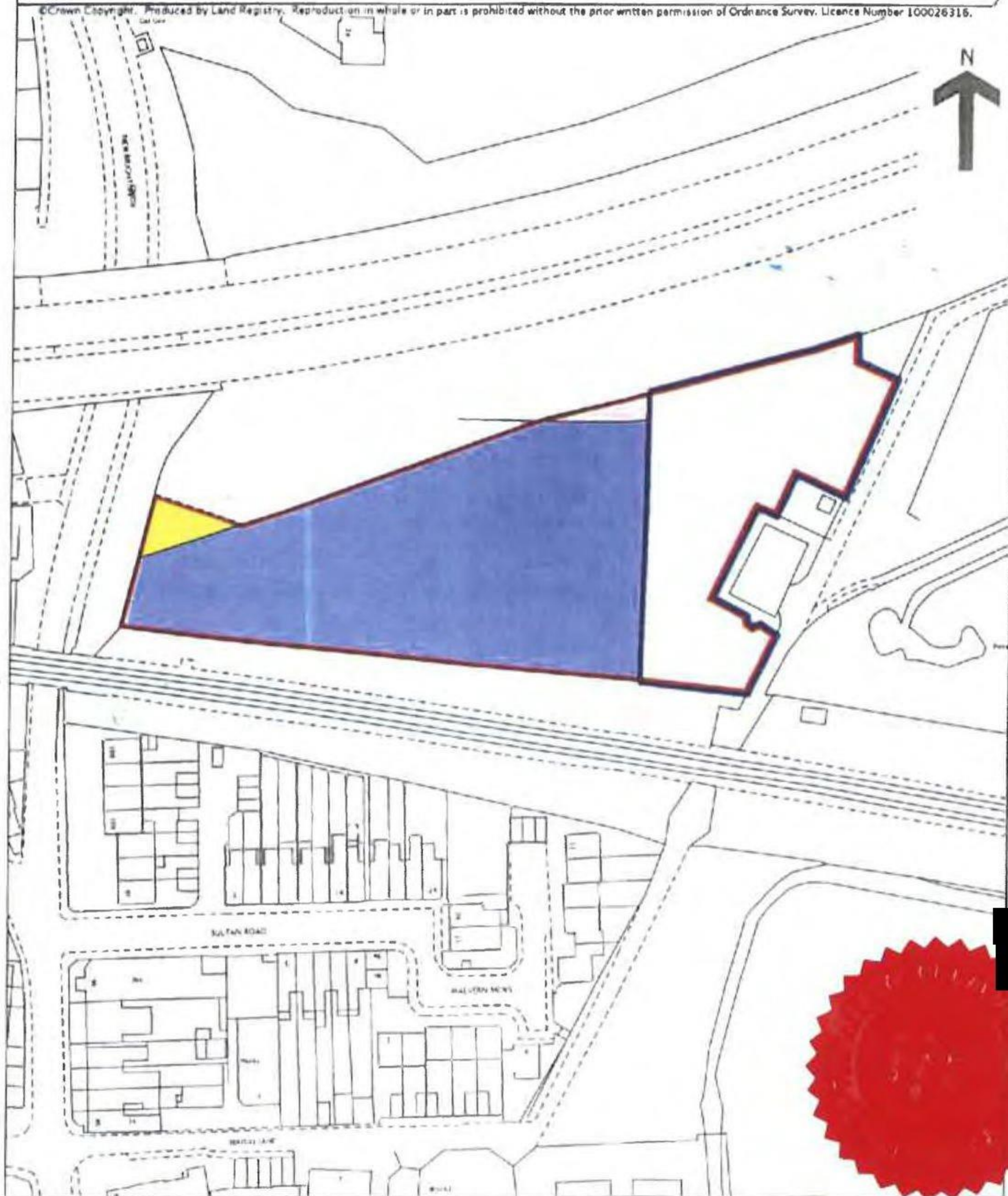
"the Act"	means the Town and Country Planning Act 1990
"the Application"	means the planning application for the Development submitted to the Council under reference number 16/00295
"Commencement of Development"	means the carrying out on the Land of a material operation pursuant to the Planning Permission as defined in Section 56 of the Act save for the purpose of determining whether or not a material operation has been carried out there shall be disregarded such operations as marking out surveying ground investigations archaeological investigations demolition site clearance site preparation and ecological mitigation works and "Commence" shall be construed accordingly.
"the Development"	Means Veterinary practice, 4 No. business units, parking and open storage yards
"Employment and Skills Plan"	a scheme for the improvement and benefit of the local labour market and economy, by raising skills and enabling local people to compete for the jobs generated, in a form as set out in Schedule 4 to the reasonable satisfaction of the Council
"Index Linked"	any sum expressed in this Agreement to be Index Linked shall be increased in line with the formula $C = \text{£Y} \times (B / A)$ Where: A is the value of the RPI for the month immediately preceding the date of this Deed B is the value of the Index for the month preceding the date of payment of a Contribution pursuant to the provisions of this Deed £Y is the Contribution C is the level of the Contribution after the application of the indexation formula proportionately in line with the amount (if any) by which the RPI for the month preceding the date on which any sum is required by this Agreement to be paid exceeds the Index for the month preceding the date hereof
"the Land"	Means the land edged red on Plan A
"Monitoring and Administration Fee"	Means the sum of THREE THOUSAND THREE HUNDRED POUNDS (£3,300) being a fee (and to

Land Registry
Official copy of
title plan

Title number **SH11646**
Ordnance Survey map reference **SU7406SE**
Scale **1:1250**
Administrative area **Hampshire : Havant**



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PLAN A

	be applied at such time and in such manner as the Council shall in its absolute discretion determine) used towards the costs to be incurred by the Council in the provision of suitably qualified and experienced persons whose function is inter alia to monitor co-ordinate and enforce planning deeds
"Occupation"	means occupation for the purposes permitted by the Planning Permission but not including occupation by personnel engaged in construction, fitting out or decoration or occupation for marketing or display or occupation for security purposes and "Occupy" and "Occupied" shall be construed accordingly
"Planning Permission"	means the planning permission for the Development granted pursuant to the Application or any new planning permission granted subsequently pursuant to an application under section 73 of the Act where the obligations contained herein are considered necessary to make the development under the new permission acceptable in planning terms
"RPI"	the All Items Index of Retail Prices published by the Office for National Statistics or any amendment or replacement thereof
"TRO Contribution"	Means such sum as the Council may reasonably require for the purpose of implementing (which reference shall include all connected administration, supervision and the carrying out of) such traffic management measures as they consider appropriate to ensure that any overspill parking from the Development does not interfere with the capacity, operation or safety of the adjoining local highway network providing such sum shall not exceed THREE THOUSAND POUNDS (£3,000)

2 Construction of this Deed

- 2.1 Reference in this Deed to a Clause Schedule or Recital shall mean a Clause Schedule or Recital to this Deed
- 2.2 Headings in this Deed are for ease of reference only and shall not affect construction or interpretation of any of the provisions of this Deed
- 2.3 In this Deed where the context so admits:
 - 2.3.1 words importing one gender shall include all other genders
 - 2.3.2 words importing the singular shall include the plural and vice versa

- 2.4 Wherever there is more than one person named as a party and where more than one party undertakes an obligation all their obligations can be enforced against all of them jointly and against each individually unless there is an express provision otherwise.
- 2.5 Any reference to an Act of Parliament shall include any modification, extension or re enactment of that Act for the time being in force and shall include all instruments, orders, plans regulations, permissions and directions for the time being made, issued or given under that Act or deriving validity from it.
- 2.6 References to any party to this Deed shall include the successors in title to that party and to any deriving title through or under that party and in the case of the Council the successors to its statutory functions unless there is an express provision otherwise

3 Statutory Powers

- 3.1 This deed is made pursuant to Section 106 of the Act Section 111 of the Local Government Act 1972 Section 1 of the Localism Act 2011 and all other enabling powers which may be relevant for the purpose of giving validity to and enforcing the obligations contained in this Deed.
- 3.2 This deed creates planning obligations under section 106 of the Act which bind the Land and are enforceable by the Council against the Owner and their successors in title and assigns

4 Conditionality

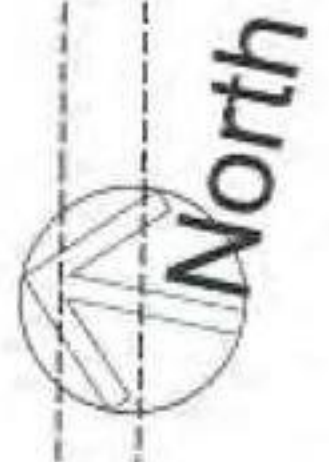
- 4.1 This Deed shall have full force and effect from the date hereof save that the Planning Obligations shall be conditional upon the issue of Planning Permission

5 Planning Obligations

- 5.1 The Owner covenants with the Council that it will perform the Planning Obligations set out in Schedule 1 to this Deed and all other restrictions covenants limitations and obligations contained in this Deed.

6 Indexation

- 6.1 In respect of the Council Contributions indexation shall be applied from the date of issue of the Planning Permission to the date the Council Contributions are due using RPI



SECTION 106
PLAN 'B'

NOV 2016 1:500
CAD file name: Interbridges Alternative Development DVG SGNRev03.dwg



INTERBRIDGES SITE NEW BRIGHTON ROAD EMSWORTH

60a north street, chichester, west sussex, po19 1nb, tel 01243 815720, email: office@nashpl.com

2045/SK-17

7 Use of Contributions

- 7.1 If prior to the receipt of any contributions payable under the term of this Deed the Council incurs any expenditure in providing facilities or services to which this Deed authorises contributions to be applied then the Council may immediately following receipt of such contributions deduct therefrom sums equivalent to such expenditure, and it is hereby agreed and acknowledged that the Council shall not subsequently be required to repay any contributions set against such expenditure

8 Interest on Late Payments

- 8.1 Where any sum or amount has not been paid to the Council by the date on which it is due the Owner shall pay to the Council interest at the rate of 4% above the base lending rate from time to time of National Westminster Bank plc (calculated on a daily basis from the date on which it fell due) on that amount for the period from the due date up to and including the date of payment

9 Notices

- 9.1 Any notice or other written communication to be served upon or given to one party by any other under the terms of this deed shall be deemed to have been validly served or given if delivered by hand or sent by recorded delivery post to the party upon whom it is to be served or to whom it is to be given or as otherwise notified for the purpose of notice in writing

The address for service on each party is as given at the beginning of this deed unless and until any party notifies the other parties in writing of an alternative address for service which shall be in England.

10 Local Land Charge

- 10.1 This deed shall be registered as a local land charge in the register of local land charges maintained by the Council.

11 Third Party Rights

- 11.1 Nothing in this deed will create any rights in favour of any person pursuant to the Contracts (Rights of Third Parties) Act 1999.

12 Disputes

- 12.1 Without prejudice to the rights of any party to this Agreement to take alternative action save for matters of construction (which shall be matters for

the Courts) any dispute or disagreement arising under this Agreement including any question of reasonableness may be referred at the instance of any party for determination by a single expert whose decision shall be final and binding on the parties (except in the case of manifest error or fraud).

12.2 The following provisions and terms of appointment shall apply to such disputes or disagreements and questions:

12.2.1 The expert shall have at least 10 years post qualification experience in the subject matter of the dispute.

12.2.2 The expert shall be agreed between the parties or appointed by the President of the Royal Institute of Chartered Surveyors at the request of any party to the dispute.

12.2.3 The persons calling for the determination shall make written submissions to the expert and the other parties within 10 working days of his appointment.

12.2.4 The other parties shall have 21 working days from the receipt of such written submission or such extended period as the expert shall allow to respond.

12.2.5 The expert shall disregard any representations made out of time and shall make his decision within 21 working days of receipt of the representations under 12.2.4 above or if none the expiry of the period referred to in 12.2.4 above.

12.2.6 The expert's decision shall be in writing and give reasons for his decision.

12.2.7 The expert's fees shall be in the award of the expert.

13 Costs

13.1 The Owner shall pay to the Council on completion of this deed the reasonable legal and professional costs of Council incurred in the negotiation preparation and execution of this deed.

14 Governing Law

14.1 This Deed is governed by and interpreted in accordance with the laws of England.

14.2 Insofar as any clauses of this deed are found (for whatever reason) to be invalid illegal or unenforceable then such invalidity illegality or unenforceability

shall not affect the validity or enforceability of the remaining provisions of this deed

15 Delivery

15.1 This document has been executed as a deed and is delivered and takes effect on the date stated at the beginning of it.

IN WITNESS whereof the parties hereto have executed this Deed on the day and year first before written.

Schedule 1 Owner's covenants with the Council

1 Progress of Development

- 1.1 The Owner covenants to advise the Council of the anticipated occurrence of the following events not less than 14 days before anticipated occurrence and to further advise the Council of the actual date of occurrence within 14 days thereafter:

1.1.1 Commencement of Development

1.1.2 First Occupation of any part of the Development

2 Submission of Footway and Car Park Specifications

- 2.1 The Owner covenants not to Commence Development unless and until the Owner shall have submitted to the Council

2.1.1 A Black Top Footway Type construction specification

2.1.2 A Hoggin Footway Type construction specification

2.1.3 A Car Park specification

and the Council shall have approved in writing the same, such approvals not to be unreasonably withheld

3 Provision of Footpath

- 3.1 The Owner covenants with the Council not to Occupy or cause or permit Occupation of any part of the Development unless

3.1.1 A footpath has been provided on the Land along the route shown on Plan B annexed hereto and marked with a dotted red line between points "C" and "D", "E" and "F", that part between points "C" and "D" having been constructed in accordance with the approved Black Top Footway Type construction specification and that part between points "E" and "F" having been constructed in accordance with the approved Hoggin Footway Type construction specification and

3.1.2 The whole of the said footpath Between the points "C" "D" "E" and "F" has been made available for the free passage of the public at large and maintained by the Owner hereafter.

- 3.2 The Owner covenants with the Council to maintain the said footpath to the Council's satisfaction and to ensure that the footpath remains available for use by the public in perpetuity

4 Car Park

- 4.1 The Owner covenants not to Occupy or cause or permit the Occupation of any part of the Development until a 24 space commuter car park sited as shown edged with a red line on Plan B annexed hereto has been provided surfaced and marked out ready for use having been constructed in accordance with the car park specification approved by the Council such car park to be kept available at all times after its provision for use as a commuter car park to the satisfaction of the Council subject to such closure in whole or in part as may be necessary from time to time for the expeditious carrying out of maintenance works as are required to discharge this obligation
- 4.2 The Owner covenants not to Occupy or cause or permit the Occupation of any of the industrial units or any part thereof within the development when the footpath described in paragraph 3 above is not available for the free and satisfactory passage of the public at large subject only to such closure as may be necessary from time to time for the expeditious carrying out of maintenance works as are required to discharge this obligation and / or when the car park described in paragraph 4.1 above is available for use in accordance with that paragraph

5 Employment and Skills

- 5.1 The Owner covenants to comply with the provisions of Schedule 3

6 Traffic Regulation Order

- 6.1 The Owner covenants to pay or cause to be paid to the Council at the written request of the Council at any time during the period beginning from the Commencement of Development and ending 3 years from first Occupation of the Development the TRO Contribution

7 Monitoring and Administration Fee

- 7.1 The Owner covenants to pay or cause to be paid to the Council on or before Commencement of Development the Monitoring and Administration Fee
- 7.2 The Owner covenants not to Commence Development until it has paid or caused to be paid to the Council the Monitoring and Administration Fee

Schedule 2 Council's covenants

- 1 The Council covenants with the Owner as follows:
 - 1.1 Upon written request to repay any unexpended balance of the Traffic Regulation Order Contribution to the person who paid the said contribution to the Council on the expiry of 10 years from the date of completion of the Development.

Schedule 3 – Employment and Skills

1. The Owner covenants with the Council as follows:

1.1. Prior to Commencement of the Development to submit to the Council for written approval an Employment and Skills Plan for the construction phase of the Development being a plan based on the template in Schedule 4 and using the CITB chart in Schedule 5 to calculate the numbers and types of outcomes required based on the construction costs of the Development and not to Commence the Development or permit Commencement until the Council has approved the same or a contribution in place of an Employment and Skills Plan as set against the construction costs has been paid

1.2. To include in the Employment and Skills Plan for the construction phase of the development arrangements setting out how the Owner and to the extent they are not the same person any developer or Occupier and their contractors will work directly with local employment/training agencies as part of an employment and training consortium including but not limited to:

- a. Jobcentre Plus and the Skills Funding Agency; and
- b. Voluntary and private sectors providers; and
- c. Sixth form colleges; colleges of further education; and Universities

1.3. To specify within the Employment and Skills Plan the provision for training opportunities and other initiatives in respect of the vocational and employability skills required within the area, for any new jobs and business opportunities.

1.4. Following approval of the Employment and Skills Plan by the Council to commence and where necessary procure commencement and promote the objectives of the approved plan

1.5. To pay a financial contribution to the Council at the rate of £25 per outcome required (using the CITB chart in Schedule 5) to cover specific costs incurred by the Council in the implementation and monitoring of the Employment and Skills Plan.

1.6. Should an employment and skills plan option be taken as an alternative to a financial contribution, to pay a further contribution of £2004 in respect of any outcome which is not achieved except where the Owner has used all reasonable endeavours to achieve the same

Schedule 4 Employment and skills plan



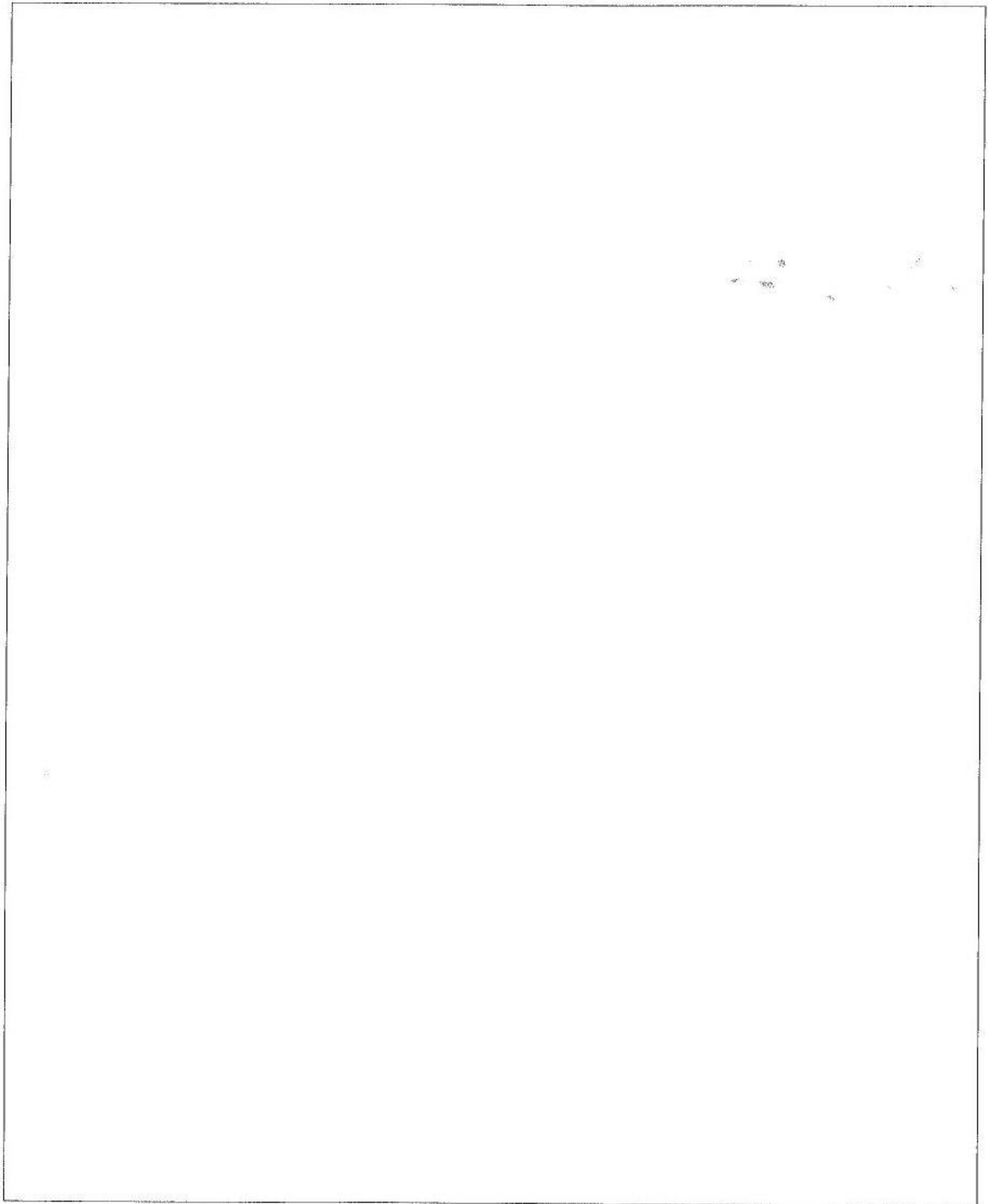
**DRAFT
Employment and Skills Plan**

Site	
Developer	
Main Contractor	
Author	
Reference	
Estimated build value:	
NSAfC-CBA Benchmark	Residential
Planned start date:	
Planned Completion date	

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1. Introduction and development details



Delivery – Construction Phase Method Statement

KPI 1a: Work placements (In Education)

The target describes work experience attendance on NSAfC Projects for students from schools, colleges and Universities (14 years plus) who undertake a work-experience placement for a minimum of 5 working (consecutive or non-consecutive) days. This can also include Government Traineeships. This KPI is aimed at providing students with the opportunity to carry out tasks agreed by the education provider and the employer enabling the learner to gain a meaningful insight into the construction sector.

KPI Measure: 1 completed student work placement represents 1 outcome

Evidence: 1. Written confirmation from the learning provider or employer of the student participation in the activity, and; 2. Learner evaluation form

Supervision:	NSAfC Benchmark:	Agreed Target:
Activity:	How many:	
	When:	

KPI 1b: Work placements (not in education)

The work experience placements are to support (i) young people Not in Employment, Education or Training (NEET) (ii) long term unemployed, to gain experience in the construction industry.

Key issues: coordination with site team, risk assessment and method statement, insurance, site safety induction, child protection, parental consent and supervision

Supervision: Community Manager and Site Team	NSAfC Benchmark:	Agreed Target:
Activity:	How many:	
	When:	
Activity:	How Many:	
	When:	

KPI 2: Jobs Created by NSAfC Projects (new entrants)

This target describes the creation of new and sustainable job opportunities for new entrants into the sector. And as a result of the project are required on the project site by the main contractor or subcontractor.

<i>Supervision: Community Manager and Site Team</i>	<i>NSAfC Benchmark:</i>	<i>Agreed Target:</i>
Apprentices:	<i>How many:</i>	
	<i>When:</i>	
Activity:	<i>When:</i>	
Unemployed Persons:	<i>How many:</i>	
	<i>When:</i> <i>March</i>	
Graduate:	<i>How many: 0</i>	
	<i>When:</i>	
Graduate:	<i>How Many: 0</i>	
	<i>When:</i>	

KPI 3: Construction Careers IAG Events

This includes carrying out workshops within educational establishments or on site with students from schools or colleges enabling the student to understand the practical applications of their studies.

Key issues: preparation of engaging material and delivery of workshops

<i>Supervision: Community Manager and Site Team</i>	<i>NSAfC Benchmark:</i>	<i>Agreed Target:</i>
Activity:	<i>How many:</i>	
	<i>When:</i>	

<i>Activity:</i>	<i>How Many:</i>
	<i>When:</i>

KPI 4: Waged Training Weeks on Site – project workforce

Key issues: progression

<i>Supervision:</i>	<i>NSAFC Benchmark: individuals:</i>	<i>Agreed Target:</i>
Apprentices:	<i>How many:</i>	
	<i>When:</i>	
Existing Workforce:	<i>How many:</i>	
	<i>When:</i>	

KPI 5: Qualifying the Workforce

<i>Supervision: Community Manager and Site Team</i>	<i>NSAFC Benchmark:</i>	<i>Agreed Target:</i>
Qualifications Gained:	<i>How many:</i>	
	<i>When:</i>	
Industry Certification gained:	<i>How Many:</i>	
	<i>When:</i>	

KPI 6: Training Plans – Project Workforce

This describes each creation of a Company Training Plan. Assistance with compiling a Company Training Plan can be given by ConstructionSkills

<i>Supervision: Community Manager and Site Team</i>	<i>NSAfc Benchmark:</i>	<i>Agreed Target:</i>
<i>Activity:</i>	<i>How many:</i>	
	<i>When:</i>	
<i>Activity: Activity:</i>	<i>When:</i>	

KPI 7: Case Study

<i>Supervision: Community Manager and Site Team</i>	<i>NSAfc Benchmark:</i>	<i>Agreed Target:</i>
<i>This target consists of completing and submitting a promotional case study which describes either an example of best practice or a significant achievement on the NSAfc project. Case studies counted against this measure must be compliant with the National Skills Academy for Construction case study guidelines.</i>	<i>How many:</i>	
	<i>When:</i>	

3. Contact details

Please list below the telephone, email and address details for the Developer's project team and main contractor.

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Appendix A

Summary of the employment and skills areas and evidence requirements

KPI 1a:	Work Placements (In Education)
Key Industry Priority:	Image & Recruitment
This target describes work experience attendance on NSAfC Projects, for students from schools, colleges and Universities (14 years plus) who undertake a work-experience placement for a minimum of 5 working (consecutive or non-consecutive) days. This can also include Government Traineeships. This KPI is aimed at providing students with the opportunity to carry out tasks agreed by the education provider and the employer enabling the learner to gain a meaningful insight into the construction sector	

KPI 1b:	Work Placements (Not in Education)
Key Industry Priority:	Image & Recruitment
This target describes work experience attendance on NSAfC Projects for persons who are not enrolled in a course of education/study and who undertake a work-experience/pre-employment placement for a minimum of 5 working (consecutive or non-consecutive) days. This can include individuals from organisations such as Princes Trust, Probation Service, Job Centre Plus, Women into Construction, Armed Forces re-settlement programmes or local community organisations. It may also be appropriate for individuals seeking a career change. This KPI is aimed at providing persons with the opportunity to carry out tasks agreed by their supporting organisation (where applicable) and the employer enabling the individual to gain a meaningful insight into the construction sector	

KPI 2:	Jobs created by NSAfC projects (new entrants)
Key Industry Priority:	Image & Recruitment
This target describes the creation of new and sustainable job opportunities for new entrants into the sector. And as a result of the project are required on the project site (s) by the main contractor or subcontractor. This target relates to (SPONSA reporting lines) • Persons who are employed as Apprentices • Persons previously unemployed • Graduates	

KPI 3:	Construction Careers Information, Advice and Guidance (CCIAG) Events
Key Industry Priority:	Image & Recruitment
This target consists of the organisation and delivery of events focused on improving the image of the sector. Events are aimed at increasing awareness of the opportunities available within the industry, what it is like to work in Construction and how to get into the sector. To be counted, the activity must be formally structured, agreed by the project and the participating organisation, and recorded	

on the CCIAG form.

The key target groups for delivery of this outcome are:

- Entrants 14-19: (e.g. NEETs, school students, school leavers, college students)
- Under graduates
- Influencers (e.g. school / university / adult influencers ,careers advisers, careers school staff, other providers, community groups)

KPI 4: Waged Training Weeks on site

Key Industry Priority: Training & Development

This target relates to and counts the number of weeks of formalised training being undertaken by the site labour force working on a NSAFC Project. This will involve training following a recognised syllabus of study which has been accredited/certificated by either an awarding body for that qualification or by the recognised issuing organisation.

One training week = 5 working days. Days can be cumulative for any individual (i.e. if an individual undertook a 3 day course (certificated) a 4 day training course (certificated) and a qualification which is made up of 3 days of training the contractor could claim 2 training weeks). This target can include apprenticeship programmes counted in training weeks.

This target relates to all employees (SPONSA reporting lines)

- New entrants who are undertaking apprenticeship frameworks
- Existing workforce undertaking upskilling qualifications

KPI 5: Qualifying the Workforce

Key Industry Priority: Training & Development

6a) This target relates to persons gaining a nationally recognised qualification equivalent to Level 2 or above. Achievements can include vocational awards/ diplomas, apprenticeship completions, professional qualifications, leadership and management courses including I.L.M, health and safety, (including IOSH, NEBOSH, SMSTS & SSSTS).

Outcomes must be accredited by a nationally recognised professional institution or awarding body.

6b) This target relates to persons gaining industry certification. Achievements can include short duration courses; project specific learning e.g. products, installation, technologies, or may relate to occupational competence, licence to practice or sector specific training e.g. the environment, sustainability, health and safety

Outcomes must be accredited by public education establishments, employers or other training providers and may be held externally or in-house and must be a minimum duration of 3 hours

For the client based approach KPI5 relates to those who are working as part of the NSAfC project workforce; this includes main contractor employees and subcontractors.

For the funded approach KPI5 relates to those who are working as part of the supply chain workforce.

KPI 6:	Training Plans
Key Industry Priority:	Training & Development
This target relates to the annual company plan which details the organisational structured approach to training and developing the workforce. The plan must show the start and end date so that it demonstrates that this is a plan rather than a matrix. This target can included new plans and plans to be renewed <i>For the client based approach KPI6 relates to those who are working as part of the NSAfC project workforce; this includes main contractor employees and subcontractors.</i> <i>For the funded approach KPI6 relates to those who are working as part of the supply chain workforce.</i>	
KPI 7:	Case Studies Approved
Key Industry Priority:	Strategic Leadership
This target consists of completing and submitting a promotional case study which describes either an example of best practice or a significant achievement on the NSAfC project. Case studies counted against this measure must be compliant with the National Skills Academy for Construction case study guidelines. The completed case study must be approved by a representative of CITB and the client/contractor's internal Communications team and are available for inclusion on the National Skills Academy for Construction website and for additional promotional purposes	

Appendix B Benchmarks

1.0 Residential		band 1	band 2	band 3	band 4	band 5	band 6	band 7	band 8	band 9	band 10	band 11	band 12	band 1
		£1-3.5m	£3.6-6m	£6.1-10m	£10.1-£15m	£15.1-£20m	£20.1-30m	£30.1-40m	£40.1-50m	£50.1-60m	£60.1-£70m	£70.1-80m	£80.1-90m	£90.1-£100m
1	Work Placements – persons	3	6	8	11	14	16	20	22	23	25	25	26	26
2	Jobs created by NSAfC	1	4	7	12	14	16	18	19	22	23	25	26	28
3	Construction Careers Information, Advice & Guidance (CCIAG) Events	1	2	4	5	6	7	9	10	11	12	12	13	14
4	Training Weeks on site	47	99	167	261	365	522	731	939	1148	1357	1656	1775	1984
5	Qualifying the Workforce – project workforce <i>Total of 5(a) plus 5(b) plus 5(c) plus 5(d)</i>	6	9	15	20	24	29	32	36	39	43	45	50	51
5(a) 5(b)	• Qualifications gained (equiv. NVQ2 and above)	1	2	5	8	11	13	16	18	20	22	24	26	27
5(c) 5(d)	• Industry certification gained	5	7	10	12	13	16	16	18	19	21	21	24	24
6	Training Plans	4	4	5	5	5	6	6	6	7	7	7	8	8
7	Case Studies	Project Specific – to be agreed pre-approval												

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THE COMMON SEAL OF THE COUNCIL)
OF THE BOROUGH OF HAVANT)
was affixed in the presence of:)



Authorised Signatory:

EXECUTED AS A DEED by THE SAVOY)
LATHAM PARTNERSHIP LIMITED)
in the presence of:)

Director:



Director/Secretary

