Chapter 6: Socio-Economics

SOCIO-ECONOMICS	
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SUPPORTING APPENDIX	**ES Volume 3, Appendix: Socio-Economics** Annex 1: Planning Policy Context
KEY CONSIDERATIONS	This ES chapter presents an assessment of the socio-economic effects of the Proposed Development. In particular, this ES chapter presents an assessment of effects related to employment generation (during deconstruction / construction and operation), and indirect economic effects (i.e. employee expenditure).
CONSULTATION	A formal EIA Scoping Report was prepared and submitted to the London Borough of Camden (LBC) on 4 August 2023 to confirm general acceptance on the proposed scope of the EIA. The formal EIA Scoping Report is appended to this ES in **ES Volume 3, Appendix: EIA Methodology – Annex 1**). A draft EIA Scoping Opinion was issued by LBC on 4 October 2023, and a final EIA Scoping Opinion was issued by LBC on 16 November 2023, which broadly agrees with the proposed scope and methodology of the socio-economics chapter. This ES chapter has been produced in line with the EIA Scoping Opinion comments, including clarity on the vacancy status of existing office space as it relates to the site's baseline contribution of commercial space and associated employment.

ASSESSMENT METHODOLOGY

Defining the Baseline

6.1 The baseline assessment considers current social and economic conditions at varying spatial levels from the site based on an initial review of the local area, professional experience and feedback from the EIA Scoping Opinion.

6.2 The Proposed Development comprises a commercial scheme, including office and research and development enabled lab space (Use Class E(g)), office, retail, café and restaurant space (Use Class E) and learning and community space (Use Class F), and associated external terraces, public realm enhancements and associated works. The assessment has therefore considered the following:

- Creation of temporary employment during the deconstruction and construction works and associated spending by this workforce;
- Creation of permanent employment opportunities once operational and spending effects associated with these employees; and
- Contribution to open space and public realm within LBC.

6.3 An assessment of impacts on housing and social infrastructure, including healthcare, educational facilities, and play space, has been scoped out of this ES as neither the existing site nor the Proposed Development provide residential dwellings and accordingly no significant effects are likely in respect of these matters.

Current Baseline Conditions

6.4 Baseline socio-economic conditions that are of relevance to the assessment contained within this ES chapter have been established through analysis of nationally recognised research and survey information including:

- Office for National Statistics (ONS) and NOMIS;
- Census 2021;
- English Indices of Deprivation (IoD)[1];
- Office for Health Improvement and Disparities (OHID) and NHS Digital data wherever available; and
- LBC, Greater London Authority (GLA) and UK Government data (latest available).

[1] *Ministry of Housing, Communities & Local Government (MHCLG) (2019). English Indices of Deprivation.*

Future Baseline Conditions

6.5 Due to the current availability of reliable data, the assessment is based on the existing baseline rather than a future baseline. Wherever possible data from 2023 has been used; however, in some instances earlier data has been used where more up-to-date information has not yet been published.

Evolution of the Baseline

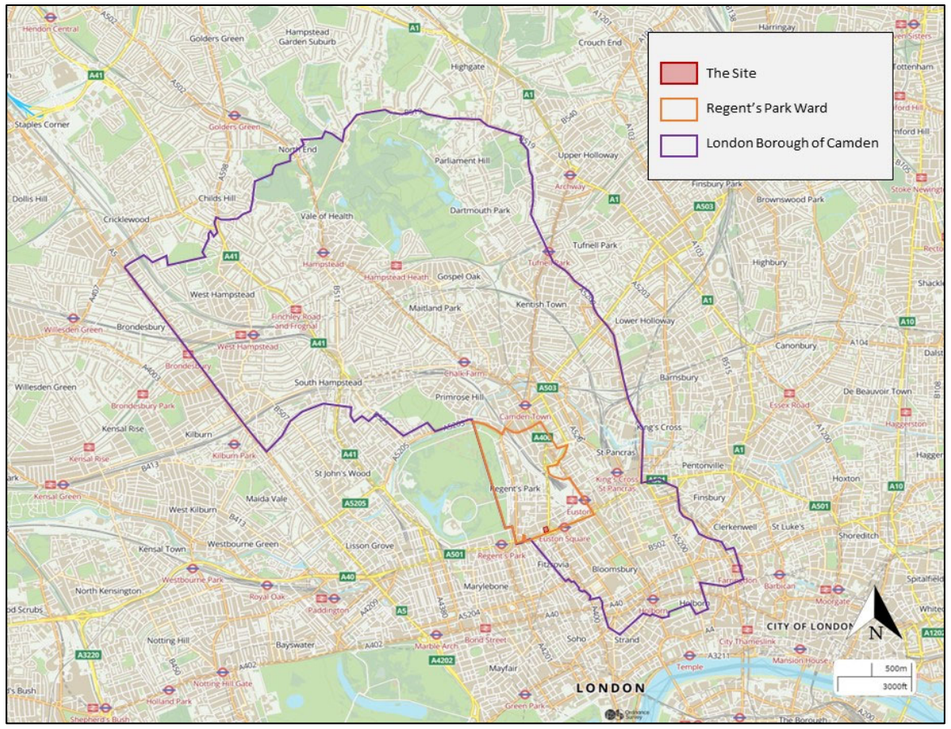
6.6 As it is not possible to definitively quantify future conditions for socio-economics, a qualitative rather than quantitative review has been presented to demonstrate how the socio-economic baseline may evolve in the future. This is based on a review of nearby cumulative schemes coming forward (detailed within **ES Volume 1, Chapter 2: EIA Methodology** and **ES Volume 3, Appendix: EIA Methodology – Annex 3**) and considers the potential change in the baseline conditions in the absence of the Proposed Development.

Geographical Study Areas

6.7 The baseline assessment considers current social and economic conditions at different spatial levels (i.e., study areas), as defined below and as illustrated in Figure 6.1:

- Site level – the site as defined by the redline boundary (where data is available);
- Local level – Regent's Park ward;
- Borough level – London Borough of Camden (LBC);
- Regional level – Greater London (London); and
- National level – England.

Figure 6.1 The Site Location in Relation to Relevant Geographical Boundaries



Base map source: OS (2023)

Impact Assessment Methodology

Geographic Scale of Assessment and Corresponding Baselines

6.8 Potential effects of the Proposed Development on existing socio-economic conditions vary by geographic level. This is due to the sensitivity of conditions at differing scales, with more local geographies typically being more sensitive to effects brought on by change, such as the introduction of the Proposed Development.

6.9 An outline of the spatial scales at which the socio-economic conditions included in this assessment are most sensitive is provided in Table 6.1. It is unlikely the Proposed Development would result in significant effects beyond the geographic levels defined in this table.

Table 6.1 Geographical Areas of Assessment for Socio-economic Effects

Condition	Spatial Level	Justification
Local Economy		
Construction Employment	Regional	Construction employment will be derived from the Office for National Statistics (ONS) Business Population Estimates[2] and other ONS sources and Homes and Communities Agency (HCA)[3] guidance as relevant. Given the mobility of this industry, it is best considered at the regional level.
Operational Employment	Local, Borough	The gross number of operational jobs that could be generated on site will be calculated by applying the standard job density ratios based on the HCA Employment Density Guide[4]. The HCA Additionality Guide[5] will then be used to establish net employment, accounting for wider local additionality factors such as displacement and economic multipliers. This also allows for the estimation of wider indirect and informal employment facilitated through the Proposed Development.
Additional Expenditure	Local, Borough, Regional	Additional spending by construction workers and end-use employees of the Proposed Development will occur at varying distances from the site and be calculated based on thresholds set in the HM Revenue & Customs (HMRC) Employment Income Manual[6] and HCA finance.
Social Infrastructure		
Open Space	Site, Local	According to the LBC's Public Open Space Planning Guidance[7], public amenity open space should be maximum of 280m from the Proposed Development.

Deconstruction and Construction

Local Economy

Employment

6.10 To estimate the number of jobs likely to be generated as a result of the deconstruction and construction phases of the Proposed Development, labour coefficients (i.e. person years of employment per £1 million spend) from the HCA guidance have been applied to the forecasted costs associated with the construction and deconstruction programme[8]. Person years of employment have then been divided by the expected construction period (65 months) to provide the average number of Full-Time Equivalent (FTE) jobs supported each year. It should be noted that this methodology produces an estimate of construction employment and has been used for assessment purposes rather than formal construction requirements, which are not available at this stage.

Additional Expenditure

6.11 It is acknowledged that whilst some construction workers may live locally and thus their expenditure on household goods and services would support induced employment locally, others could be expected to be drawn from the wider region, depending on their role. On this basis, an estimate of construction supply chain effects, or indirect employment, and induced effects, or local expenditure, are considered at a high level, quantitative manner, through the use of an estimated additionality factor of 33%, as specified within the HCA Additionality Guide.

Completed Development

Local Economy

Employment

6.12 The gross number of jobs that would be lost or generated by non-residential floorspace have been calculated by applying the standard job density ratios based on the HCA's Employment Density Guide. This guidance is the latest available and as such, does not relate to the latest use classes (i.e., Use Class E) published in 2020. Therefore, although the Proposed Development includes the provision of Use Class E and F floorspace, the correlating previous use classes have been used for the purposes of assessing operational employment creation, namely Use Classes B1a (offices), B1b (R&D space) and A1 (retail) / A3 (restaurants and cafes). In the reasonable worst-case scenario for employment, it is assumed that there would be no jobs associated with the community (Class F) uses.

6.13 The HCA guidance sets out expected FTE employment created per m^2 of floorspace for varying use classes, depending on how efficiently the floorspace can be used. For example, office use mainly requiring desktop work will allow for a higher density of employment than industrial use which requires floorspace for large machinery as well as space for employees. As well as considering spatial requirements, the employee density of other uses may be dependent on labour intensity. For example, a retail or other customer experience-oriented business would require more staff on-site than a gym or cinema requiring less employee oversight.

6.14 Net employment is calculated in part by subtracting the gross number of jobs lost or created by the Proposed Development from existing employment on-site, if any. The HCA Additionality Guide has also been used to establish net employment from the Proposed Development by accounting for wider additionality factors such as displacement and economic multipliers. A low displacement level of 25% has been assumed in line with the HCA Additionality Guidance. This is considered suitable for this assessment as the Proposed Development is expected to have *"some displacement effects, although only to a limited extent*". In addition, a composite ready reckoner local multiplier of 1.21 has been used. This is in line with the HCA Additionality Guidance for retail uses and is considered the most appropriate multiplier for the purposes of this assessment as it allows for the estimation of indirect and informal employment facilitated through the Proposed Development.

6.15 In line with the HCA Additionality Guide, a leakage value of 0 has been assumed for the outline employment calculation as no specific groups are targeted by the employment floorspace at this stage, and it is therefore not possible to reliably predict this level of effect.

6.16 The Proposed Development includes the provision of 77,542m^2 GIA of Use Class E and F floorspace. For completeness, both the minimum and maximum employment scenarios associated with the Proposed Development have been modelled and presented within this ES chapter. Although it is unlikely that proposed floorspace would come forward in these extremes (i.e. solely that which would generate the lowest number or the highest number of jobs), the assessment of effects has been based on the reasonable worst-case scenario to present a reasonable worst-case effect. The effect for the highest employment generating (i.e. maximum) scenario is also stated within the assessment but is not carried through to the residual effects.

[2] *ONS (2021). Business population estimates for the UK and regions 2021: statistical release.*
[3] *HCA was replaced by Homes England in January 2018. However, its guidance remains the most up to date and relevant for UK figures and is therefore still used as part of standard practice.*
[4] *HCA (2015). Employment Density Guide, 3rd Edition.*
[5] *HCA (2014). Additionality Guide, 4th Edition.*
[6] *HMRC (2023). Employment Income Manual.*
[7] *LBC (2021). Camden Planning Guidance: Public open space.*
[8] *HCA (2015). 'Calculating Cost Per Job – Best Practice Note, 3rd Edition'.*

Additional Expenditure

6.17 To estimate spending by net additional employees, an average spend per day of £10 per employee has been applied, based on the thresholds set out within the HMRC Employment Income Manual for daily meal allowances. A range of spend has also been calculated, to align with the range in potential employment figures[9].

Social Infrastructure

Open Space

6.18 The amount of public amenity open space required by the Proposed Development has been calculated based on guidance provided in the Camden Planning Guidance: Public Open Space. This document stipulates that commercial developments providing over 1,000m^2 of Use Class B floorspace must also provide 0.74m^2 of public amenity open space per worker.

6.19 As this guidance does not reflect the latest changes to use classes published in 2020, the correlating current use classes as set out above have been used for the purposes of assessing operational employment creation (as described above) and therefore also assessing open space requirements.

6.20 In this case, the highest employment generating scenario during the operation of the Proposed Development would result in a worst-case scenario for the amount of public amenity open space required. Or, in other words, the likely maximum number of employees generated by the Proposed Development would result in the likely maximum amount of open space required by the Council. Thus, the open space assessment is based on the likely maximum number of employees which could be generated by the Proposed Development. Although it is unlikely that proposed floorspace would come forward in these extremes (i.e. solely that which would generate the lowest number or the highest number of jobs), the assessment of effects has been based on the reasonable worst-case scenario to present a reasonable worst-case effect.

Cumulative Effects

6.21 A cumulative scenario has also been considered whereby the effects of the identified cumulative schemes have been considered in combination with those for the Proposed Development. This section utilises information available for the cumulative schemes to inform these effects, such as additional provisions for housing, social infrastructure or employment. Where schemes (or parts of schemes) have already been built out and are operational, these are considered within the baseline.

6.22 The assessment of cumulative effects will follow the same methodology as the assessments for *'Deconstruction and Construction'* and the *'Completed Development'* for the Proposed Development alone.

Assumptions and Limitations

6.23 There are no specific significance criteria relating to the assessment of socio-economic effects. Therefore, the assessment is made against a benchmark of current socio-economic baseline conditions prevailing at and within relevant study areas, using professional judgement and best available information, and are considered accurate at the time of writing.

6.24 As with any dataset, baseline data will change over time. The most recent published data sources have been used in this assessment wherever possible. However, it should be noted that in some instances this data may not be up-to-date or may be based on modelled forecasts. This is an unavoidable limitation, but it is not expected to affect the magnitude of impacts or significance of effects in any material way.

6.25 The employment expected to be accommodated by the completed and operational commercial floorspace of the Proposed Development has been calculated by applying the standard job density ratios from the HCA Employment Density Guide. The Proposed Development includes provision of flexible Use Class E and F space, which is likely to deliver a mix of uses. As the exact nature of the future occupiers is unknown, an assessment of the best- and worst-case employment densities has been applied to provide a reasonable range for potential employment generation, and employee expenditure. It is expected that once the final occupiers of this space are known, then the actual employment generated by the Proposed Development, as well as associated employee expenditure, will fall within this range.

[9] *HelloSafe (2023). Working Days Calculator. Available at: https://hellosafe.co.uk/business-insurance/tools/working-days-calculator.*

Methodology for Defining Effects

6.26 The scale of impact attributed to each socio-economic effect has been determined based on the receptor sensitivity and magnitude of change resulting from the Proposed Development. Professional judgement and experience have been drawn upon to assess the scale, and thus significance, of the socio-economic effects.

Receptors and Receptor Sensitivity

6.27 Receptor sensitivity is based on a scale of:

- **High:** local population, employment and economy; social infrastructure with no surplus or a deficit in capacity; high levels of unemployment;
- **Medium:** borough and regional populations, employment and economy; social infrastructure operating close to or with limited surplus capacity; average levels of unemployment; and
- **Low:** national population, employment and economy; social infrastructure with surplus capacity; lower than average unemployment.

Magnitude of Impact

6.28 The magnitude of impact is based on a scale of:

- **High:** substantial change to one or more of the following receptors: local economy, employment, demand for social infrastructure;
- **Medium**: noticeable change to one or more of the following receptors: local economy, employment, demand for social infrastructure;
- **Low**: little change to one or more of the following receptors: local economy, employment, demand for social infrastructure; and
- **Negligible**: no perceptible change to one or more of the following receptors: local economy, employment, demand for social infrastructure.

Defining the Effect

6.29 The significance of each effect has been determined by reference to the:

- Nature of effect; and
- Scale of effect

Nature of Effect

6.30 In terms of effect nature, effects are defined as either:

- **Adverse**: detrimental effects on a socio-economic receptor within the defined study area; and
- **Beneficial:** advantageous effects on a socio-economic receptor within the defined study area.

Scale of Effect

6.31 The scale of each effect, which is based on the identified receptor sensitivity and magnitude of impact has been defined as:

- **Major:** considerable significant effects**;**
- **Moderate**: notable significant effects;
- **Minor:** slight or highly localised, but not significant, effects; and

- **Negligible**: effects which are largely beneath levels of perception.

6.32 Determining the scale of effect has been based on existing best practice guidance where available. Where not available, professional judgement has been applied, considering the receptor sensitivity and magnitude of impact. Table 6.2 presents the matrix which determines the scale of effect. Where two scales have been provided within the table, this is to allow for professional judgement.

Table 6.2 Scale of Effects Matrix

Receptor Sensitivity	Magnitude of Impact			
	High	Medium	Low	Negligible
High	Major	Major or Moderate	Moderate or Minor	Negligible
Medium	Major or Moderate	Moderate	Minor	Negligible
Low	Moderate or Minor	Minor	Negligible	Negligible

Geographic Extent

6.33 The geographic extent of potential impacts is the same as the assessment area, as defined in Table 6.1 above.

Duration of Effect

6.34 Effects which are defined temporally, and generally occur during construction, are classed as 'short term' or 'medium term', or 'temporary'. Effects which do not have a defined timeline, and general occur during operation, are classed as 'long term', or 'permanent'.

Direct and Indirect Effects

6.35 Effects resulting without any intervening factors are classed as 'direct' and effects which are not directly caused by or resulting from something else are classed as 'indirect' or 'secondary'.

Categorising Likely Significant Effects

6.36 Based on the above methodology, effects considered to be moderate or major in scale are classed as '**significant'**, whilst negligible or minor effects are considered as 'not significant'.

6.37 Following identification of the significance of the likely effects, the requirement for any mitigation to either eliminate or reduce significant adverse effects is considered. Where mitigation measures have been identified to either eliminate or reduce significant adverse effects, these have been incorporated into the Proposed Development. This assessment then highlights the residual effects and clarifies whether these effects are significant or not.

BASELINE CONDITIONS

Current Site Conditions

6.38 The site is located within the Regent's Park ward in the LBC and covers an area of 8,079m^2. It comprises an existing single, ground plus 36-storey tower (Euston Tower) and Regent's Place Plaza. The tower comprises 54,826m^2 of floorspace across office (Use Class E(g)(i) and retail (Use Class E) uses at ground level. The site currently employs approximately 56 FTE across its retail spaces, with the office space vacant since 2021 and since stripped out.

Local Profile

Population Demographics

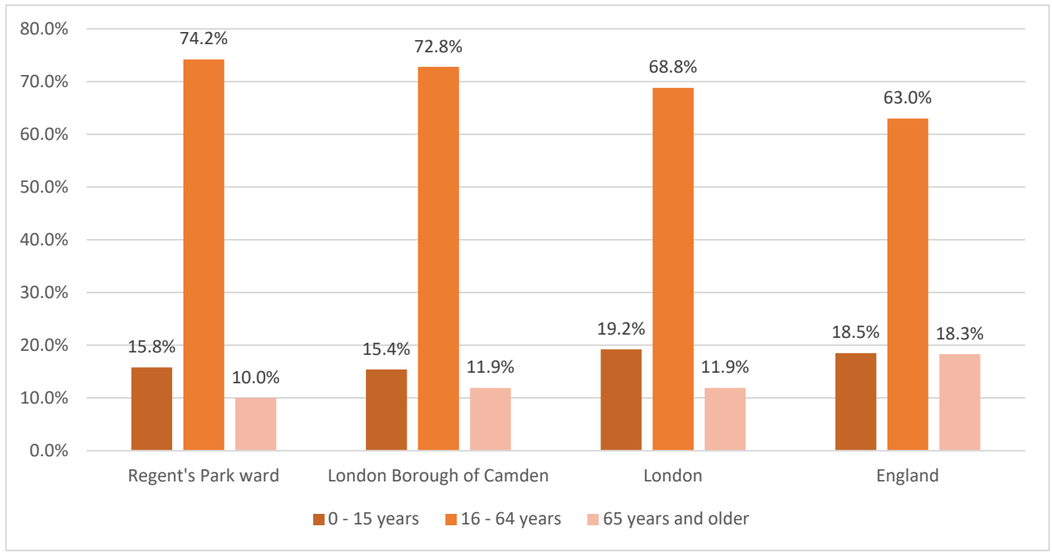
6.39 Approximately 12,000 people live in Regent's Park ward, which is about 5.7% of LBC's population (210,000) and about 0.1% of London's population (8.8 million)[10].

6.40 Regent's Park ward is densely populated with about 8,800 people per square kilometre[11]. LBC has a marginally higher density with approximately 9,600 people per square kilometre, while London's average density is lower at about 5,600 people per square kilometre. In contrast, England's average density is only 430 people per square kilometre.

6.41 Regent's Park ward's population is predominantly comprised of working age residents (16 – 64 years), with a larger proportion of this demographic in Regent's Park ward (74.2%) than in the rest of the LBC (72.8%), London (68.8%), and England (63.0%)[12].

6.42 As a result, Regent's Park ward also has a relatively small population of children and young people (0 – 15 years) and older residents (65 years and older). As illustrated in Figure 6.2, these figures are in proportion to rates seen across the local area and region, with children and young people generally outpacing older residents, although England tends to see more equal rates of children and young people and older people.

Figure 6.2 Population by Age



Deprivation

6.43 The English Indices of Deprivation (IoD)[13] is the official measure of relative deprivation in England. It is based on seven distinct domains of deprivation, which are weighted and combined to form the overall index. These seven domains include:

- Income;
- Employment;
- Education and skills training;
- Health deprivation and disability;
- Crime;

[10] *Office for National Statistics (ONS) (2022). Census 2021: Dataset ID TS008 – Sex.*
[11] *ONS (2022). Census 2021: Dataset ID TS006 – Population density.*
[12] *ONS (2022). Census 2021: Dataset ID TS007 – Age by single year.*
[13] *MHCLG (2019). English Indices of Deprivation 2019.*

- Barriers to housing and services; and
- Living environment.

6.44 IoD scores are assessed at the Lower Layer Super Output Area (LLSOA) level and ranked to provide a relative score for each LSOA. The lower the decile score, the worse off a LSOA is in that domain, with scores of 1 indicating a ranking in the first decile, or amongst the 10% most deprived LSOAs in the country.

6.45 LSOAs comprise 400 to 1,200 households or 1,000 to 3,000 people. Regent's Park ward includes eight LSOAs, listed in Table 6.3 below, which face relatively high levels of deprivation across the seven domains[14]. The site is situated within Camden 021B, which covers Regent's Place Plaza and the wider Regent's Campus, as well as the eastern portion of Regent's Park.

Table 6.3 Deprivation (IoD Decile Scores)

	Overall Deprivation	Income	Employment	Education, Skills and Training	Health Deprivation and Disability	Crime	Barriers to Housing and Services	Living Environment
Camden 021B	6	4	7	7	8	9	5	2
Camden 021C	4	4	4	8	5	3	3	2
Camden 021D	3	4	4	8	6	1	4	2
Camden 023A	4	3	4	3	7	7	5	3
Camden 023B	3	3	3	5	3	5	4	1
Camden 023C	5	4	4	5	5	9	6	4
Camden 023D	2	1	2	2	3	5	4	2
Camden 023E	2	1	2	4	4	4	5	2

1 2 3 4 5 6 7 8 9 10

6.47 Generally, the Regent's Park ward is very deprived, with all eight LSOA amongst the 60% most deprived neighbourhoods in the country in terms of overall deprivation and poor scores across all domains. The most deprived LSOA, Camden 023D and Camden 023E, are amongst the 20% most deprived in the country.

6.48 Within Camden 021B, which contains the site, overall deprivation is neither notably decent nor poor with an overall deprivation score in the 6th decile, or amongst the 60% most deprived LSOAs in England. As with other LSOAs in the ward, deprivation scores for Camden 021B are poorest in terms of living environment (2nd decile), income (4th decile) and barriers to housing and services (5th decile). However, unlike most other LSOA in the ward, Camden 021B sees relatively good scores in terms of employment (7th decile), education, skills and training (7th decile), health deprivation and disability (8th decile), and crime (9th decile).

6.49 Within the domain of 'health deprivation and disability', scores are scattered, ranging from the 3rd to the 8th decile. However, little health-specific data is available at this spatial level, and some figures have been supressed to preserve the anonymity of respondents. It is therefore not possible to come to a well-founded conclusion as to the reasons behind the poorer scores within this domain in this particular geography.

Local Economy

Job Market

6.50 Approximately 418,000 FTE jobs exist within LBC at a density of 2.73 roles per working age resident, compared to a density of only 1.02 across London[15]. In LBC, 77.1% of these positions are full-time, while 74.1% are full-time across London.

6.51 The most common Standard Occupational Classification (SOC) 2020 in LBC, and in London, is Group 1-3, which includes managers, directors, senior officials, and professional occupations. 70.4% of workers in LBC are in this category, compared to 63.7% of workers in London.

6.52 The largest industry in LBC in terms of workforce is Professional, Scientific and Technical Activities, which supports 20.5% of jobs, compared to only 14.2% of jobs across London. The next largest industries are Information and Communication (12.9%) and Human Health and Social Work Activities (12.9%), both of which hold a larger share of the job market within LBC than within London overall (8.4% and 12.9% respectively).

6.53 2.4% of jobs in LBC are within the Construction industry (9,000 roles), compared to 3.5% of jobs in London (188,000 roles).

Economic Activity

6.54 Within the working age population, 74.6% of LBC residents are economically active, which is slightly less than the level of economic activity seen across all London residents (79.8%)[16].

6.55 Based on modelled estimates provided by the ONS, of those who are economically active 3.2% are unemployed in the LBC, which is also lower than across London (4.3%). These figures are slightly lower than the number of claimants registered within both the LBC (4.3%) and London (4.7%) during the same period, however the trend depicting higher unemployment across London than the LBC holds in both scenarios.

Local Expenditure

6.56 Gross weekly pay for full time workers in the LBC is £851.40, which is higher than the London average of £804.9 per week, and likely linked to the high proportion of jobs in the Professional, Scientific and Technical Activities industry[17].

6.57 LBC's annual gross domestic product (GDP) is approximately £3.5 billion or £168,278 per head[18], compared to approximately £500 billion for London[19].

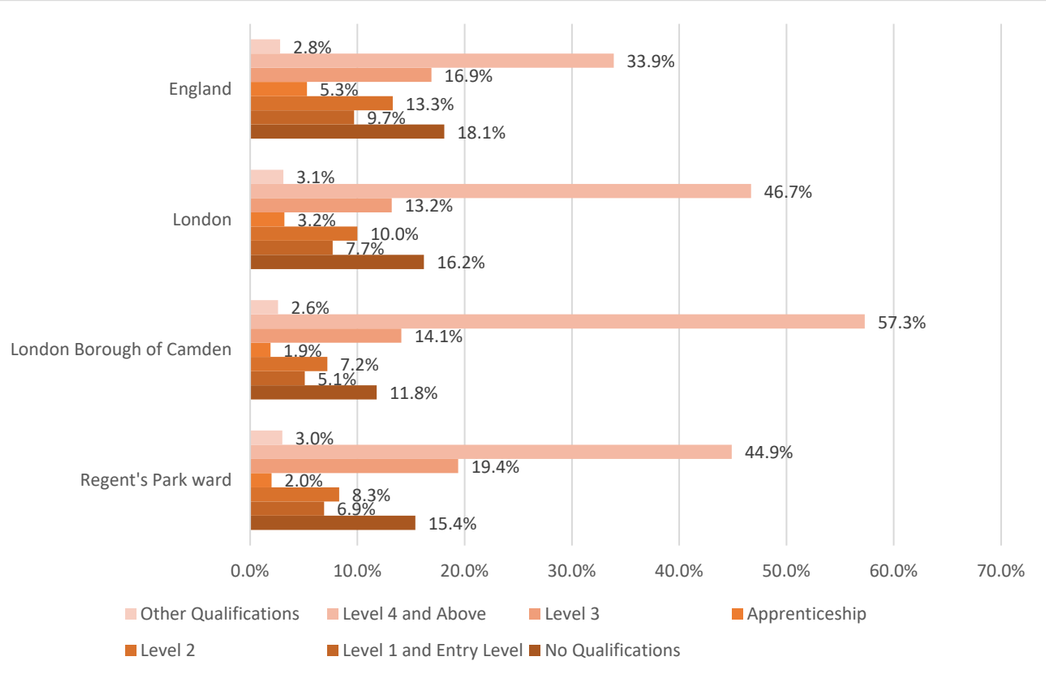
Education and Skills

6.58 Approximately 57.9% of working age LBC residents have Level 4 qualifications or above, which is higher than both the proportion of residents with such qualifications across London (46.7%) and England (33.9%)[20]. This also is reflective of the prevalence of professional occupations within the Borough and the higher-than-average weekly pay.

6.59 LBC residents are also less likely to have no qualifications (11.8%) or to hold an apprenticeship (1.9%), as their highest level of qualification, compared to their regional and national counterparts.

[14] *MHCLG (2019). English Indices of Deprivation 2019. File 2: Domains of deprivation.*
[15] *ONS (2021). Labour Market Profile – Camden. Available at: https://www.nomisweb.co.uk/reports/lmp/la/1946157246/report.aspx. Accessed 20/10/2023.*
[16] *ONS (2021). Labour Market Profile – Camden. Available at: https://www.nomisweb.co.uk/reports/lmp/la/1946157246/report.aspx. Accessed 20/10/2023.*
[17] *ONS (2021). Labour Market Profile – Camden. Available at: https://www.nomisweb.co.uk/reports/lmp/la/1946157246/report.aspx. Accessed 20/10/2023.*
[18] *ONS (2023). Regional economic activity by gross domestic product, UK: 1998 to 2021.*
[19] *European Union (2020). EuroStat News Release: GDP per capita in EU regions (38/2020).*
[20] *ONS (2022). Census 2021: Dataset ID TS067 – Highest level of qualification.*

Figure 6.3 Highest Level of Qualification amongst Working Age Residents



Social Infrastructure

Open Space

6.60 Regent's Place Plaza sits within the redline boundary for the site and comprises a hardscaped plaza with both integrated and moveable seating as well as some tree cover around the perimeter of the space. This is the only open amenity space within 280m of the Proposed Development.

6.61 The site is within reasonable walking distance (within 800m) of several public open and green spaces, as outlined in Table 6.5 and shown in Figure 6.4.

Table 6.4 Local Public Open Space

Map Ref	Name	Distance from Site	Description of Facilities
1	Munster Square	290m	Gardens and playground within Regent's Park Estate
2	Fitzroy Square Garden	450m	Small, private, neighbourhood-administrated garden occasionally open to the public
3	Clarence Gardens	550m	Gardens and playground within Regent's Park Estate
4	Regent's Park	650m	Large public park including formal gardens, sports pitches, a running track, a sports centre, cafes, playgrounds, an open-air theatre and public toilets
5	Cumberland Market	700m	Gardens, playground and basketball court within Regent's Park Estate
6	Gordon Square Gardens	700m	Small public park with seating
7	Tavistock Square Gardens	800m	Small public park with seating

Figure 6.4 Local Public Open Space

Base map source: OS (2023)

RECEPTORS AND RECEPTOR SENSITIVITY

Existing

6.62 Table 6.5 below sets out existing receptors likely to be impacted by the Proposed Development, as well as their corresponding sensitivity, in line with the sensitivities set out in paragraph 6.27.

Table 6.5 Receptors and Receptor Sensitivity

Receptor		Sensitivity
Local Economy	Employment (deconstruction / construction and operational phases)	Low
	Additional Expenditure	Low
Social Infrastructure	Open Space	Low

Introduced

6.63 No new receptors relevant to the assessment will be introduced with the Proposed Development.

EMBEDDED MITIGATION

6.64 No embedded mitigation relevant to socio-economics specifically and which impacts the assessment of socio-economic effects is included within the Proposed Development.

POTENTIAL EFFECTS

Deconstruction and Construction

Employment

6.65 It is anticipated that 5,815-person years of employment could be supported by the deconstruction and construction phase, including a broad range of job types and occupations for roles both on- and off-site. With an anticipated 65-month programme (5 years and 5 months), an average of 1,057 jobs could be supported in each year of this phase.

6.66 Construction employment is highly mobile and therefore consideration of the deconstruction and construction works is best considered at the regional level. As set out in the baseline, the construction industry currently supports about 188,000 jobs across London, so annual employment supported by the Proposed Development during the deconstruction and construction phase would be approximately 0.56% of annual employment in London's construction sector.

6.67 The introduction of 1,057 direct FTE roles each year during the deconstruction and construction programme is beneficial to the local economy. However, within the existing local construction sector this is expected to have a low magnitude of impact on the construction industry and wider economy (low sensitivity receptor) in London. This results in a direct, short term, Negligible (not significant) effect at the regional level.

Additional Expenditure and Supply Chain

6.68 The Proposed Development would result in indirect benefits including supply chain effects and spending by construction workers in retail outlets near to the site. However, as the number of construction workers on-site will fluctuate over the course of the construction programme, it is not possible to quantify the precise level of spending captured locally.

6.69 The HCA Additionality Guide provides an additionality ratio of 33% for FTE Construction employment to estimate the number of indirect and informal jobs associated with the main deconstruction and construction works. This results in an additional 349 FTE per year employed as result of the Proposed Development. However, this is an estimate, and actual supply chain and procurement effects can vary widely, even effecting international spatial levels, depending on the supply and sourcing of construction materials and other supplies.

6.70 The introduction of an estimated 349 indirect FTE roles each year during the deconstruction and construction programme is expected to have a negligible magnitude of impact on the construction industry and wider economy (low sensitivity receptor) in London. This results in a direct, short term, Negligible (not significant) effect at the regional level.

Completed Development

Employment

6.71 The site currently employs approximately 56 FTE across its retail spaces, with the office space across the rest of the site vacant since 2021.

6.72 The Proposed Development includes the provision of 77,541m^2 GIA of flexible Use Class E and F which has the potential to generate employment opportunities. This includes 74,791m^2 GIA of office and laboratory space (Class E(g)), 748m^2 GIA of retail space (Class E), and 2,003m^2 GIA of flexible commercial / community space (Class E / F).

6.73 As the precise end use of these spaces is not yet known, the anticipated employment generation figures set out below have been based on the reasonable highest and lowest employment densities falling under Use Classes E and F[21]. Likewise, given the flexibility in uses associated with community space, and the lack of a correlating classification under HCA guidance, it is assumed that space allocated entirely to community uses will not generate any additional employment.,

6.74 It is considered unlikely that this space would be used for very low employment density categories such as industrial, storage, distribution, cultural or entertainment uses.

[21] *Formerly Use Classes A1, A2, A3, B1, D1(a-b) and 'indoor sport' from D2(e).*

Table 6.6 Proposed Development Employment Generation (Best-Case Scenario)

Anticipated Use	HCA Classification	Type	Floorspace (m^2) (NIA)	Jobs Created (FTE)
Office Use Class E(g(i))	B1a Offices Finance & Insurance	10m^2 NIA per FTE	48,062	4,806
Retail Use Class E	A1 Retail High Street, Foodstore	15m^2 NIA per FTE	585	39
Commercial / Community Use Class E / F	A1 Retail High Street, Foodstore A3 Restaurants & Cafes	15m^2 NIA per FTE	1,541	103
Gross Employment			4,948	
Less Existing FTE (56)				
Net Employment			4,892	
Displacement (25%)				
Total Direct Employment			3,669	
Economic Multiplier (1.21)				
Total Indirect Employment			770	
TOTAL Net Employment			**4,439**	

Source: Trium Calculations

6.75 Under a best-case scenario, the Proposed Development would result in a net employment gain of 4,439 FTE roles, or 1.1% of the LBC's current job market. This includes 3,669 roles resulting from direct employment and 770 roles resulting from indirect employment.

6.76 A reasonable worst-case scenario involves a split between office and laboratory use, as well as total community use across the flexible Use Class E / F space, as described within **ES Volume 1, Chapter 4: The Proposed Development** and outlined below in Table 6.7.

Table 6.7 Proposed Development Employment Generation (Most Likely Worst-Case Scenario)

Anticipated Use	HCA Classification	Type	Floorspace (m^2) (NIA)	Jobs Created (FTE)
Office Use Class E(g(i))	B1a Offices Finance & Insurance	13m^2 NIA per FTE	31,575	2,429
Laboratory Use Class E(g(ii))	B1b R&D Space	60m^2 NIA per FTE	16,487	275
Retail Use Class E	A1 Retail High Street, Foodstore	20m^2 NIA per FTE	585	29
Commercial / Community Use Class E / F	N/A	-	1,541	0
Gross Employment			2,733	
Less Existing FTE (56)				
Net Employment			2,677	
Displacement (25%)				
Total Direct Employment			2,008	
Economic Multiplier (1.21)				
Total Indirect Employment			422	

Anticipated Use	HCA Classification	Type	Floorspace (m^2) (NIA)	Jobs Created (FTE)
TOTAL Net Employment			**2,429**	

Source: Trium Calculations

6.77 Under this more realistic worst-case scenario, the Proposed Development would result in a net employment gain of 2,429 FTE roles, or 0.1% of the LBC's current job market. This includes 2,008 roles resulting from direct employment and 422 roles resulting from indirect employment.

6.78 The worst-case gain of 2,429 net FTE opportunities within the context of 418,000 existing roles across LBC is expected to have a minor magnitude of impact on the local economy (low sensitivity receptor). This results in a direct and indirect, long term Negligible (not significant) effect at the local and Borough level.

Additional Expenditure

6.79 Under the best-case scenario, the direct employment of 3,669 FTE at the Proposed Development is expected to generate approximately £9.2 million annually. Under the worst-case scenario, the direct employment of 2,008 FTE at the Proposed Development is expected to generate approximately £5.1 million annually.

6.80 The spending impact of new employment on-site is expected to have a negligible magnitude of impact on the local economy (low sensitivity receptor). This results in a direct, long term Negligible (not significant) effect at the local and Borough level.

Open Space

6.81 Based on the LBC guidance requiring 0.74m^2 of open space per FTE, the new workforce of 2,008 to 3,669 FTE within the Proposed Development will require 1,486m^2 to 2,715m^2 of open and amenity space. The Proposed Development will include 5,832m^2 of publicly accessible open space at the ground level and Level 02, which represents an uplift of 438m^2 from existing and is also above the provision requirement.

6.82 It is acknowledged that this provision of open space is above the LBC requirement, even in the best-case employment scenario, and is expected to have a low magnitude of impact on the availability of open space (low sensitivity receptor) in the study area. This results in a direct, long term Negligible (not significant) effect at the site and local level.

MITIGATION, MONITORING AND RESIDUAL EFFECTS

Deconstruction and Construction Mitigation

6.83 No adverse socio-economic effects have been identified due to the deconstruction and construction of the Proposed Development; therefore no additional mitigation is required to lessen negative impacts on relevant receptors.

Completed Development Mitigation

6.84 No adverse socio-economic effects have been identified due the operation of the Proposed Development; therefore no additional mitigation is required to lessen negative impacts on relevant receptors.

Residual Effects

6.85 All of the residual effects resulting from the Proposed Development are presented in Table 6.8, identifying whether the effect is significant or not.

Table 6.8 Residual Effects

Receptor	Description of the Residual Effect	Scale and Nature	Significant / Not Significant	Geo	D I	P T	St Mt Lt
Deconstruction and Construction							
Employment	Generation of an average of 1,057 FTE jobs per annum	Negligible	Not Significant	R	D	T	Mt
Additional Expenditure	Generation of an average of 349 FTE jobs per annum	Negligible	Not Significant	R	I	T	Mt
Completed Development							
Employment	Creation of a minimum of 2,429 FTE	Negligible	Not Significant	L, B	D, I	P	Lt
Local Expenditure	Generation of a minimum £5.1 million per annum	Negligible	Not Significant	L, B, R	I	P	Lt
Open Space	Provision of 5,832m^2 of publicly accessible open space	Negligible	Not Significant	S, L	D, I	P	Lt

Notes:
Residual Effect Scale = Negligible / Minor / Moderate / Major Nature = Beneficial or Adverse Geo (Geographic Extent) = Local (L), Borough (B), Regional I, National (N) D = Direct / I = Indirect P = Permanent / T = Temporary St = Short Term / Mt = Medium Term / Lt = Long Term N/A = not applicable / not assessed

ASSESSMENT OF THE FUTURE ENVIRONMENT

Evolution of the Baseline Scenario

6.86 If the Proposed Development is not delivered, the site will remain in its existing use as a vacant, and largely stripped out, office building, and the opportunity to deliver new commercial and community floorspace and public realm will not be realised.

6.87 The future baseline of the surrounding area will continue to evolve, with a range of uses including residential, commercial and office floorspace coming forward, particularly from consented cumulative schemes. Taking into account these schemes, the future baseline of the surrounding area is expected to experience a rise in population due to increased housing provision, which could result in additional demand for social infrastructure and community facilities and a rise in employment given the additional employment generating floorspace, as part of the cumulative schemes identified in **ES Volume 3, Appendix: EIA Methodology – Annex 3**. Further detailed analysis of these changes is provided in the *'Cumulative Effects Assessment'* section below.

Cumulative Effects Assessment

6.88 The EIA considers a total of eight cumulative schemes. However, not all of these schemes are relevant to the assessment of socio-economics or provide the data needed to assess them in a cumulative manner for this chapter. Thus, Table 6.9 lists out the cumulative schemes and whether they are suitable for inclusion within the assessment of cumulative socio-economic effects. Further information on the cumulative schemes, including their status at the time of writing, is included within **ES Volume 3, Appendix: EIA Methodology – Annex 3**.

6.89 Given that the Proposed Development is commercial in nature and the main effects concluded within the main assessment relate to the increase in employment and associated spending, it is not considered necessary to assess the cumulative effects of schemes that are predominantly residential in nature. This includes effects on the availability of housing and additional population within the study area, especially as it relates to the capacity of local heath and social infrastructure. Any residential schemes without a commercial element are therefore scoped out of the socio-economic cumulative effects assessment.

6.90 Wherever possible, socio-economic information is pulled directly from assessments or reports included in the relevant planning application documents. However, in some cases, only limited or no socio-economic information is provided, or calculations are based on outdated data, such as the Census 2011. In these cases, estimates have been made where possible, such as estimates of potential employment from floorspaces provided.

6.91 The schemes excluded from the socio-economic cumulative effects assessment are shaded in grey in Table 6.9 below.

Table 6.9 Cumulative Schemes

Ref	Name	Planning Application Ref	Relevant Scheme Details	Reasons for Inclusion / Exclusion
1	Land to the North of the British Library	2022/1041/P	77,046m^2 of commercial space (Use Class E); 15,015m^2 of new British Library space; 558m^2 of retail space; 7,739m^{2}of infrastructure at basement level for Crossrail 2	Included – employment generating commercial element
2	Central Comers Town	2015/2704/P	Demolition of existing buildings and the provision of 2,190m^2 replacement school (Use Class D1); 1,765m^2 of community facilities (Use Class D1); 207m^2 of flexible Use Class A1/A2/A3/D1 floorspace; 136 residential units (Use Class C3); 11,765m^2 of public open space	Excluded – possible some employment generating commercial space but insufficient scheme details to undertake a meaningful assessment
3	Eastan Dental Hospital	2018/5715/P	Substantial demolition of the Former Royal Free Hospital and provision of 17,450m^2 of medical research floorspace;, a neurological outpatient facility; 13,160m^2 of academic floorspace	Included – employment generating commercial element
4	Royal National Throat, Nose and Ear Hospital	2020/5593/P	Provision of 14,021m^2 of flexible office and lab space; 9,425m^2 of 4* hotel space including 182 keys and a café / restaurant; a 1,476m^2 gym; 72 residential units	Included – employment generating commercial element
5	247 Tottenham Court Road	2020/3583/P	Demolition of existing buildings and provision of mixed-use, office led scheme	Included – employment generating commercial element
6	Network Building	2020/5624/P	Demolition of existing buildings and provision of 17,746m^2 commercial business and service floorspace	Included – employment generating commercial element
7	Belgrove House	2020/3881/P	Provision of office, laboratory and research space; flexible café, retail and office space; and auditorium	Included – employment generating commercial element
8	High Speed 2 Rail Phase 1	High Speed Rail (London – West Midlands) Act 2017	Delivery of the first phase of the High Speed 2 rail link	Excluded – no employment generating floorspace and insufficient scheme details to undertake a meaningful assessment

Deconstruction and Construction

Employment and Additional Expenditure

6.92 As stated within paragraph 6.66 the construction industry is typically mobile with resources pooled from a wide geographic area. As such, it is considered that the employment generated through the cumulative construction phases would only have a marginally higher impact than the Proposed Development alone. Thus, the cumulative schemes are expected to have a medium magnitude of impact on the construction industry and wider economy (low sensitivity receptor) in London.

6.93 This results in a direct, short term, Minor Beneficial (Not Significant) effect at the regional level, better than for the Proposed Development alone.

Completed Development

6.94 For many of the cumulative schemes considered, employment figures are not included in available application documents. Therefore, an estimate of employment has been made to assess the potential FTE jobs created from these developments. Where employment types and floorspace are provided, a worst-case assumption of FTE per m^2 has been made as a worst-case assessment. This is based on the HCA Employment Density Guide, in line with the assessment of the Proposed Development. Where employment figures are available for an application these have been used within this cumulative assessment, with a worst-case assumed if a range of possible employment was outlined.

Employment

6.95 Under a worst-case scenario, and based on the assumptions made above, approximately 6,590 net FTE jobs will be created through the cumulative schemes. As there are approximately 418,000 FTE jobs currently located within the LBC, this equates to an increase of about 1.6%, which is expected to have a negligible magnitude of impact on the local economy (low sensitivity receptor).

6.96 This results in a direct and indirect, long term Negligible (not significant) effect at the local and Borough level, the same as for the Proposed Development alone.

Additional Expenditure

6.97 The net addition of approximately 6,590 FTE jobs across the cumulative schemes will generate approximately £16.8 million annually, in line with the assessment of the Proposed Development. The spending impact of new employees as introduced by the cumulative schemes is expected to have a low magnitude of impact on the local economy (low sensitivity receptor).

6.98 This results in a direct, long term Negligible (not significant) effect at the local and Borough level, the same as for the Proposed Development alone.

Open Space

6.99 The cumulative schemes will create an additional demand for open and amenity space for employees. However, based on other schemes' available socio-economic ES chapters and local and regional planning policy, it is expected that each cumulative scheme would either provide the required provision of open space and public realm within individual design plans, or provide a financial contribution to the relevant local authority in lieu of this. As such, the cumulative schemes are expected to have a low magnitude of impact on open space (low sensitivity receptor).

6.100 This results in a direct, long term Negligible (not significant) effect at the site and local level, the same as for the Proposed Development alone.

LIKELY SIGNIFICANT EFFECTS

6.101 The Proposed Development is not expected to have a significant adverse effect on any of the receptors assessed within this chapter, nor are there likely to be any significant adverse effects as a result of the wider cumulative schemes. As such, no further mitigation is required.