

FOX COURT

EMPLOYMENT, TRAINING AND REGENERATION STATEMENT
CLARE REAL ESTATE (14 GRAY'S INN ROAD) LTD
FOX COURT, 14 GRAYS INN ROAD, LONDON WC1X 8HN
NOVEMBER 2023

Contents

- 03** ABOUT
- 08** THE PROPOSALS
- 17** THE SITE AND SURROUNDING CONTEXT
- 21** SOCIO ECONOMIC PROFILE
- 28** POLICY FRAMEWORK
- 32** REGENERATION IMPACT AND BENEFITS
- 41** EMPLOYMENT, TRAINING AND SKILLS
- 45** CONCLUSION

ABOUT



Approach and Commitments

Delivering social, cultural, and environmental impact through our work is a prerequisite. Never bolted on.

General Projects' ambition is, and will always be, to redefine what it means to be a responsible and sustainable developer. Since their inception they have committed their work to a 2 + 2 = 5 model - a desire to prove that profit and purpose contribute to one another rather than being a zero-sum game. Accordingly, they consistently prioritise their efforts to deliver meaningful benefits and positive impacts across all projects, while ensuring they preserve the planet in doing so.

From social value to pioneering sustainable solutions. From responsible procurement to retrofitting existing buildings. From tackling climate change to reducing inequality. This embedded culture affords General Projects a leading-edge. Not only are they more sustainable, more ethical and more efficient, but they are exemplary in terms of design, delivery and execution. Their approach to positive impact drives every decision made and is a key ingredient to maximising value and creating best-in-class real estate.

£10,400,000
generated in
Social Value

10,000 T
carbon saved from
the atmosphere

4,836
people benefitted
from our social
impact programmes



Introduction

This Employment, Training and Regeneration Statement has been prepared by AND London on behalf of Clare Real Estate (14 Gray's Inn Road) Ltd (“the Applicant”) in support of a planning application submitted to the London Borough of Camden (“LBC”) for the development of Fox Court, 14 Grays Inn Road, London WC1X 8HN (“the Site”).

This report serves to examine the main opportunities and challenges confronting the site. It explores the site's present and prospective roles, evaluates the existing policy framework, and appraises the potential effects of the Site’s proposals in tackling these matters. Moreover, it fulfills LB Camden's prerequisite for creating an Employment, Training, and Regeneration Statement for significant applications.

The report comprises the following sections:

- **Section 1 - The Proposals** – describes the proposed development in terms of its expected mix of uses, layout and other design considerations;
- **Section 2 - Site and Surrounding Context** – provides an overview of the Site including the uses currently located there and estimates of existing employment.
- **Section 2 - Socio-Economic Profile** - Considers the socio-economic characteristics of the surrounding area;
- **Section 3 – Policy Framework** – this sets out any site-specific, as well as the broader policy objectives and parameters within which the proposals are coming forward;
- **Section 5 – Regeneration Impacts and Benefits** – identifies key themes from the previous analysis and assesses the proposals and their impacts against them;
- **Section 5 - Employment, Training and Skills** - sets out the scheme's key timeline for creating and monitoring employment opportunities and benefits
- **Section 6 – Conclusion** – draws together key aspects of the previous sections.

Executive Summary

1. Introduction

This Employment, Training and Regeneration Statement has been prepared by AND London on behalf of Clare Real Estate (14 Gray's Inn Road) Ltd ("the Applicant") in support of a planning application submitted to the London Borough of Camden ("LBC") for the development of Fox Court, 14 Grays Inn Road, London WC1X 8HN ("the Site").

2. The Site and Surrounding Context

Fox Court is a 9-storey office building located in the Holborn & Covent Garden Ward within the London Borough of Camden. It offers 14,287 sqm of Class E office space and has a U-shaped design with an external courtyard to the north. The building's exterior features red brick, glazing, and cladding on the Grays Inn Road side, but it lacks architectural significance.

Surrounding the building, there is a recently completed 150 High Holborn office and residential development to the south, while to the west, across Grays Inn Road, there is an 8-storey building with retail on the ground floor and residential above. This building turns the corner onto High Holborn, and other office buildings are present around Grays Inn South Square.

To the north lies a predominantly residential area with 6-storey buildings along Grays Inn Road, a 4-storey building facing Brookes Market, and 2-storey buildings in Brookes Court, which includes the Holborn Mosque. On the east side of Brook Street is the Waterhouse Square office complex.

The site falls within the Central Activities Zone (CAZ), the London View Management Framework (LVMF) protected vista, and is part of the background views from Blackheath Point and Greenwich Park.

The site is situated between two conservation areas: Bloomsbury Conservation Area on the west side of Grays Inn Road and Hatton Garden Conservation Area to the east of Brook Street.

3. Socio Economic Profile

The 0.5 mile radius around the site comprises of 8,900 households. Most families have no dependent children, accounting for a 65% majority, above the 49% average across London. Those with children in their households typically have one child account for 17% of local families, and those with two and three or more kids at 10% and 7%, respectively. The population is made up of a relatively evenly spread population in terms of age groups, with 32% of 35-54 year olds, 30% of 20-34 year olds and 19% of under 18 year olds.

The largest sector by employment in the Study Area is the professional, scientific, and technical sector, which amounts to 25% of total employees. This is more than double the 12% that the sector makes up across London.

The site sits within the London Borough of Camden. 66% of the population is white, 19% are Asian, 7% are Black, and 8% are from other ethnic backgrounds. This differs from the average across London, where a larger proportion (13%) are Black, and a smaller share are white (59%).

Executive Summary

4. Policy Framework

Camden Local Plan (2017) provides protections over workspace in nearby Hatton Garden to support and promote the industry from the impacts of future developments on the conservation area's identity. The Applicant is committed to developing a plan for the employment space that provides workspace relevant to emerging businesses in these sectors to align with policy, that are planned and fitted to specification.

The Camden Planning Guidance Employment sites & business premises document provides guidance to support Camden's Local Plan policies on economic development and employment sites/premises. It aims to protect existing employment sites meeting business needs while also allowing for change of use in some circumstances. The Council wants to ensure availability of a range of employment spaces including for small businesses.

5. The Proposals

The planning application seeks planning permission for the following description of development:

'Demolition of existing facades, retaining existing reinforced concrete frame and basement structures; refurbishment and reconfiguration of the existing office (Use Class E) building for continued office use including extensions with new facades to the west elevation fronting Grays Inn Road (9 storeys), to the northern courtyard elevation facing Brookes Court (8 storeys), to the existing 5 storey north-east wing fronting Brook Street (3 storeys) and to the south elevation (8 storeys); external alterations, provision of rooftop amenity terraces, landscaping and associated works'

The proposed development falls within one red line area and specifically comprises of the following components:

- Retrofit and extension of the existing office building to provide additional office accommodation, with an uplift of 8,426sqm GIA (9,338sqm GEA).
- Existing reinforced concrete frame to be retained, along with ground floor slab and basement structure.

- Extensions to west, north and south sides of the building with new facades.
- Provision of a central atrium space between the existing structure and the northern extension for internal circulation and rooftop amenity spaces for tenants, including urban greening.
- Provision of cycle parking and servicing at basement level, provision of plant space at roof and basement levels.

The proposed development has evolved through pre-application and wider stakeholder consultation process, which has included collaborative discussions with the Council and a number of other key stakeholders.

6. Regeneration Impact and Benefits

The proposed development provides the opportunity to regenerate this important site through the sustainable retrofitting of the existing poor-quality office building to provide a highly sustainable and modern office building which reflects commercial demand in the area and seeks to support LBC's aspirations to provide a range of business premises within the Borough.

The Employment, Training, and Skills plan for the Fox Court Site outlines a preliminary framework for implementing employment, training, and skill development initiatives related to the project. The plan will be further refined and formalized through the S106 Agreement in collaboration with the London Borough of Camden (LBC).

The Applicant is dedicated to creating meaningful employment opportunities and training programs that bring lasting social benefits to the local community. These initiatives will play a vital role in establishing Fox Court as a thriving creative hub, fostering the growth and retention of creative enterprises within LBC.

The plan is designed to ensure the Applicant's ongoing commitment to promoting employment, education, and skill development opportunities throughout both the construction phase and the site's long-term existence. To achieve this, the Applicant will partner with local organizations, the LBC, and specialized training providers to introduce a diverse range of employment programs tailored to the needs of the local community.

THE PROPOSALS





ge@On

20

5

The Proposals

The planning application seeks planning permission for the following description of development:

‘Demolition of existing facades, retaining existing reinforced concrete frame and basement structures; refurbishment and reconfiguration of the existing office (Use Class E) building for continued office use including extensions with new facades to the west elevation fronting Grays Inn Road (9 storeys), to the northern courtyard elevation facing Brookes Court (8 storeys), to the existing 5 storey north-east wing fronting Brook Street (3 storeys) and to the south elevation (8 storeys); external alterations, provision of rooftop amenity terraces, landscaping and associated works’

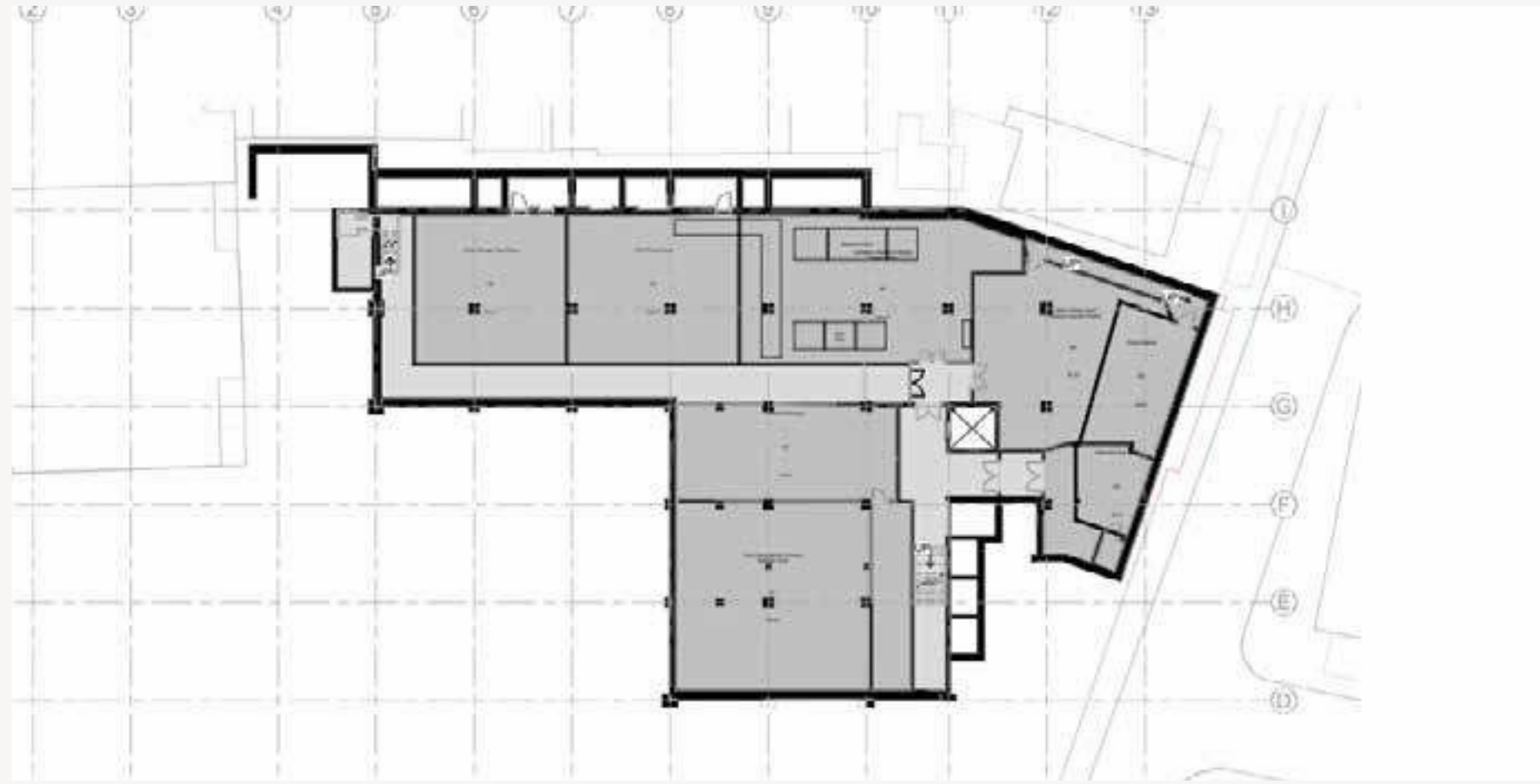
The proposed development falls within one red line area and specifically comprises of the following components:

- Retrofit and extension of the existing office building to provide additional office accommodation, with an uplift of 8,426sqm GIA (9,338sqm GEA).
- Existing reinforced concrete frame to be retained, along with ground floor slab and basement structure.
- Extensions to west, north and south sides of the building with new facades.
- Provision of a central atrium space between the existing structure and the northern extension for internal circulation and rooftop amenity spaces for tenants, including urban greening.
- Provision of cycle parking and servicing at basement level, provision of plant space at roof and basement

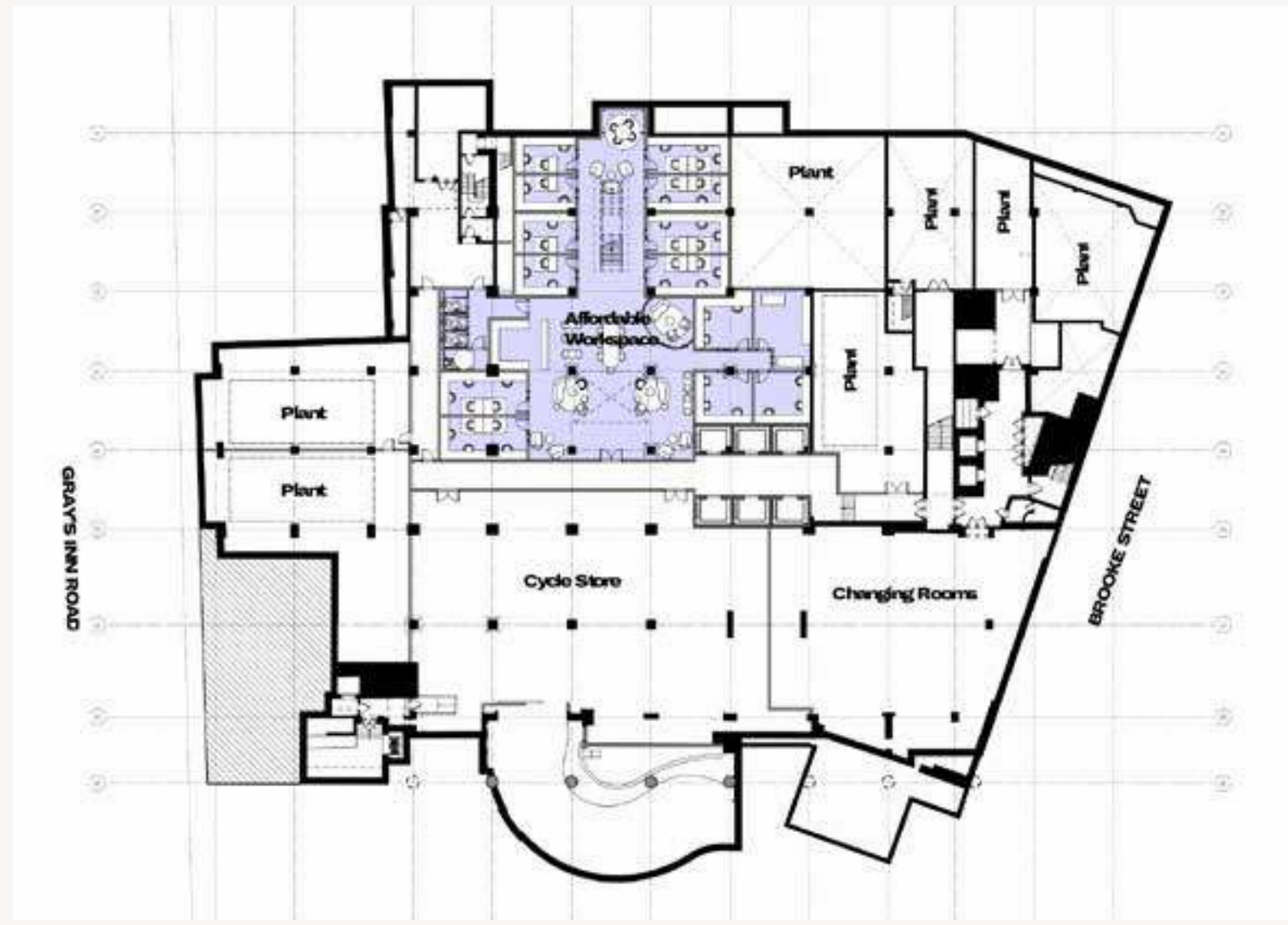
The proposed development has evolved through pre-application and wider stakeholder consultation process, which has included collaborative discussions with the Council and a number of other key stakeholders. The proposed development provides the opportunity to regenerate this important site through the sustainable retrofitting of the existing poor-quality office building to provide a highly sustainable and modern office building which reflects commercial demand in the area and seeks to support LBC’s aspirations to provide a range of business premises within the Borough.

The Applicant is committed to providing a modern and unique development that promotes a legacy and commitment to impactful social, economic and sustainability initiatives that drive community wellbeing, economic growth and meaningful social value. With a central accessible shared space on the ground floor for events and coworking, and creativity and collaboration taking centre stage, the Site will celebrate and elevate the existing community and maximise its potential as a destination and incubator for young and emerging talent.

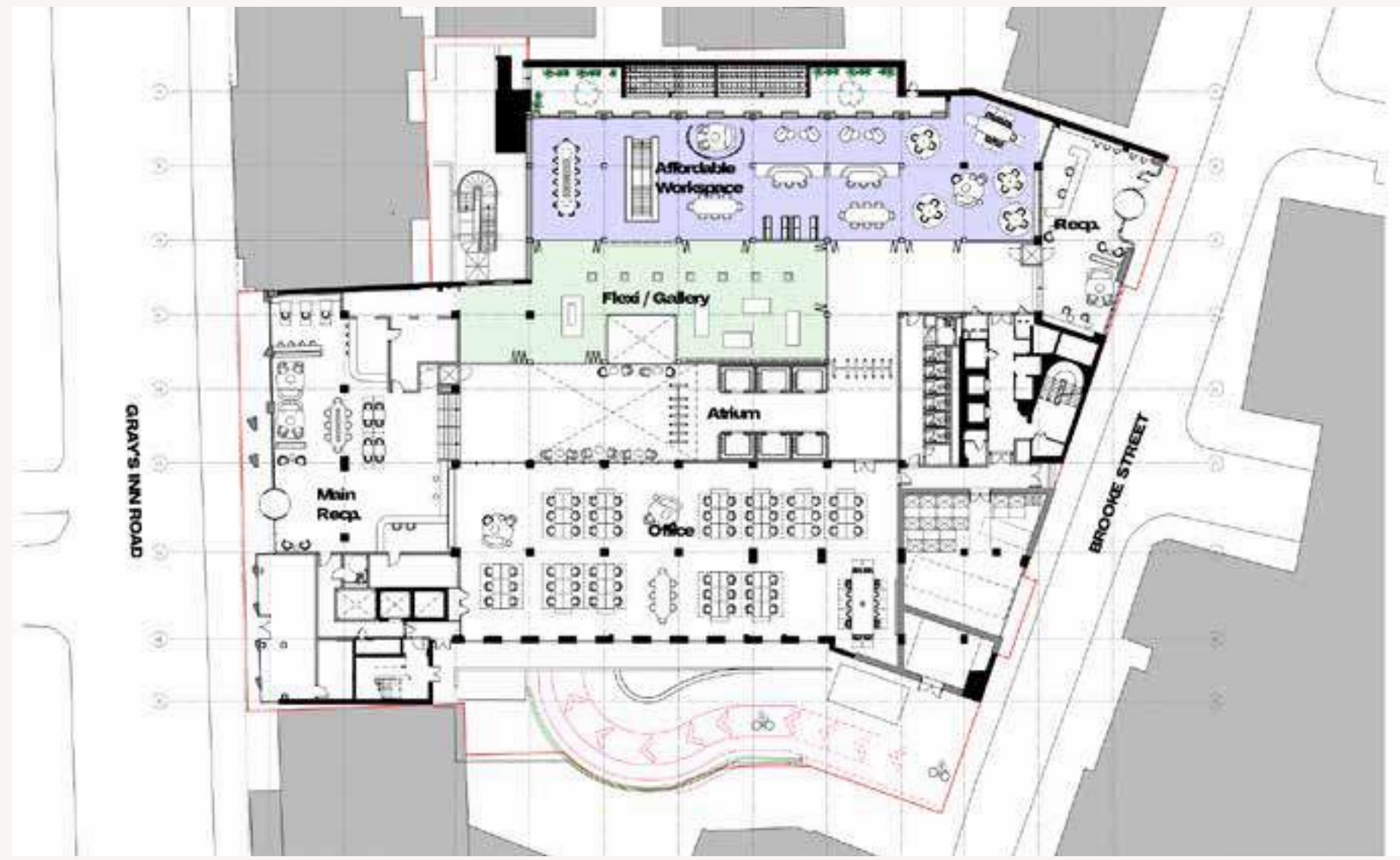
The Proposals



BASEMENT 1 & 2 >

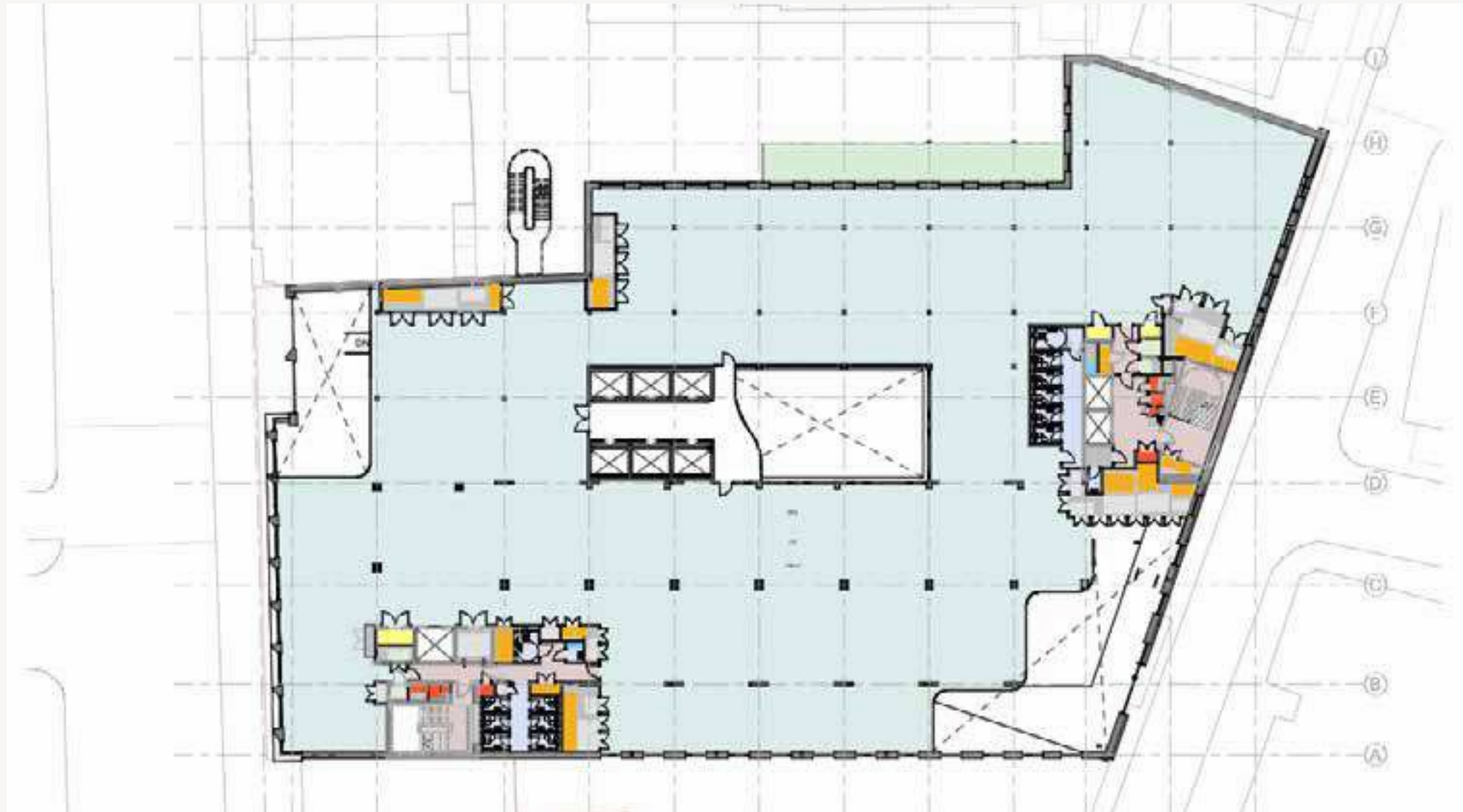


FIRST FLOOR

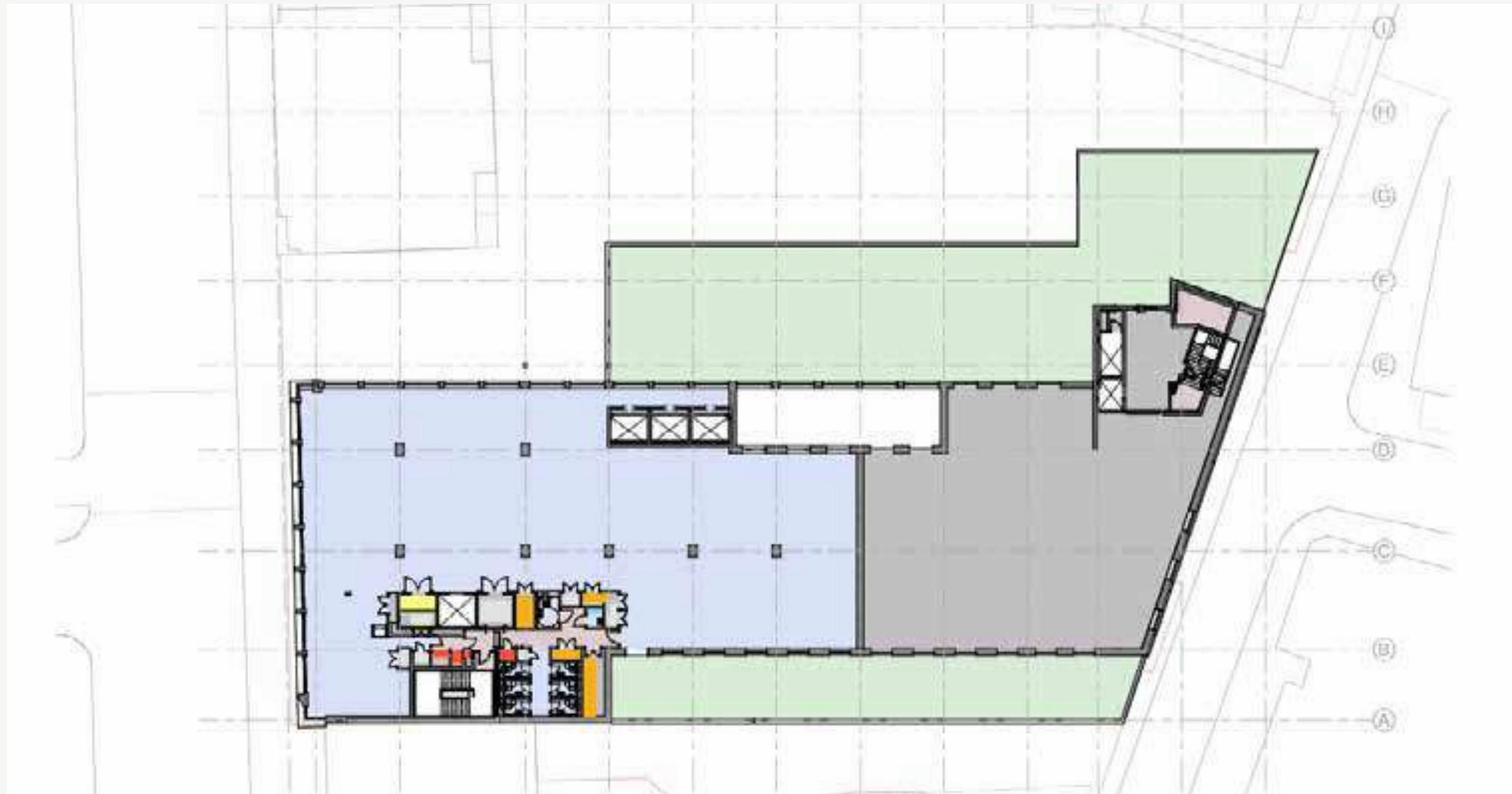


GROUND FLOOR

The Proposals



TYPICAL UPPER FLOORS



EIGHTH FLOOR



ROOF / LANDSCAPE (GRANT ASSOCIATES)

THE SITE



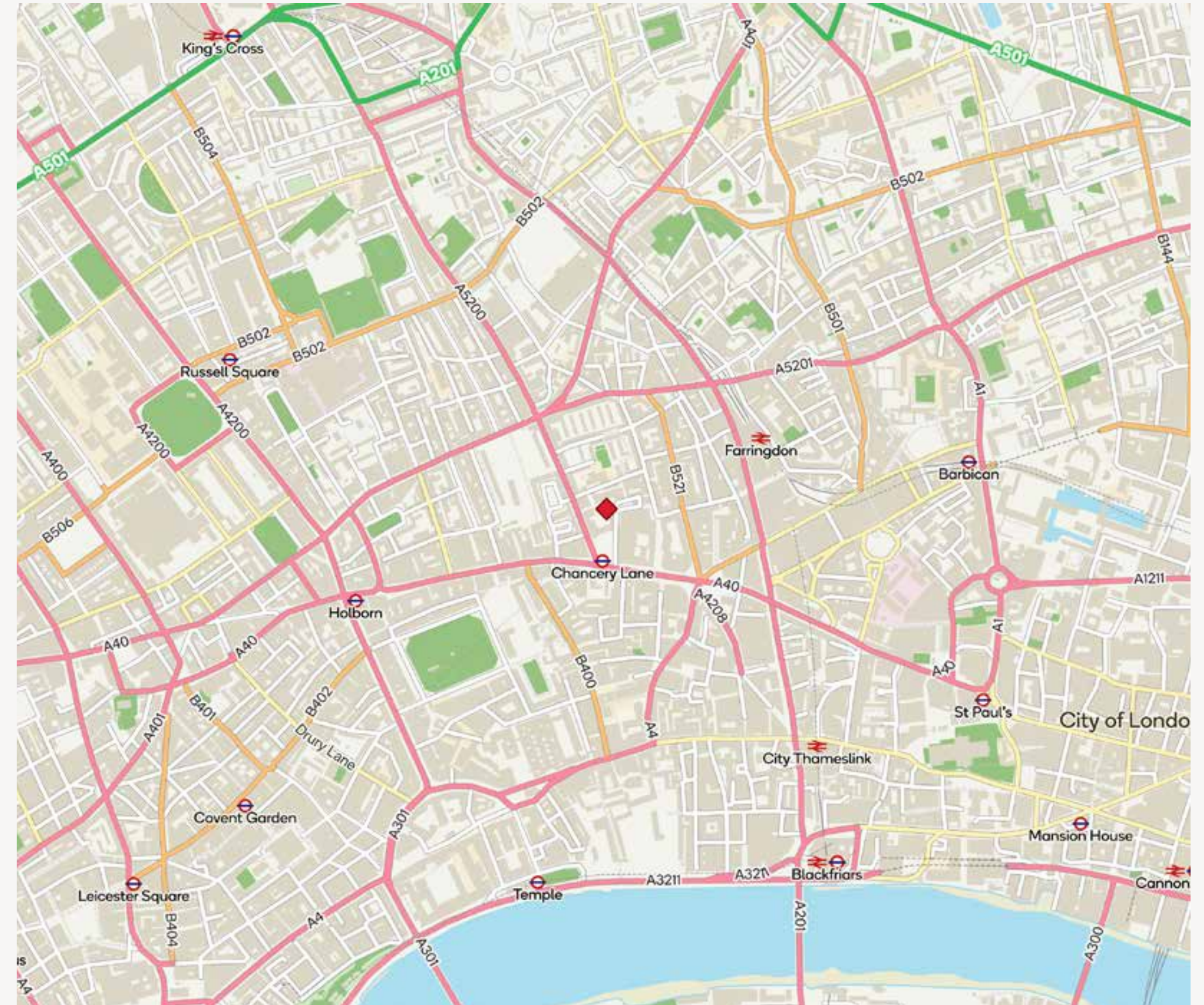
The Site and Surrounding Context

Fox Court is located within the Holborn & Covent Garden Ward within the London Borough of Camden (LBC). It is a 9 storey purpose built office building (14,287 sqm GIA of Class E office floorspace), in a U-shape with an external courtyard space to the north of the building. The building is finished predominantly in red brick with glazing and cladding to the Grays Inn Road frontage. It is of no architectural merit.

To the south is the recently completed 150 High Holborn office and residential development. To the west, beyond Grays Inn Road, is an 8 storey building with retail at ground floor and residential above that turns the corner onto High Holborn and the office buildings surrounding Grays Inn South Square. To the north is a predominantly residential area comprising 6 storey buildings fronting Grays Inn Road, a 4 storey building facing Brookes Market and 2 storey buildings in Brookes Court, which also includes the Holborn Mosque. To the east, on the other side of Brook Street, is the Waterhouse Square office complex.

In terms of planning designations, the site lies within the Central Activities Zone (CAZ), the London View Management Framework (LVMF) protected vista from Primrose Hill to St Paul's Cathedral and the background areas of the views from Blackheath Point and Greenwich Park. In terms of heritage assets, the site lies between two conservation areas, Bloomsbury Conservation Area on the west side of Grays Inn Road and Hatton Garden Conservation Area to the east of Brook Street. Waterhouse Square (The Prudential Insurance Building) is Grade II* listed and Church of St Alban the Martyr (Grade II*) and its associated Clergy and Railings (Grade II) to the north of the site are listed. Within the Grays Inn complex to the west are a number of listed buildings including The Hall (Grade I), The Chapel (Grade II) and Statue of Francis Bacon (Grade II), all set within the Grade II* Grays Inn Registered Park and Garden.

Looking at the wider context, the Site is on the south-eastern end of the London Borough of Camden, bordering Islington to the east and the City of London to the South. The City of Westminster is situated a short distance to the south-west. The area has developed a prestigious reputation as London's Jewellery Quarter. The area surrounding the site includes a mix of medium- to high-density residential uses, along with retail and offices, with a significant proportion of the commercial offering being made up of the aforementioned jewellery businesses.



The Site and Existing Uses

Fox Court is a 9 storey purpose built office building (14,287 sqm GIA of Class E office floorspace), in a U-shape with an external courtyard space to the north of the building. The building is finished predominantly in red brick with glazing and cladding to the Grays Inn Road frontage. It is of no architectural merit.

The existing building has very constrained floor to ceiling heights on the upper floors, which will be offset by introducing double height volumes to the floors and providing outdoor amenity to each floor.

The building interiors are varied in quality, the project will seek to utilise or recycle the internal finishes. The finished building will celebrate the strong aesthetic of the existing retained concrete structure inside

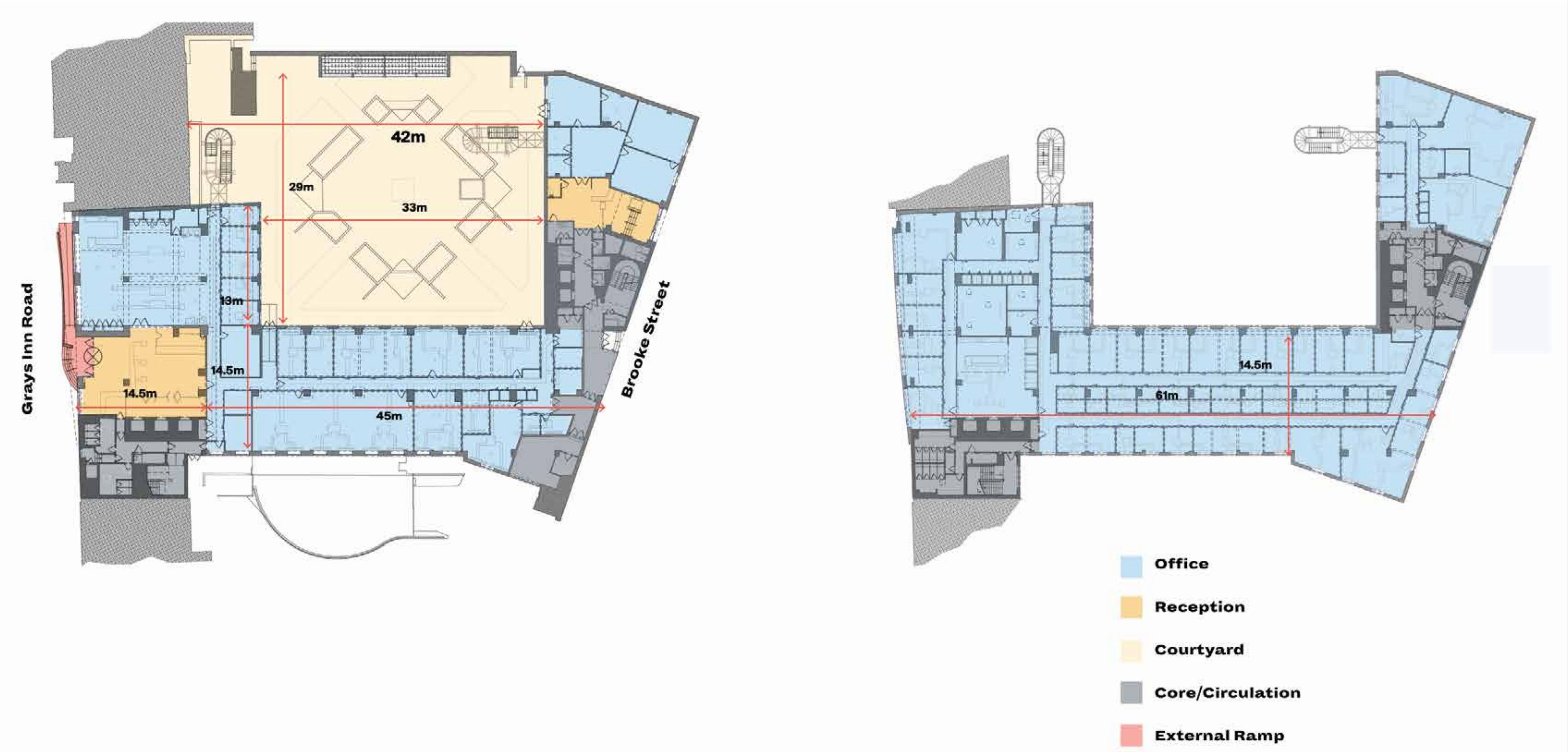
The building in its current iteration has reached the end of its viable economic lifecycle and is an unattractive and unappealing site for businesses in the area who expect more from their workspace than just empty office floors.

The current building is complex to reconfigure and does not suit the requirements of businesses that currently require space in Holborn and the proposed adaptation of Fox Court will meet modern business space standards in a multitude of ways. Changing market requirements for smarter fit for purpose space, with easily accessible and high quality amenities on site will be provided on every floor.

Environmental considerations will be prioritised with re-use of existing materials onsite and a reduction of embodied carbon through the use of CLT.



The Site - Existing Plans



SOCIO ECONOMIC PROFILE



Socio-economic Profile

POPULATION AND FAMILIES

There is a population of 18,700 people within the Study Area which covers a 0.5-mile radius around Fox Court, 14 Grays Inn Road, London WC1X 8HN. Given the relatively small area of 189 hectares, this amounts to a considerable population density of 94 persons per hectare, significantly above the London density of 57 persons per hectare.

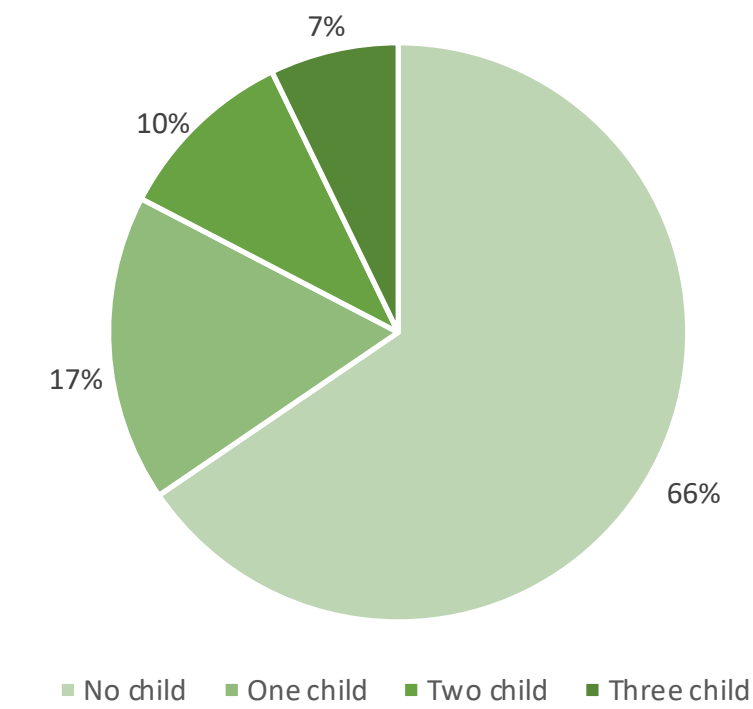
Between 2021 and 2026, there is a 4% population growth expected across the Study Area. This amounts to an additional 670 residents and is above the growth rate anticipated across London as a whole, at 2%.

People in the Study Area are divided among 8,900 households. Most families have no dependent children, accounting for a 65% majority, above the 49% average across London. Those with children in their households typically have one child, with this share amounting to 17% of local families. Those with two and three or more kids are less common, at 10% and 7%, respectively.

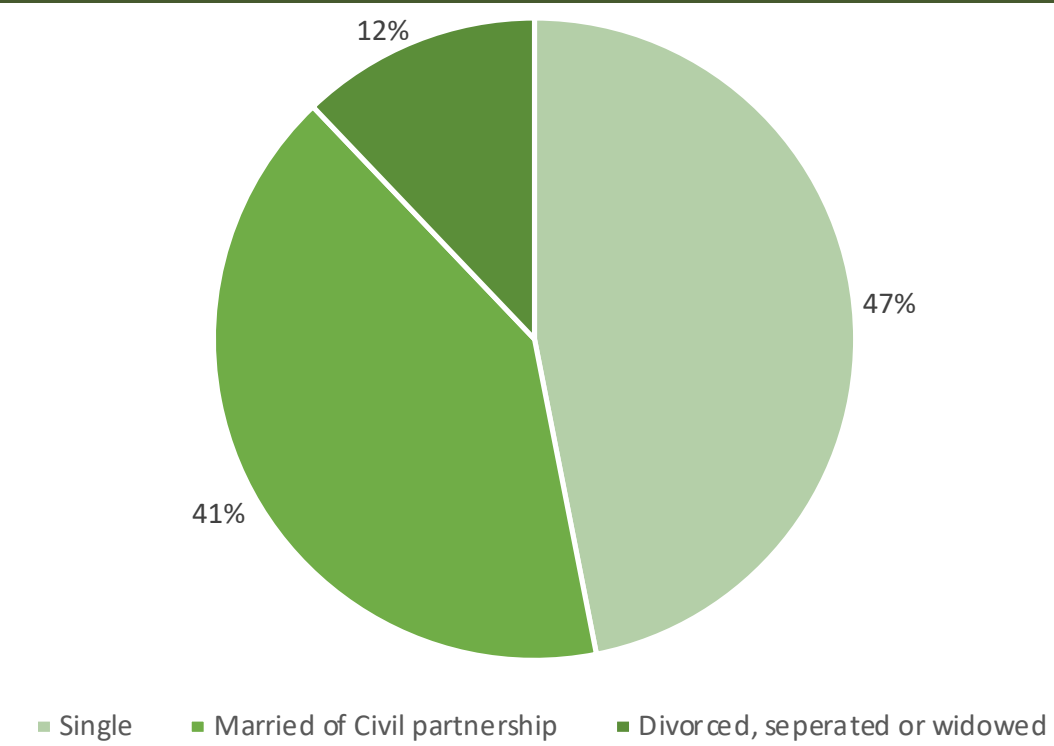
Of those with children, 16% of families have children aged between 0 and 4 years old. Families with children aged 5 to 11, and 12 to 18, are less common, at 11% and 8%, respectively. This lower share of larger families and those with children in older age brackets suggests that families might look to move out of the Study Area as their kids and households grow.

The Study Area has a high proportion of single people who have never married, accounting for 47% of the population, compared to 36% across London. An additional 12% are divorced, separated, or widowed, the same proportion as inner London as a whole. This difference is made up by the lower share of people who are married or in a civil partnership, at 40%, compared to 50% across London.

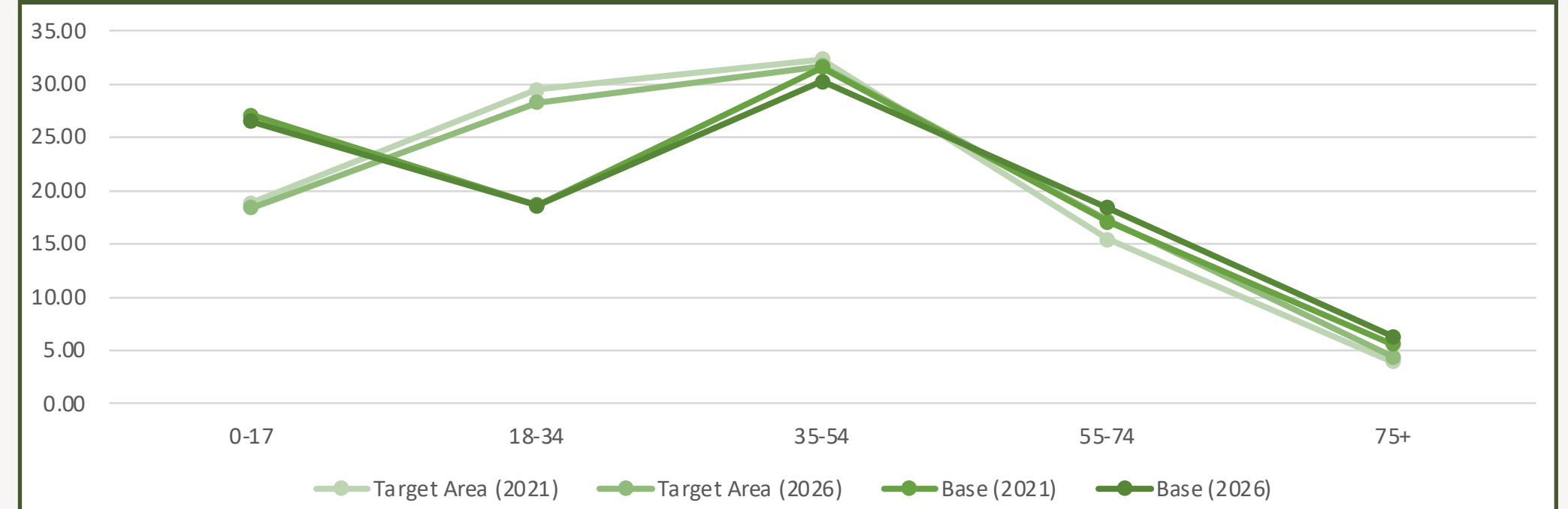
Families with dependent children



Marital Status



Age group bands & 5yr growth expectations



Socio-economic Profile

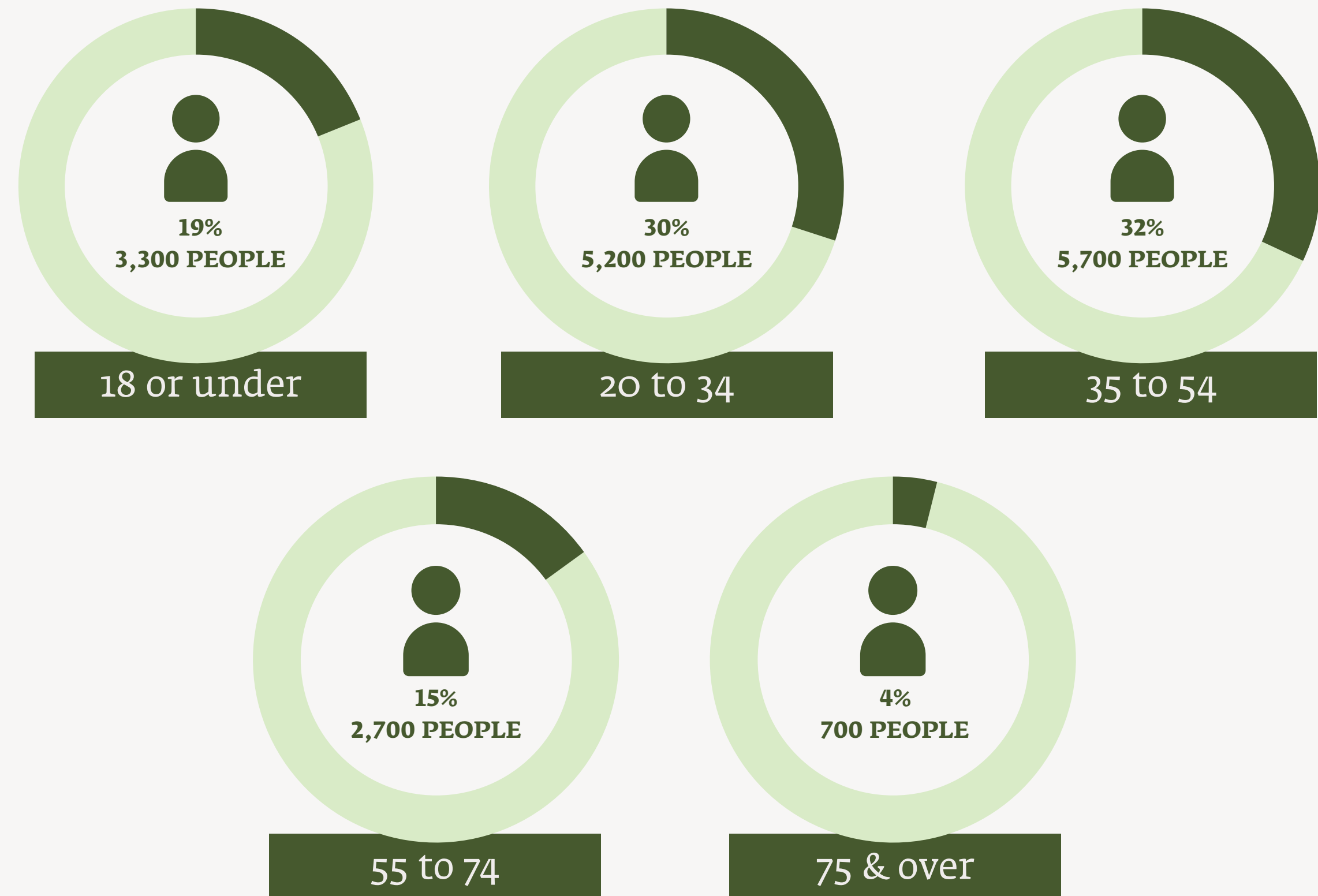
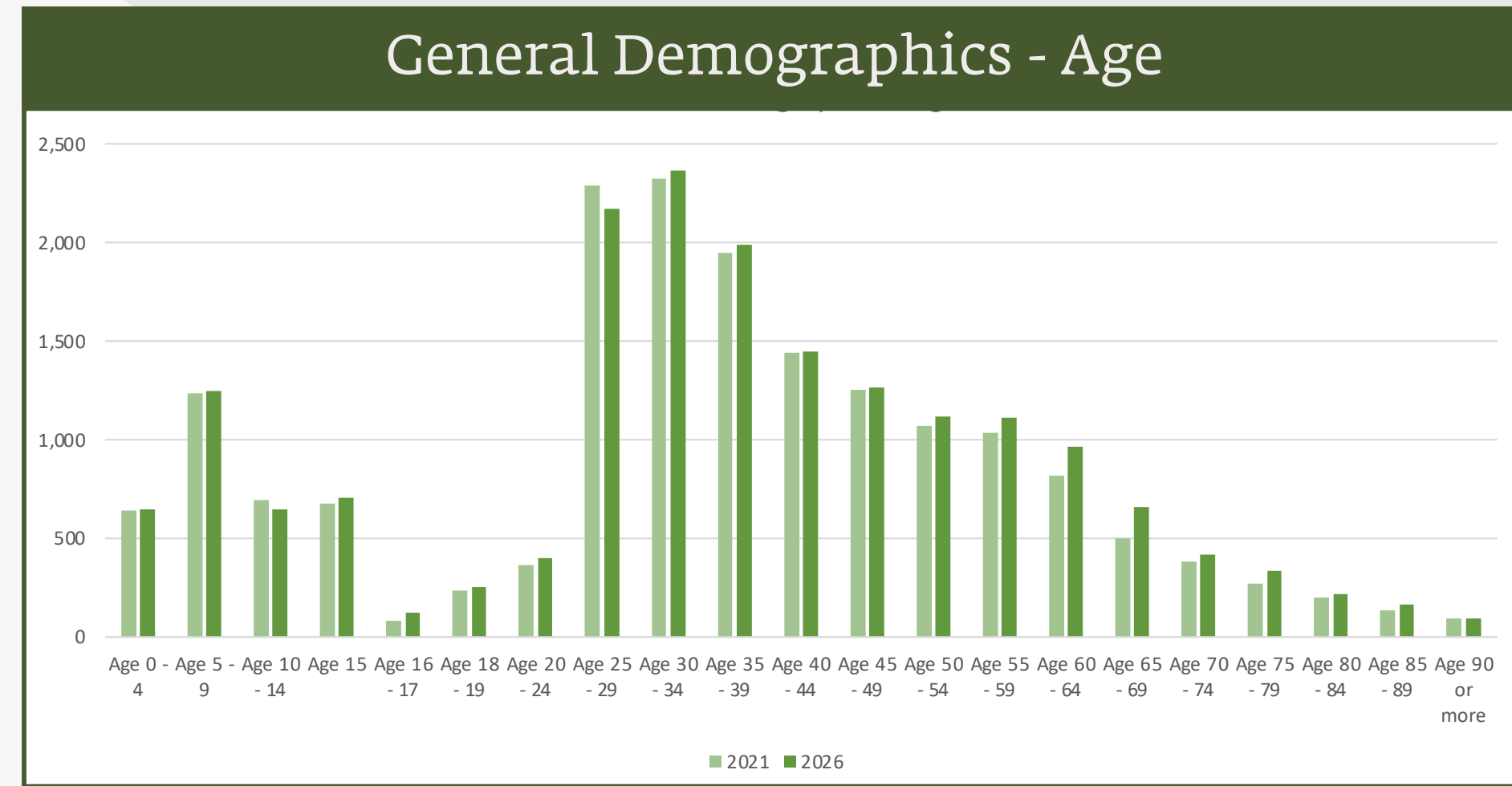
CAR OWNERSHIP

Car ownership in the Study Area is extremely low, with 28% of households having vehicles, compared to the London average of 57%. Between 2021 and 2026, it is expected that around 1% of households in the Study Area will give up car ownership, a decrease of 430.

AGE GROUPS AND GROWTH

Between 2021 and 2026, the older age groups are expected to deliver most of the population growth in the area, with a 3% growth expected in the number of people aged 55 or over. Compared to London as a whole, the population in the Study Area is more heavily weighted towards adult age groups.

The greatest differences are seen in the 35 to 54 age bracket, which represents 32% of the population in the Study Area, compared to 19% across London. These distinctions are largely maintained over the coming years, with both the Study Area and London populations ageing.



Socio-economic Profile

EMPLOYMENT AND EXPENDITURE

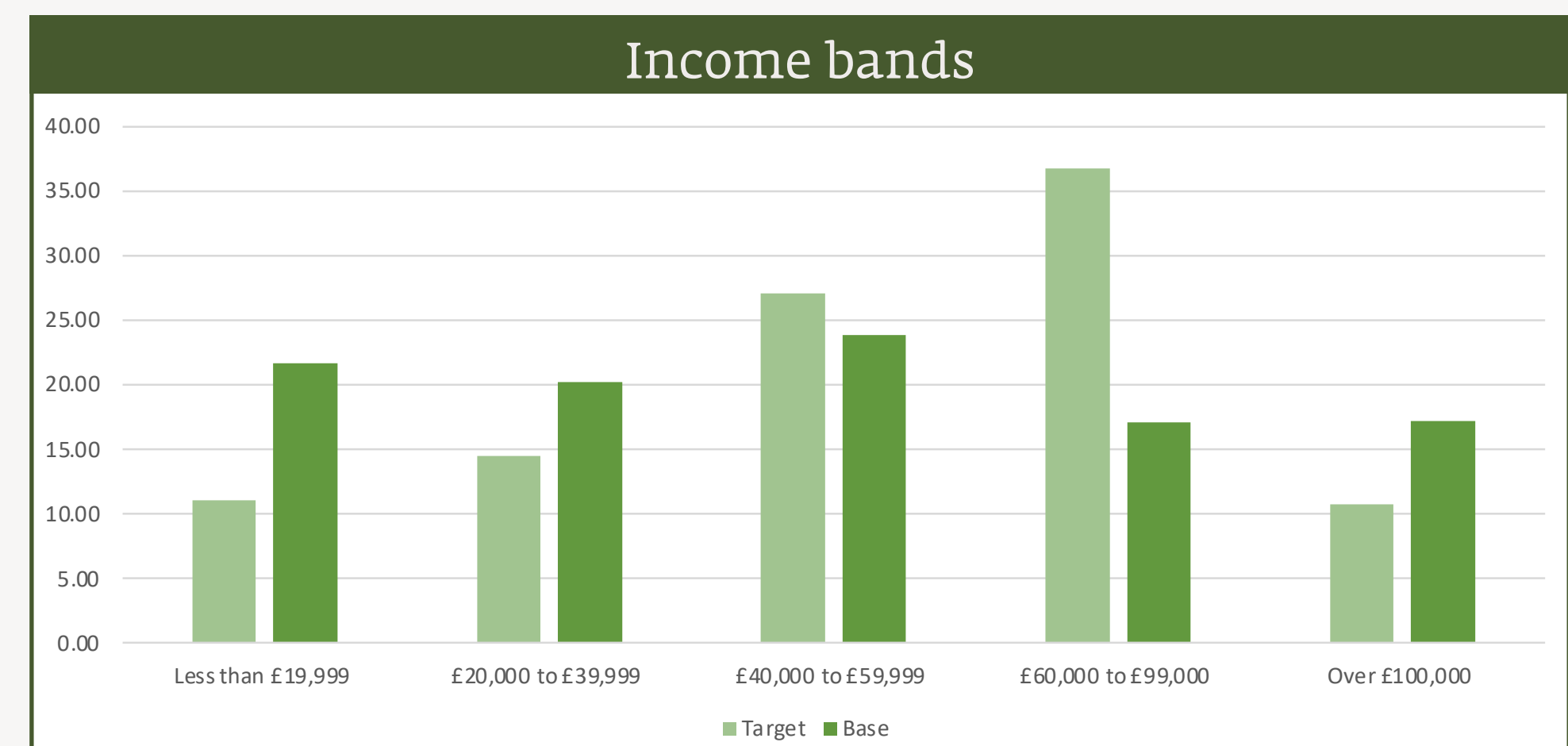
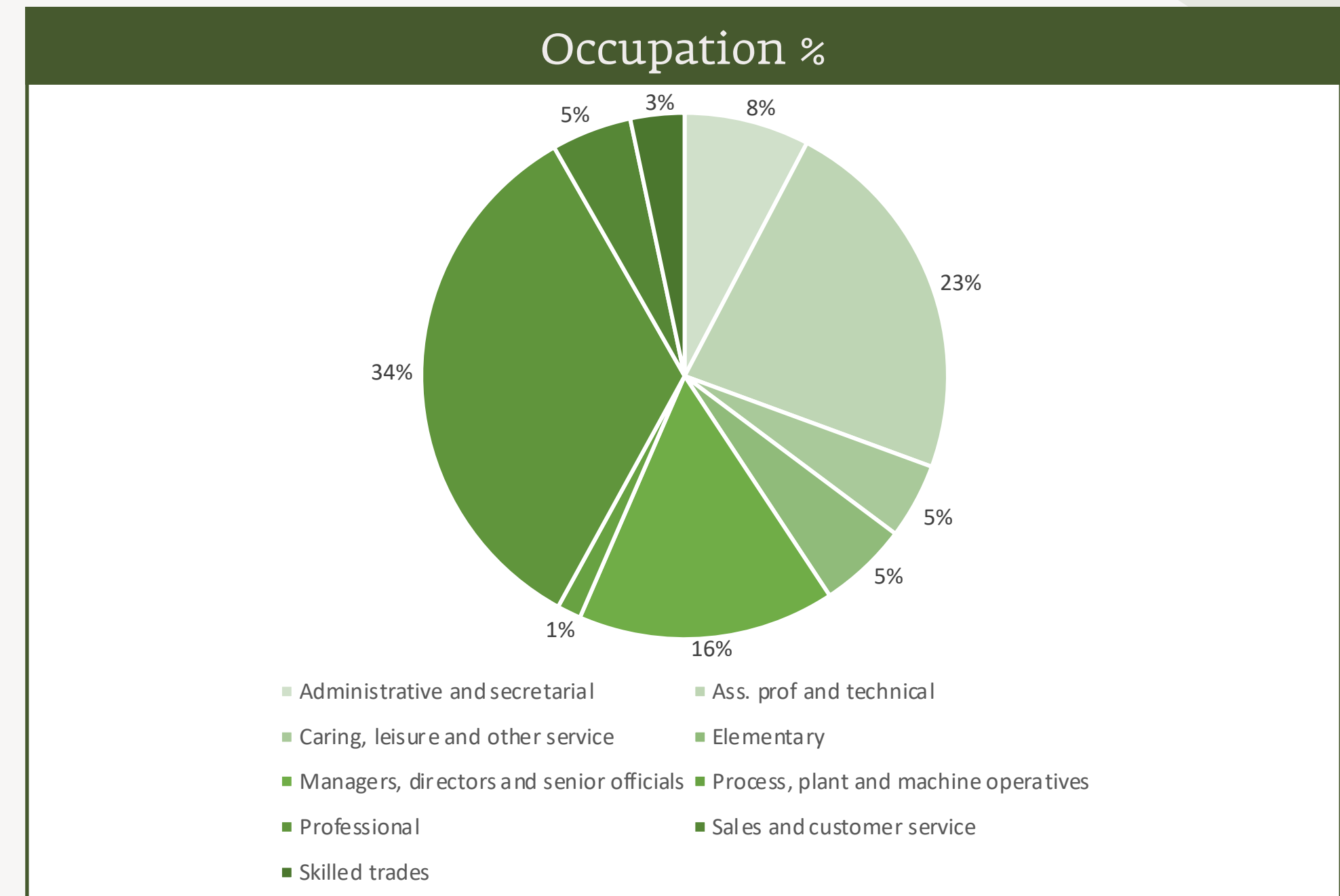
The largest sector by employment in the Study Area is the professional, scientific, and technical sector, which amounts to 25% of total employees. This is more than double the 12% that the sector makes up across London.

Financial and insurance activities make up the second-largest share of employment in the Study Area, at 13%. Information and communication activities represent a further 9%. These sectors are both over-represented compared to the London average at 7%.

In terms of occupations, the largest share of employment is as professionals at 34%, followed by associate professional and technical jobs at 23%. These are both over-represented compared to the London average at just 23% and 17%, respectively. Managers, directors, and senior official jobs are also more common in the Study Area, at 16%, compared to 11% across London. On the other hand, administrative roles make up 8% in the Study Area, lower than the London average of 12%.

These sectors and occupations deliver above-average incomes in the Study Area, with just 26% of households bringing in below £40,000 per year compared to 42% across London. Households earning between £40,000 and £100,000 are closer to the London average, with 27% in the Study Area compared to 24% across London. Those earning in excess of £100,000 are over-represented in the Study Area, making up a 48%, compared to 34% across London.

The average adult in the Study Area spends around £450 per week, much higher than the London average of around £367. The largest share of this expenditure goes on housing costs, including fuel and power, which make up 26% of the total, followed by recreation and culture (13%), transport (11%) and restaurants and hotels (11%). Miscellaneous spending also makes up a significant share, at 10%.



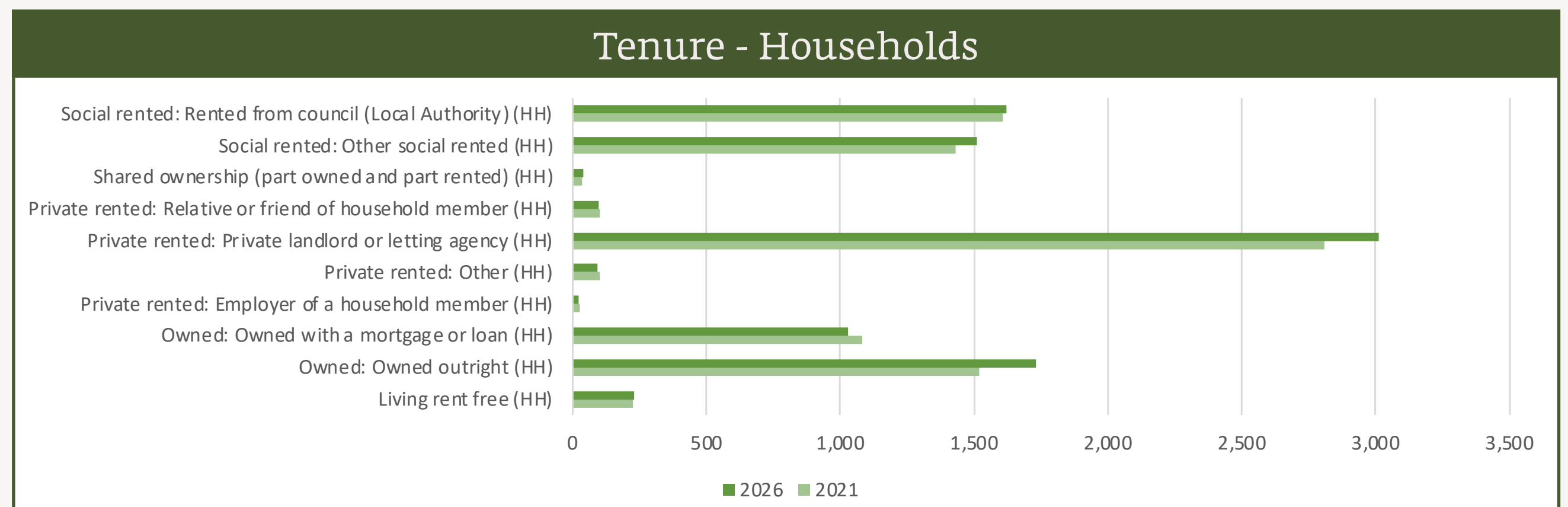
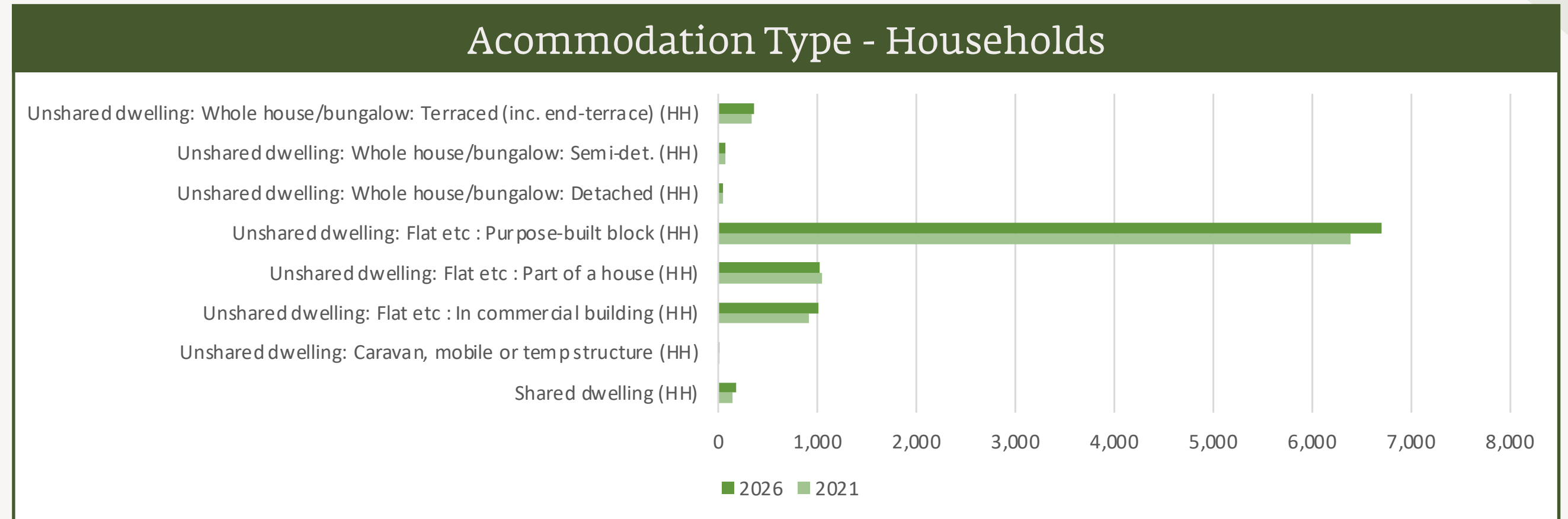
Socio-economic Profile

HOUSING

The majority of households in the Study Area rent their homes. The number of households private renting is in line with the London average, at 34% across the Study Area compared to 27% across London, social renting is substantially more common in the Study Area. It accounts for 34% of households compared to 22% for London.

Conversely, home ownership in the Study Area is below the London average, at 30% compared to 50%. Finally, those living rent-free account for 3% of Study Area households, higher than the London average of 1%.

Homes in the area are typically flats, amounting to of 95% of households. This is significantly above the London average of 54%. There are much fewer houses in the Study Area, accounting for 5% of homes, compared to 46% across London.



Socio-economic Profile

POPULATION CHARACTERISTICS

ETHNICITY

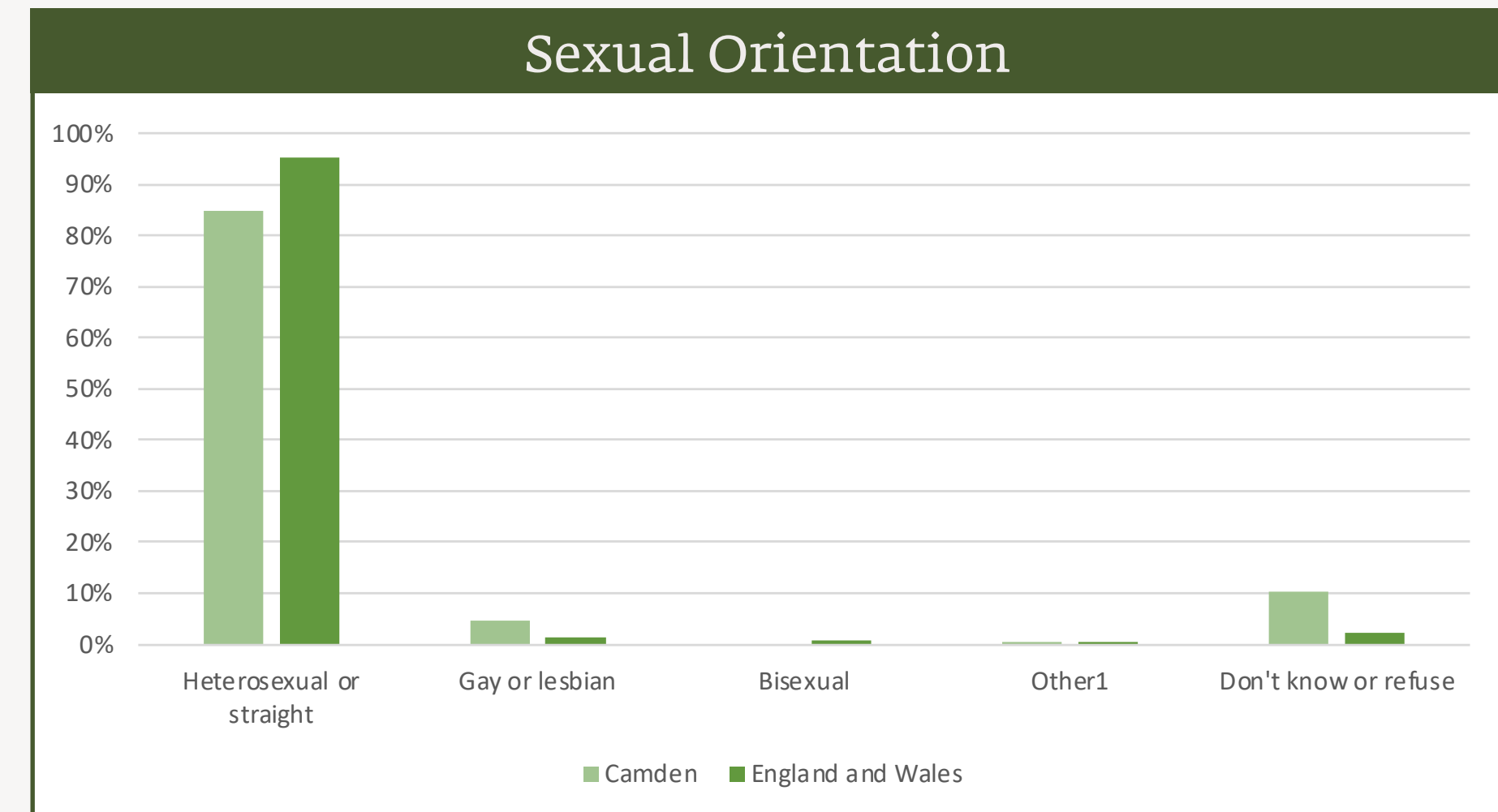
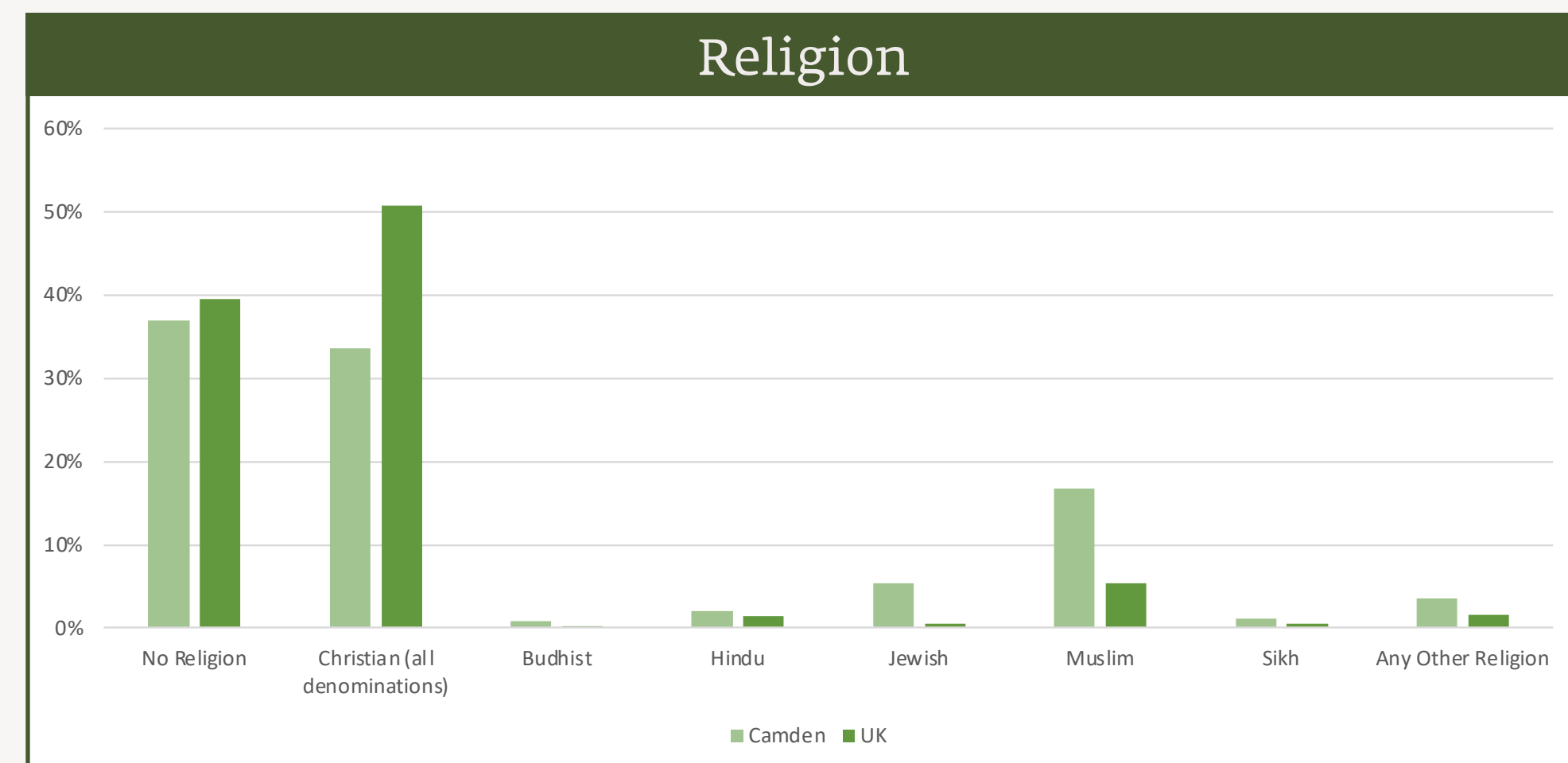
The site sits within the London Borough of Camden. 66% of the population is white, 19% are Asian, 7% are Black, and 8% are from other ethnic backgrounds. This differs from the average across London, where a larger proportion (13%) are Black, and a smaller share are white (59%).

RELIGION

The latest available ONS data shows that the most common religion in Camden is Christianity, accounting for 34% of the population. This is much lower than the UK average of 51%.

Individuals reporting no religious affiliation are the most populous group in Camden (37%), comparable to the UK average of 39%.

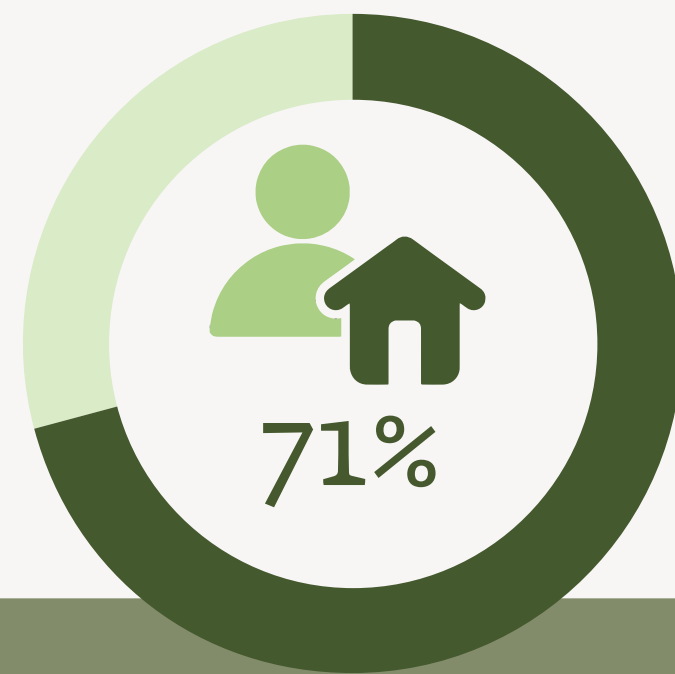
The difference is made up largely by the Muslim population of Camden, making up 17% of the overall population, compared to the UK average of 5%. In addition, the number of people who are Buddhist, Hindu, Jewish, Sikh, or any other religion within Camden make up 12% of the population, much higher than the UK average of 5%.



Socio-economic Profile

MOSAIC SEGMENTATIONS

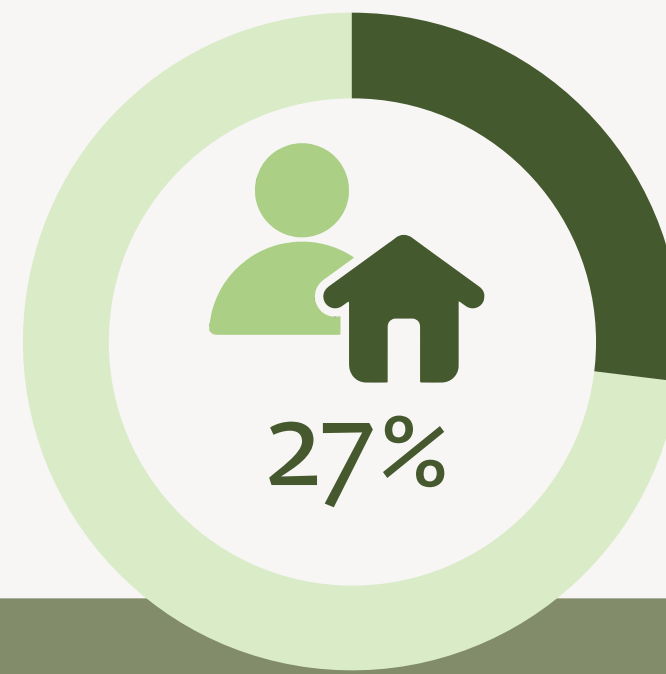
Mosaic segmentations group the UK population according to shared characteristics in employment, education, lifestyles, and other traits that enable the complex demographic profiles of local areas to be more easily understood. AND have identified and described the top three mosaic segmentations within the Study Area, which account for a combined 99% of the population: City Prosperity, Municipal Tenants, and Rental Hubs.



CITY PROSPERITY

The largest share of households in the Study Area lies within the City Prosperity segmentation, accounting for a majority (71%) of households. These high-status city dwellers live in central locations, pursuing well-paid directorial, managerial and professional careers which fund expensive lifestyles.

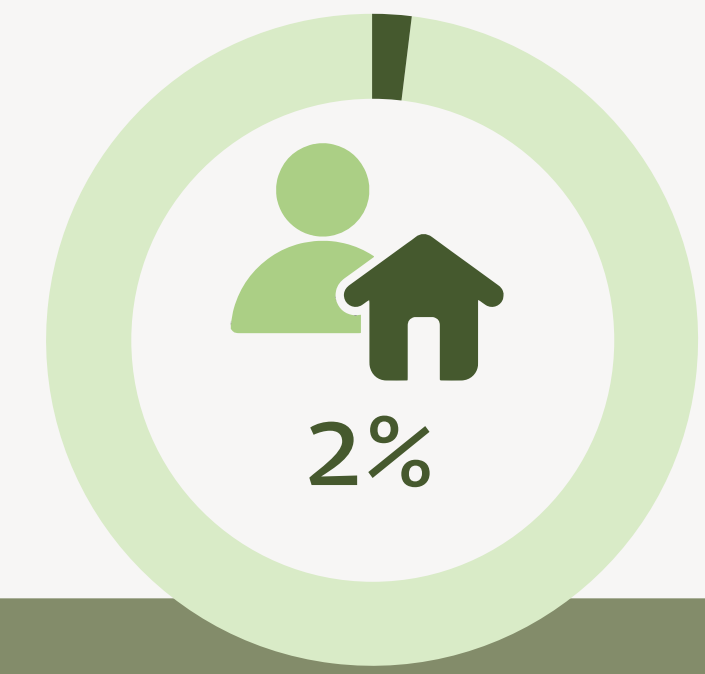
While most are young to middle-aged professionals, there are some who fall into this category who are building families too. Significant disposable incomes mean they can use their urban localities to see the latest cultural displays, shop the latest trends.



MUNICIPAL TENANTS

Municipal Tenants account for the second-largest share of households at 27%. These inner-city residents tend to rent inexpensive, high-density homes, typically from the council or a housing association in central, urban locations. Basic incomes limit housing choices: finances are often stretched.

Households are diverse in composition, with some living alone, with a spouse, or with children of both young and adult ages.



RENTAL HUBS

Rental Hubs account for the third-largest share of households at 2%. People in this group tend to be reasonably fresh out of university education, beginning strong careers that will bring them good incomes in the long term, although cash can be tight at present.

Privately renting accommodation, bills, and slightly below-average incomes mean that spending power is limited, with inexpensive options such as walking, public transport, and budget shopping being the norm.

POLICY FRAMEWORK



Policy Framework

The statutory development plan for LBC, and in turn the proposed development consists of:

- The London Plan (2021)
- London Borough of Camden Local Plan (2017)

The Site is subject to the following site-specific planning policy designations as identified by the Council's adopted Proposals Map:

- Central Activities Zone
- Central London Area
- London View Management Framework viewing corridors

The below supplementary guidance documents, Camden Planning Guidance, are relevant to the proposed development:

- Affordable Workspace Strategy (2023)
- Access For All (2019)
- Air Quality (2021)
- Amenity (2021)
- Biodiversity (2018)
- Design (2021)
- Developer Contributions (2019)
- Employment Sites and Business Premises (2021)
- Energy Efficiency and Adaptation (2021)
- Housing (2021)
- Public Open Space (2021)
- Transport (2021)
- Trees (2019)
- Water and Flooding (2019)

The below supplementary guidance documents, London Plan Guidance, are relevant to the proposed development:

- Accessible London SPG
- Planning for Equality & Diversity in London SPG
- Character & Context SPG
- Draft Fire Safety LPG
- Optimising Site Capacity: A Design-led Approach LPG
- London View Management Framework SPG
- Urban Greening Factor LPG
- Air Quality Neutral LPG
- Circular Economy Statements LPG
- Whole Life Carbon LPG
- Energy Planning Guidance
- The Control of Dust and Emissions in Construction SPG
- Sustainable Transport, Walking & Cycling LPG

LBC is currently undergoing a review of its Local Plan and has carried out an initial consultation on issues and call for sites in winter 2022/23. LBC expect to consult on a draft Local Plan in autumn 2023. At this current time it is anticipated that the submission of the Plan to the Inspector will occur in late summer 2024 and examination in autumn-winter 2024, before adoption in summer 2025. At this time there is no draft plan and the draft plan planned for publication later this year would have very little weight until it has been through public consultation. The existing Local Plan (2017) continues to carry full weight in any planning application assessments.

Policy Framework

London Borough of Camden have a proven commitment to nurturing the historical, social and economic significance of nearby Hatton Garden as a cluster for the jewellery sector, providing strong policy framework to protect and support existing and emerging businesses in the jewellery trade.

Camden Local Plan (2017) provides protections over workspace in nearby Hatton Garden to support and promote the industry from the impacts of future developments on the conservation area's identity. The Applicant is committed to developing a plan for the employment space that provides workspace relevant to emerging businesses in these sectors to align with policy, that are planned and fitted to specification.

Camden Planning Guidance - Employment sites & business premises - 2021

The Camden Planning Guidance Employment sites & business premises document provides guidance to support Camden's Local Plan policies on economic development and employment sites/premises. It aims to protect existing employment sites meeting business needs while also allowing for change of use in some circumstances. The Council wants to ensure availability of a range of employment spaces including for small businesses.

Key Policies Promoting Offices and Affordable Workspaces:

- The Council will support retention/re-provision of employment space suitable for SMEs, micro businesses, and key sectors/clusters. This includes general office space. (Para 12)
- The Council will seek a section 106 agreement to secure SME office space, its affordability, characteristics, and marketing arrangements in mixed use schemes. (Para 28)
- Where affordable workspace is required, the Council will seek at least Category A fit-out instead of shell and core space. (Para 39)
- Applicants should submit a statement on implementing affordable workspace, including service charges. (Para 40)
- The Council uses section 106 agreements to secure employment and training initiatives, including affordable workspace, from large employment developments. (Para 46-53)
- Financial contributions for training will be sought if over 500sqm employment space is lost in development. (Para 54-59)
- Large schemes (over 1000sqm) require an Employment and Training Strategy. (Para 61-71)

Policy Framework

Camden's Affordable Workspace Strategy (2023) informs their approach to asset management and provides additional guidance in support of the planning policy and set out the Council's commitment to:

"making best use of own resources, assets and levers to help create a more inclusive economy. This includes ensuring that residents, small businesses and social enterprises have access to affordable workspaces; to realise their enterprise potential and to grow business ventures that benefit their communities."

The Objectives of Camden's Affordable Workplace Strategy (AWS) are:

- To define our Mission for delivering affordable workspace in Camden within the context of the current social and economic landscape and the changes we want to see.
- To define both how we will deliver this mission and how will judge our success in this endeavour.

Camden's definition of Affordable Workspace is: 'commercial space for small businesses and entrepreneurs that is provided. This space can be flexible shared or dedicated lettable space and configured to the needs of a wide range of sectors'

Mayor of London - Creating Open Workspace – Regeneration Guide #2

- Creating Open Workspace – Regeneration Guide published by the Greater London Authority in 2015 to support local councils in creating new open workspaces through planning policy and direct provision. Focuses on the need for affordable spaces for small businesses, start-ups and creative professionals.

Relevant Policies for Camden:

- Policy DP13 (p.30) - Requires new mixed-use developments to maintain or increase employment space, provide space suitable for SMEs, and replace light industrial, industrial or warehouse space with new premises suitable for business uses
- Planning Obligation Example (Hawley Wharf, p.30-31) - Required reasonable efforts to market creative/B1 space, provision of incubator space for start-ups, and offering existing tenants' space in the new development. Set requirements for incubator space facilities, users, and timeline.



REGENERATION IMPACTS AND BENEFITS



Regeneration Impacts and Benefits

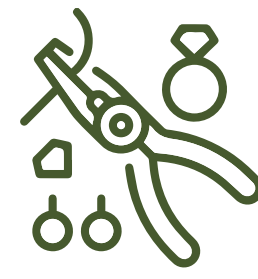
This chapter of the report details the regeneration impacts and benefits that the proposed scheme will derive during construction and when completed. We have split this into 3 key themes to demonstrate the clear benefits that the scheme will deliver.

1. Regeneration and Intensification
2. Environmental Sustainability
3. Inclusive Growth and Social Value

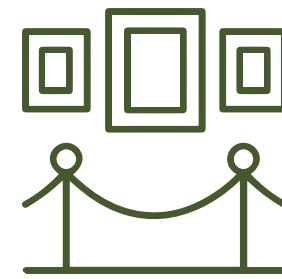
Summary of Impacts and Benefits



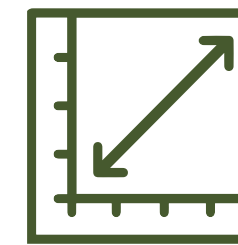
1,239 jobs supported onsite



New fit-for-purpose of Affordable Maker space for the local jewellery industry



New ground floor event space for jewellery industry



Increase of commercial space from 14,287 sqm to 22,866 sqm



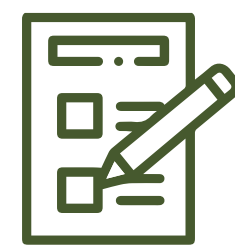
£4.3 million in business rate payments



100 Student Visits per annum



Mentoring Programme



17,537 cbm of structure retained (or 42,240 tonnes of concrete)



Annual saving of the equivalent of 4,462 tonnes of CO2e



Targeting sustainability accreditations including Nabers and BREEAM



Building 100% powered by renewable energy

Regeneration Impacts and Benefits

REGENERATION AND INTENSIFICATION

The proposed building will deliver a state-of-the-art commercial building that is designed to a Grade A office space standards and will provide increased capacity for both Camden as a borough and Central London office districts. The scheme designed by renowned architects Buckley Gray Yeoman will provide an increase in office space from the present level of 14,287 up to 22,866 sqm. The proposals will also see a diversification of space moving away from being a single tenure office building to a mixed commercial space designed to also accommodate maker space focused on London Jewellery industry.

The jewellery industry accounts for 17% of the total employment in Hatton Garden providing over 1,900 jobs. The proposed scheme will provide 795 sqm NIA of new commercial capacity providing 66 jobs in the area. Hatton Garden is one of London's most successful commercial clusters and the proposed scheme will support the continuation of Hatton Garden as a jewellery making cluster and will be designed to support the local jewellery making industry and build on the areas continued success as the heart of the sector in London.

The proposed scheme design will provide an elevated new commercial offer that will sensitively transform the frontage and façade of the building to improve the quality of the streetscape on Grays Inn Road that will provide an improved response to the character of the street. The proposed scheme will make a significant improvement to the wider commercial inventory and the provision of commercial space in Hatton Garden. The proposed scheme will include statement entrances and lobbies which are vital to securing high quality tenants and improving the level of theatre and activity at ground floor level. The scheme will also deliver a pavement gain of over 26.5 sqm.

The area is an important business destination for the borough that contains a broad mix of multi-national, national and local businesses located in major HQ buildings and shared workspaces and forms an important part of Camden's wider business community. It is vital to provide space that will meet the increasingly discerning requirements of businesses seeking space particularly in terms of spatial configuration, fit out specification and the health and wellbeing benefits that the building will offer.

Regeneration Impacts and Benefits

REGENERATION AND INTENSIFICATION

The redesign and repurposing of the office floor plates will make the building much more efficient and suitably flexible for modern business requirements, enabling floor plates to be leased at a range of different sizes from leasing whole floors to the provision of smaller units providing a range of workspace opportunities for businesses seeking space in Camden.

The proposed upgrade to the Site will also ensure that the building's amenities and facilities meet likely business requirements, and will provide high quality workspace, catering to the significant shortage of best in class space in the local market. The flexibility of the floorspace will also enable businesses to “move on” and grow within the building which will support local business retention within Camden.

The proposed building is designed to key accreditations including BREEAM Excellent, Nabers 5 star and EPC A Rating to ensure that the building is future proofed and fit for purpose in the long term and contributing to Camden’s long term sustainability targets around climate change.

Affordable Housing Provision

LB Camden local plan states that existing sites with a commercial land use when being intensified should become mixed-use schemes that includes an element of residential and therefore affordable housing.

The proposed scheme cannot deliver residential on site and would potentially compromise the quality of the employment offer, particularly with the range of commercial uses and the need for flexible workspace that is best in class and meets businesses key requirements. (Refer to Design and Access Statement).

The scheme will instead make a significant contribution to the Borough's affordable housing fund which will support the Borough's efforts to reduce homelessness within Camden.

Regeneration Impacts and Benefits

ENVIRONMENTAL SUSTAINABILITY

The proposed scheme will use pioneering techniques to reuse and recycle materials, retaining 17,537 cbm of the current structure (or 42,240 tonnes of concrete) with the equivalent carbon of 4,462 tonnes of CO₂e, and through the use of Cross Laminated Timber. The scheme will retain circa 85% of the existing building structure and will be 100% powered by renewable energy to ensure the scheme minimises its carbon footprint.

The proposed scheme will also include external amenity and improved planting and greening to increase health and wellbeing for tenants and will deliver an urban greening factor of 0.3. An active travel plan will also increase the provision of cycling and shower facilities for workers to promote sustainable travel that will include 400 cycle space, 400 individual locker spaces and 33 showers.

The tenants will be required to make commitments through their business operations to constantly reducing their carbon footprint and promoting enhanced sustainability across the building and also committing businesses to supporting social value programmes within the borough.

The proposed scheme will be designed to BREEAM Excellent, targeting Nabers and will have an EPC A rating to ensure that it is future proofed and sustainable.



Regeneration Impacts and Benefits

INCLUSIVE GROWTH AND SOCIAL VALUE

The applicant is committed to inclusive growth and delivering social value on all of their development schemes going above and beyond the typical offer seen in most development schemes and buildings. The scheme will deliver significant economic benefits to Camden as a borough and its residents and businesses. Throughout the construction and operational phases, the applicant is committed to engaging the local community through open days where local students visit the building for learning and inspiration, skills and training opportunities as well as apprenticeships. Furthermore, as part of the lease agreement new tenants sign they will be expected to commit to and undertake mentoring and supporting young local people particularly with a focus on business and entrepreneurship.

The proposed scheme will promote greater diversity of employment space providing a mix of best-in-class office space and maker space. The affordable workspace will be designed as maker space and targeted towards the areas Jewellery sector, providing space for start-up, micro and freelance businesses. The affordable workspace will be fitted out to a plug and play standard to make the space affordable and accessible to the local jewellery businesses. These are predominantly micro businesses or sole traders and do not necessarily have the financial resources for expensive fit out costs that can typically be expected when leasing new workspace.

The affordable workspace will contain a range of amenities including shared facilities such as high-quality flexible exhibition space on the ground floor designed to enable the businesses to exhibit and sell products. The space will also become an important amenity for the wider Jewellery sector in Hatton Garden who lack such facilities and resources to exhibit and promote their products. This could include events such as wedding fairs or bespoke jewellery events.

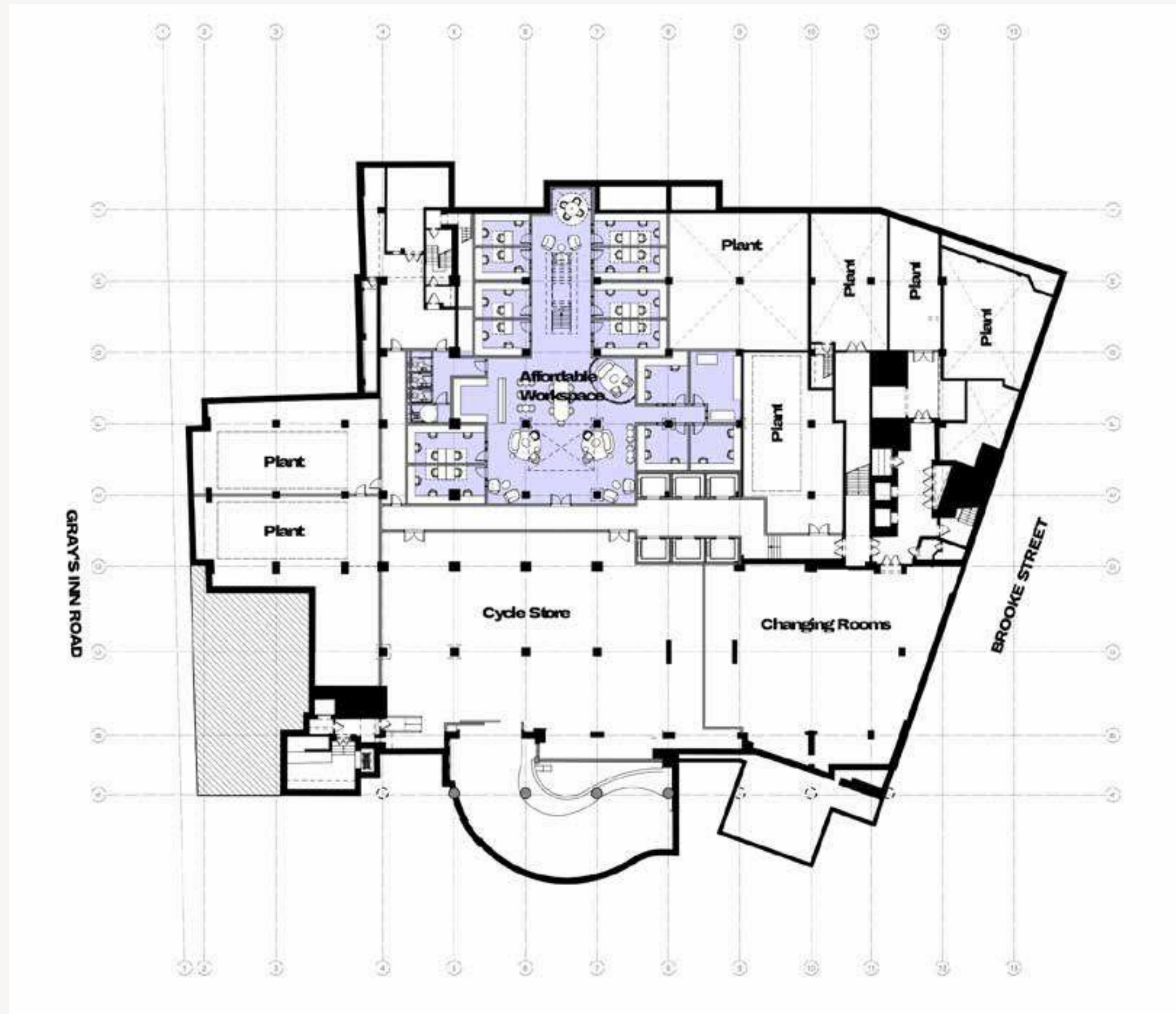
The affordable workspace will also include a shared open plan co working and gallery space that will be bookable by the tenants in the floor below. The workspace in the basement will be provided in a series of small format workshops designed for individual businesses that will be secure and lockable for each individual tenant which is a key requirement for jewellers handling expensive machinery and precious metals.

The spaces will be offered at a variety of different sizes to enable small businesses to “move on” within the building as they grow and establish. The space will also include breakout areas and lounges to encourage interaction and to build a community within the workspace.

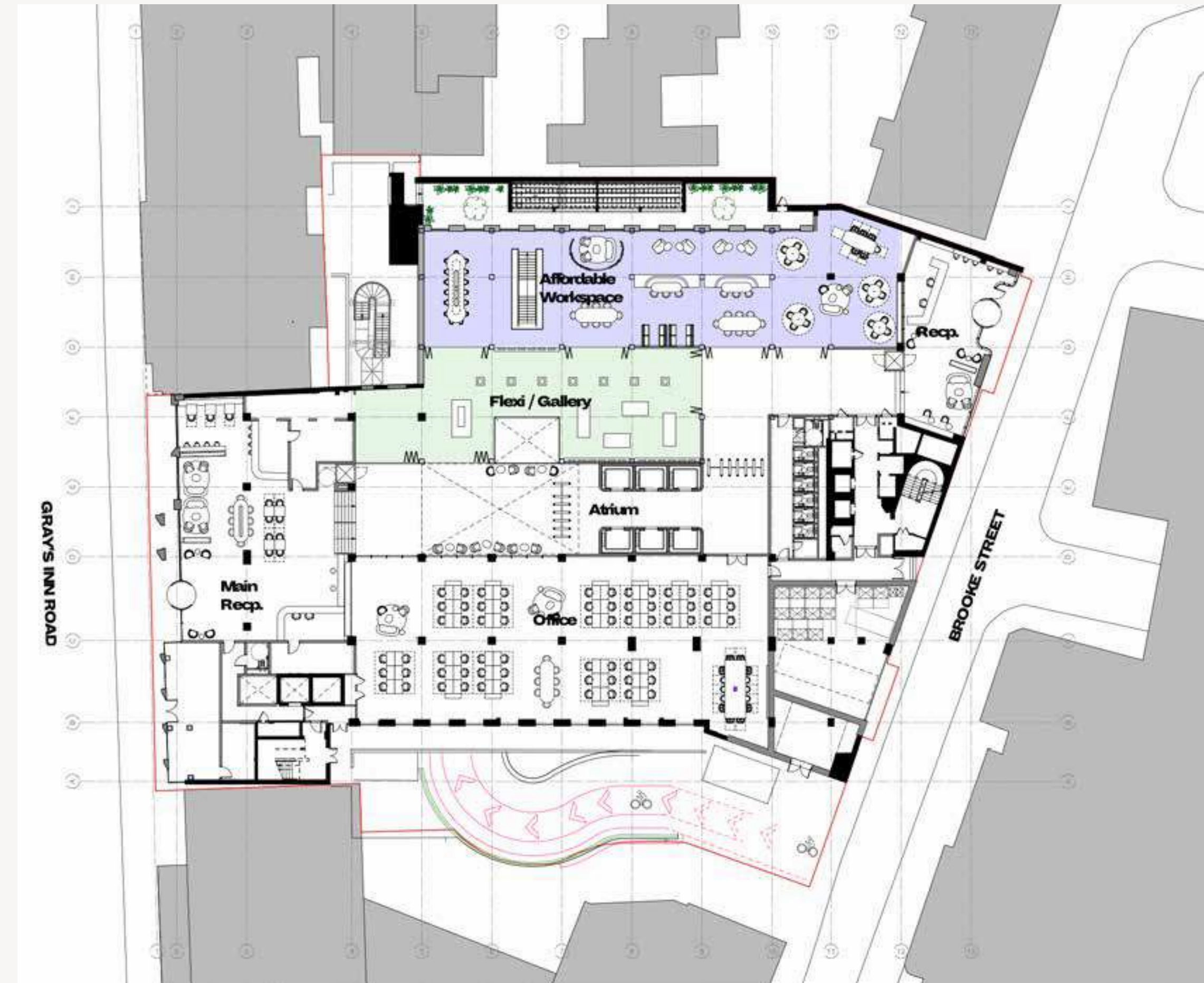
Regeneration Impacts and Benefits

INCLUSIVE GROWTH AND SOCIAL VALUE

AFFORDABLE WORKSPACE PLANS



BASEMENT



GROUND FLOOR

Regeneration Impacts and Benefits

INCLUSIVE GROWTH AND SOCIAL VALUE

EMPLOYMENT

Construction Employment

The proposed development will generate significant employment within the construction sector during the building of the scheme. The proposed development will generate significant employment within the construction sector during the building of the scheme, with approximately £481,260 towards employment and training, as well as 10 apprenticeships, £4.5 million of spending in the local area in construction phase and all reasonable endeavours to ensure that 20% of construction jobs go to LBC residents, equating to 65 job years

Employment generated by construction will seek to include a range of roles including construction trades supervisors, plant operatives, civil engineering operatives, bricklayers, roofers and other trade roles. Within these trades there will be a range of skills from entry level training opportunities to high skilled roles. The Employment and Skills Plan that forms part of this document details how the Applicant intends to ensure that local people have access to construction employment and training opportunities. This will include a range of opportunities including placements, curriculum support for schools and colleges, and apprenticeships, The applicant intends to partners with the Kings Cross Construction Skills Centre to ensure that local benefits are maximised.

End Use Employment

The aim of the proposals is to ensure that the scheme creates an increase of employment uses and a diversification in employment sectors. It is estimated the current site provides 350 jobs. The proposed scheme will diversify employment mixing typical office jobs with affordable workspace opportunities focused on maker/jeweller businesses. The proposal will enable employment opportunities for a broader range of people and skillsets increasing the diversity of opportunity within the employment offer.

Employment Continuity

The applicant will support opportunities for employment continuity into the construction and operation phases where possible. This may include exploring the feasibility of transitioning the current building manager into the site security guard role during construction and then allowing them to manage the future building post-construction. This approach ensures a smoother transition and long-term employment prospects for individuals involved in and effected by the project.

The table below shows the employment densities for the proposed scheme.

Affordable workspace 913 sqm	15 sqm per job
Office Space	10 sqm per job

The table shows ranges based on different jobs densities and floorspace assumptions to provide a reasonable range. Overall, the Development could accommodate 1,239 jobs. The applicant will also seek to employ local people as part of the FM Team and will commit to paying the London living wage as a minimum for these roles.

Regeneration Impacts and Benefits

INCLUSIVE GROWTH AND SOCIAL VALUE

Additional Spending

Workers in the UK spend an estimated £12.59 per day in the local area around their place of employment. On this basis during the construction period when there are 1,435 jobs this could generate up to £4.5 million per year in additional spending.

When the proposed scheme is completed, and 1,239 workers are employed on site this could generate £3.9 million per year in additional spending

GVA

The proposed uses on the site will provide employment opportunities, workspaces and generate an economic impact. The employment estimates were taken in conjunction with the industry-level output metrics as presented in the Annual Business Survey to assess the GVA produced by the proposed development in operation. In total, 1,239 employees from the workspace in the proposed development would generate approximately £119,486 each in GVA per year.

Business Rates

The scheme will generate £4.3 million of business rates per annum, a significant contributing source of income to deliver LB Camden's key growth and business support objectives across the borough.



EMPLOYMENT, TRAINING AND SKILLS



Employment Training and Skills

This section sets out the Employment, Training and Skills plan for the Fox Court Site. It establishes a draft framework for the delivery of the employment, training, and skills opportunities arising from the project and will be further developed in line with the S106 Agreement to be agreed with London Borough of Camden (LBC). The Applicant is committed to providing employment opportunities and training programmes that generate social value with lasting impact for the local community. This will be a key component of Fox Court, with investments focussed on helping the site grow as a thriving creative hub, which supports the retention and growth of creative enterprise within LBC. This employment, training and skills plan for Fox Court is designed to guarantee the Applicant's continuous commitment to fostering employment, education, and skill development opportunities, during both the construction phase and the site's long-term existence. To achieve this, the Applicant will collaborate with local organisations, LBC, and specialised training providers to introduce a range of employment programmes for the local community.

The Applicant has identified overarching aims that will ensure the success of this employment, training and skills plan. The Applicant is committed to upholding these overarching aims throughout the entire process, from the construction to the ongoing management of Fox Court:

- Making significant contributions to LBC's dedication to providing training and employment prospects within the Borough.
- Assisting the local labour economy in addressing upcoming recruitment requirements.
- Ensuring that procurement activities have a positive impact on the local economy.
- Providing valuable employment, training, and apprenticeship opportunities for specific client groups identified by LBC.
- Playing a role in addressing worklessness and local unemployment challenges.
- Establishing connections between construction activities and the education sectors.

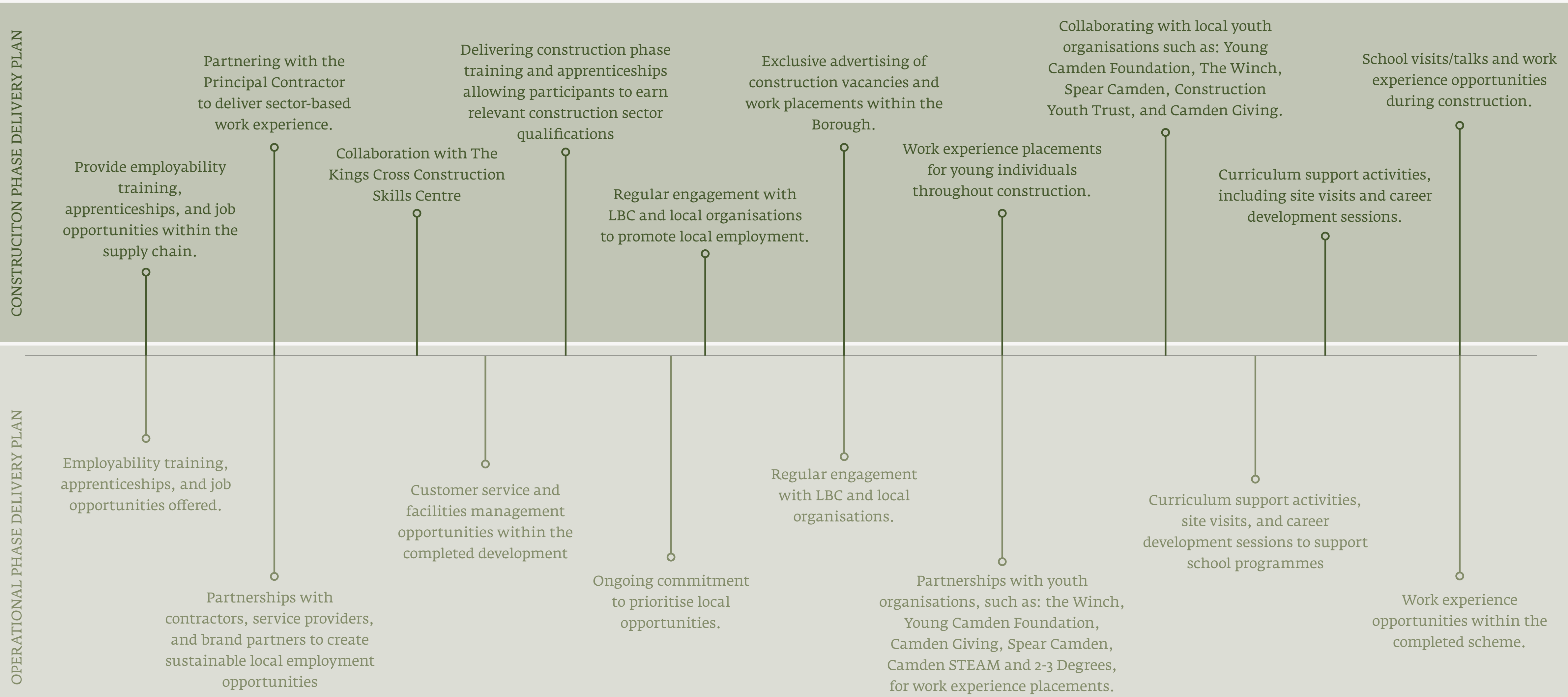
CONSTRUCTION EMPLOYMENT

The proposed development will generate significant employment within the construction sector during the building of the scheme, with approximately £481,260 towards employment and training, as well as 10 apprenticeships, £4.5 million of spending in the local area in construction phase and all reasonable endeavours to ensure that 20% of construction jobs go to LBC residents, equating to 65 job years

Employment generated by construction will include a range of roles including construction trades supervisors, plant operatives, civil engineering operatives, bricklayers, roofers and other trade roles. Within these trades there will be a range of skills from entry level training opportunities to high skilled roles. The Employment and Skills Plan that forms part of this document details how the Applicant intends to ensure that local people have access to construction employment and training opportunities. This will include a range of opportunities including placements, curriculum support for schools and colleges, and apprenticeships, The applicant intends to partner with the Kings Cross Construction Skills Centre to ensure that local benefits are maximised.

Indicative timeline

Fox Court is estimated to take between xx-xx years to develop following the grant of planning permission. This plan sets out the commitments the Applicant will meet during the construction and estate management phases to achieve the aims.



Collaboration with London Borough of Camden and local organisations

The Applicant is committed to maintaining regular engagement with LBC to ensure the Council's employment and skills priorities are being maximised through the opportunities at Fox Court. General Projects will work with local organisations, such as the following, to ensure employment and training opportunities are being prioritised for local people:



- Who work to match apprentices with employers in the borough



- programme supporting young people facing significant barriers moving into employment and education.



-provides grants that benefit people who live, work and play in Camden.



- Who connect schools and cultural organisations, signpost provision, advocate for the value of cultural education

- who support young people who are vulnerably housed, sharing employment and training opportunities.



-social enterprise that inspires and equips young people with the personal development skills



- Who help source candidates for various employment and experience opportunities.



- specialise in offering training, apprenticeships, employment advice and guidance to local residents keen on gaining construction qualifications, and starting or furthering a career in within the construction industry.



- foster innovation and creates diverse talent pipelines by strategically connecting employers with schools, ensuring that young people from all backgrounds are equipped with the skills and opportunities needed for STEAM careers.



Private
parking only

PRIVATE PARKING
Private parking only
No parking for other vehicles
No parking for other vehicles
No parking for other vehicles

BG05 XBP

CONCLUSION



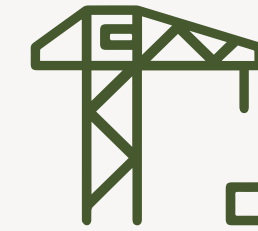
SCHEME OVERVIEW



Business rates generated:
£4,320,800



Quantum of space general workspace
sqm: 22,866 SQM



£92M - Construction value



£119,486 - GVA per worker



£74,244 Construction
GVA per employee



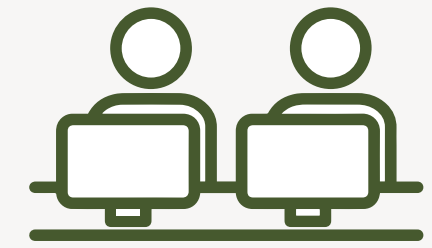
Social value generated per annum:
£481,260



Number of affordable jobs 12m per job:
66



Number of jobs office 10m per job:
1,239



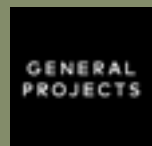
Quantum of space affordable work-
space sqm: 795 NIA SQM

Accreditations



Conclusion

TBC.



General Projects
55 Blandford Street, W1U 7HW
+44(0)203 770 7600 | generalprojects.com



Andrew Sissons
8-12 Creekside, SE8 3LF
+44 (0)7919 927 979 | www.andlondon.net