

Volterra

Belgrove & Acorn House

Regeneration Statement and
Employment and Skills Strategy

Precis Advisory / Access Self Storage

A report by Volterra Partners, August 2020

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CONSTRUCTION & OPERATIONAL IMPACTS



The construction phase will support **1,210 job years** on-site over the period, equivalent to **120 FTEs**.

These workers are expected to support **a total of £1.9m** of spending in the local area



620 additional jobs

on-site, when compared to the existing sites.



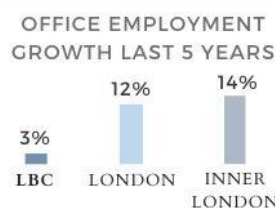
The Proposed Developments will **support 795 net additional jobs** across London once displacement, multiplier impacts, and induced employment are accounted for.



THE NEED FOR COMMERCIAL SPACE



THERE IS AN IDENTIFIED NEED FOR 574,000SQM OF ADDITIONAL OFFICE SPACE TO 2041, EQUAL TO 22,960SQM PER YEAR.



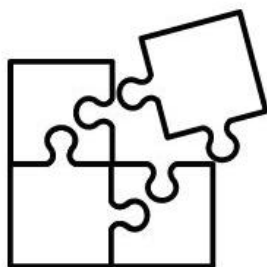
OFFICE EMPLOYMENT GROWTH IS LAGGING BEHIND THAT OF COMPARATORS

The Proposed Developments will contribute approx. **24,600sqm** of gross B1 GIA office and research and development space, almost all of which will be at Belgrove House. This amounts to approx. 21,800sqm of additional B1 GIA floorspace, equivalent to **3.8%** of the LOPR office floorspace target for the borough (**95% of the annual requirement**), delivering **645 office and 140 lab-based jobs**.

This space will reinforce Camden's Knowledge Quarter and its dominant, world-leading position within R&D.



890 jobs (820 FTEs) created at the Proposed Developments helping to solve **unemployment**-related problems in the borough.



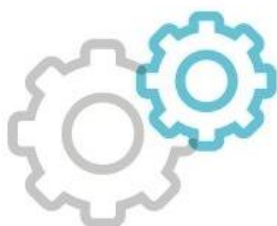
Financial contributions towards reducing worklessness and training & work experience to address **skills shortages** prevalent in the borough.

Employment opportunities for **local residents** in the construction and end-use stages, targeting hard-to-reach priority groups.



Opportunities for residents to increase their **earnings** due to the low LBC earnings growth, as median earnings of construction & operational workers are 7% higher than the median LBC pay.

The provision of one **apprenticeship** per £3m of construction build cost in the construction phase, helping to address the very low apprenticeship rates in LBC.



Catalytic impacts by the Proposed Developments would help to address the relatively higher **deprivation** levels in the employment and education, skills and training sub-domains.

1 EXECUTIVE SUMMARY

- 1.1 Volterra Partners has been commissioned by Precis Advisory / Access Self Storage ('the Applicant') to provide an integrated Regeneration Statement and Employment and Skills Strategy for the redevelopments at Belgrove House & Acorn House ('the Proposed Developments'), within the London Borough of Camden ('LBC'). Together, the Proposed Developments consist of a wide range of uses, with Belgrove House containing high quality office and laboratory (otherwise known as 'research and development') workspace, whilst Acorn House complements this by being an affordable housing led development also containing affordable workspace and a retail unit.

Local context – summary

- 1.2 Volterra has examined the local context, through analysis of baseline economic indicators and employment and skills objectives identified in policy, in order to identify the most pressing issues prevalent in the borough and wider area. A summary of these baseline indicators is provided in the table below. Indicators with the greatest need for improvement are highlighted in red, amber represents below average and/or improving performance and green reflects good performance.

Table 1 Summary of socio-economic indicators

| Indicator | LBC |
|--------------|--|
| Employment | <p>The proportion of economically active residents in LBC (74%) is below that of Inner London (79%), London (78%) and England (79%). Furthermore, the employment rate (70%) is also below that of all levels (75% in Inner London & London and 76% in England).</p> <p>LBC has, however, seen growth in its proportion of economically active residents in employment over the last decade, and has seen a 5-percentage point fall in those unemployed who are economically active (10% to 5%).</p> |
| Unemployment | <p>The proportion of economically active residents in the borough who rely on the Claimant Count is much lower than all comparators, at 2.2% compared to 3% in London and 2.9% nationally. However, in 2019, the unemployment rate in LBC was 5.4%, higher than the Inner London (4.5%), London (4.6%) and England levels (4.0%). Only 68% of those claiming Jobseeker's Allowance were claiming for over 12 months, which compares favourably to the Inner London (77%) and London (74%) levels. People aged 50-64 make up the bulk of those claiming Jobseeker's Allowance, showing that this group is hardest hit by long-term unemployment. Unemployment issues within the borough may partly be down to the large mismatch in the types of jobs sought by unemployed LBC residents and the vacancies that are available in the borough.</p> |

| Indicator | LBC |
|----------------------------------|---|
| Unemployment – vulnerable groups | <p>There are significant differences in the employment levels of different groups within the borough, as the unemployment rate for ethnic minorities (13%) is significantly higher than that of white residents (3%) in LBC, and is also almost double the rate in Inner London and London, at 7%.</p> <p>Similarly, the proportion of economically inactive white residents in the borough is much lower at 17%, compared to 41% for ethnic minorities. The ethnic split of working LBC residents also shows that every industry is dominated by a higher proportion of white residents, highlighting the need to move unemployed ethnic minorities into employment.</p> <p>Additionally, employment inequalities exist with regards to age. The unemployment rate and economic inactivity rates are higher in LBC (compared to comparators) for 16-24-year olds, signalling a need to move younger residents into the workforce. The unemployment rate for males (7%) is higher than both Inner London and London (5%), and is also higher than the female unemployment rate in the borough (4%).</p> |
| Earnings | <p>The rate at which earnings have grown for residents in LBC was the third lowest across the Inner London boroughs over the past decade, growing 14% from 2009 to 2019. The growth in resident earnings in LBC is also below that of the Inner London and London levels. Despite this, the median pay of residents in the borough exceeds that of the Inner London and London levels, and is the sixth highest of the Inner London boroughs. The problem of earnings growth is even more prominent for the lowest 25% of earners, where growth was the third lowest of all the comparators.</p> |
| Housing | <p>The growth in dwelling stock in the borough (7%) is below that of comparator geographies, whilst the growth in house prices has increased by 88% over the last decade, above the national rate of growth (44%), but below that seen in Inner London (96%) and London (92%). Combining earnings and housing, the house price to earnings ratio exceeds that of all comparators at 18.3, reflecting the growing unaffordability of housing within the borough.</p> |
| Qualifications | <p>Residents in LBC are as qualified as the London averages (NVQ1+). Over the last decade, the proportion of residents with NVQ1+ qualifications has risen sharply, from 79% to 86%.</p> |
| Apprenticeships | <p>Apprenticeship starts per 1,000 workers in LBC are significantly below the London and England averages, at 1.9 compared to 7.7 and 14.5, respectively. Of the 33 London boroughs, Camden ranks third lowest in terms of apprenticeship starts per 1,000 workers, showing the growing problem with the provision of apprenticeships in the borough.</p> |
| Deprivation | <p>Across the three sub-domains of primary interest, deprivation levels are relatively average. In regard to the employment decile, the average across the borough is 5.7 (where 1 is most deprived and 10 is least deprived), representing average levels of employment deprivation. For education, skills and training, the average is 7.5 and slightly better, indicating that training prospects are relatively good. For housing, the unaffordability of housing in the borough means that the average decile for the borough is 4.7.</p> |

Economic impacts of the Proposed Developments

Construction of the Proposed Developments would support an estimated 1,210 construction job years (120 FTEs) over the construction and demolition periods, with the construction workers spending an estimated £1.9m in the local economy.

- 1.3 The construction phase would generate a total of 1,210 job years, equivalent to 120 FTEs. The Applicant would endeavour to recruit one apprenticeship per £3m of construction build cost (total to be agreed at the s106 stage), helping to upskill local residents and address skills inequalities present in the borough.

Once operational, the Proposed Developments would be expected to support approximately 890 jobs directly on site, equivalent to 820 FTEs.

- 1.4 The total B1-use space proposed across the Proposed Developments is equivalent to 3.8% of the LOPR target for the borough to 2041, or 95% of one years' provision. Additionally, affordable workspace would be provided at Acorn House (amount and type to be agreed with the Council in the s106), in line with LBC needs and helping to support SMEs.
- 1.5 In contrast to the existing sites, the Proposed Developments would create an additional 620 jobs (575 FTEs). This equates to a 228% increase in jobs compared to those currently supported on site.

Workers at the Proposed Developments would be expected to spend £1.5m in the local area each year, of which £1m is additional compared to the existing sites. Residents at Acorn House would be expected to spend £372,000 in the local area each year, all of which is additional.

- 1.6 Residential spending, coupled with other direct and indirect effects, would create net additional employment in the region of 795 jobs (740 FTEs), of which 625 would be created in London (580 FTEs). Net additional employment results from considering the displacement (proportion of new jobs that would have occurred elsewhere without the Proposed Developments) and multiplier impacts (further indirect benefits linked to worker expenditure and supply chain).

The Proposed Developments would support an uplift of £89m in annual Gross Value Added (GVA). They would also be expected to result in additional tax revenues of up to £36m, including an estimated uplift of at least £3.1m in annual business rate contributions.

- 1.7 Overall, the Proposed Developments would account for £123m of total economic activity, providing an uplift of £89m in GVA terms when compared to the existing site.

The need for commercial space

LBC and City of London (CoL) are integral to the London economy, accommodating 17% of London's employment (898,000 jobs) whilst contributing 23% of its GVA (£104bn), indicating that worker productivity based in either LBC or the CoL is significantly above that of the London average.

- 1.8 The GVA of LBC and CoL is above that of Birmingham, Manchester, Leeds, and Edinburgh combined (£103bn), displaying how economically important the boroughs are.

Despite its importance, LBC lags behind the London averages in office-based employment growth with 36% growth over the past decade compared to Inner London's 43%. The sluggish growth can be attributed to the last five years, where growth was only 3% compared to Inner London's 14%.

Despite the borough's dominance in office-based employment, growth in office space was behind that of the Inner London average, signalling a need for additional office space.

- 1.9 In order for LBC to remain competitive and maintain its position as one of the leading boroughs for professional services, it must continue to deliver additional office space. The LOPR projects a need for 574,000m² of office space from 2016-2041, which is 562,000m² when accounting for growth over the last three years (25,550m² per year).

The Proposed Developments would provide 24,634m² (GIA) of office and research and development ('laboratory') workspace (class B1), creating an estimated 645 office-based jobs (595 FTEs) and 140 laboratory-based jobs (135 FTEs), as well as providing a significant uplift in available commercial space in the local area and LBC.

- 1.10 This 24,634m² GIA is split by 24,158m² at Belgrove House and a further 476m² provided at Acorn House. The total space is equal to 3.8% of the LOPR target for the entire borough, or 95% of one years' target, which is a significant contribution for a single scheme.

- 1.11 3% of the 139,500 people who work in research and development in the whole of the UK work within LBC, which is significant for a single local authority; indeed, Camden is home to the largest cluster of such employment of all London boroughs. The space provided by the scheme builds on the number of world-class institutions present in the Knowledge Quarter and strengthens London's (and Camden's) dominant position within this sector.

The need for housing

The housing crisis is the biggest threat to London's future, with growing unaffordability and a projected need for 66,000 homes to 2036. In LBC, growth in the borough over the last decade is below that of comparators at 7% compared to 11% in Inner London, 9% in London, and 8% in England.

- 1.12 There is an identified need for 16,800 residential dwellings over the period 2017-2031. When accounting for delivery up to now, an additional 13,820 dwellings are needed, equivalent to 1,150 per year. Average delivery needs to increase by 57% in order to meet borough targets. Within this, there is forecast demand for 5,300 affordable units to 2031, equivalent to 379 per year.

The median house price in LBC was £770,000 in 2019, having experienced growth of 88% since 2009, which is above all comparators. The median house price is also 18.3 times higher than the median salaries of residents in the borough, reflecting the growing unaffordability of houses.

- 1.13 LBC ranks second amongst the London boroughs as having the highest median house price to income ratio, evidencing the real risk that the future balance between supply and demand would see LBC residents priced out of the borough.

The Proposed Developments would contribute 33 affordable residential units as part of the scheme, equal to 9% of one years' contribution of affordable housing.

- 1.14 The provision of housing would bring an estimated 79 additional residents to the area, providing economic stimulus to local businesses through residential expenditure.

How are the employment and skills aims addressed?

The unemployment rate in LBC was 5.4% in 2019, above that of Inner London (4.5%), London (4.6%) and England (4.0%). The Proposed Developments will create 890 operational jobs (820 FTEs) across the sites.

- 1.15 The Applicant would use reasonable endeavours to maximise the number of construction jobs that go to local LBC residents, in addition to seeking to recruit from Camden's resident population during the end-use stage of the Proposed Developments. End-use occupiers would also be encouraged to target hard-to-reach priority groups that suffer disproportionately from unemployment or low skills when seeking to fill vacancies at the Proposed Developments.
- 1.16 At a firm-level, the Applicant would seek to bolster local employment by setting up a meeting with Camden Council to discuss the potential for local businesses becoming part of the supply chain. The Applicant would work towards a local procurement target of 10% of total procurement value.

The rate of unemployment could, in part, be down to a mismatch between the types of jobs sought by unemployed LBC residents and the vacancies that are available in the borough.

- 1.17 As part of their overall s106 obligations, the Applicant would therefore make a financial contribution towards employment and training initiatives aimed at reducing worklessness in LBC where applicable, helping to address skills shortages in the borough.
- 1.18 Furthermore, in line with LBC policy, the Applicant would provide one work experience placement per 500m² of net additional employment floorspace at the Proposed Development, in order to help upskill young people and address identified skills shortages in the borough. Based on proposed floorspaces, this would amount to 28 work experience placements, with the final number to be agreed as part of the s106.

Earnings growth over the last decade was the third lowest across the Inner London boroughs, and is also below that of the London and Inner London levels. Jobs at the Proposed Developments provide opportunities for employees to increase their earnings.

- 1.19 The median yearly earnings of a full-time construction worker in London is estimated at approximately £45,000, which is 7% higher than the median pay of LBC residents in 2019 (£42,000), whilst the median weighted earnings of an employee on either site would also be £45,000, helping to increase earnings for workers on site. In addition, the Applicant would commit to paying at least the London Living Wage to all directly employed full and part-time employees.

Apprenticeship starts per 1,000 workers in LBC are the third lowest of the 33 London boroughs with only 1.9 starts. The Applicant will commit to creating one apprenticeship per £3m of build cost.

- 1.20 Apprenticeship starts per 1,000 workers are significantly below the London (7.7) and England (14.5) averages, identifying a need for additional apprenticeships. In line with LBC policy, the Applicant would therefore commit to providing one apprenticeship per £3m of build cost, with the final number of apprenticeships to be agreed in the s106 with Camden Council.

Wider impacts

The Proposed Developments and associated benefits would have catalytic impacts, contributing to lowering deprivation in the employment and education, skills and training sub domains, on which the local area ranks poorly.

- 1.21 Regenerative impacts from the Proposed Developments would be particularly significant in the local area, as the developments fall in the 20% and 30% most deprived lower super output areas (LSOAs) nationally for employment, whilst they fall in the most deprived 30% and 50% for education, skills and training.

The Proposed Developments would provide significant enhancements to the public realm of the local area.

- 1.22 Currently, the sites have been judged to not positively contribute to the townscape of the local area, with issues such as underwhelming frontage and obstructions to pedestrian flow also prevalent. The proposed designs involve extensive planting strategies, coupled with improved routes and connectivity and an overall improvement in the public realm offering.
- 1.23 The public realm benefits would make the area more attractive, acting as a catalyst for future investment.

2 INTRODUCTION

- 2.1 This integrated Regeneration Statement and Employment and Skills Strategy for the redevelopments at Belgrove House & Acorn House ('the Proposed Developments') has been prepared by Volterra Partners LLP ('Volterra') on behalf of Precis Advisory / Access Self Storage ('the Applicant'). This report accompanies the applications for planning permission at the respective sites.
- 2.2 Together, the Proposed Developments consist of a wide range of uses, with Belgrove House an office and research and development led build, whilst Acorn House complements this by being an affordable housing led development with some affordable workspace. More specifically, the application is for the following developments:

Belgrove House:

"Redevelopment of Belgrove House as a part 5 part 10 storey building plus 2 basement levels for use as office and research and laboratory floorspace incorporating café and flexible retail and office floorspace, an auditorium and a new step free entrance to Kings Cross LUL station in place of the two tube boxes on Euston Road together with terraces at fourth and fifth floor levels, servicing, cycle storage and facilities, refuse storage and other ancillary and associated works.

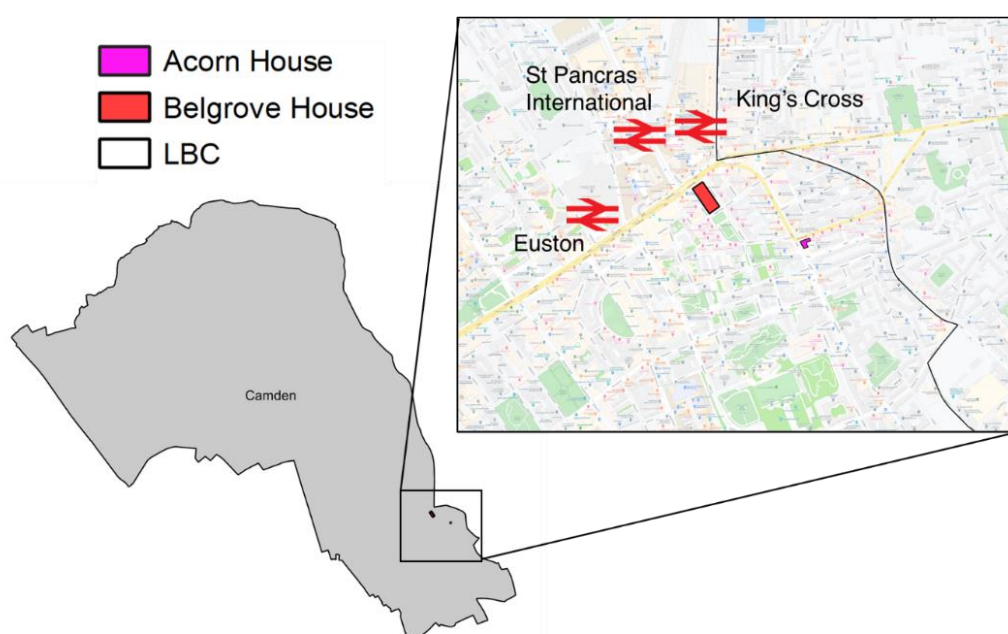
Acorn House:

"Redevelopment of Acorn House as a part 6, part 10 storey building to provide 33no. affordable housing units with affordable office space and a retail unit at ground and basement level together with cycle parking facilities. An external playspace is proposed at level 6 and a community room with kitchenette and landscaped terrace for residents at level 9."

Geographical definitions

- 2.3 Both sites are situated towards the south-eastern border of the London Borough of Camden ('LBC'), located in close proximity to Euston, St Pancras International and Kings Cross stations, as shown in **Figure 1**.

Figure 1 Site context



Contains OS data @ Crown Copyright and database right (2020)

- 2.4 Both sites are highly accessible by public transport, judged to have a Public Transport Accessibility Rating (PTAL) of 6b – the highest rating that can be achieved. This is due to the sites' close proximity to major over ground and underground stations. The PTAL scale is a measure defined by Transport for London (TfL) that determines an area's access level to public transport. From Belgrove House, King's Cross & St Pancras International stations are located within 0.3 miles to the north, with Euston station 0.5 miles to the west. Between these three stations, there is access to the Victoria, Northern, Piccadilly, Circle, Hammersmith & City and Metropolitan lines, providing excellent access to the rest of London. In addition, King's Cross & St Pancras stations serve many major cities across the country, in addition to Eurostar services to Belgium, France, and the Netherlands.
- 2.5 Belgrove House lies in the Kings Cross/St Pancras Conservation Area. The existing site at Belgrove House is predominantly self-access storage (class B8) with some retail and food and beverage space (classes A1-A3). Currently, Belgrove House is an unremarkable three-storey high brick-faced building with a flat roof and basement, which has historically been used as a storage facility, also containing three low-quality retail units at the northern end facing Euston Road. The existing site at Acorn House is predominantly office-space (class B1), containing a 7-storey building with a single residential unit and a lower ground floor car park, built c. 1965.

Interdependency between Belgrove House and Acorn House

- 2.6 In conjunction with the application for Belgrove House, a planning application is submitted for 33 new affordable homes at Acorn House, a four-minute walk away from the site on the corner of Swinton Street and Gray's Inn Road. The proposal for Acorn House also incorporates affordable workspace in addition to a retail unit. The two applications will be linked by a S106 agreement.

Relevant policy

The need for a Regeneration Statement and Employment and Training Strategy

- 2.7 Camden Council set out their planning requirements in the 2018 document titled 'Camden's Local Area Requirements for Planning Applications'.¹ In section 5 – Major Applications – the document states that for developments with 10 or more net dwellings or over 1,000m² of additional non-residential floorspace, the following documents should be submitted as part of the planning application:
- **Employment and Training Strategy:** demonstrating how employment and training requirements will be addressed and supported during and/or after construction.
 - **Regeneration Statement:** a statement of any regeneration benefits from the Proposed Development, including estimates of jobs, floorspaces, and community benefits.
- 2.8 This report – an integration of the two requirements – seeks to address these planning requirements outlined by Camden Council in that document.

Provision of housing

- 2.9 The need for additional residential dwellings within the borough is outlined in the **LBC Local Plan** through **Policy H1**² and in the **Intend to Publish London Plan**.³ The Local

¹ LBC, 2018. Camden's Local Area Requirements for Planning Applications

² LBC, 2017. Camden Local Plan

³ Mayor of London, 2019. London Plan - Intend to Publish Edition

Plan identifies a need for 16,800 additional dwellings annually from 2016-2031, equivalent to 1,120 per year, whilst the Intend to Publish London Plan specifies a need for 10,380 additional dwellings per year in LBC, equivalent to 1,040 per year. Furthermore, the need for housing across the whole of the capital is presented in the **London Strategic Housing Market Assessment**, identifying a need for an additional 66,000 homes over the period 2015-2036 in order to meet forecast housing demand (3,145 per annum), as set out in the **Intend to Publish London Plan**.

Provision of commercial floorspace

- 2.10 Additional high-quality office space is required in the borough, as outlined in the **LBC Local Plan, Policy G1**. The objectively assessed need for office space in LBC is a further 695,000m² required to 2031, in order to meet forecast demand. Furthermore, the importance of the scientific sectors and Knowledge Quarter is recognised within the LBC Local Plan:⁴

“Camden has a thriving knowledge economy with world-class institutions in scientific and creative industries. We will support the development of these industries and promote the development of the Knowledge Quarter around Euston and King’s Cross. The Knowledge Quarter Partnership’s overall vision is for a world-class knowledge hub for the 21st century, raising awareness and leveraged support for innovation, collaboration and knowledge exchange.”

Report structure

- 2.11 By examining local context in the surrounding area, thorough analysis of baseline indicators and employment and skills objectives, Volterra has identified the most pressing socio-economic issues in the local area. In addition, the potential regeneration impacts of the Proposed Developments within the surrounding local area are assessed, providing estimates of the socio-economic impacts that will occur as a result of the schemes. The report is split into the following sections:
- **Local Context – Summary:** provides a summary of the key employment and skills issues and objectives identified in the local area, using the baseline information provided in **Appendix A**. The most pressing current issues from the data are identified, in addition to key policy (from **Appendix B**), in designing future employment and skills objectives for LBC.
 - **Impacts of the Proposed Developments:** this section estimates the construction and operational economic impacts that will occur as a result of the Proposed Developments against a baseline of economic activity that is currently occurring on-site. This section adopts standard accepted methodology, drawing on data from the Office of National Statistics (ONS) and utilising the Homes and Communities Agency (HCA) employment densities guidance.⁵ The rest of this section estimates other financial impacts of the developments, including expenditure, GVA, and taxation revenues, and then discusses the contribution that the developments will make to the requirement for additional commercial floorspace both in the area and in London more generally.
 - **The Need for Commercial Space:** discusses the need for office and laboratory floorspace in both the LBC and local area, which will allow local small businesses to expand as per their needs, and the importance of laboratory space in such a renowned scientific area. This section also includes details on how the Proposed Developments will add to the commercial space offering in the local and regional context.

⁴ LBC, 2017. Camden Local Plan

⁵ Homes & Communities Agency, 2015. Employment Densities Guide: third edition

- **The Need for Housing:** analyses the need for new residential dwellings in the capital as well as the borough, focussing on housing targets for LBC and how the Proposed Developments will help contribute to these through the development of Acorn House.
- **Employment and Skills Aims:** discusses employment and skills commitments made by the Proposed Developments in the context of the current issues and objectives present within the borough. This section also highlights the importance of the social value in the context of the developments, in addition to the earlier quantified economic value.
- **Wider Impacts:** explores the beneficial impacts that the Proposed Developments will have for residents in the area through an increased public realm offering, other social benefits, and catalytic impacts resulting from the Proposed Developments.
- **Appendix A: Economic Context:** contains a thorough baseline of economic characteristics for the borough and regional comparators, focussing on the employment and skills-based indicators in the surrounding area. Information within this appendix provides guidance for the design of the Employment and Skills Strategy part of this report by highlighting the most prevalent issues and ensuring that policies are specifically tailored to these issues to maximise the socio-economic benefits for the local community. These findings are summarised in **Local Context – Summary**.
- **Appendix B: Issues and Objectives Identified in Policy:** through examination of local LBC policy as well as London-wide policy, this appendix contains the key employment and skills issues and objectives that should form the basis of the Employment and Skills Strategy part of the report. These findings are summarised in **Local Context – Summary**.

The 2020 Coronavirus pandemic

- 2.12 It should be noted that the statistical analysis underpinning this report was carried out during the global Covid-19 ('Coronavirus') pandemic that is currently present across the world, with the UK unfortunately being particularly hard hit. The data sources used to provide context, however, have not yet released data to reflect the economic impact of the pandemic and hence the report has not been quantitatively updated to reflect the pandemic and its implications. The findings of this report should therefore be considered in this context. In the longer-term, however, such as when the Proposed Developments are due to become operational, it is foreseen that the adverse economic impact of the pandemic will likely have passed.

3 LOCAL CONTEXT – SUMMARY

- 3.1 This summary section looks at the baseline economic characteristics of LBC and areas surrounding the Proposed Developments, as well as relevant issues and objectives that have been identified in local and regional policy. Full analysis of the economic context can be found in **Appendix A – Economic Context**, and a full description of the relevant issues and objectives that have been identified in policy can be found in **Appendix B – Issues and Objectives Identified in Policy**

Summary of economic context

Current context

- 3.2 **Table 2** presents a summary of the baseline socio-economic indicators considered within this report. Indicators with the greatest need for improvement are highlighted in red, amber represents below average and/or improving performance and green reflects good performance. For each indicator, a brief summary of the current performance is provided.

Table 2 Summary of socio-economic indicators

| Indicator | LBC |
|--------------|--|
| Employment | <p>The proportion of economically active residents in LBC (74%) is below that of Inner London (79%), London (78%) and England (79%). Furthermore, the employment rate (70%) is also below that of all levels (75% in Inner London & London and 76% in England).</p> <p>LBC has, however, seen growth in its proportion of economically active residents in employment over the last decade, and has seen a 5-percentage point fall in those unemployed who are economically active (10% to 5%).</p> |
| Unemployment | <p>The proportion of economically active residents in the borough who rely on the Claimant Count is much lower than all comparators, at 2.2% compared to 3% in London and 2.9% nationally. However, in 2019, the unemployment rate in LBC was 5.4%, higher than the Inner London (4.5%), London (4.6%) and England levels (4.0%). Only 68% of those claiming Jobseeker's Allowance were claiming for over 12 months, which compares favourably to the Inner London (77%) and London (74%) levels. People aged 50-64 make up the bulk of those claiming Jobseeker's Allowance, showing that this group is hardest hit by long-term unemployment. Unemployment issues within the borough may partly be down to the large mismatch in the types of jobs sought by unemployed LBC residents and the vacancies that are available in the borough.</p> |

| Indicator | LBC |
|----------------------------------|---|
| Unemployment – vulnerable groups | <p>There are significant differences in the employment levels of different groups within the borough, as the unemployment rate for ethnic minorities (13%) is significantly higher than that of white residents (3%) in LBC, and is also almost double the rate in Inner London and London, at 7%.</p> <p>Similarly, the proportion of economically inactive white residents in the borough is much lower at 17%, compared to 41% for ethnic minorities. The ethnic split of working LBC residents also shows that every industry is dominated by a higher proportion of white residents, highlighting the need to move unemployed ethnic minorities into employment.</p> <p>Additionally, employment inequalities exist with regards to age. The unemployment rate and economic inactivity rates are higher in LBC (compared to comparators) for 16-24-year olds, signalling a need to move younger residents into the workforce. The unemployment rate for males (7%) is higher than both Inner London and London (5%), and is also higher than the female unemployment rate in the borough (4%).</p> |
| Earnings | <p>The rate at which earnings have grown for residents in LBC was the third lowest across the Inner London boroughs over the past decade, growing 14% from 2009 to 2019. The growth in resident earnings in LBC is also below that of the Inner London and London levels. Despite this, the median pay of residents in the borough exceeds that of the Inner London and London levels, and is the sixth highest of the Inner London boroughs. The problem of earnings growth is even more prominent for the lowest 25% of earners, where growth was the third lowest of all the comparators.</p> |
| Housing | <p>The growth in dwelling stock in the borough (7%) is below that of comparator geographies, whilst the growth in house prices has increased by 88% over the last decade, above the national rate of growth (44%), but below that seen in Inner London (96%) and London (92%). Combining earnings and housing, the house price to earnings ratio exceeds that of all comparators at 18.3, reflecting the growing unaffordability of housing within the borough.</p> |
| Qualifications | <p>Residents in LBC are as qualified as the London averages (NVQ1+). Over the last decade, the proportion of residents with NVQ1+ qualifications has risen sharply, from 79% to 86%.</p> |
| Apprenticeships | <p>Apprenticeship starts per 1,000 workers in LBC are significantly below the London and England averages, at 1.9 compared to 7.7 and 14.5, respectively. Of the 33 London boroughs, Camden ranks third lowest in terms of apprenticeship starts per 1,000 workers, showing the growing problem with the provision of apprenticeships in the borough.</p> |
| Deprivation | <p>Across the three sub-domains of primary interest, deprivation levels are relatively average. In regard to the employment decile, the average across the borough is 5.7 (where 1 is most deprived and 10 is least deprived), representing average levels of employment deprivation. For education, skills and training, the average is 7.5 and slightly better, indicating that training prospects are relatively good. For housing, the unaffordability of housing in the borough means that the average decile for the borough is 4.7.</p> |

3.3 From the table above it can be seen that the most pressing economic issues in the borough are centred around the need to reduce unemployment rates (both as a whole and for ethnic minorities 16-24-year olds, and males in particular), address the growing issue of the unaffordability of housing, and increase the number of apprenticeships, for which the borough ranks poorly.

Future context

- 3.4 The Greater London Authority's (GLA) economic forecasts estimate that total employment within LBC is set to increase by 0.91% per annum over the period 2016-2041.⁶ This is slightly higher than the projection for London as a whole (0.78%). Taking this annual employment growth rate and applying it to 2018 levels of employment in LBC, according to the Business Register and Employment Survey⁷, it is estimated that LBC employment will grow by approximately 87,000 jobs to a total of 462,000 in 2041.
- 3.5 LBC Policy recognises employment and skills-related issues present within the borough and the need to address them, in order to bring those furthest from employment into the labour market. This is outlined in 'Policy summary' below.

Policy summary

- 3.6 **Table 3** provides a summary of the key policy relevant to the assessment of employment and skills needs in the borough, that are outlined in full in **Appendix B – Issues and Objectives Identified in Policy**.

Table 3 Summary of policy

| Topic | Policy | Relevance to assessment |
|-----------------------------|--|---|
| Need for office space | LBC Local Plan Policy E1 – Identifies a need for direct new office development in key growth areas in the borough, to meet the forecast demand of 695,000m ² of office floorspace between 2014 and 2031. | Section 5: The Need for Commercial Space |
| Need for housing | LBC Local Plan Policy H1 – Identifies a need for 16,800 additional residential dwellings to be provided within the borough from 2016-2031, equivalent to 1,120 per year. Intend to Publish London Plan – Ten-year housing target for LBC is 10,380 additional residential dwellings, equivalent to 1,040 per annum. | Section 6: The Need for Housing |
| Need for housing | London Strategic Housing Market Assessment – Identifies a need for 66,000 homes over the period 2015-2036 in order to meet forecasted housing demand (equivalent to 3,145 per year) as set out in the Intend to Publish London Plan . | Section 6: The Need for Housing |
| Unemployment - inequalities | Camden 2025 & Our Camden Plan – Looks at the desire to deliver economic growth across the borough that benefits all members, including those furthest from the labour market. | Section 7: Employment and Skills Aims |
| Skills inequalities | LBC Local Plan Policy E1 – Identifies the mismatch in skills needed by employers within the borough and the skills held by current residents. Focuses on improving access to training and education to upskill residents and equip them with the skills necessary to gain employment in LBC. | Section 7: Employment and Skills Aims |

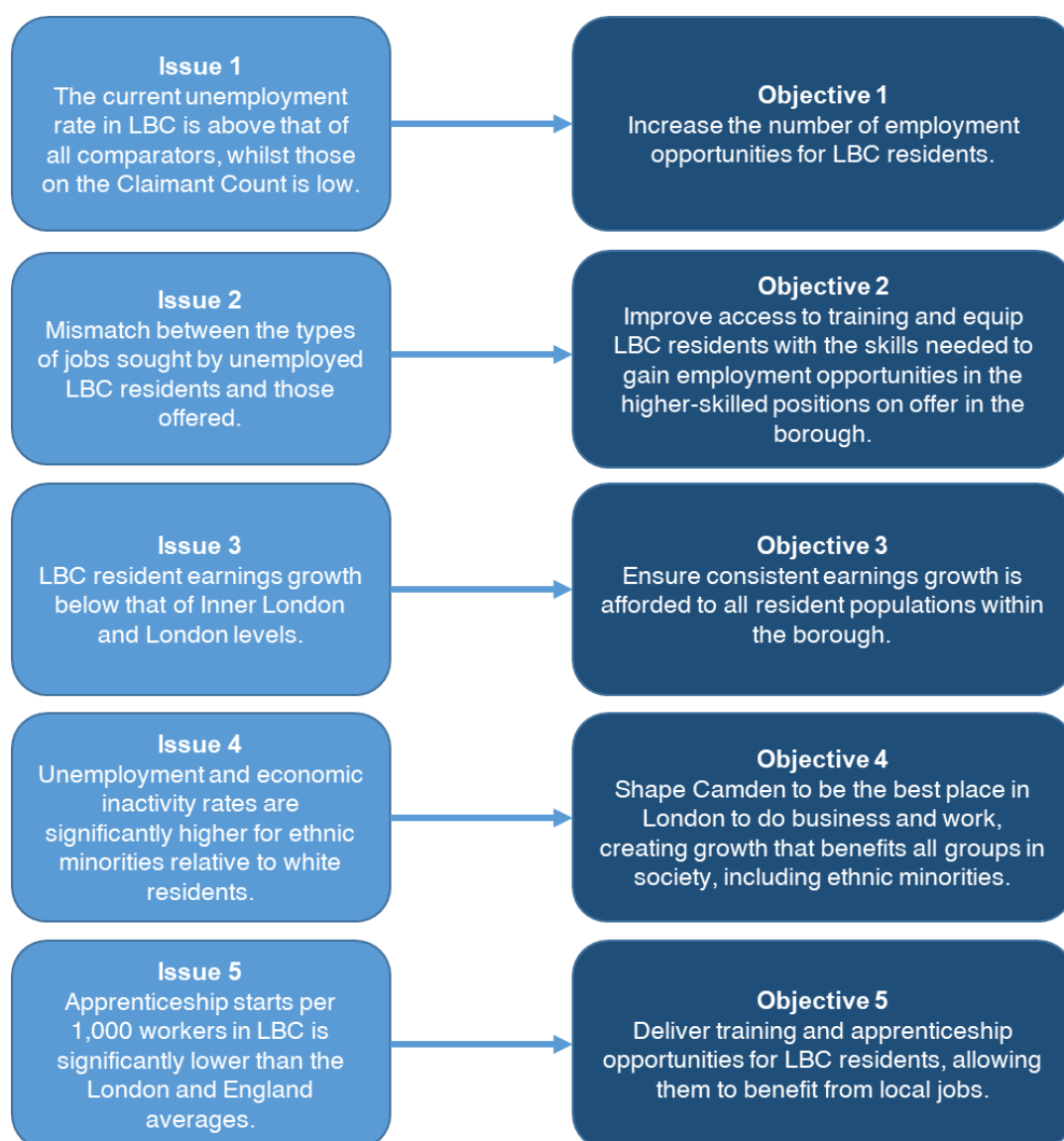
6 GLA, 2017. London Labour Market Projections

7 ONS, 2019. Business Register and Employment Survey 2018

| Topic | Policy | Relevance to assessment |
|---------------------|--|--|
| Skills inequalities | Intend to Publish London Plan Policy E11 – The skills and opportunities for all policy looks at addressing low pay and gender and ethnicity gaps, as well as proposals that support employment, skills development and apprenticeships for those in need. | Section 7: Employment and Skills Aims |
| Skills inequalities | GLA Skills for Londoners Strategy – looks at the key challenges facing London, notably that BAME groups are under-represented in the labour market, especially in higher-skilled and better paid jobs. | Section 7: Employment and Skills Aims |

- 3.7 The key employment and skills issues that are faced within LBC, bringing the data analysis on socio-economic indicators and policy review together, are outlined in **Figure 2**, along with identified objectives in order to address these issues.

Figure 2 Employment and skills issues and objectives



4 IMPACTS OF THE PROPOSED DEVELOPMENTS

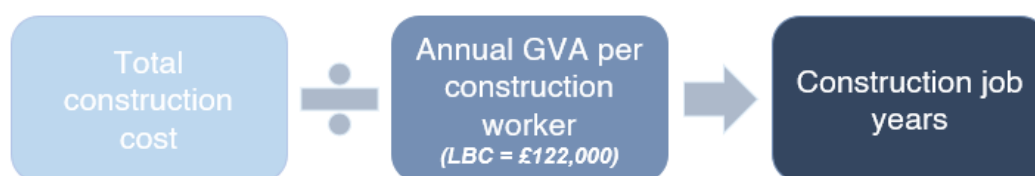
Construction phase

- 4.1 The construction phase of the Proposed Developments would be expected to result in increased economic activity through the construction employment generated, as well as the additional spending in the local area as a result of this employment.

Construction employment

- 4.2 Volterra's standard method of estimating the number of construction workers on-site during the construction phase is outlined in **Figure 3**, involving dividing the expected construction cost of the development by the Gross Value Added (GVA) of the average construction worker in the area, i.e. their annual economic output/contribution to the economy. The GVA per construction worker in LBC is estimated to be £122,000 as of 2018⁸, the latest date for which data is available.

Figure 3 Methodology for estimating construction jobs



- 4.3 Through use of this method, it is estimated that the construction phase of Belgrove House would create 1,105 construction job years across a 38-month demolition and construction period, **equivalent to approximately 350 workers on average on-site** over the period. It is standard to present construction employment figures as full-time equivalents (FTEs), using the assumption that ten construction job years is equivalent to one construction FTE job. Therefore, the construction of Belgrove House would generate an estimated **110 FTEs** in total.
- 4.4 Using the same method, the construction of Acorn House would create 105 construction job years across a 27-month construction period, equivalent to **45 workers on average on-site** over the period. This equates to a total of **10 FTEs**.
- 4.5 In total across both developments, there are expected to be 1,210 construction job years generated, equating to 120 FTEs. Over the construction periods it is estimated that this would equate to approximately a 4.7% increase on Camden's current construction workforce (8,500).⁹

Construction worker expenditure

- 4.6 Construction workers are one of the most mobile sectors of the workforce, travelling to wherever the work is. As a result, construction benefits are not generally viewed as having large local impacts. However, their expenditure does have a local impact. It is expected that construction workers across both sites would **spend a total of £1.9m in the local area over the duration of the entire construction and demolition period**.¹⁰ 91% of this construction expenditure would arise as a result of construction workers on the Belgrove

⁸ ONS, 2019. Regional gross value added (balanced) by industry: all NUTS level regions

⁹ ONS, 2019. Business Register and Employment Survey

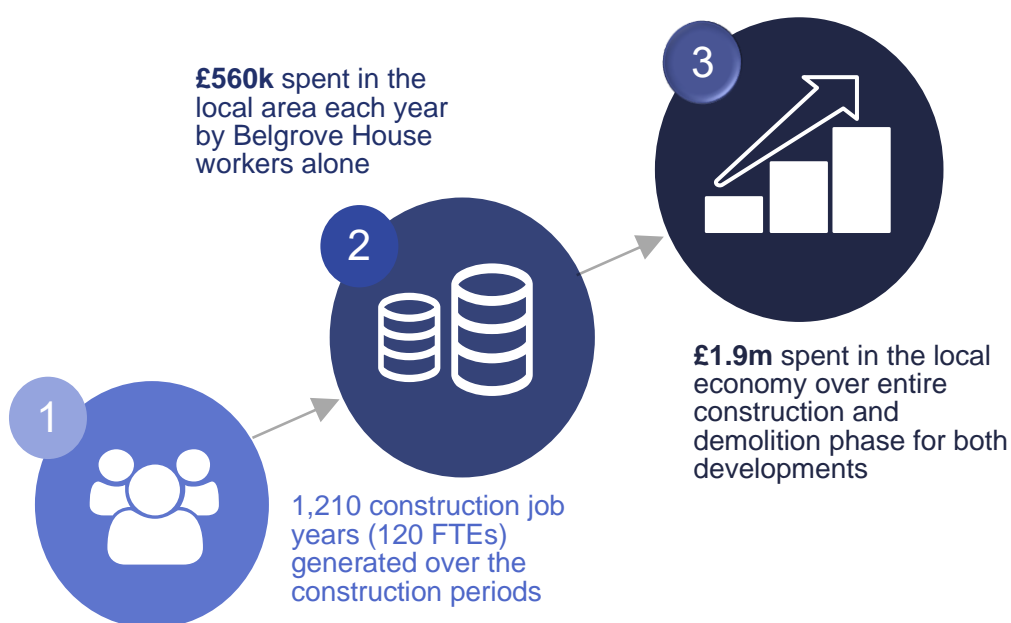
¹⁰ Assuming 60% of workers spend £12.10 a day for 220 days a year. The £12.10 is based on a YouGov survey which found that UK workers spent £6 in the local area on average in 2005 – this has been uplifted to reflect earnings growth in the period to 2019 and the discrepancies between earnings in different industries & in London.

House site. Typical expenditure in the local area before, during, and after work can be on things such as food and beverages (e.g. lunch), after work activities and retail shopping at nearby stores.

Construction apprenticeships

- 4.7 As specified in Camden supplementary planning guidance (SPG), developers may need to fund or provide construction training opportunities for local residents, either through recognised local initiatives or partnerships.¹¹ The Applicant will commit to the recruitment of one apprenticeship per £3m of build cost across the Proposed Developments during the demolition and construction period, helping to upskill local residents and address skills inequalities. The total build cost that the number of apprenticeships provided depends on would be finalised and agreed in the s106 with Camden Council.

Figure 4 Summary of construction phase benefits



Operational phase

- 4.8 This section sets out the direct employment supported by both sites once operational, comparing it to the level of employment currently supported on-site, in order to provide information about the uplift in economic activity.

¹¹ LBC, 2018. Camden Planning Guidance: Employment sites and business premises

Existing employment on-site

- 4.9 Estimates of existing employment are obtained by applying employment densities provided in the Employment Density Guide¹² to existing floorspaces (by use class). It is assumed that commercial floorspace in the existing sites is fully occupied, in order to be conservative. The existing site at Belgrove House consists predominantly of self-access storage (B8-class), amounting to 10,815m² GIA, with some retail and food and beverage space (700m² GIA), in addition to some jobs in an office suite. Estimates of employment show that the existing site supports a total of up to 45 FTEs (or 55 jobs when accounting for part-time working patterns).
- 4.10 The existing site at Acorn House is predominantly office space (2,400m² NIA), supporting an estimated 200 FTES (215 jobs).¹³ **In total across both sites, an estimated 245 FTEs are currently supported (270 jobs), based on a full occupancy scenario.**¹⁴ For the remainder of this regeneration statement, additional effects shall be calculated against the estimates presented here.

Proposed floorspace

- 4.11 **Table 4** below presents a breakdown of the proposed floorspace across both new developments by use-class, given in Net Internal Area (NIA) terms. As the table shows, across both sites, **approximately 15,360m² NIA of employment-supporting floorspace would be provided as part of the Proposed Developments.** Approximately 47% of this would be attributable to B1-class office space, with a further 44% attributable to B1-class laboratory space. Together, total B1-class floorspace comprises approximately 90% of employment supporting NIA floorspace at the Proposed Developments.

Table 4 Breakdown of proposed floorspace

| Use class | NIA (m ²) |
|-----------------------|-----------------------|
| Belgrove House | |
| Office | 6,698 |
| Retail | 452 |
| Event Space | 859 |
| Lab | 6,694 |
| Total | 14,703 |
| Acorn House | |
| Office | 463 |
| Retail | 190 |
| Total | 653 |
| Grand Total | 15,356 |

Source: Provided by the Applicant

- 4.12 To put this into context, the London Office Policy Review (LOPR) forecasts that – based on forecast demand - LBC requires 574,000m² of additional GIA office floorspace over the period 2016-2041.¹⁵ This means that the 24,634m² (split by 24,158m² at Belgrove and 476m² at Acorn) GIA of B1-space (both office and laboratory) included across both schemes equates to **3.8% of the borough's target to 2041, or 95% of one years' provision**, which is a significant contribution for a single scheme.

12 Homes and Communities Agency (HCA), 2015. Employment density guide, 3rd edition

13 Note that the current office tenant at Acorn House is vacating in September. If Acorn House were not to be developed, the existing commercial space would be re-let, and so therefore this approach gives us an appropriate and conservative set of estimates.

14 Existing jobs have been estimated based on standard densities and have been sense checked against actual job numbers where available, which has given us an appropriate and conservative set of estimates.

15 Ramidus Consulting (on behalf of the GLA), 2017. London Office Policy Review

Direct employment

- 4.13 The estimates for the gross direct employment supported at both sites are presented in **Table 5**. Estimates are calculated by applying employment densities given by the HCA Density Guide¹⁶ to the proposed commercial floorspace. Using this methodology, it is estimated that across both sites, **a total of 820 FTEs would be supported, corresponding to 890 jobs** when accounting for part-time work patterns. Comparing this to the existing employment on-site, the Proposed Developments would provide an employment **uplift of approximately 575 FTEs (620 jobs)**.

Table 5 Gross direct employment at the Proposed Developments

| Use class | Employment floorspace (m ² NIA) | Employment density | FTEs | Jobs |
|-------------------------|--|--------------------|------------|------------|
| Belgrove House | | | | |
| Office | 6,700 | 12 | 560 | 605 |
| Retail | 450 | 17.5 | 25 | 30 |
| Event Space | 860 | 45 | 55 | 65 |
| Lab | 6,700 | 50 | 135 | 140 |
| Total | 14,700 | - | 770 | 840 |
| Acorn House | | | | |
| Office | 460 | 12 | 40 | 40 |
| Retail | 190 | 17.5 | 10 | 15 |
| Total | 650 | - | 50 | 55 |
| Grand Total | 15,400 | - | 820 | 890 |
| Gross Additional | 3,200 | - | 575 | 620 |

Source: Volterra Calculations, 2020. NB: Figures may not sum due to rounding.

- 4.14 Employment in London is forecast to rise at an annual rate of 0.78% over the period 2016-2041, equivalent to 49,000 additional jobs per year, as estimated by GLA Economics.¹⁷ Of this 49,000, 2,800 are anticipated to be in LBC per annum, amounting to additional employment growth of 68,000 over the entire period. Collating both schemes, a total of 620 gross additional jobs will be supported, **equivalent to 22% of a years' worth of forecast growth in LBC, or 1% of the total over the plan period**.

Worker expenditure

- 4.15 The additional workers at the developments would bring greater spending to their respective local areas. A 2005 YouGov survey found that workers in the UK spent on average £6 a day in the local area around their place of work. This figure has been uplifted for earnings growth between 2005 and 2019, as well as for the higher average earnings of workers in different industries in London. Once these differentials have been accounted for, it is estimated that the average worker on the site would spend approximately **£14.10 per working day if they are an office worker, £9.20 per day if they are a retail worker, £13.80 per day if they are a laboratory worker, and £8.10 per day if they are a leisure (event space) worker**.

¹⁶ Homes & Communities Agency, 2015. Employment density guide, 3rd edition

¹⁷ GLA Economics, August 2017. London labour market projections 2017

Table 6 Worker expenditure

| Industry | Number of workers (FTEs) | Average spend per working day | Total annual expenditure |
|-------------------------------|--------------------------|-------------------------------|--------------------------|
| Belgrove House | | | |
| Office workers | 560 | £14.10 | £1.0m |
| Retail workers | 25 | £9.20 | £31,000 |
| Leisure workers (event space) | 55 | £8.10 | £56,000 |
| Lab workers | 135 | £13.80 | £244,000 |
| Total | 770 | - | £1.4m |
| Acorn House | | | |
| Office workers | 40 | £14.10 | £72,000 |
| Retail workers | 10 | £9.20 | £13,000 |
| Total | 50 | - | £85,000 |
| Grand Total | 820 | - | £1.5m |

Source: Volterra Calculations, 2020; NB: Figures may not sum due to rounding.

- 4.16 Based on this, employees across both sites would spend an estimated **£1.5m each year** in the local area surrounding the site. The majority of this uplift – approximately 94% - would be from workers at Belgrove House. This worker expenditure represents an **uplift of £1.0m per year** when compared against the worker expenditure supported by current employees at the existing sites. In the context of local spending in the area, the effect size will be minimal.

Residential expenditure

- 4.17 There are a total of 33 affordable residential units proposed at Acorn House, with an estimated 79 residents expected to reside at these dwellings. For the full breakdown of dwellings split by bedrooms and the total population yield, refer to **Section 6: The Need for Housing, Contribution of the Proposed Developments**.
- 4.18 The 79 residents at the 33 residential units provided at Acorn House would be expected to contribute significantly to the level of economic activity in the Local Area through increased expenditure. The household expenditure survey (an average of 2016-18) shows that a resident in London would spend on average £109 per week within London, equivalent to £6,500 per year.¹⁸ This weekly expenditure figure is then adjusted to account for differences between the average earnings of LBC's affordable housing residents and the average London resident. The 25th percentile average earnings in LBC is used a proxy for affordable housing residents. This adjustment suggests residents at the Proposed Development would spend 20% less than the average London resident, equivalent to £91 per week.
- 4.19 Therefore, it is expected that the 79 residents at the Proposed Developments would result in an additional £372,000 of expenditure in London each year, shown in **0**. In context of existing spending within the local area, the effect size will be minimal.

¹⁸ ONS, Detailed Household Expenditure by countries and regions, 2016-18; Expenditure is adjusted to exclude spending which is not considered to be kept within London, for example mortgage payments or holidays.

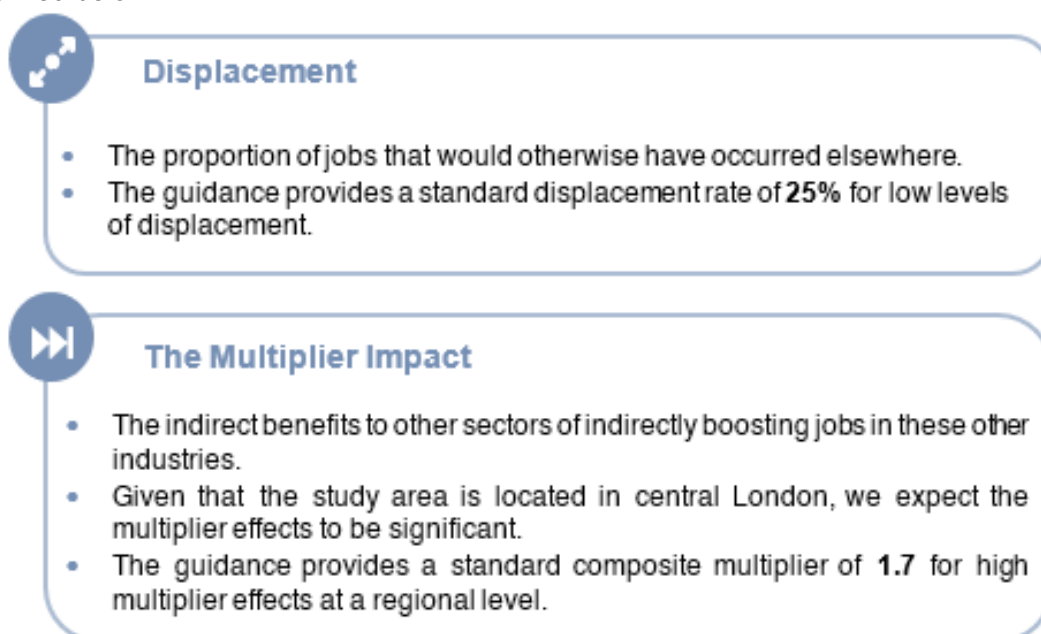
Table 7 Residential expenditure

| | Acorn House |
|--------------------------------|-----------------|
| Spend per person | £4,700 |
| Number of residents | 79 |
| Residential expenditure | £372,000 |

Source: ONS, Detailed Household Expenditure by countries and regions, 2016-18.

Net additional employment

- 4.20 The analysis so far has focussed on estimating the gross direct jobs that would be created by the Proposed Developments. In order to consider the total net impact on employment as a result of the Proposed Developments, the displacement and multiplier – indirect and induced jobs that will occur as a result of the scheme's supply chain and worker expenditure – impacts must also be considered.
- 4.21 The Homes and Communities (HCA) Additionality Guide provides a framework that allows for the estimation of the net additional impacts of a development.¹⁹ Through this method, both a displacement and a multiplier are applied to direct employment, both of which are defined below.



- 4.22 A 'low' displacement is applied in the context of London's competitive office marketplace which contains excess demand and continuing high rents, together with its strong employment growth forecast. A high multiplier has also been applied to account for the effects of supply chain purchases by businesses at the Proposed Developments, as well as the expenditure of workers directly employed on-site. By applying these two effects to the gross additional employment estimates, total net additional employment supported by the Proposed Developments is estimated.
- 4.23 When these effects are applied to the gross additional employment estimates, **it is estimated that the Proposed Developments will support a net additional total of 740 FTEs, equivalent to 795 jobs** when accounting for part-time working patterns. This is illustrated in **Table 8**. By applying a London leakage rate of 21%,²⁰ as well as regional

¹⁹ Homes and Communities Agency, 2014. Additionality Guide: Fourth Edition

²⁰ ONS, 2011. The Census – 21% of London's workforce commuted from outside London.

displacement and multiplier impacts, it is estimated that **580 FTEs (625 jobs) will be taken by London residents**. The estimated total net additional jobs created in London by the Proposed Developments (795) would therefore contribute 1.6% to the forecast annual employment growth across London (49,000).

Table 8 Total net additional employment

| Type | FTEs | Jobs |
|----------------------------------|------------|------------|
| Gross additional | 575 | 620 |
| Net direct (displacement) | 430 | 465 |
| Net indirect (multiplier) | 305 | 325 |
| Induced (residential) | 5 | 5 |
| Total net additional | 740 | 795 |
| Of which London residents | 580 | 625 |

Source: Volterra calculations, 2020. NB: Job estimates are rounded and may not sum.

GVA

- 4.24 GVA is the additional value generated by economic activity, and the GVA impact at a development can be calculated by multiplying the number of jobs in each sector by the annual GVA per job in that respective sector.
- 4.25 Any additional direct employment resulting from the Proposed Developments would result in the generation of GVA. The estimated total GVA produced by workers at the existing site is compared to the Proposed Developments in **Table 9** below,²¹ showing that the **Proposed Developments would create additional output in GVA terms of an estimated £89m per year**.

Table 9 Total annual additional GVA

| Industry | 2018 LBC GVA per worker | Existing site | Proposed Developments | Additional |
|--------------|-------------------------|---------------|-----------------------|-------------|
| Office | £140,000 | £32m | £90m | £59m |
| Retail | £65,000 | £1.8m | £2.9m | £1.1m |
| Lab | £204,000 | - | £29m | £29m |
| Event Space | £26,000 | - | £1.6m | £1.6m |
| Storage | £139,000 | £0.7m | - | -£0.7m |
| Total | - | £34m | £123m | £89m |

Source: ONS, 2019. Regional gross value added (balanced) by industry; ONS, 2019. Business Register and Employment Survey; NB: Figures may not sum due to rounding.

- 4.26 The additional GVA created by the Proposed Developments is equivalent to 0.09% of LBC and CoL's 2018 GVA, whereas the gross additional jobs on-site are equivalent to 0.07% of LBC & CoL's current employment (898,000). This reflects the highly productive nature of the jobs supported at the Proposed Developments, namely those in the higher productivity office and laboratory sectors.

Tax revenues and business rates

Tax revenues

- 4.27 It is commonly assumed that 30%-40% of total GDP accrues to HM Treasury in taxation, through business rates, VAT, corporate, and income tax for example. Applying this to the GVA calculation, **it is estimated that the Proposed Developments will result in tax**

21 ONS, 2019. Regional gross value added (balanced) by industry; ONS, 2019. Business Register and Employment Survey

revenues of between £37m - £49m, representing an uplift compared to the current sites of between £27m - £36m.

Business rates

- 4.28 Applying the rateable values per sqm for the types of commercial space provided in the surrounding four-digit postcode area, it is estimated that **the Proposed Developments will pay a total of at least £4.3m in annual business rate payments**, equivalent to an uplift of at least £3.1m annually. Note that the actual rateable value is applied to calculate business rate payments at the existing site. This is outlined in **Table 10**.

Table 10 Annual business rate payments

| Use | Current | Proposed | Additional |
|--------------|--------------|--------------|--------------|
| Office | £0.5m | £1.6m | £1.1m |
| Retail | £0.1m | £0.1m | £0m |
| Lab | - | £2.4m | £2.4m |
| Event Space | - | £0.1m | £0.1m |
| Storage | £0.6m | - | -£0.6m |
| Total | £1.2m | £4.3m | £3.1m |

NB: Figures are rounded and may not sum

- 4.29 There is also an additional Crossrail business rate supplement, which is set at £0.02 per £1.00 of rateable value and must be paid by businesses with rateable values over £70,000. Based on the assumption that the office, retail, lab, and event space will have a rateable value greater than this amount, it is anticipated that the Proposed Developments will result in approximately £165,000 of annual Crossrail contributions.

Employment and skills

Construction phase

Local jobs

- 4.30 2011 commuting patterns suggest that just 5.6% of the total construction workforce in LBC are also resident in the borough.²² Therefore, based on these commuting patterns alone (applying it to gross job years) it would be expected that an **average of 70 job years (or 7 FTEs) during construction would be filled by LBC residents**. It is intended however that the proportion of jobs going to LBC residents would be maximised in line with local targets – see **Section 7** for more details.

Increased earnings

- 4.31 The creation of employment during the construction phase presents a significant opportunity for local residents to increase their prospects and earnings. The median yearly earnings of a full-time construction worker in London is estimated at approximately £45,000, which is **7% higher** than the median pay of LBC residents who were in full-time employment during 2019 (£42,000).²³

22 ONS, 2011. Location of Usual Residence and Place of Work by Industry (safeguarded). ONS VML agrees that the figures and descriptions of results in the attached document may be published. This does not imply ONS' acceptance of the validity of methods used to obtain these figures, or of any of the analysis of the results.

23 ONS, 2019. Annual Survey of Hours and Earnings: By Region and Industry

Operational phase

Local jobs

- 4.32 2011 commuting patterns from the most recent Census suggest that, on average, 9% of workers in sectors at the Proposed Developments are also resident in the borough,²⁴ with the full breakdown provided in **Table 11**. Therefore, based on commuting patterns alone, it would be expected that, when operational, **approximately 65 jobs at the Proposed Developments would go to LBC residents** (in addition to the 70 jobs for construction workers).

Table 11 Operational phase: local jobs

| Sector | % also resident in the borough | Gross jobs | Estimated local jobs |
|--------------|--------------------------------|------------|----------------------|
| Office | 7% | 645 | 45 |
| Retail | 11% | 45 | 5 |
| Lab | 7% | 140 | 10 |
| Event Space | 11% | 65 | 5 |
| Total | 9% | 890 | 65 |

Source: ONS, 2011. Location of Usual Residence and Place of Work by Industry (safeguarded). ONS VML agrees that the figures and descriptions of results in the attached document may be published. This does not imply ONS' acceptance of the validity of methods used to obtain these figures, or of any of the analysis of the results; NB: Figures may not sum due to rounding.

Increased earnings

- 4.33 Similar to the construction phase, the creation of employment during the operation of the Proposed Developments presents opportunities for residents to increase their earning potential. Using employment weightings for the proportions of each job provided at the Proposed Developments, the average weighted earnings of an employee on either site **would be £45,000,²⁵ 8% higher than the median pay of LBC residents** who were in full-time employment in 2019 (£42,000).²⁶

Occupational distributions

- 4.34 **Table 12** presents data on the occupational distributions for the sectors that the Proposed Developments will create employment in.²⁷ As shown, occupations within the office and lab sectors are much higher skilled than the all-sector average, whilst jobs in the wholesale and retail trade and lower skilled than the all-sector average.²⁸ The most sought-after occupations within LBC are sales and customer service occupations, elementary occupations, and senior management roles, which are highlighted in the table.

24 ONS, 2011. Location of Usual Residence and Place of Work by Industry (safeguarded). ONS VML agrees that the figures and descriptions of results in the attached document may be published. This does not imply ONS' acceptance of the validity of methods used to obtain these figures, or of any of the analysis of the results

25 Weightings were applied to the proportion of jobs provided at the Proposed Developments in each sector. For example, 86% of the jobs provided across both sites are in office, and this uses the median London wage of £47,400 for office in 2019.

26 ONS, 2019. Annual Survey of Hours and Earnings: By Region and Industry.

27 The data excludes jobs within the leisure industry (event space), as relevant occupational data does not exist.

28 UK Commission for Employment and Skills, 2015. Working Futures – London

Table 12 Occupational distributions at the Proposed Developments

| Occupation | Office ²⁹ | | Retail | | Lab ³⁰ | | All sectors (2017) |
|--|----------------------|------|--------|------|-------------------|------|--------------------|
| | 2017 | 2022 | 2017 | 2022 | 2017 | 2022 | |
| Managers, Directors & Senior Officials | 17% | 17% | 16% | 17% | 14% | 14% | 13% |
| Professional Occupations | 38% | 39% | 10% | 11% | 46% | 47% | 27% |
| Associate Professional / Technical Occupations | 26% | 27% | 13% | 14% | 24% | 24% | 20% |
| Administrative & Secretarial Occupations | 11% | 9% | 8% | 8% | 11% | 9% | 8% |
| Skilled Trades | 2% | 2% | 6% | 5% | 2% | 2% | 7% |
| Caring, Leisure and Other Service Occupations | 1% | 1% | 1% | 1% | 1% | 1% | 6% |
| Sales and Customer Service Occupations | 3% | 3% | 33% | 32% | 2% | 2% | 7% |
| Process, Plant and Machine Operatives | 1% | 1% | 5% | 4% | 0% | 0% | 4% |
| Elementary Occupations | 1% | 1% | 9% | 9% | 1% | 1% | 8% |

Source: UK Commission for Employment and Skills, 2015. Working Futures – London

- 4.35 The employment supported by the Proposed Developments would therefore provide a range of job opportunities, including not only retail occupations which are relatively lower-skilled, but a multitude of higher skilled roles that would benefit LBC residents through the office and laboratory space provided. The mix of high and low-skilled jobs, therefore, would enable residents to have access to the types of jobs that are suitable for them, as well as provide opportunities for residents to upskill through moving into higher-skilled occupations, acting as complementary in the sense that they will both allow LBC residents to have access to opportunities to increase their skill levels and hence earnings, but also attract higher-skilled residents to the area.

Addressing skills inequalities

- 4.36 The Council encourages the creation of apprenticeships and training placements to help to close the skills gaps between the jobs on offer in the borough and the skills of the local workforce,³¹ helping to address skills inequalities present in the borough. Given that the Proposed Developments will support additional job opportunities for local LBC residents in the employment occupations that they are seeking, it is likely to contribute positively towards reducing wealth and employment inequalities that are present across the borough, as detailed within **Section 3: Local context – Summary**.

²⁹ For employment within the office sector, a combination of information technology, finance and insurance, and professional services has been used.

³⁰ For employment within the laboratory sector, the 'professional services' subsector has been used.

³¹ LBC, 2018. Camden Planning Guidance: Employment sites and business premises

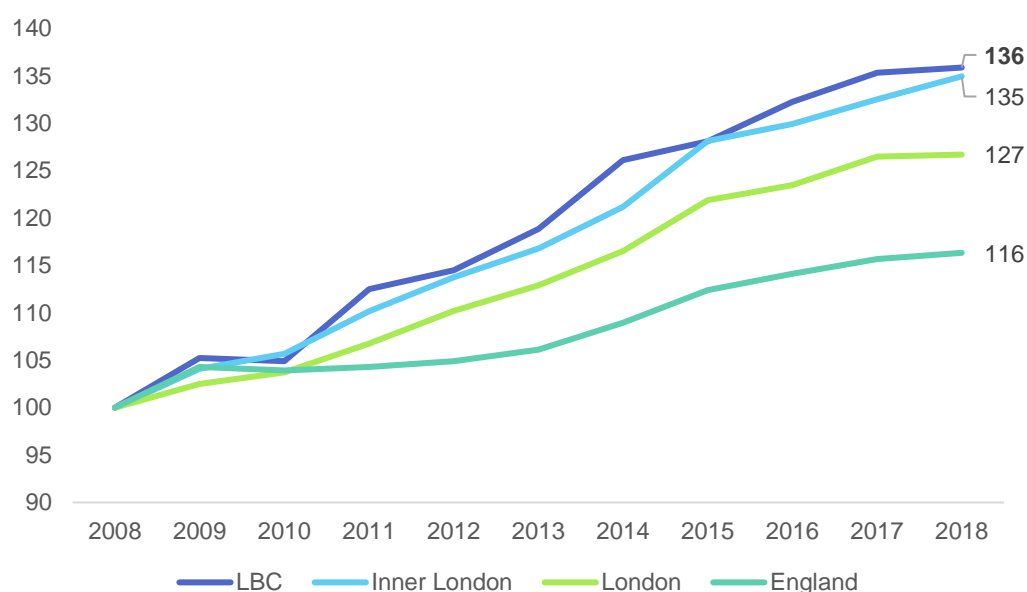
5 THE NEED FOR COMMERCIAL SPACE

The need for office space

The economic importance of LBC

- 5.1 In 2018, LBC supported 375,000 jobs, ranking it the 3rd largest borough in terms of employment within London, after the City of Westminster and the City of London (CoL).³² Additionally, LBC & CoL³³ contributed £104bn in Gross Value Added (GVA) to the economy in 2018³⁴ (the latest year for which data is available), ranking it the highest contributor to GVA of all local authorities in England. The £104bn in GVA produced by LBC & CoL is more than the combined local authorities of Birmingham, Manchester, Leeds, and Edinburgh (£103bn), illustrating its significance in a national context. It should be noted that, whilst the data doesn't allow for a breakdown during this year, it is likely the majority of this GVA is created within CoL. Overall, LBC and CoL supports 17% of London's employment (LBC supports 7%) whilst contributing 23% of its GVA, indicating that on the whole, the productivity of a worker based in either LBC or the CoL is significantly above that of the London average.
- 5.2 When analysing employment growth in LBC over the last decade, **Figure 5** shows that employment grew by 36% in the borough, outgrowing the London (35% for Inner London and 27% for London) and national (16%) averages.³⁵

Figure 5 Index of employment (2008 = 100)



Source: ONS, 2018. Business Register and Employment Survey

- 5.3 However, when we look at growth in office-based employment, LBC lags behind the London averages with 36% growth compared to Inner London's 43% and London's 38% over the same time period, as shown in **Figure 6**. Growth in office employment is, in contrast, above that of the national level which was 29% over the same period. Office-

32 ONS, 2018. Business Register and Employment Survey

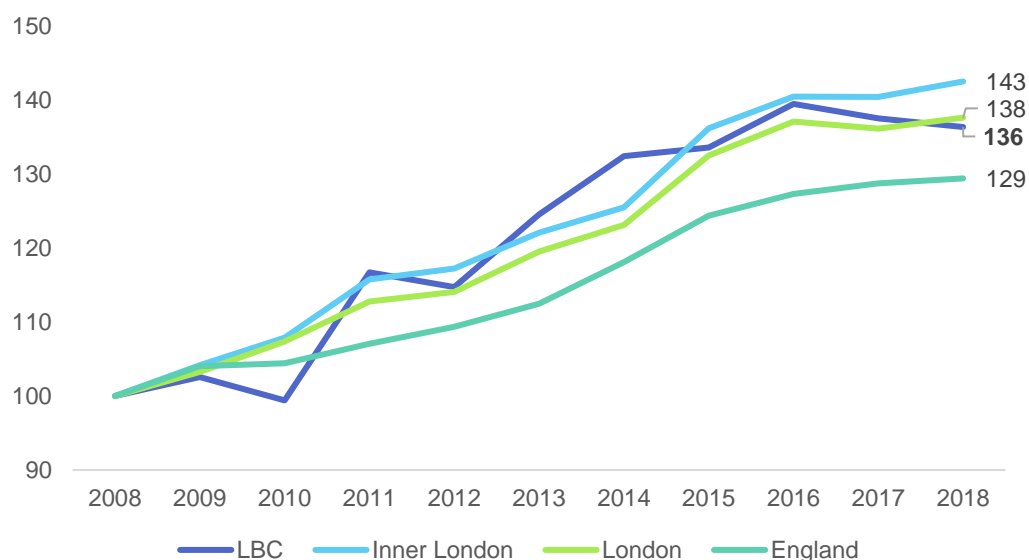
33 In the latest GVA data split by NUTS3 region, the London Borough of Camden and the City of London are pooled together, and so GVA data is presented for both boroughs.

34 ONS, 2019. Regional gross value added (balanced) by industry

35 ONS, 2018. Business Register and Employment Survey

based employment is crucial for LBC, as it makes up 46% of the total employment in the borough, although this is below the Inner London average of 51%. Office-based professions also contribute 82% (£85bn) of the GVA contributed by LBC and CoL in 2018, further displaying its importance and strength in a regional context.

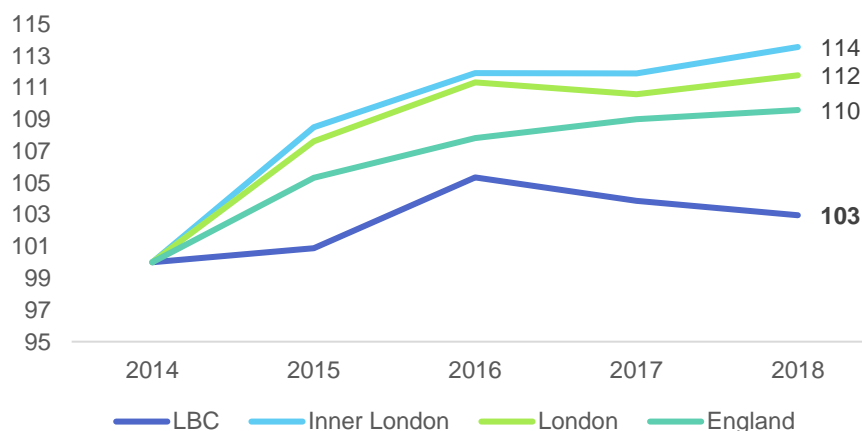
Figure 6 Index of office-based employment (2008 = 100)



Source: ONS, 2018. Business Register and Employment Survey

- 5.4 Sluggish office employment growth in the borough can be attributed to the previous five years, as shown in **Figure 7**. Since 2014, growth in office-based employment in the borough amounted to only 3%, which was significantly lower than growth seen in Inner London (14%), London (12%) and England (10%).³⁶ This is an issue that needs to be addressed, as sustaining an appropriate level of employment growth in LBC is important in ensuring that London maintains its position as a world-leading city.

Figure 7 Index of office-based employment (2014 = 100)



Source: ONS, 2018. Business Register and Employment Survey

³⁶ Ibid

- 5.5 In proportional terms, LBC has the sixth highest sectoral proportion of office-based jobs of all London boroughs, as illustrated by **Figure 8**.³⁷ This is above the average across all London boroughs which is 34%, showing the importance of office-based professions to the borough.

Figure 8 Proportion of employment in office-based professions



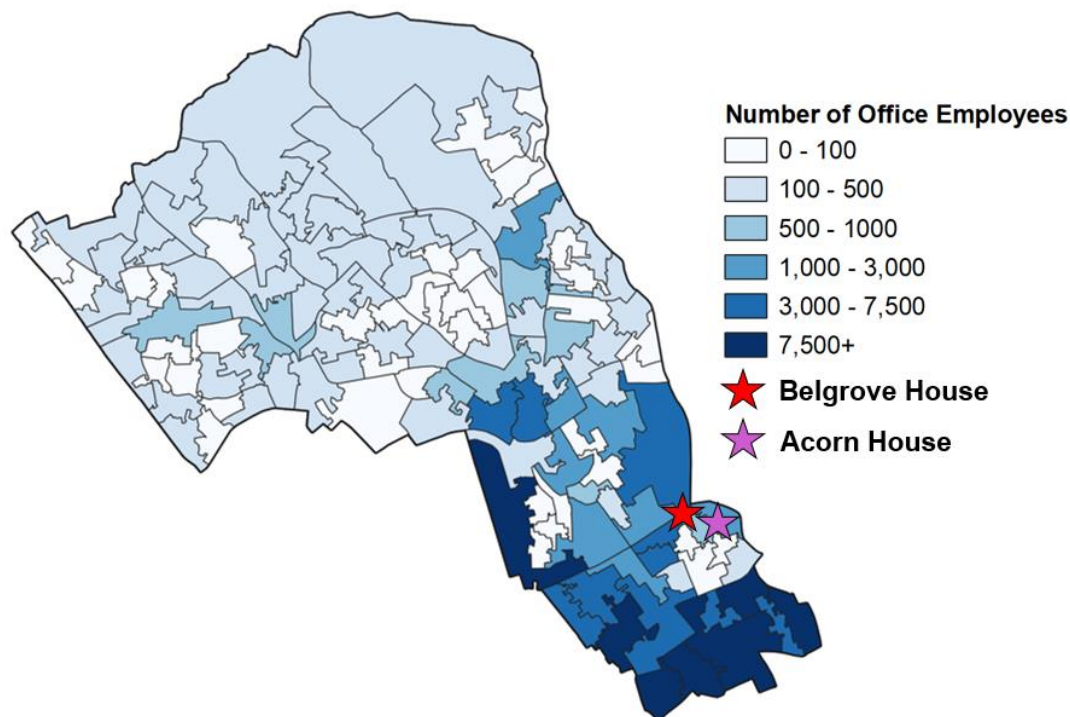
Source: ONS, 2018. Business Register and Employment Survey

- 5.6 Office-based employment is also illustrated in **Figure 9**, showing that the southern half of LBC is more dominant in terms of the density of these types of jobs.³⁸ This is to be expected, due to the proximity of the southern half of the borough to Central London, and this area is more likely to benefit from agglomeration economies. There is, however, an

³⁷ Ibid
³⁸ Ibid

identified deficiency in the LSOAs which would contain the Proposed Developments, with these areas not as dense as the LSOAs towards the southern border of LBC. This highlights potential for densification in the immediate vicinity.

Figure 9 Office employment by LSOA in LBC, 2018



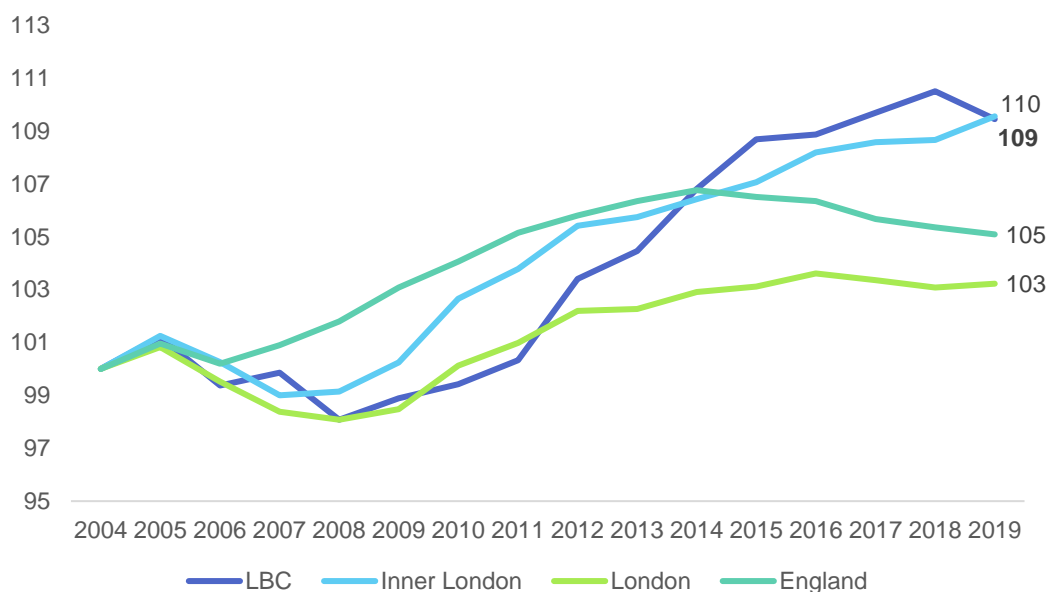
Source: ONS, 2018. Business Register and Employment Survey.

Historic trends in supply

- 5.7 Over the last 15 years, total office floorspace in LBC grew from 2,084,000m² to 2,281,000m², equivalent to growth of 9%³⁹ (as shown in **Figure 10**). Growth over the period exceeded London (3%) and the growth observed nationally (5%), but was lower than the growth seen in Inner London at 9%. In order for LBC to remain competitive and maintain its position as one of the leading boroughs for professional services, it must continue to build additional office space.

39 VOA, 2019. Non-domestic rating: stock of properties including business floorspace

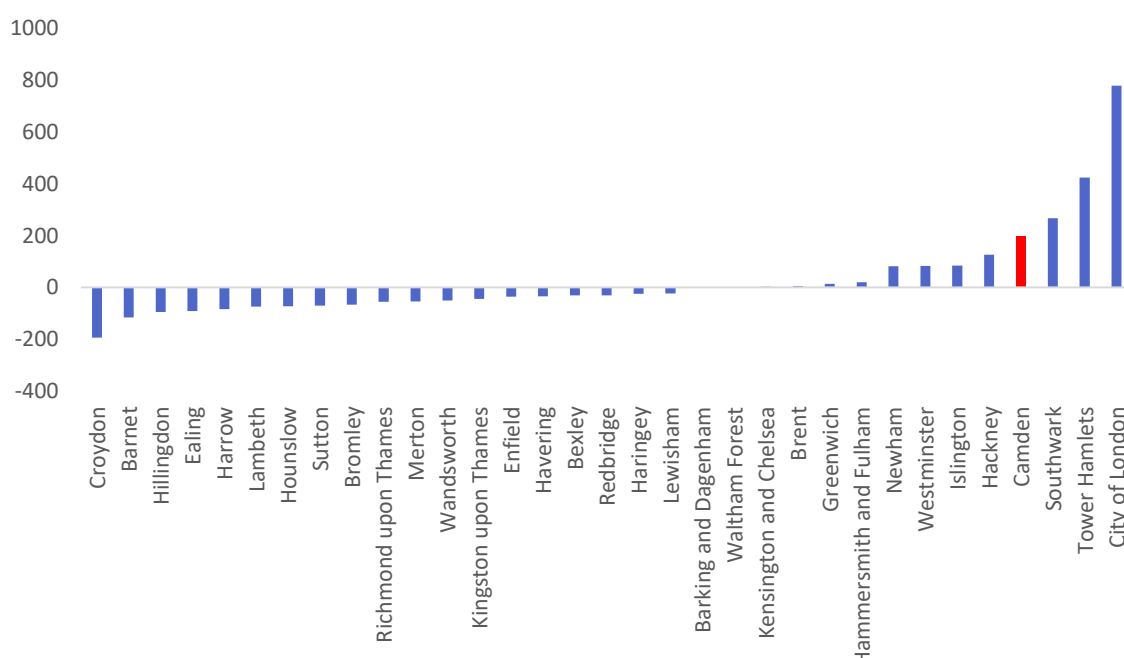
Figure 10 Office stock change index (2004 = 100)



Source: VOA, 2019. Non-domestic rating: stock of properties including business floorspace

- 5.8 Of the 33 London boroughs, Camden ranked 4th in terms of the growth in office floorspace in London, behind Tower Hamlets, the City of London and Southwark, as shown in **Figure 11**.

Figure 11 Office stock change by borough, 2004-19, 000s m²



Source: VOA, 2019. Non-domestic rating: stock of properties including business floorspace

- 5.9 Looking forward, the LOPR offers a composite projection of the net additional floorspace that will be required to meet demand in the borough from 2016-2041. This is 574,000m²

of additional GIA office floorspace, equivalent to 22,960m² needed per year.⁴⁰ Taking into account delivery over the previous three years since the target was established, an additional 562,000m² is required over the next 22 years, equivalent to 25,550m² needed per annum.⁴¹ Growth over the previous three years since 2016 has been stagnant, with LBC only seeing 0.5% growth in office space compared to 1.3% growth seen across Inner London, signalling a need for additional office space in order to meet borough projections and targets.

Contribution of the Proposed Developments

- 5.10 As stated previously, the total stock of office floorspace in LBC amounted to 2,281,000m² (GIA) in 2018-19.⁴² According to the LOPR, there is a projected need for an additional 574,000m² of GIA office floorspace in LBC over the period 2016-2041, which can be revised down to 562,000m² given the growth of additional B1 floorspace over the previous three years, equivalent to 22,550m² per annum. This LOPR figure considers both trend-based projections of what has happened to floorspace stock in the past with an employment-based projection that factors both structural employment projections and takes account of future development plans.
- 5.11 As mentioned within **Section 3: Local context – Summary**, the Local Plan details a need for direct new office developments in key growth areas in the borough. **Our Camden Plan** also details the need for additional affordable workspaces in the borough, in addition to delivering high-quality flexible workspaces that can respond to changing patterns of employment and growth sectors.⁴³
- 5.12 It is the intention of the Applicant to **provide approximately 24,600m² of gross internal area (GIA) B1 office and research and development workspace across the Proposed Developments** (24,158m² at Belgrove House and 476m² at Acorn House), providing a significant uplift in available commercial space in the local area and LBC. This is equivalent to 3.8% of the LOPR target for the entire borough, or 95% of the annual target, which is a significant contribution for a single scheme.

The need for laboratory space

Importance of the local area

- 5.13 In recent times, the area directly surrounding King's Cross and St Pancras stations has become a hub for large scientific and tech firms, as well as academic and research institutions.⁴⁴ One world-leading multidisciplinary scientific organisation to have opened in the area in the last few years has been the Francis Crick Institute, which is the largest biomedical research institute in Europe, housing over 1,500 scientists and staff. Another is the Alan Turing Institute, examining how data and AI impacts society.
- 5.14 This area of LBC, due to the influx of tech and science firms, has reinforced London and the borough's position as a global scientific centre for the 21st century, enabling biomedical research at the highest level and ensuring that the borough is at the heart of innovation. The cluster in the area brings about a range of economic benefits:
 - Spill over effects related to patents such as promoting business activities in the area, stimulating new technologies, and facilitating technological transfer;

⁴⁰ Ramidus Consulting (on behalf of the GLA), 2017. London Office Policy Review

⁴¹ VOA, 2019. Non-domestic rating: stock of properties including business floorspace

⁴² Ibid

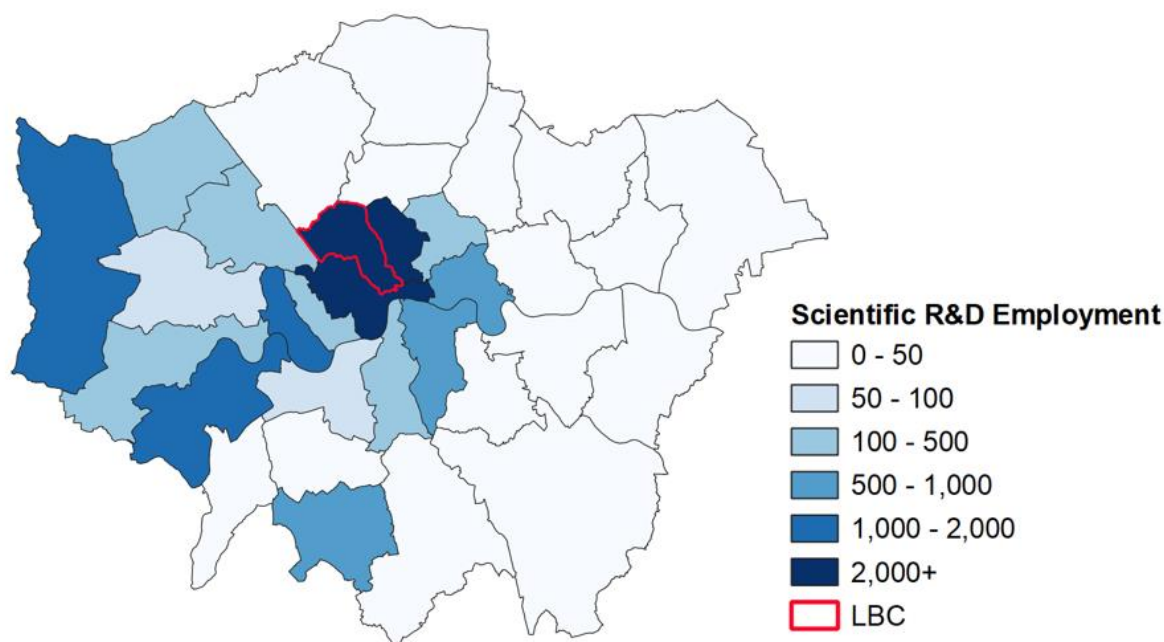
⁴³ LBC, 2018. Our Camden Plan

⁴⁴ Wired, 2019. King's Cross has become London's biggest, buzziest tech hub. Available at: <https://www.wired.co.uk/article/st-kings-cross-tech-hub>

- Increased occurrence of start-ups and spin-off companies resulting from an entrepreneurial environment;
- Improved firm productivity and growth through knowledge transfer and deep labour markets; and
- Increased venture capital investment which typically targets young and fast-growing businesses that demonstrate the potential for high returns on investment.

5.15 Of the estimated 139,500 people working in research and development (R&D) in the UK in 2018, 3% of these work in LBC, a significant proportion for a single local authority.⁴⁵ Camden ranks as having the third most R&D employees of the 371 local authorities in the country, and the most of any London borough. Employment in scientific R&D is illustrated in **Figure 12**, showing how important LBC is in the wider regional and national context.

Figure 12 Scientific and research development employment by local authority in London, 2018



Source: ONS, 2018. Business Register and Employment Survey

5.16 The contribution of the area to the borough economy is also recognised in the Local Plan:

“Camden has a thriving knowledge economy with world-class institutions in science and creative industries. We will support the development of these industries and promote the development of the Knowledge Quarter around Euston and King’s Cross. The Knowledge Quarter Partnership was established in December 2014 to recognise and develop this strength. The partnership is made up of 35 academic, cultural, research, scientific and media organisations all within a mile radius of King’s Cross. Its overall vision is for a world-class knowledge hub for the 21st century, raising awareness and leveraged support for innovation, collaboration and knowledge exchange.”

⁴⁵ ONS, 2018. Business Register and Employment Survey

Contribution of the scheme

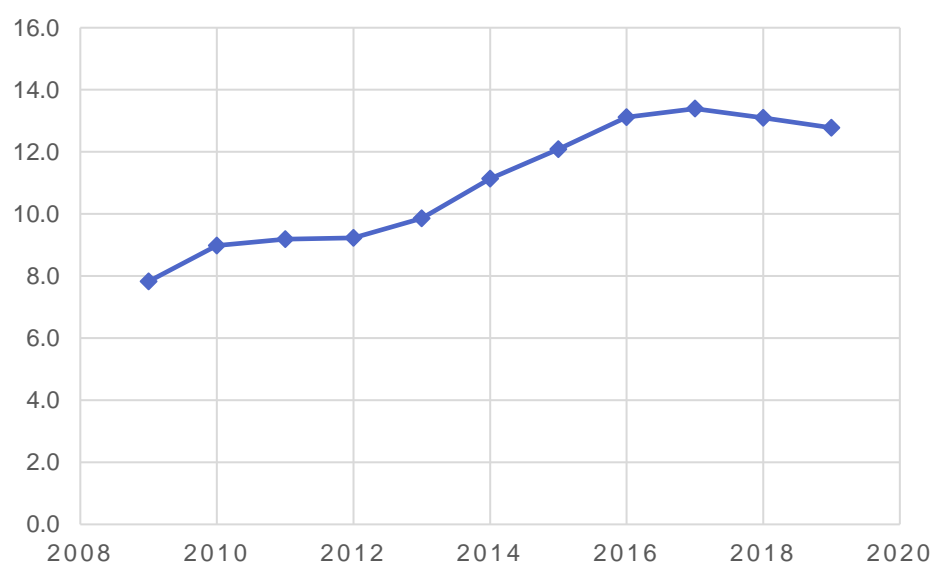
- 5.17 As detailed previously, it is the intention of the Applicant to **provide approximately 24,600m² of gross internal area (GIA) office and research and development workspace across the Proposed Developments** (approximately 24,160m² at Belgrove House and 480m² at Acorn House). Within this, 6,694m² NIA of laboratory space would be provided at levels 1-3 in Belgrove House, accommodating an estimated 140 laboratory-based jobs (135 FTEs). This space would provide an important addition to the Knowledge Quarter within Camden and Central London, building on the number of world-class institutions present in the capital and strengthening London's (and Camden's) dominant position within this sector.

6 THE NEED FOR HOUSING

London housing market

- 6.1 It is widely accepted that the housing supply within London has not been large enough to meet increasing demand within the London-wide housing market, and that there has been a long-term under-delivery of housing historically. The median house price to income ratio in London has increased over the last decade from 7.8 (median incomes in London were 7.8 times higher than the median house price) to 12.8 in 2019, as shown in **Figure 13**.⁴⁶ The result of this is that home ownership is out of reach for many London residents, and this has been worsening. The unaffordability of housing across the capital is reflected in the **London Housing Strategy**, which states that: “the housing crisis is the biggest threat to London’s future. It is the main reason why all Londoners cannot share in our city’s success.”⁴⁷

Figure 13 London house price to income ratio, 2009-19



Source: ONS, 2020. Annual Survey of Hours and Earnings; ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9

- 6.2 In order to address the need for housing to combat the growing unaffordability of homes in the capital, the London Strategic Housing Market Assessment sets out required targets for net additional dwellings over the period of 2015-2036⁴⁸, with an annual minimum of 66,000 homes required to meet forecasted housing demand, as set out in the Intend to Publish London Plan.⁴⁹ This is equivalent to 3,145 per year. The ten-year housing target for LBC in the forthcoming Intend to Publish London Plan is 10,380 units, equivalent to 1,040 units per year.⁵⁰ This is broadly in line with targets set by the borough.

Meeting the housing need in Camden

46 ONS, 2020. Annual Survey of Hours and Earnings; ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9

47 Mayor of London, 2018. London Housing Strategy

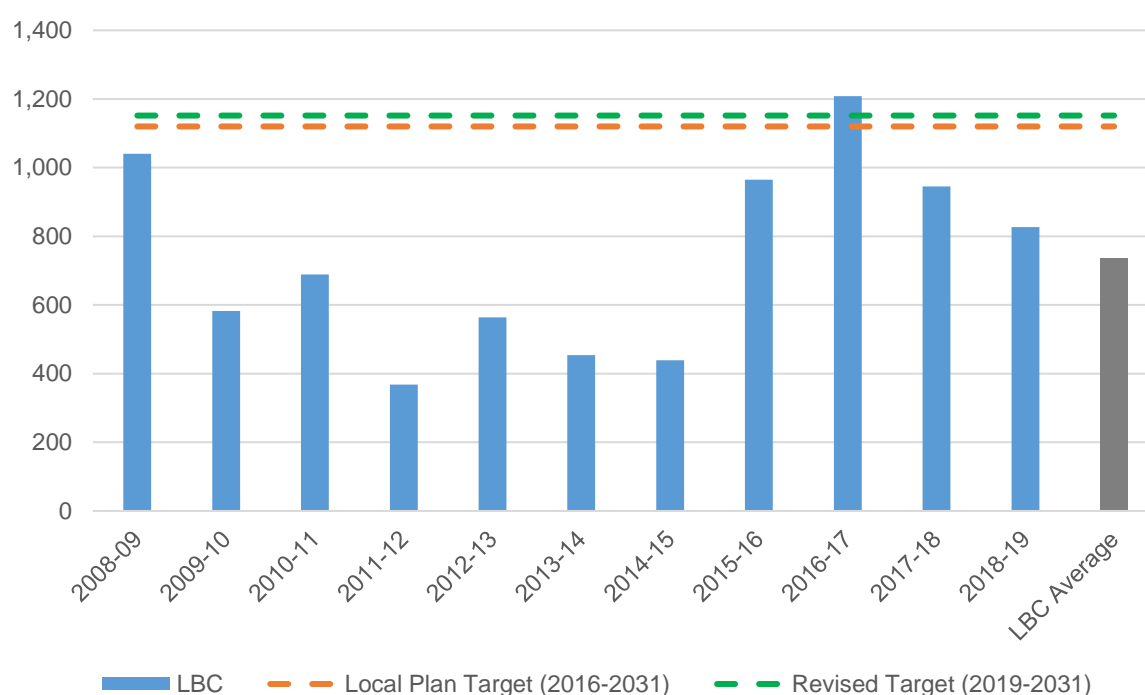
48 Mayor of London, 2017. The 2017 London Strategic Housing Market Assessment

49 GLA, 2019. The London Plan – Intend to Publish version

50 Ibid

- 6.3 As established in **Appendix A – Economic Context**, there were 105,000 residential dwellings in LBC in 2019, amounting to growth of 7% from 2009, which was lower than the growth seen in Inner London (11%), London (9%), and England (8%).⁵¹ **Policy H1** of the Camden Local Plan establishes a target delivery of residential units for LBC of 1,120 units per annum for the period 2016/17 – 2030/31, a total of 16,800 units altogether.⁵² This target includes the objectively assessed need for both market and affordable housing.⁵³ Taking the last three years of housing delivery into account, the revised housing target for net additional dwellings over the next 12 years is 13,820, equivalent to 1,150 units per annum, as shown in **Figure 14**.

Figure 14 Net housing delivery in LBC, 2008/09 – 2018/19



Source: MHCLG, 2019. Live tables on housing supply: net additional dwellings; LBC, 2017. Camden Local Plan; Opinion Research Services, 2016. London Borough of Camden Strategic Housing Market Assessment

- 6.4 Housing delivery has been varied in the borough over the last decade, with the average delivery per year over the period 735 units.⁵⁴ The borough has exceeded the delivery targets in one year (2016-17), and failed to meet them every other year in the last decade, hence why the target per annum is higher over the next 12 years.
- 6.5 If delivery continues to be slow over the target period, there will be a shortfall in residential dwellings of 5,005 units, signalling the need to deliver more residential units in order to meet forecast demand to 2031. Average housing delivery must rise by 57% in order to meet borough targets.
- 6.6 The need for additional affordable homes in the borough is highlighted in **Camden 2025**:

⁵¹ DCLG, 2020. Live Tables on Dwelling Stock (including vacant properties)

⁵² LBC, 2017. Camden Local Plan

⁵³ Opinion Research Services, 2016. London Borough of Camden Strategic Housing Market Assessment

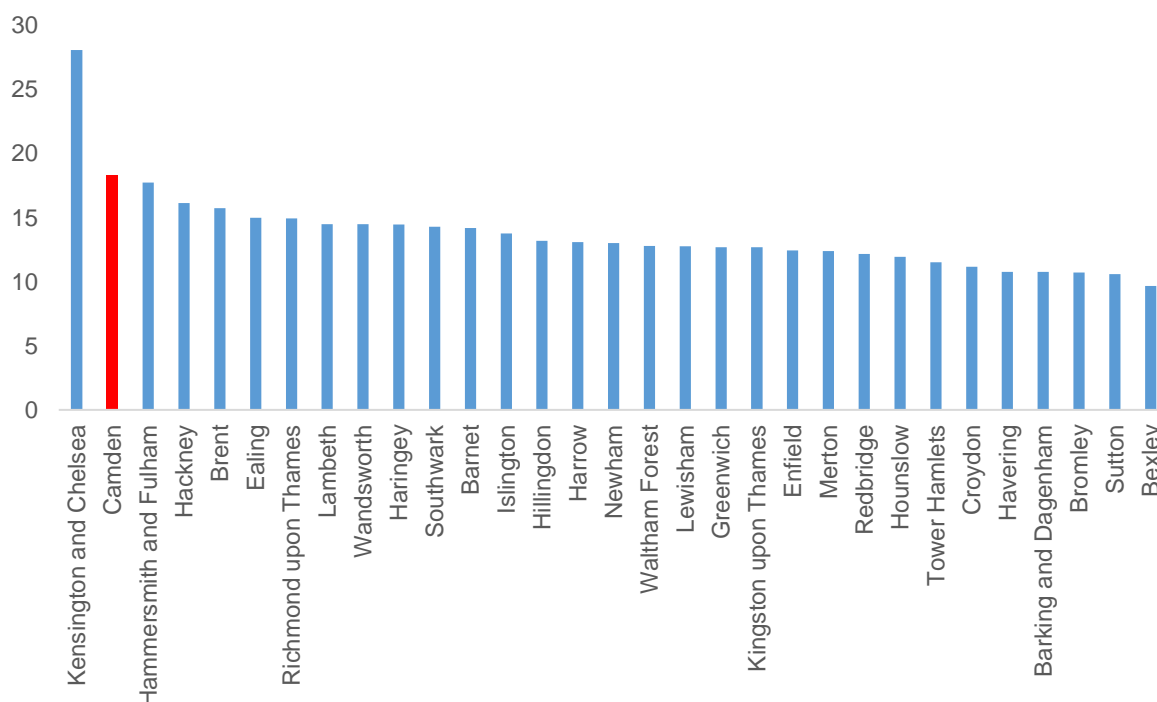
⁵⁴ MHCLG, 2019. Live tables on housing supply: net additional dwellings

“Everyone in Camden should have a place they call home. We are clear that the London housing crisis threatens Camden’s social mix and this threat should be regarded as a call to action to everyone with the power to make a difference. We must use all of our skill, innovation and leadership to increase the number of new homes.”⁵⁵

Addressing affordability

- 6.7 As addressed in **Appendix A – Economic Context**, the median house price in LBC was £770,000 in 2019, growth of 88% since 2009, which is above growth experienced at the national level (44%), but below that of the Inner London (96%) and London (92%) levels.⁵⁶ The median house price in LBC is also above that of a house in Inner London, London, and England. It was also shown that house prices are 18.3 times higher than the median salaries of residents in the borough, reflecting the growing unaffordability of houses in LBC.
- 6.8 Expanding on this, by looking at the median house price to income ratio of all the London boroughs⁵⁷, LBC ranks second in unaffordability. This is shown in **Figure 15**. With house prices in LBC becoming increasingly unaffordable there is a real risk that the future balance between supply and demand would see LBC residents priced out of the borough, demonstrating a need for additional dwellings.

Figure 15 Median house price to income ratio by London borough



Source: ONS, 2020. Annual Survey of Hours and Earnings; ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9

Contribution of the Proposed Developments

- 6.9 The Proposed Developments would contribute towards housing provision targets within the borough with the addition of 33 affordable residential units located at Acorn House.

⁵⁵ LBC, 2018. Camden 2025

⁵⁶ ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9

⁵⁷ This data excludes the City of London and Westminster due to unreliability in median income data.

The dwelling split is provided in **Table 13**. The 33 units provided at Acorn House represent 3% of one year's targeted supply of additional residential dwellings for the borough. It is important to note, however, that the quantum of housing developments required in order to meet LBC's residential dwellings target is substantial, i.e. 33 developments of this size would be required each year just to meet one year's requirement.

- 6.10 Since all 33 residential dwellings provided at Acorn House will be affordable, all units contribute towards the affordable housing target of 5,300 homes over the period 2016/17-2030/31 in **Policy H4** within the LBC **Local Plan**.⁵⁸ This target equates to 379 additional affordable residential dwellings per annum, and so the 33 units represent 9% of one years' requirement, or 0.6% of the total need over the plan period.

Table 13 Dwellings split by number of bedrooms

| | Social affordable | Intermediate rent | Total | |
|--------------|-------------------|-------------------|-----------|-------------|
| 1 bed | 5 | 7 | 12 | 36% |
| 2 bed | 8 | 7 | 15 | 45% |
| 3 bed | 5 | 0 | 5 | 15% |
| 4 bed | 1 | 0 | 1 | 3% |
| Total | 19 | 14 | 33 | 100% |

- 6.11 The provision of housing onsite at Acorn House will support additional residents to the area. The 33 dwellings will support an estimated total of 79 residents at Acorn House, shown in **Table 14**.

Table 14 Estimated population yield at the Proposed Developments

| | GLA Population Yield |
|-------------------------|----------------------|
| Child 0-4 | 10 |
| Child 5-11 | 8 |
| Child 12-15 | 4 |
| Child 16-17 | 2 |
| 18-64 | 54 |
| 65+ | 1 |
| Total Population | 79 |

Source: GLA, 2019. Population Yield Calculator, Version 3.2

58 LBC, 2017. Camden Local Plan

7 EMPLOYMENT AND SKILLS AIMS

Employment and skills aims

- 7.1 The proposed employment and skills commitments outlined in this section have been designed to align with the policy and obligations contained within the borough Local Plan and LBC Employment Sites and Business Premises Supplementary Planning Document (SPD), wherever it has been possible to do so.

Local jobs

Construction phase

- 7.2 The Applicant wishes to achieve a proportion of total employment positions going to LBC residents during the construction phase, and is aware of best practice examples through targets that have been set in previous LBC planning applications and targets that have been outlined in employment and skills policies for other Central London Forward boroughs.⁵⁹
- 7.3 **The Applicant will therefore use reasonable endeavours to maximise the number of construction jobs that go to local LBC residents.** Additionally, the Applicant will work in partnership with King's Cross Construction Skills Centre (KXCSC) to ensure Construction Industry Training Board (CITB) benchmarks are met or exceeded when recruiting construction-related jobs. **All jobs will first be advertised through KXCSC and Camden Job Centres**, in line with LBC policy.
- 7.4 Alternatively, in line with LBC's SPD, if the number of local jobs going to Camden residents alone are not considered sufficient, **the Applicant will undertake reasonable endeavours to meet local labour targets through the employment of residents from the other Central London Forward boroughs.**

Operational phase

- 7.5 **The Applicant will also seek to maximise employment opportunities for LBC's resident population at the end-use stage of development.** The Applicant will broker a meeting between the end-use occupier and the Council's Economic Development team. The Applicant will encourage the end-use occupier, in liaison with Camden's Economic Development service, **to promote opportunities for local LBC residents** and advertise through Camden Job Centres and other local employment vehicles.
- 7.6 Additionally, **the Applicant will also encourage end-use occupiers to target hard-to-reach priority groups, agreed with the council, suffering disproportionately from unemployment or low skills when seeking to fill vacancies arising at the Proposed Developments**, where it is legally possible to do so. This follows on from the fact that earlier in this document, it was identified that certain subsets of the population – namely ethnic minorities, younger people and males – were found to be disproportionately unemployed in the borough.

Raising the skills of local people

Apprenticeships

- 7.7 As detailed previously, the apprenticeship rates for LBC are significantly lower than other London boroughs, with 1.9 apprenticeship starts per 1,000 workers compared to 7.7 and 14.5 for London and England, respectively. Of the 33 London boroughs, Camden ranks

⁵⁹ Central London Forward Boroughs for Employment & Skills: Camden, City of London, Hackney, Islington, Kensington & Chelsea, Lambeth, Southwark, Tower Hamlets, Wandsworth and Westminster with two associated boroughs – Haringey and Lewisham.

third lowest on this metric. Thus, in order to further develop the skills of local residents, the Applicant will commit to providing a number of apprenticeship positions through the demolition and construction phase.

- 7.8 In line with LBC policy, **the Applicant will commit to the recruitment of one construction apprenticeship for every £3m in construction build cost**, with the total amount agreed with the Council at the s106 stage once the build cost has been finalised.
- 7.9 According to LBC policy,⁶⁰ these apprenticeships must meet the following criteria:⁶¹
- Be recruited through Camden Council, or their nominated partner;
 - Be aged 18 and above; and
 - Be paid the rate specified as the National Minimum Wage for apprentices between 21 and 24 years.

Work experience placements

- 7.10 In line with LBC policy, **the Applicant will use reasonable endeavours, during the construction phase of the Proposed Developments, to provide one work experience placement per 500m² of net additional employment floorspace**. Based on the current proposed employment floorspace, this would amount to a total of 28 work experience placements to be provided.

Other

- 7.11 Furthermore, providing skills training for younger people helps those just starting out in their careers move further towards the labour force. **The Applicant will seek to benefit young people by establishing a partnership with local organisations**, such as Young Camden Foundation (YCF) and Camden STEAM for example, as well as other local organisations, youth clubs, and educational centres, in order to create upskilling opportunities for young people and children.

Other aims

- 7.12 **The Applicant will commit to paying at least the London Living Wage (LLW)** to all directly employed full and part-time employees. They will use reasonable endeavours to promote not less than the LLW for construction employment occurring through sub-contractors at the Proposed Developments, and also encourage the end use occupier to maintain this LLW commitment through the operational phase.
- 7.13 Additionally, the Applicant will set up a meeting with Camden Council to discuss the potential for local businesses becoming part of the supply chain and to draw up a Local Procurement plan. **The Applicant will use reasonable endeavours to work towards a local procurement target of 10% of total procurement value**.
- 7.14 Finally, the Applicant will also **deliver a supplier capacity workshop/Meet the Buyer event, designed to support Camden SMEs in tendering for construction contracts** arising as part of the Proposed Developments.

Monetary contribution

- 7.15 Seeking financial contributions that allow LBC to fund initiatives that maximise the potential for LBC residents to compete for jobs being created at the Proposed Developments, through improving their employability and skills levels, is a crucial part of ensuring that the Proposed Developments are both economically and socially sustainable in the local context. As part of their overall s106 obligations, **the Applicant will therefore**

⁶⁰ LBC, 2018. Camden Planning Guidance – Employment sites and business premises

⁶¹ Note that LBC policy does not mention the expected duration of an apprenticeship. The duration of these three apprenticeships will be decided following discussions between the Applicant and LBC at a later date.

make a financial contribution towards employment and training initiatives aimed at reducing worklessness in LBC where applicable. The final amount and formula for calculating this monetary contribution will be agreed with Camden Council in the s106.

How do the Proposed Developments' aims address the identified issues and objectives?

- 7.16 The approaches that have been proposed by Volterra on behalf of the Applicant have been designed with the previously highlighted key issues and objectives in mind. Whilst the Proposed Developments will not be capable of solving the outstanding employment and skills issues in the local area alone, they can make a positive contribution towards achieving certain objectives, which are outlined below.

Unemployment

- 7.17 The baseline analysis carried out in **Appendix A – Economic Context** outlined that the unemployment rate in LBC (5.4%) is higher than the Inner London (4.5%), London (4.6%), and England (4.0%) levels. Analysis has shown that this is partly due to a mismatch in the types of jobs sought by unemployed LBC residents and the vacancies that are available in the borough. Furthermore, there are significant differences in the employment levels of different groups in the borough, with the unemployment rate being over four times higher for ethnic minorities compared to white residents and economic inactivity rates being significantly higher for ethnic minorities, as well as unemployment being even harder hitting for 16-24-year olds and males (when compared to comparators).
- 7.18 The Proposed Developments will ensure that job opportunities are available to local residents, and that they are available to those residents with less access to the LBC labour market. This will be achieved through the following aims:
- The Applicant will use reasonable endeavours to maximise the number of construction jobs that go to local LBC residents. Where this is not possible, the Applicant will undertake reasonable endeavours to meet the target through the employment of residents of the other Central London Forward boroughs;
 - Encouraging end-use occupiers to target hard-to-reach groups, where it is legally possible to do so, in addition to seeking to recruit from Camden's resident population at the end-use stage of development;
 - Working towards achieving a targeted 10% of procurement value during the construction phase goes to local businesses;
 - Compliance with the Construction Industry Training Board guidelines for the advertising of construction roles with local employment vehicles, which, in the case of the Proposed Development, will be the King's Cross Construction Skills Centre; and
 - The encouragement of a relationship between the LBC's Economic Development Team and end use occupier of the Proposed Development.

Earnings

- 7.19 Although the median wage for LBC residents is above the Inner London and London averages, some LBC residents remain left behind and face increasing living costs to live in the borough. This is coupled with that fact that over the last decade, the rate at which earnings have grown for LBC residents was the third lowest rate across the Inner London boroughs.
- 7.20 The types of employment supported by the Proposed Developments will ensure that those left behind in LBC will have suitable access to opportunities which would help to increase earnings levels. This will be accomplished through the mix of high and low skilled

occupations at the developments, providing jobs in which residents are seeking. Additionally, the LLW commitment highlights that reasonable endeavours will be undertaken to see that employees at the Proposed Developments will be fairly compensated for their employment.

Skills

- 7.21 It was also established in **Appendix A – Economic Context** that LBC residents are as qualified as the London averages (NVQ1+), and that over the last decade, the proportion of residents with NVQ1+ qualifications has risen sharply. However, apprenticeship starts per 1,000 workers in LBC is significantly below comparators, and Camden ranks third lowest in terms of this metric.
- 7.22 The key objective of LBC policy was to reduce the inequalities in the skills of residents within the borough, to improve employability, skills, and earnings. Some of the aims of this strategy that have been designed to improve the skills levels of the local population include:
- Commitment to the recruitment of one construction apprenticeship for every £3m in final construction build cost; and
 - Providing one work experience placement per 500m² of net additional employment floorspace, in line with LBC policy.

Deprivation

- 7.23 The Proposed Developments are located in areas of relatively higher deprivation for the employment decile and the education and skills decile, both relative to the rest of the borough and when compared to the rest of the country. The catalytic impacts created by the Proposed Developments will, therefore, entail significant socio-economic benefits for the surrounding area through attracting higher levels of investment. The regenerative impacts created would be expected to be higher given the levels of deprivation in the local area. The public realm benefits created by the Proposed Developments would also contribute to an increased attractiveness of the area, having further beneficial impacts.

Social value of employment and skills commitments

- 7.24 The HACT Social Value Index⁶² can be used to highlight the social value of some of these employment and skills commitments. HACT provides a variety of definitions on social value, one of which is:
- “Social value is the quantification of the relative importance that people place on the changes they experience in their lives. Some but not all this value is captured in market prices. It is important to consider and measure this social value from the perspective of those affected by an organisation’s work.”*
- 7.25 The benefit of using the HACT index is to place a value on important social aspects, allowing them to receive sufficient weight in the process relative to other economic benefits. However, it is an emerging research area and is therefore naturally subject to some uncertainty.
- 7.26 The HACT index gives London-specific monetary values (in 2018 prices) for social impacts. Some of these are outlined in **Table 15**, along with estimated social values for the employment and skills commitments mentioned above.

62 HACT and Daniel Fujiwara, (no date). Community investment values from the Social Value Bank

Table 15 Social value of employment and skills commitments

| Social impact | Social value for an individual |
|---|--------------------------------|
| The provision of one apprenticeship | £3,200 |
| The feeling of financial comfort from workers being paid the London Living Wage | £7,100 |
| Employment training funded by monetary contributions | £1,100 |
| Full-time employment | £12,200 |
| Part-time employment | £1,700 |

Source: HACT & Daniel Fujiwara, *Community investment values from the Social Value Bank*; NB: Figures have been rounded.

8 WIDER IMPACTS

Catalytic impacts

- 8.1 The benefits of the Applicant's investment will not be limited to the Proposed Developments themselves, but they will also have the potential to reach beyond the boundary and into the surrounding local area. The arrival of the Proposed Developments would make the local area a more attractive place to both work and visit, offering future investors into the area encouragement that they will generate a positive return, and acting as a potential catalyst for future investment.
- 8.2 As discussed in **Appendix A – Economic Context**, the Proposed Developments are located in areas of relatively high deprivation in relation to employment and education, skills and training, illustrated in **Figure 29** and **Figure 30**. For the employment sub-domain, Belgrove House and Acorn House fall in the 20% and 30% most deprived lower super output areas (LSOAs) nationally, whilst for the education, skills and training sub-domain, they fall in the most deprived 30% and 50% respectively.
- 8.3 Given the deprivation present in the local area regarding these sub-domains, regenerative impacts from the Proposed Developments would be particularly significant. The Proposed Developments and their associated benefits would contribute towards lowering deprivation in the employment sub-domain through the provision of suitable high-quality workspace which will accommodate both high-skilled and low-skilled jobs which residents in the local area are actively seeking. Deprivation would be improved in the education, skills and training sub-domains through the invaluable training and educational programmes offered by the Applicant on-site.
- 8.4 The Local Plan details the aspirations of the Council to uplift and regenerate the local area:
- “The Council’s aspiration for King’s Cross is to continue to secure the development of a high quality, successful, attractive, vibrant and safe places with a mix of uses, in particular offices, homes, retail, leisure and community facilities which support and increase the borough’s contribution to London’s role as a world business, commercial and cultural centre, as well as create significant job and training opportunities for local people and contribute significantly to the regeneration of neighbouring communities.”⁶³*

Public realm benefits

- 8.5 People like to live, work, and spend time in nice environments, and as a result there is increasing evidence that there are socio-economic benefits to new developments providing enhancements to the public realm. Research undertaken through stated preference surveys has provided a way of showing the equivalent monetary value that people place on nicer, more attractive public realm during their day-to-day activities, with characteristics such as ‘safe crossing places’, ‘personal security’, and ‘good connectivity’ particularly valued.⁶⁴
- 8.6 The importance of public realm is established in the Local Plan:
- “Open space is critical to sustainability and wellbeing. It performs a social role by providing a variety of areas in which to relax, socialize, enjoy sport and take part in physical exercise. This is especially important at a time when the Council is seeking to address the prevalence of obesity and weight issues and their link with conditions leading to premature death. Quiet areas of green space can enhance personal wellbeing and play space is an*

⁶³ LBC, 2017. Local Plan

⁶⁴ Living Streets, 2018. The Pedestrian Pound

important tool in supporting the development of children and young people. Businesses are more likely to invest in areas which offer attractive green spaces.”⁶⁵

- 8.7 An assessment of the existing public realm offering at the Belgrove House site has concluded that it is not of architectural interest and does not contribute positively to the local townscape. Coupled with the underwhelming frontage is poor quality retail space, with a minimal and poor public realm offering to the south of the building. In addition, pedestrian flow on Euston Road is obstructed, and building facades are blank, which may contribute towards anti-social behaviour.
- 8.8 The proposed design at the Belgrove House site involves an extensive planting strategy in order to improve the offering of the site. Studies have shown that planting in the workplace generates significant benefits to employee well-being and productivity. The overarching objectives of the public realm strategy involve forming a green oasis and focal point within a busy environment, together with improved streets & paths, improved routes, and the maximising of green infrastructure, as illustrated by **Figure 16**.
- 8.9 The existing building at Acorn House does not positively address the Site’s street frontages or provide a positive building at the junction where it lies. Furthermore, an assessment has concluded that it does not positively contribute to the townscape character of the wider local area, or to the significance of the conservation area in which it lies.
- 8.10 At the Acorn House site, there is an opportunity to provide a building of a high quality of architecture which will positively address the corner, activating both street frontages, and mark the junction. The proposed design seeks to enhance the streetscape along Gray’s Inn Road, in addition to introducing flower-rich planting and enhancing the overall public realm offering in the immediate area surrounding the building. This is illustrated in **Figure 17**.

Figure 16 Sketched view of Belgrove House



65 LBC, 2017. Camden Local Plan

Figure 17 Sketched view of Acorn House



Other social benefits

- 8.11 Affordable workspace is defined as workspace that is provided at rents maintained below the market rate for that space for a specific social, cultural or economic development purpose. These types of workspaces are an integral part of London's ecosystem for creative and technology innovation, and include business incubators, accelerator spaces, and creative production spaces. Affordable workspace helps to meet key objectives of SMEs and local businesses, including introducing flexibility in internal arrangements, creating a range of shared spaces and business facilities, enabling high speed broadband connection, and permitting on-site business support provision.
- 8.12 The provision of affordable workspace is especially beneficial for the creative and digital industries, local SMEs, local start-ups, and local entrepreneurs. SMEs make up 99.8% of all businesses in London and sustain approximately 50% of all employment.⁶⁶ It is also true that 80% of start-ups fail within 18 months, and within London a key factor that can be attributed to these businesses failing is affordability.⁶⁷
- 8.13 **Policy E2** within the LBC **Local Plan** alludes to including affordable workspace in developments where possible and viable, with "the provision of affordable workspace being particularly welcomed".⁶⁸ **Affordable workspace would be provided within the B1 floorspace proposed at Acorn House, with the amount and type of workspace to be agreed in the s106 with Camden Council.** LBC policy states that the provision of affordable workspace will be agreed on a case-by-case basis with the developer.⁶⁹

Social infrastructure

- 8.14 The residential element of the Proposed Developments and the residents within them, as provided by Acorn House, would have an impact on social infrastructure usage within the local area in LBC, such as primary healthcare provision and all stages of education. This

⁶⁶ Future of London, 2018. Workspace for all: fostering affordability, support and inclusion.

⁶⁷ Ibid

⁶⁸ LBC, 2017. Camden Local Plan

⁶⁹ LBC, 2018. Employment sites and business premises.

section provides a summary of the context outlined in **Appendix A – Economic Context, Social infrastructure**.

- 8.15 In summary, none of the four types of social infrastructure assessed are particularly constrained at this time, apart from early years provision, as shown in **Table 16**. For primary healthcare provision, there are an estimated 1,068 patients per FTE GP, which is significantly below the benchmark patient list size of 1,800 patients per GP as recommended by the NHS Health Urban Development Unit, showing that there appears to be significant available primary healthcare capacity in the area. In contrast, for early years provision, there are 54 more children registered than capacity, showing that early years provision in the immediate vicinity of the site is operating at capacity. However, the Childcare Sufficiency Assessment carried out by the Council has identified that on a more general basis across the borough, there are sufficient childcare places to meet demand and the number of day-care settings that have closed in recent times has been balanced out by an equal number of new provisions.⁷⁰ For primary and secondary education, there are more spaces than there is need (86% and 84% capacity respectively), showing that they are not constrained and have capacity to take on more children from the Proposed Developments.

Table 16 Social infrastructure effects summary

| Effect | Patients per GP | Surplus / Deficit | Capacity | Additional relevant residents from PD |
|------------------------------|-----------------|-------------------|----------|---------------------------------------|
| Primary healthcare provision | 1,068 | - | 59% | 79 |
| Early years provision | - | -54 | 113% | 10 |
| Primary education | - | 840 | 86% | 8 |
| Secondary education | - | 8,425 | 84% | 6 |

⁷⁰ LBC, 2018/19. Childcare Sufficiency Assessment

9 APPENDIX A – ECONOMIC CONTEXT

- 9.1 This appendix summarises the baseline economic characteristics, focusing primarily on employment and skills-related economic indicators, of the local area surrounding the site of the Proposed Developments. This baseline guides the design of the Employment and Skills Strategy, by highlighting the outstanding issues of the local area and ensuring that policies are specifically tailored to these issues, in order to maximise the socio-economic benefits for the local community.

Population

- 9.2 Over the period 2010-2019, LBC experienced a 26% increase in its total population, which grew by 55,000 to 270,000 residents.⁷¹ The growth in population within the LBC exceeds that of all geographical comparators, with a growth rate of 26% substantially higher than Inner London's 14%, London's 11%, and England's 7% over the same period (**Table 17**).

Table 17 Population growth, 2010-2019

| Geography | 2010 | 2019 | % Change |
|--------------|---------|---------|----------|
| LBC | 215,000 | 270,000 | 26% |
| Inner London | 3.2m | 3.6m | 14% |
| London | 8.0m | 9.0m | 11% |
| England | 52.6m | 56.3m | 7% |

Source: ONS, 2020. Annual Population Survey: mid-year population estimates; NB: Figures have been rounded.

- 9.3 Following the trend of the general population, the working-age population (aged 16-64) within LBC also grew by more than the comparators over the same period, with 22% growth compared to 12% seen across Inner London and 9% across London. England's working-age population growth was 3% over the same period.
- 9.4 In 2019, 71% of LBC residents were of working age (16-64), which was broadly in line with the Inner London average (72%), and is higher than London (67%) and England (62%), indicating that LBC attracts a larger working-age population relative to London as a whole.

Employment

Total employment

- 9.5 Between 2010 and 2019, LBC experienced changes to its employment profile in the form of a higher proportion of economically active people in employment and a decline in the unemployment rate. **0** shows that whilst the proportion of the population who are economically active remained the same over the period, those in employment grew from 66% to 70%, and those unemployed fell 5 percentage points to 5%.⁷²

⁷¹ ONS, 2020. Annual Population Survey: mid-year population estimates

⁷² ONS, 2010 and 2019. Annual Population Survey

Table 18 LBC economic activity rates, 2010-2019

| Variable | 2010 | 2019 |
|------------------------------------|------|------|
| Economically active: Total | 74% | 74% |
| Economically active: In Employment | 66% | 70% |
| Economically active: Unemployed | 10% | 5% |

Source: ONS, 2010 and 2019. Annual Population Survey

- 9.6 Economic activity is presented in more detail in **Table 19**, showing that despite recording a rise in the employment rate, the economic activity rate in the LBC remains below that of comparators (75% across Inner London and London and 76% at a national level), and so is the employment rate.⁷³ The unemployment rate, despite falling, also does not perform favourably against comparators at 5.4% (compared to 4.5% in Inner London, 4.6% in London, and 4% in England), indicating that unemployment is an issue in the borough that still needs to be addressed.

Table 19 Economic activity, 2019

| Variable | LBC | Inner London | London | England |
|--------------------------------|---------|--------------|---------|---------|
| Total population aged 16-64 | 186,000 | 2.6m | 6.1m | 34.8m |
| Number economically active | 138,000 | 2.0m | 4.7m | 27.6m |
| Proportion economically active | 74% | 79% | 78% | 79% |
| Number in employment | 130,000 | 1.9m | 4.5m | 26.5m |
| Employment rate | 70% | 75% | 75% | 76% |
| Number in unemployment | 7,500 | 92,000 | 218,000 | 1.1m |
| Unemployment rate | 5.4% | 4.5% | 4.6% | 4.0% |

Source: ONS, 2019. Annual Population Survey; NB: Figures have been rounded.

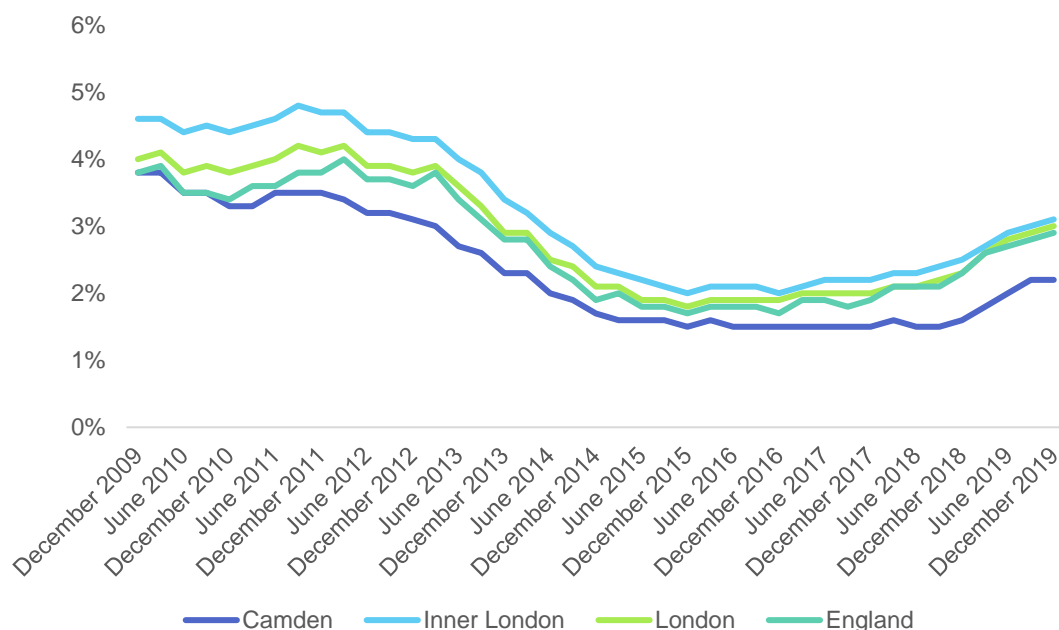
Unemployment

- 9.7 The proportion of economically active residents on the Claimant Count within LBC, as well as Inner London, London, and England, is shown in **Figure 18** over the period December 2009 to December 2019. As of December 2019, 2.2% of LBC's economically active residents rely on the Claimant Count, lower than all other comparators.⁷⁴ By comparison, Inner London was 3.1%, 3.0% for London, and 2.9% across the country. This shows that despite having a higher proportion of those economically active who are unemployed, there is a lower proportion who claim benefits (Claimant Count).

⁷³ ONS, 2019. Annual Population Survey

⁷⁴ ONS, 2020. Claimant Count by Sex and Age

Figure 18 Proportion of economically active population on the Claimant Count

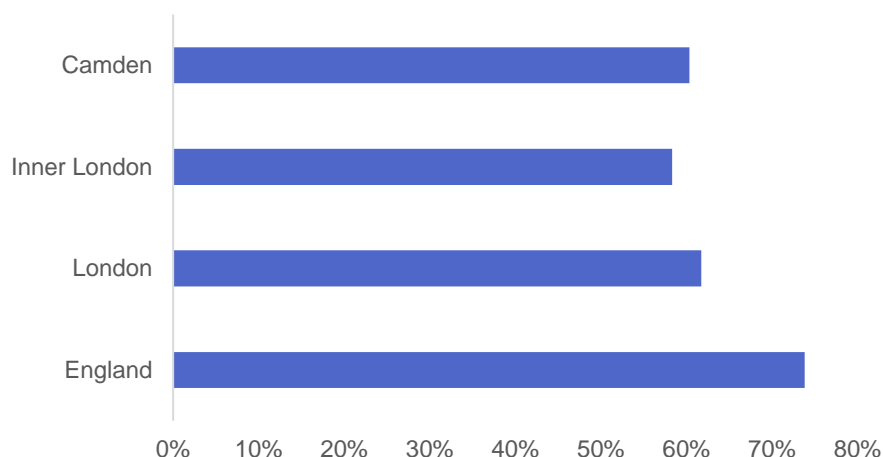


Source: ONS, 2020. Claimant Count by Sex and Age

- 9.8 We can also look at durations for which those not in employment have been out of work, in order to gather a picture as to the extent to which getting back into work is a problem in LBC. As shown in **Figure 19**, the 2011 Census shows that 60% of those not in employment in Camden last worked more than one year ago (at the time of the collection of the data).⁷⁵ Note that this represents the length of time that individuals out of employment last worked, and not long-term unemployment. For Camden this is marginally higher than the Inner London level at 58%, although is slightly below the average of 62% across London. At a national scale, the issue of getting back into work was worse, as 74% of those not in work last worked more than one year ago.

⁷⁵ Census, 2011. Year last worked

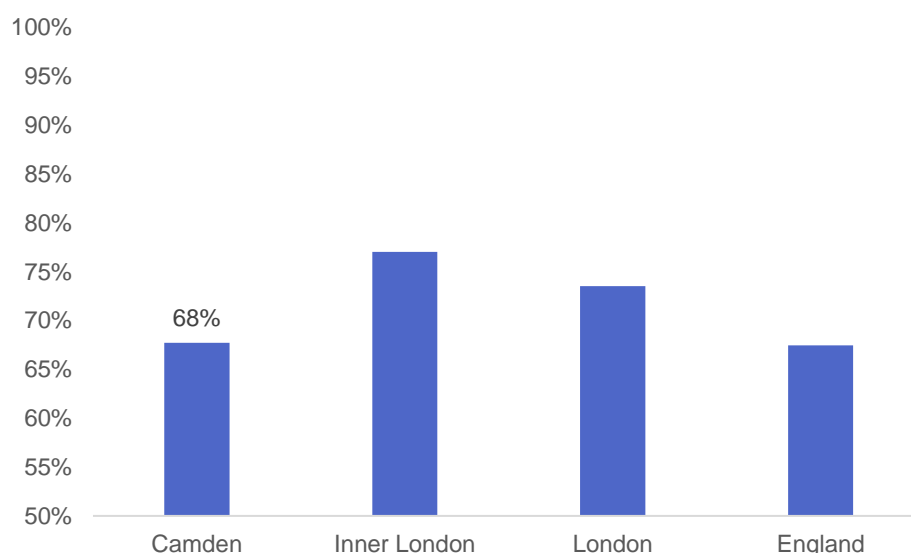
Figure 19 Proportion for whom year last worked was more a year ago



Source: Census, 2011. Year last worked

9.9 By looking at those claiming Jobseeker's Allowance (JSA), we are able to gauge the extent of long-term unemployment in the borough against comparators. **Figure 20** shows that of the 13,300 people claiming Jobseeker's Allowance across 2019 in LBC, 68% of them were classed as long-term unemployed (unemployed for at least 12 months).⁷⁶ This compares favourably against the Inner London and London levels of 77% and 74% respectively, indicating that there are less people within the borough claiming Jobseeker's Allowance who have been claiming for over one year.

Figure 20 Jobseeker's Allowance by duration, 2019



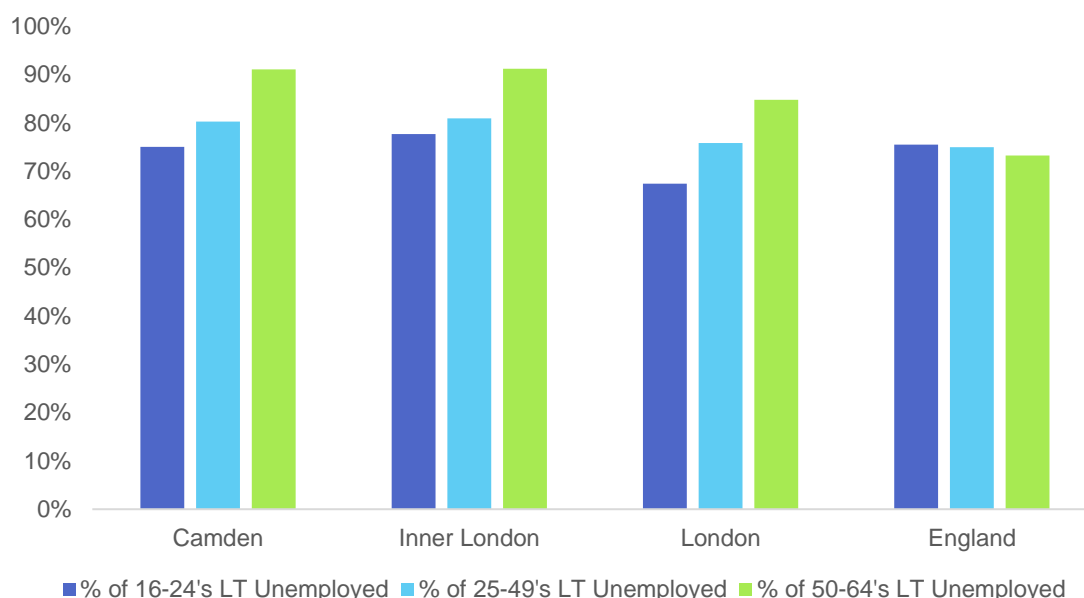
Source: ONS, 2020. Jobseeker's Allowance by age and duration

9.10 We can also consider which groups are more affected by long-term unemployment. **Figure 21** shows that of those claiming Jobseeker's Allowance in 2019, those aged 50-64 were more likely to have been claiming for over a year, where in LBC 91% claiming

⁷⁶ ONS, 2020. Jobseeker's Allowance by age and duration

JSA in this age group had been claiming for more than a year. This higher rate of long-term unemployment for this age group is consistently higher across Camden, Inner London and London, signifying the extent to which those over 50 are long-term unemployed.⁷⁷

Figure 21 Jobseeker's Allowance by age and duration, 2019



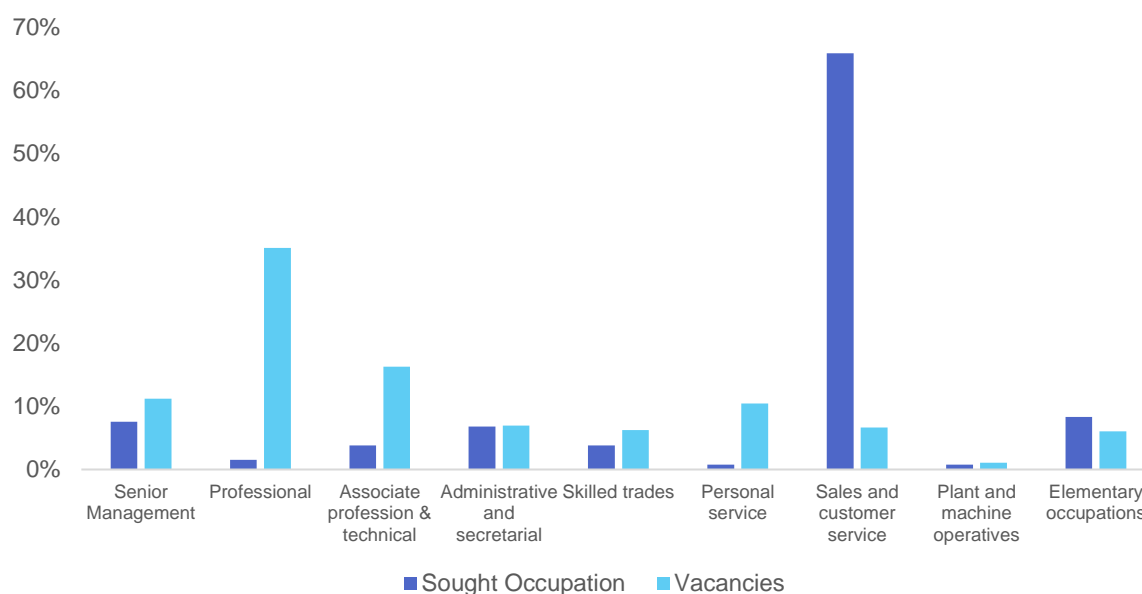
Source: ONS, 2020. Jobseeker's Allowance by age and duration with proportions

- 9.11 There also exists a large discrepancy between the types of jobs that those who are unemployed are seeking and the available vacancies in the borough, illustrated by **Figure 22**. 66% of residents are seeking jobs within sales and customer service roles, but only 7% of employment vacancies in the borough correspond to these occupations⁷⁸, demonstrating a clear need for more sales and customer service-related roles. The figure shows that there are more vacancies for high-skilled occupations (such as 35% of vacancies offered in professional roles) rather than lower skilled occupations, despite LBC residents seeking jobs in low-skilled occupations. Thus, in order to enable more LBC residents into employment, there is a need for either more customer service roles or upskilling opportunities necessary to enable these residents to have access to the higher-skilled roles (or both).

⁷⁷ ONS, 2020. Jobseeker's Allowance by age and duration with proportions

⁷⁸ ONS, 2019. Jobseeker's Allowance by occupation; GLA, 2019. London Job Postings Data

Figure 22 Sought occupations and vacancies in LBC, 2019



Source: ONS, 2019. *Jobseeker's Allowance by occupation*; GLA, 2019. *London Job Postings Data*

- 9.12 The Local Plan notes how there are a number of local residents in LBC that do not have the skills or qualifications sought by the borough's employers, particularly in 'knowledge-based businesses', such as higher education and research.⁷⁹ This shows a need to upskill locals and equip them with the tools to be able to seek a higher-skilled employment position.

Employment by industry

- 9.13 The proportion of LBC employment within different sectors is shown in **Table 20** against the Inner London and London levels. The largest employment sectors within LBC are professional, scientific and technical services (21% of total employment), IT services (12%), health (11%), and education (10%).⁸⁰ For all of these sectors, and arts, entertainment, and recreation, the proportion of employment in the borough is larger than that of the Inner London or London levels.

Table 20 Employment by industry, 2018

| Sector (SIC 07 Code) | LBC | | Inner London | London |
|--|------------|-----------------|--------------|--------|
| | Employment | % of employment | | |
| Agriculture, forestry & fishing (A) | 10 | 0% | 0% | 0% |
| Mining, quarrying & utilities (B, D and E) | 2,500 | 1% | 1% | 1% |
| Manufacturing (C) | 4,500 | 1% | 1% | 2% |
| Construction (F) | 8,500 | 2% | 3% | 4% |
| Motor Trades (Part G) | 1,000 | 0% | 0% | 1% |
| Wholesale (Part G) | 9,000 | 2% | 2% | 3% |
| Retail (Part G) | 22,500 | 6% | 7% | 8% |
| Transport & storage (H) | 8,500 | 2% | 2% | 4% |

79 LBC, 2017. Camden Local Plan

80 ONS, 2018. Business Register and Employment Survey

| Sector (SIC 07 Code) | LBC | | Inner London | London |
|---|----------------|-----------------|--------------|-------------|
| | Employment | % of employment | | |
| Accommodation and food services (I) | 33,000 | 9% | 9% | 8% |
| Information & communication (J) | 44,000 | 12% | 10% | 8% |
| Financial & insurance (K) | 9,500 | 3% | 10% | 7% |
| Property (L) | 8,500 | 2% | 3% | 3% |
| Professional, scientific & technical (M) | 77,500 | 21% | 18% | 14% |
| Business administration & support services (N) | 34,000 | 9% | 11% | 11% |
| Public administration & defence (O) | 11,000 | 3% | 5% | 4% |
| Education (P) | 37,500 | 10% | 6% | 7% |
| Health (Q) | 42,000 | 11% | 9% | 10% |
| Arts, entertainment, recreation & other services (R, S, T, and U) | 21,500 | 6% | 5% | 5% |
| Total | 375,000 | 100% | 100% | 100% |

Source: ONS, 2018. Business Register and Employment Survey, NB: Figures are rounded.

Inequalities in employment

- 9.14 There exists significant differences in the employment levels of different groups within the borough. **Figure 23** presents the 2019 unemployment and economic activity rates for LBC residents in the white and ethnic minority groups. It shows that while the unemployment rate is 3% for white LBC residents, the unemployment rate for ethnic minorities is significantly higher at 13%, compared to 7% across Inner London and in London.⁸¹ The proportion of economically inactive residents who are ethnic minorities is also significantly higher than white residents, at 41% compared to 17%, highlighting further inequalities that exist between different groups of the population in LBC.

Figure 23 Unemployment and economic activity by ethnic group, 2019

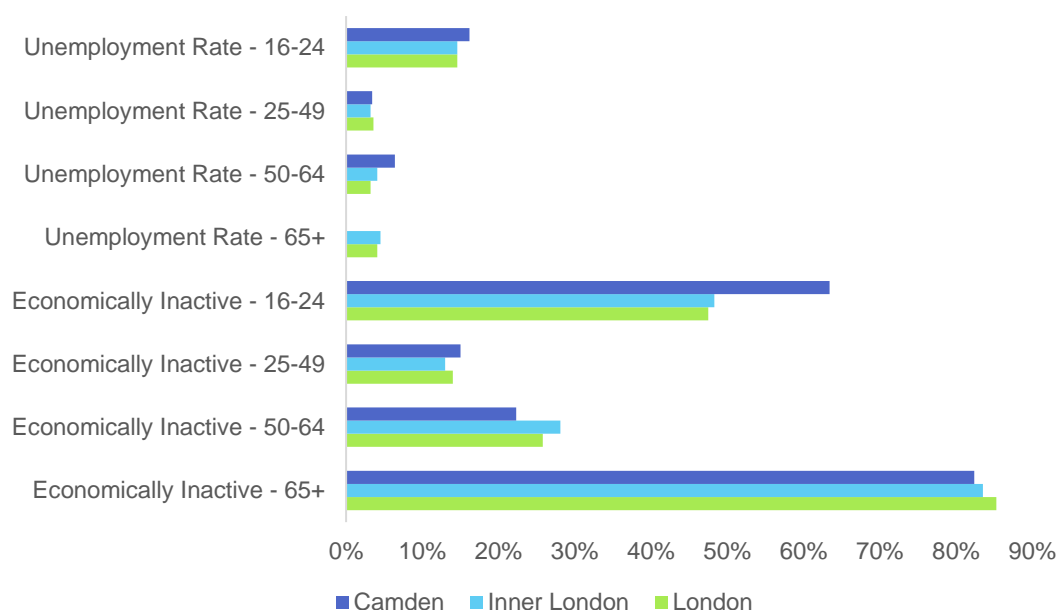


Source: ONS, 2020. Annual Population Survey

81 ONS, 2020. Annual Population Survey

- 9.15 Unemployment rates also differ from comparators with regards to age, as shown in **Figure 24**. The unemployment rates in LBC are higher for those aged 16-24 and 50-64.⁸² Moreover, the percentage of residents economically inactive is higher for the LBC for those aged 16-24 and 25-49. Employment-related initiatives should predominantly be aimed at those younger who are only just starting out in the labour market, specifically those aged 16-24.

Figure 24 Unemployment and economic activity by age, 2019



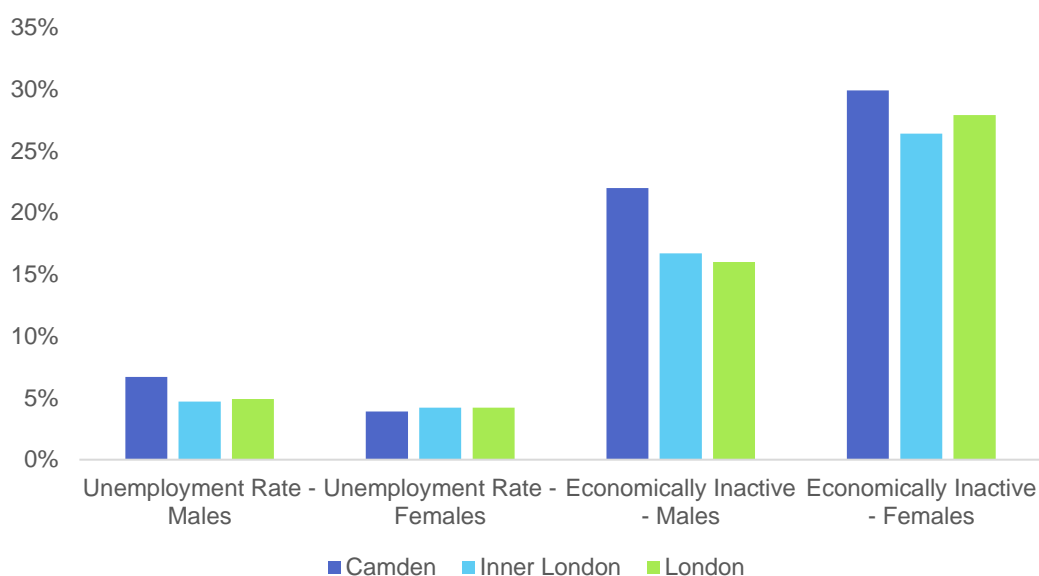
Source: ONS, 2020. Annual Population Survey; NB: Data is not available for the unemployment rate in LBC for those aged 65 and over.

- 9.16 There are also differences in the employment rates for males and females, as shown in **Figure 25**. The unemployment rate for males stands at 7% in the borough, higher than Inner London and London, both of 5%.⁸³ The unemployment rate is also higher than that of females in the borough, which stands at 4%. Moreover, 22% of males are economically inactive in LBC, significantly higher than comparators Inner London and London at 17% and 16% respectively, and the same goes for economically inactive females in the borough.

⁸² ONS, 2020. Annual Population Survey

⁸³ Ibid

Figure 25 Unemployment and economic activity by gender, 2019



Source: ONS, 2020. Annual Population Survey

- 9.17 There also exists large differences in the ethnic composition of workers in each industry within LBC, with diversity within each industry varying to different degrees across sectors, as shown in **Table 21**. For example, in 2019, 64% of all employees in the distribution, hotels and restaurants sector in LBC were white, whereas ethnic minorities only represented 36% of the workforce in this sector.⁸⁴ There are no sectors in LBC which aren't represented by a higher proportion of white residents, similar to Inner London and London, highlighting the need to focus on moving more people from ethnic minorities into these types of industries when looking at the setting of employment and skills targets.
- 9.18 The need to help more people from ethnic minorities access employment opportunities is even clearer when comparing proportions of employment to the overall split of ethnic minorities in the population. For example, in LBC, only 23% of residents working in the banking, finance and insurance industry are from ethnic minority backgrounds, compared to a 38% ethnic minority share of the overall population. Conversely, within transport and communication, 40% of workers are from an ethnic minority background.

Table 21 Ethnic split of working LBC residents by industry, 2019

| Industry | LBC | | Inner London | | London | |
|--------------------------------------|-----|-----|--------------|-----|--------|-----|
| | W | EM | W | EM | W | EM |
| Agriculture and fishing | N/A | N/A | N/A | N/A | 69% | 31% |
| Energy and water | N/A | N/A | 63% | 37% | 62% | 38% |
| Manufacturing | 55% | 45% | 64% | 36% | 67% | 33% |
| Construction | 91% | 9% | 77% | 23% | 82% | 18% |
| Distribution, hotels and restaurants | 64% | 36% | 56% | 44% | 55% | 45% |
| Transport & communication | 60% | 40% | 71% | 29% | 63% | 37% |
| Banking, finance & insurance | 77% | 23% | 72% | 28% | 69% | 31% |

⁸⁴ Ibid.

| Industry | LBC | | Inner London | | London | |
|---|-----|-----|--------------|-----|--------|-----|
| | W | EM | W | EM | W | EM |
| Public administration, education & health | 76% | 24% | 64% | 36% | 62% | 38% |
| Other services | 88% | 12% | 74% | 26% | 73% | 27% |
| Total services | 74% | 26% | 67% | 33% | 64% | 36% |
| % share of the population | 62% | 38% | 59% | 41% | 59% | 41% |

Source: ONS, 2020. Annual Population Survey

- 9.19 By looking at the composition of workers in each industry differing by gender, we can also identify which industries are dominated by either males or females. This is shown in **Table 22**. In the borough, the majority of industries are dominated by male workers, with the exception of public administration, education and health, and other services.⁸⁵ This is reflective of the pattern observed across both Inner London and London.

Table 22 Split of working LBC residents by industry & gender, 2019

| Industry | LBC | | Inner London | | London | |
|---|-----|-----|--------------|-----|--------|-----|
| | M | F | M | F | M | F |
| Agriculture and fishing | N/A | N/A | N/A | N/A | 52% | 48% |
| Energy and water | N/A | N/A | 71% | 29% | 73% | 27% |
| Manufacturing | 81% | 19% | 65% | 35% | 65% | 35% |
| Construction | 67% | 33% | 84% | 16% | 88% | 12% |
| Distribution, hotels and restaurants | 53% | 47% | 51% | 49% | 53% | 47% |
| Transport & communication | 75% | 25% | 68% | 32% | 73% | 27% |
| Banking, finance & insurance | 56% | 44% | 60% | 40% | 59% | 41% |
| Public administration, education & health | 37% | 63% | 35% | 65% | 33% | 67% |
| Other services | 42% | 58% | 52% | 48% | 50% | 50% |
| Total employment split | 54% | 46% | 54% | 46% | 54% | 46% |
| % share of the population | 51% | 49% | 50% | 50% | 50% | 50% |

Source: ONS, 2020. Annual Population Survey

Earnings

Resident earnings

- 9.20 The average (median) earnings of a full-time working resident in LBC were £42,000 as of 2019, with 14% growth from £37,000 in 2009, as shown in **Table 23**.⁸⁶ The growth in resident earnings in LBC over the last decade is below that of the Inner London & London levels, which were both 16% over the same time period. Earnings for full-time working residents in LBC rank as the 6th highest of the 13 boroughs within Inner London. Despite having a larger median pay for residents in 2019, the growth of wages is behind that of both comparators, and experienced the 3rd lowest rate of growth across the Inner London boroughs over the last decade.

⁸⁵ Ibid

⁸⁶ ONS, 2020. Annual Survey of Hours and Earnings

Table 23 Average resident earnings (full-time workers), 2009-2019

| Region | 2009 Median Pay (£) | 2019 Median Pay (£) | Total Growth |
|----------------------|---------------------|---------------------|--------------|
| Inner London | 33,500 | 39,000 | 16% |
| Camden | 37,000 | 42,000 | 14% |
| Hackney | 30,000 | 36,000 | 20% |
| Hammersmith & Fulham | 37,000 | 41,500 | 12% |
| Haringey | 30,000 | 36,000 | 20% |
| Islington | 34,000 | 43,500 | 28% |
| Kensington & Chelsea | 44,000 | 46,500 | 6% |
| Lambeth | 32,500 | 37,000 | 14% |
| Lewisham | 29,500 | 34,000 | 15% |
| Newham | 26,000 | 31,500 | 21% |
| Southwark | 33,500 | 39,000 | 16% |
| Tower Hamlets | 24,000 | 42,500 | 25% |
| Wandsworth | 37,000 | 43,500 | 18% |
| Westminster | 37,500 | 45,500 | 21% |
| London | 32,000 | 37,000 | 16% |

Source: ONS, 2020. Annual Survey of Hours and Earnings; NB: Figures are rounded.

- 9.21 Further to this point, **Table 24** shows the average full-time working resident earnings for those in the bottom 25% of earners in the borough. LBC has the fourth lowest growth for the bottom 25% of earners and is below the average growth observed across all comparators at (11% in comparison to 13% across London), showing that the lowest earners are more disproportionately affected by (lack of) earnings growth.⁸⁷ Despite the lower growth, the 2019 median pay is above the average of £26,000.

Table 24 Average resident earnings for bottom 25% of earners, 2009-2019

| Region | 2009 Median Pay (£) | 2019 Median Pay (£) | Total Growth |
|----------------------|---------------------|---------------------|--------------|
| Inner London | 24,500 | 27,500 | 12% |
| Camden | 26,500 | 29,500 | 11% |
| Hackney | 22,000 | 26,000 | 18% |
| Hammersmith & Fulham | 25,500 | 30,000 | 18% |
| Haringey | 21,000 | 26,500 | 26% |
| Islington | 25,000 | 30,000 | 20% |
| Kensington & Chelsea | 28,000 | 27,000 | -4% |
| Lambeth | 25,000 | 27,000 | 8% |
| Lewisham | 23,000 | 24,000 | 4% |
| Newham | 19,500 | 23,000 | 18% |
| Southwark | 25,500 | 28,500 | 12% |
| Tower Hamlets | 24,500 | 30,000 | 22% |
| Wandsworth | 27,000 | 31,500 | 17% |
| Westminster | 26,000 | 30,000 | 15% |
| London | 23,000 | 26,000 | 13% |

Source: ONS, 2020. Annual Survey of Hours and Earnings; NB: Figures are rounded.

⁸⁷ Ibid

Housing

Stock and tenure

- 9.22 **Table 25** shows the change in the stock of dwellings in LBC over the last decade, compared to the Inner London, London and England levels. It shows that over the last decade, the growth in the stock of dwellings in LBC has been lower than all comparators at 7%, compared to 11% across Inner London, 9% across London, and 8% across the country.⁸⁸

Table 25 Dwelling stock, 2009-2019

| Region | 2009 | 2019 | % change |
|--------------|--------|---------|----------|
| LBC | 98,500 | 105,500 | 7% |
| Inner London | 1.3m | 1.4m | 11% |
| London | 3.3m | 3.6m | 9% |
| England | 22.7m | 24.4m | 8% |

Source: DCLG, 2020. Live Tables on Dwelling Stock (including vacant properties); NB: Figures have been rounded.

- 9.23 **Table 26** shows that whilst the majority of households in LBC are privately owned at 66%, this is below the proportion of homes privately owned in geographical comparators, with 69% across Inner London, 77% across London, and 83% in the country.⁸⁹ 22% of households are owned by the Local Authority, and 11% are housing association.

Table 26 Tenure of households, 2019

| Region | Privately owned | Housing association | Local Authority |
|--------------|-----------------|---------------------|-----------------|
| LBC | 66% | 11% | 22% |
| Inner London | 69% | 15% | 16% |
| London | 77% | 12% | 11% |
| England | 83% | 10% | 7% |

Source: DCLG, 2020. Live Tables on Dwelling Stock (including vacant properties)

Affordability

- 9.24 The median house price in the LBC is £770,000, amounting to growth of 88% over the last decade from £410,000, as shown in **Table 27**.⁹⁰ The 88% growth in house prices is above that seen nationally, but below the Inner London (96%) and London (92%) levels. Despite slower growth, the median house price in the borough exceeds that of the Inner London and London levels. Also included in the table below is the resident earnings & the house price to earnings ratio. In LBC, house prices are 18.3 times higher than the median residents salaries, higher than Inner London (17.4), London (14.7) and England (7.8), reflecting the growing unaffordability of homes in the borough.

⁸⁸ DCLG, 2020. Live Tables on Dwelling Stock (including vacant properties)

⁸⁹ Ibid

⁹⁰ ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9

Table 27 Median house prices, 2019

| Region | Median house price | | % change | Resident earnings | House price to earnings ratio |
|--------------|--------------------|----------|----------|-------------------|-------------------------------|
| | 2009 | 2019 | | | |
| LBC | £410,000 | £770,000 | 88% | £42,000 | 18.3 |
| Inner London | £345,000 | £675,000 | 96% | £39,000 | 17.4 |
| London | £280,000 | £540,000 | 92% | £37,000 | 14.7 |
| England | £167,000 | £240,000 | 44% | £31,000 | 7.8 |

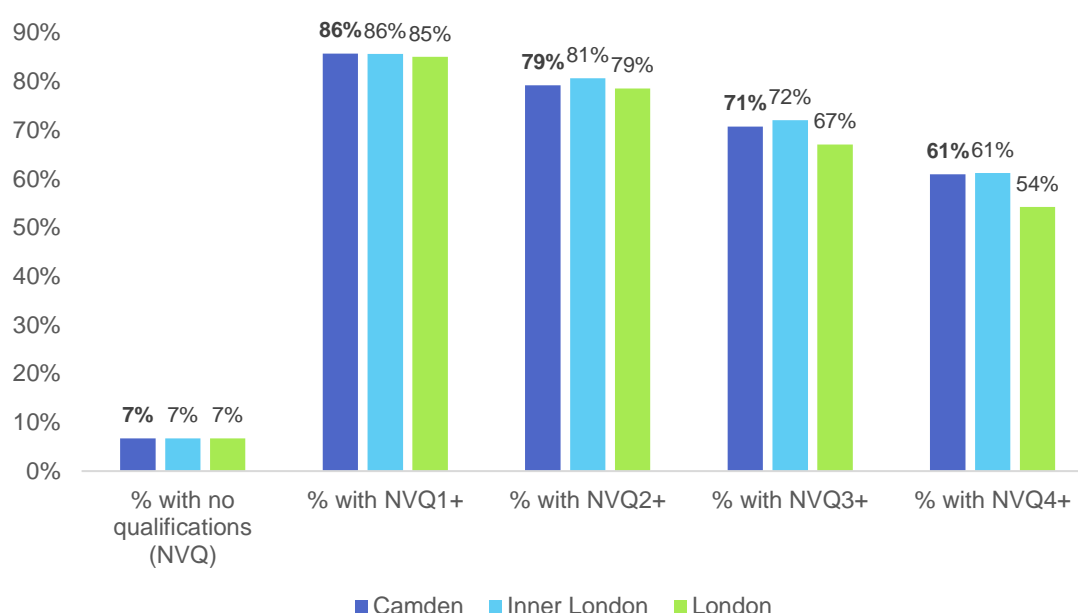
Source: ONS, 2020. Median House Prices for Administrative Geographies: HPSSA Dataset 9; NB: Figures have been rounded.

Skills

Qualifications

- 9.25 **Figure 26** shows that LBC residents are, on average, as qualified as the Inner London and London levels (86% compared to 86% and 85%).⁹¹ The figure presents a comparison between the proportion of residents that have achieved each national vocational qualification (NVQ) level within LBC, Inner London and London. LBC doesn't exceed the Inner London average across any of the levels of qualification.

Figure 26 Qualification levels within LBC and comparators, 2019



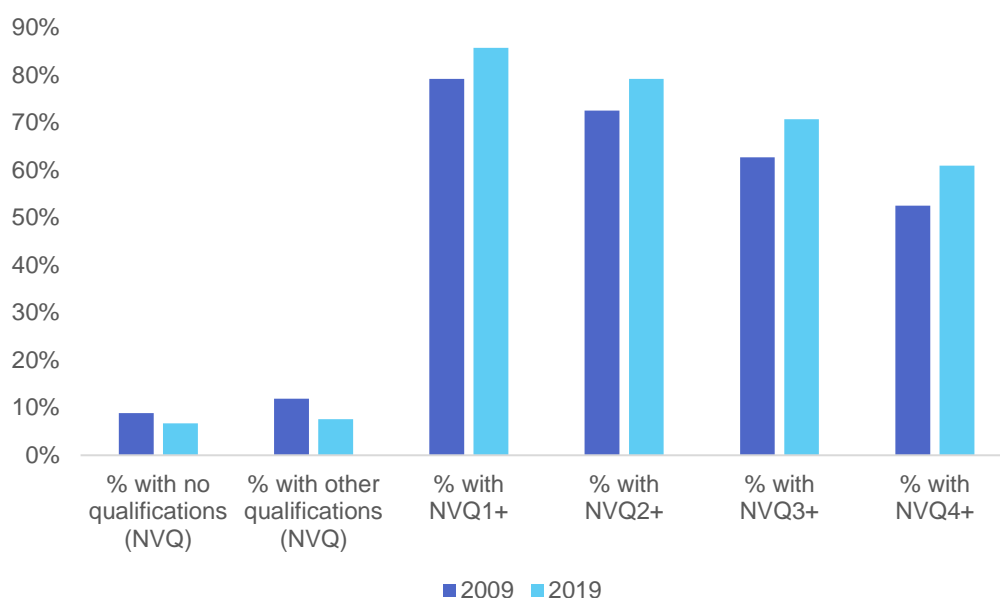
Source: ONS, 2019. Annual Population Survey

- 9.26 Looking at the last decade, **Figure 27** shows how the qualification levels of LBC residents has changed over time. There have been qualification improvements at every level, with the proportion of LBC residents with NVQ1+ qualifications having increased by 7 percentage points from 79% to 86%, a significant improvement.⁹² Similarly, those with no qualifications has fallen from 9% to 7%, showing the skills improvements of the borough over time.

91 ONS, 2019. Annual Population Survey

92 ONS, 2009 & 2019. Annual Population Survey

Figure 27 Qualification levels within LBC, 2009-2019



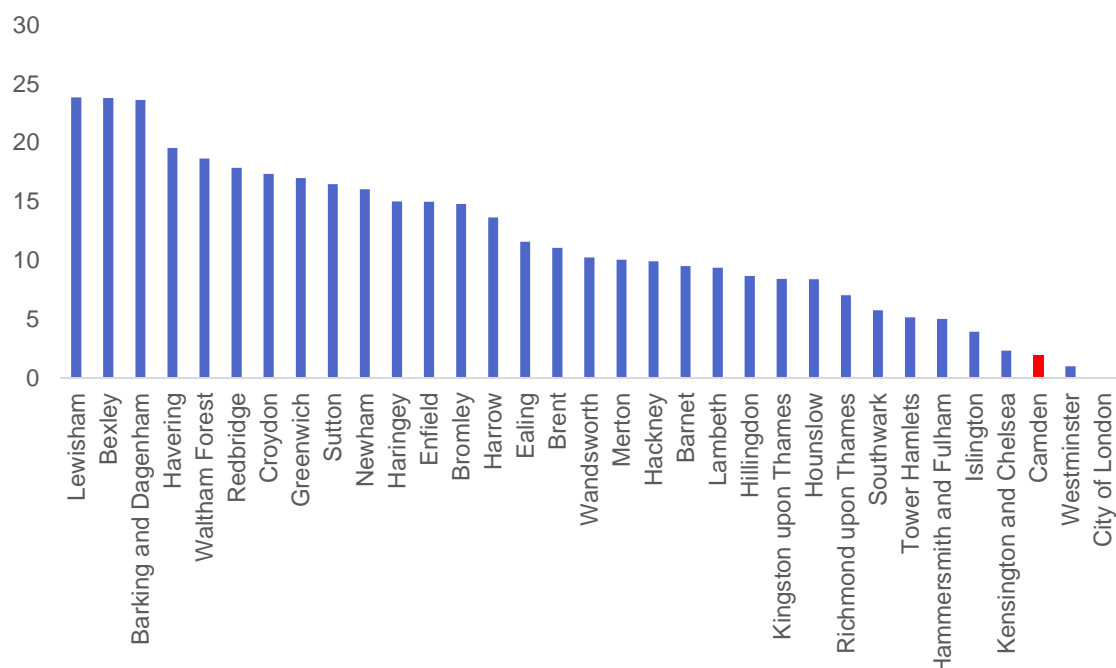
Source: ONS, 2009 & 2019. Annual Population Survey

Apprenticeships

- 9.27 There were 710 apprenticeships started in LBC in 2018/19⁹³, equivalent to approximately 1.9 starts per 1,000 workers in the borough. This is markedly lower than the London average at 7.7, and the England average at 14.5 in the same year, signalling the disproportionate benefit that LBC residents could gain from additional apprenticeships being provided in the borough. There are some small signs of improvement, however, with the 1.9 apprenticeship starts per 1,000 workers up from 1.8 the previous year.
- 9.28 Comparing the apprenticeships per starts in LBC to other London boroughs, **Figure 28** shows that LBC ranks as having the third lowest number of apprenticeship starts per borough, above that of only the City of Westminster and City of London. This highlights the issues of lack of apprenticeship opportunities in the borough, especially as apprenticeships are known for providing valuable training and skills to residents most in need of upskilling.

93 Department for Education, 2019. Apprenticeships and traineeships data

Figure 28 Apprenticeship starts per 1,000 workers in London boroughs, 2018/19



Source: Department for Education, 2019. Apprenticeships and traineeships data

Deprivation

- 9.29 The 2019 Index of Multiple Deprivation ranks small areas within England on their relative levels of deprivation through a multitude of sub-domains. Three of these deprivation sub-domains which these small areas – called lower super output areas (LSOAs)⁹⁴ – are ranked upon are employment, education and skills, and housing.
- 9.30 The employment sub-domain evaluates an area based on the proportion of the working-age population in the area that are involuntarily excluded from the labour market. This is presented in **Figure 29**. Across LBC, there a number of LSOAs that fall in the 10% and 20% most deprived nationally (mostly along the western and eastern borders), but there are also some which fall in the 10% and 20% least deprived nationally, showing the large discrepancies across the borough. The average decile rating across the LSOAs in the borough is 5.7 (where 1 = most deprived 10% and 10 = least deprived 10%). The LSOAs which Belgrove House⁹⁵ and Acorn House⁹⁶ fall in are ranked in the 20% and 30% most deprived nationally, respectively.⁹⁷ This signals the need for additional employment opportunities to be provided, in order to address the deprived areas in the borough.

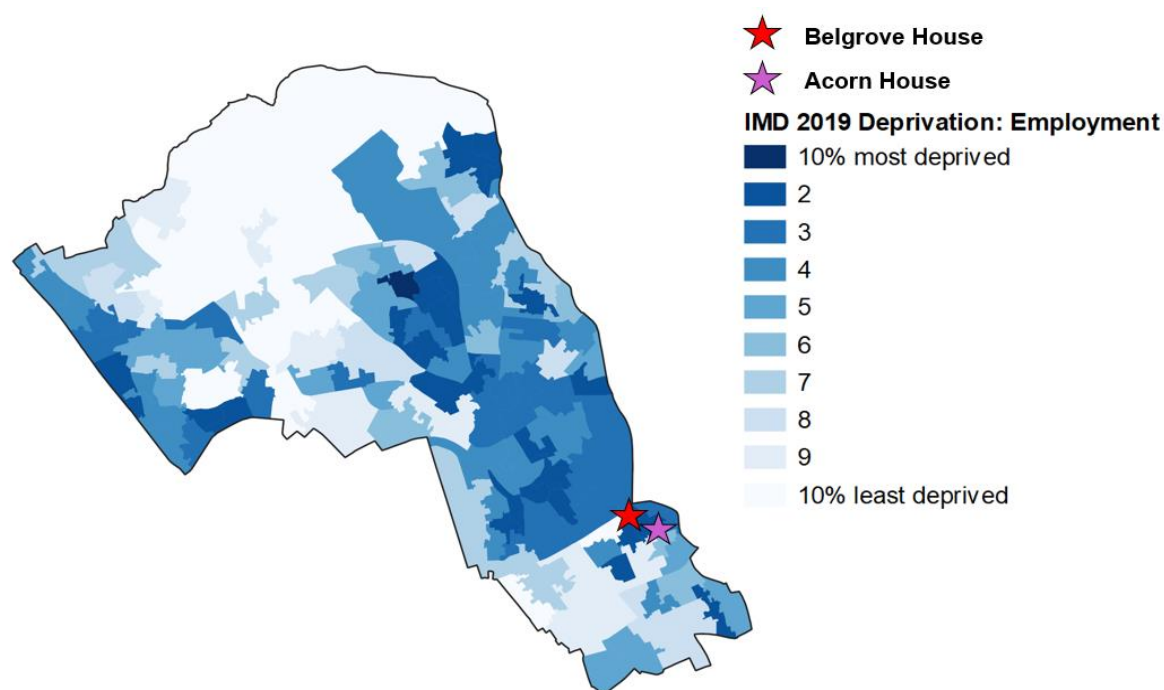
94 LSOAs are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales, generated to be as consistent in population size as possible. The minimum population is 1,000 and the mean is 1,500.

95 The LSOA which Belgrove House falls in is E01000939: Camden 024C

96 The LSOA which Acorn House falls in is E01000938: Camden 024B

97 MHCLG, 2019. Index of Multiple Deprivation

Figure 29 Index of multiple deprivation ranking – employment decile

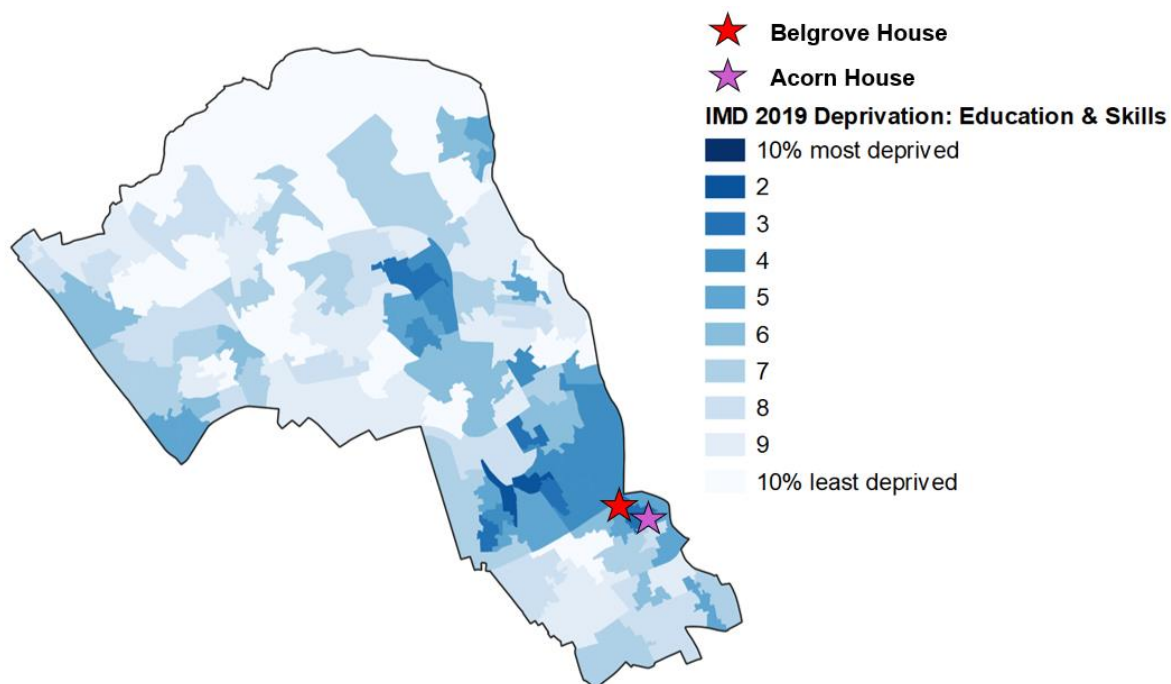


Source: MHCLG, 2019. Index of Multiple Deprivation

9.31 Similarly, **Figure 30** illustrates the decile scores for the education, skills and training sub-domain of deprivation. This sub-domain measures the lack of attainment and skills in the local population. This presents a better picture than the employment sub-domain, as only 2 LSOAs fall in the 20% most deprived nationally, with none falling in the bottom 10%.⁹⁸ The average decile rating of the LSOAs across the borough is 7.5 (where 1 = most deprived 10%, 10 = least deprived 10%). The LSOAs in which Belgrove House and Acorn House are situated rank at the 30% and 50% most deprived on a national scale, respectively. This illustrates that education & skills-related opportunities are relatively good in the borough, although more can be done in the areas surrounding the Proposed Developments.

⁹⁸ Ibid

Figure 30 Index of multiple deprivation ranking – education, skills and training decile

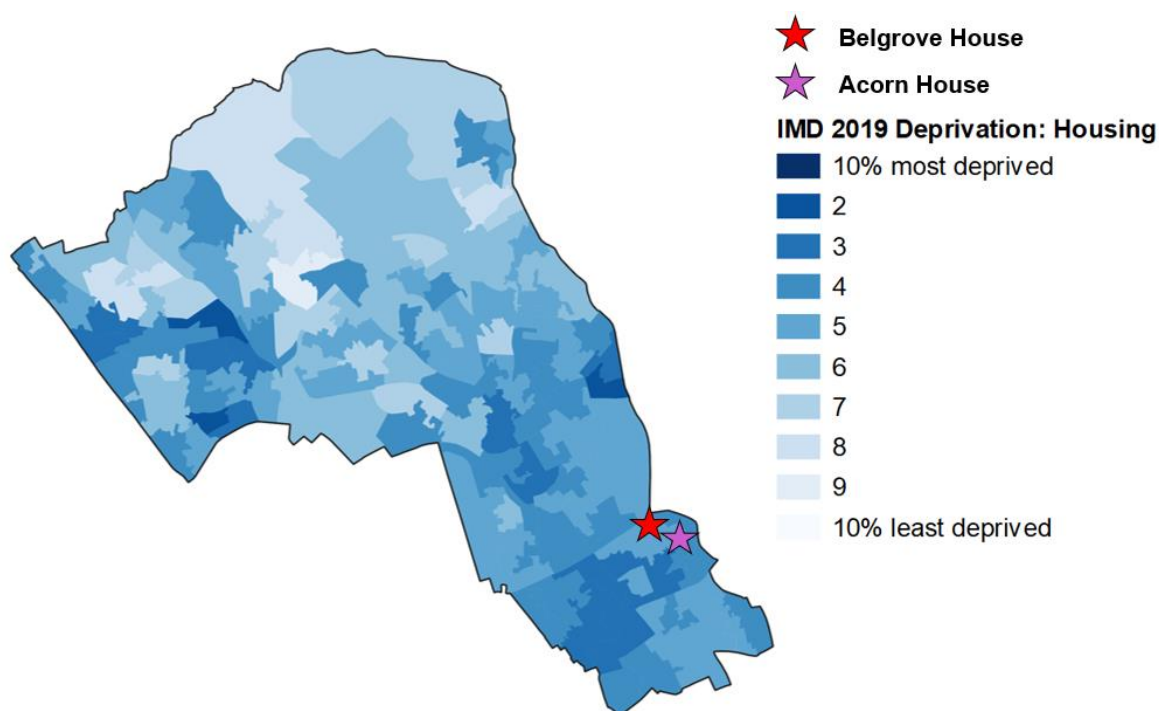


Source: MHCLG, 2019. Index of Multiple Deprivation

9.32 Lastly, **Figure 31** illustrates the decile ratings for the barriers to housing and services sub-domain, which measures the physical and financial accessibility of housing and local services. This looks at both geographical barriers relating to the proximity of relevant local services, and wider barriers such as the affordability of housing. As shown in the figure, the majority of the LSOAs in the borough fall in the 50% most deprived nationally, with the average across the borough being 4.7 (where 1 = most deprived 10%, 10 = least deprived 10%).⁹⁹ The LSOAs in which Belgrove House and Acorn House are located fall in the 50% and 40% most deprived nationally, respectively. This paints a poor picture for the affordability of housing within the borough, mirroring the findings presented in para **9.24**.

⁹⁹ Ibid

Figure 31 Index of multiple deprivation ranking – barriers to housing and services decile



Source: MHCLG, 2019. Index of Multiple Deprivation

Social infrastructure

- 9.33 An increase in the resident population of the area may bring about changes to key social infrastructure within relevant catchment areas. There may be changes to primary healthcare provision, or education capacities at each stage of education.

Primary healthcare

- 9.34 In total, there are 21 practices within a 1-mile catchment area of the site (data exists for 18 practices), with a total of 159,100 patients, supported by 149 Full-Time Equivalent (FTE) GPs,¹⁰⁰ as shown in **Table 28**. A 1-mile catchment area is used as this is considered typical walking distance to a GP surgery. The average ratio of registered patients per FTE GP across the practices is 1,068, which is well below the benchmark patient list size of 1,800 patients per GP as recommended by the NHS Health Urban Development Unit. Of the 21 practices, only three are operating in excess of the benchmark 1,800 patients per FTE GP. This shows that primary healthcare provision surrounding the site is not constrained.

Table 28 Primary healthcare provision

| Name of Surgery | Number of GPs | List Size | Patients per GP |
|------------------------------|---------------|-----------|-----------------|
| The Bloomsbury Surgery | 7 | 4,260 | 609 |
| Amwell Group Practice | 12 | 10,331 | 861 |
| Brunswick Medical Centre | 28 | 6,855 | 245 |
| Killick Street Health Centre | 9 | 12,281 | 1,365 |

100 NHS Digital, 2019. General Practice Workforce Data – December 2019

| Name of Surgery | Number of GPs | List Size | Patients per GP |
|--|---------------|----------------|-----------------|
| The Holborn Medical Centre | 8 | 12,200 | 1,525 |
| Grays Inn Road Medical Practice | 7 | 7,214 | 1,031 |
| Clerkenwell Medical Practice | 12 | 14,045 | 1,170 |
| Dr John Segarajasinghe | 2 | 2,435 | 1,218 |
| Somers Town Medical Centre | 1 | 4,873 | 4,873 |
| Ritchie Street Group Practice | 10 | 18,483 | 1,848 |
| Angel Medical Services | N/A | N/A | N/A |
| Dr Tahir Haffiz | 2 | 3,267 | 1,634 |
| Gower Street Practice | 6 | 8,476 | 1,413 |
| Ridgmount Practice | 10 | 18,486 | 1,849 |
| Kings Cross Surgery | 4 | 6,732 | 1,683 |
| Camden Health Improvement Practice (for homeless patients) | N/A | N/A | N/A |
| Special Allocation Scheme | N/A | N/A | N/A |
| Amphill Practice | 5 | 7,773 | 1,555 |
| Covent Garden Medical Centre | 12 | 4,103 | 342 |
| Fitzrovia Medical Centre | 6 | 7,561 | 1,260 |
| St Philips Medical Centre | 8 | 11,854 | 1,482 |
| Total | 149 | 159,091 | 1,068 |

Source: NHS Digital, 2019. General Practice Workforce Data – December 2019

Early years provision

- 9.35 When assessing the supply of early years childcare provision, a reasonable catchment of within 1km of the site is assumed. The early years education providers within this 1km catchment are shown in **Table 29**. There are ten childcare providers within the catchment area, and based on the latest Ofsted reports, early years education is operating at capacity, with 54 more registered children than there is capacity.¹⁰¹ Early years provision is therefore slightly constrained.
- 9.36 However, at a general scale across the borough, the Childcare Sufficiency Assessment concludes that there is currently sufficient childcare places in Camden to meet demand, and that the number of new day-care settings that have closed in recent times has been balanced by an equal number of new provisions.¹⁰²

Table 29 Early years childcare providers within 1km of site

| Name | Capacity | Number on roll | Surplus / Deficit |
|---|----------|----------------|-------------------|
| Collingham Gardens Nursery | 24 | 35 | -11 |
| Thomas Coram Centre | 108 | 133 | -25 |
| Hampden Nursery | 40 | 42 | -2 |
| Corams Fields Community | 36 | 36 | 0 |
| Kate Greenaway Nursery School and Children's Centre | 81 | 102 | -21 |
| UCL Day Nursery | 38 | 42 | -4 |
| Great Ormond Street Hospital Staff Nursery | N/A | N/A | N/A |
| Clerkenwell Mount Nursery | 56 | 56 | 0 |
| Royal Mail Childsplay Nursery | 30 | 21 | 9 |

¹⁰¹ Ofsted reports

¹⁰² LBC, 2018/19. Childcare Sufficiency Assessment

| Name | Capacity | Number on roll | Surplus / Deficit |
|--------------|------------|----------------|-------------------|
| Cuckooz Nest | N/A | N/A | N/A |
| Total | 413 | 467 | -54 |

Source: Daynurseries.co.uk; Ofsted reports

Primary education

- 9.37 The National Travel Survey found that the average distance travelled to school by children aged 5-10 years old across all modes in 2016 was 1.7 miles.¹⁰³ Within London, this would be expected to be slightly lower due to the density of the region. Therefore, this assessment considers primary schools within a 1-mile radius of the site.
- 9.38 There are 21 primary schools within one mile of the site, shown in **Table 30**. According to the table, schools are operating at 86% capacity, with 840 less students than capacity. This suggests that primary education within a 1-mile radius of the site is not constrained.

Table 30 Primary education providers within 1-mile of the site

| Name | Roll | Capacity | Surplus / Deficit | Capacity (%) |
|--|--------------|--------------|-------------------|--------------|
| Argyle Primary School | 350 | 432 | 82 | 81% |
| Edith Neville Primary School | 197 | 232 | 35 | 85% |
| St Alban's Church of England Primary School | 198 | 236 | 38 | 84% |
| St George the Martyr Church of England Primary School | 213 | 222 | 9 | 96% |
| St Josephs Catholic Primary School | 201 | 236 | 35 | 85% |
| St Mary and St Pancras Church of England Primary School | 226 | 234 | 8 | 97% |
| Copenhagen Primary School | 172 | 270 | 98 | 64% |
| Hanover Primary School | 322 | 346 | 24 | 93% |
| Moreland Primary School | 359 | 241 | -118 | 149% |
| Vittoria Primary School | 215 | 210 | -5 | 102% |
| Winton Primary School | 256 | 291 | 35 | 88% |
| St John Evangelist RC Primary School | 308 | 259 | -49 | 119% |
| St Peter and St Paul RC Primary School | 216 | 236 | 20 | 92% |
| St Andrew's (Barnsbury) Church of England Primary School | 189 | 210 | 21 | 90% |
| Blessed Sacrament RC Primary School | 193 | 210 | 17 | 92% |
| St Clement Danes CofE Primary School | 224 | 235 | 11 | 95% |
| Christopher Hatton Primary School | 226 | 210 | -16 | 108% |
| Hugh Myddelton Primary School | 505 | 420 | -85 | 120% |
| Kings Cross Academy | 262 | 446 | 184 | 59% |
| City of London Primary Academy, Islington | 64 | 458 | 394 | 14% |
| Clerkenwell Parochial CofE Primary School | 138 | 240 | 102 | 58% |
| Total | 5,034 | 5,874 | 840 | 86% |
| Camden | | | | 91% |
| England | | | | 95% |

Source: Edubase, Establishment data, DfE, 2020.

- 9.39 Looking forwards over the next decade, there is forecast to be a considerable reduction with regards to the primary age population.¹⁰⁴ Camden is one of the only boroughs to have a forecast reduction, along with the City of Westminster. With regards to school place

¹⁰³ Department for Transport, 2020. National Travel Survey 2018/19, trips to and from school for 5 – 10-year olds

¹⁰⁴ LBC, 2019. Camden Primary and Secondary School Places Planning Reporting

planning, the primary reception gap has reduced (indicating an improvement) and is forecast to be within the 5% target.

Secondary education

- 9.40 The National Travel Survey found that the national average distance travelled to school by children aged 11-16 years old across all modes in 2016 was 3.5 miles.¹⁰⁵ Similarly to primary schools, within London this would be expected to be lower given the density of the region, so therefore this assessment considers secondary schools within a 3-mile radius of the site.
- 9.41 There are 53 secondary schools within three miles of the site (51 of which data is available for), shown in **Table 31**. According to the table, schools are operating at 84% capacity, with 8,425 less students than there is capacity. This suggests that in the radius surrounding the site, secondary education is not currently constrained.

Table 31 Secondary education providers within 3-miles of the site

| Name | Roll | Capacity | Surplus / Deficit | Capacity (%) |
|--|------|----------|-------------------|--------------|
| Haverstock School | 950 | 1336 | 386 | 71% |
| Parliament Hill School | 1170 | 1164 | -6 | 101% |
| Regent High School | 1003 | 1550 | 547 | 65% |
| Acland Burghley School | 1008 | 1200 | 192 | 84% |
| The Camden School for Girls | 1025 | 1000 | -25 | 103% |
| Maria Fidelis Catholic School FCJ | 711 | 917 | 206 | 78% |
| William Ellis School | 836 | 895 | 59 | 93% |
| La Sainte Union Catholic Secondary School | 1073 | 1219 | 146 | 88% |
| Haggerston School | 933 | 1100 | 167 | 85% |
| Stoke Newington School and Sixth Form | 1630 | 1651 | 21 | 99% |
| Beacon High | 631 | 900 | 269 | 70% |
| Highbury Fields School | 773 | 1050 | 277 | 74% |
| Elizabeth Garrett Anderson School | 894 | 900 | 6 | 99% |
| Central Foundation Boys' School | 978 | 828 | -150 | 118% |
| Saint Thomas More Language College | 617 | 592 | -25 | 104% |
| Lilian Baylis Technology School | 802 | 800 | -2 | 100% |
| London Nautical School | 629 | 720 | 91 | 87% |
| St Saviour's and St Olave's Church of England School | 750 | 825 | 75 | 91% |
| Notre Dame Roman Catholic Girls' School | 615 | 620 | 5 | 99% |
| Morpeth School | 1544 | 1600 | 56 | 97% |
| Oaklands School | 779 | 850 | 71 | 92% |
| Swanlea School | 1234 | 1260 | 26 | 98% |
| Bishop Challoner Girls' School | 888 | 1100 | 212 | 81% |
| Raine's Foundation School | 522 | 911 | 389 | 57% |
| The Petchey Academy | 1057 | 1200 | 143 | 88% |
| The Bridge Academy | 1079 | 1150 | 71 | 94% |
| Arts and Media School Islington | 647 | 780 | 133 | 83% |
| Harris Academy Bermondsey | 816 | 1150 | 334 | 71% |
| Bishop Challoner Boys' School | 573 | 600 | 27 | 96% |
| St Mary Magdalene Academy | 1312 | 1360 | 48 | 96% |
| Ark King Solomon Academy | 893 | 900 | 7 | 99% |
| Ark Globe Academy | 1243 | 1645 | 402 | 76% |
| City of London Academy Islington | 801 | 805 | 4 | 100% |
| Pimlico Academy | 1165 | 1250 | 85 | 93% |

105 Department for Transport, 2020. National Travel Survey 2018/19, trips to and from school for 11 – 16-year olds

| Name | Roll | Capacity | Surplus / Deficit | Capacity (%) |
|---|---------------|---------------|-------------------|--------------|
| The UCL Academy | 1133 | 1150 | 17 | 99% |
| The St Marylebone CofE School | 1120 | 1080 | -40 | 104% |
| Mulberry Academy Shoreditch | 927 | 1100 | 173 | 84% |
| Wapping High School | 228 | 420 | 192 | 54% |
| Westminster City School | 797 | 890 | 93 | 90% |
| The Grey Coat Hospital | 1075 | 1082 | 7 | 99% |
| St Michael's Catholic College | 862 | 750 | -112 | 115% |
| Oasis Academy South Bank | 667 | 720 | 53 | 93% |
| University Academy of Engineering South Bank | 711 | 900 | 189 | 79% |
| Marylebone Boys' School | 572 | 720 | 148 | 79% |
| London Enterprise Academy | 482 | 600 | 118 | 80% |
| Mulberry School for Girls | 1421 | 1400 | -21 | 102% |
| City of London Academy, Shoreditch Park | 362 | 1140 | 778 | 32% |
| Sir Simon Milton Westminster University Technical College | 246 | 550 | 304 | 45% |
| City of London Academy Highbury Grove | 1085 | 1149 | 64 | 94% |
| Harris Academy St John's Wood | 1235 | 1500 | 265 | 82% |
| Archbishop Tenison's School | 360 | 460 | 100 | 78% |
| Total | 44,864 | 53,289 | 8,425 | 84% |
| Camden | | | | 87% |
| England | | | | 87% |

Source: Edubase, Establishment data, DfE, 2020.

- 9.42 Over the next decade, at a secondary level the gap has reduced (indicating an improvement), which could reduce further.¹⁰⁶ Recent analysis has shown that surplus has remained high in Haverstock, a popular school within the borough, which could continue to serve pupils as the years go on.

Future growth and priorities

- 9.43 The Greater London Authority's (GLA) economic forecasts estimate that total employment within LBC is set to increase by 0.91% per annum over the period 2016-2041¹⁰⁷, which is slightly higher than the projection for London as a whole over the same period (0.78%). This is shown in **Table 32**. Taking this annual employment growth rate and applying it to 2018 levels of employment in the borough, according to the Business Register and Employment Survey¹⁰⁸, it is estimated that LBC employment will grow by approximately 87,000 jobs to a total of 462,000 in 2041.

Table 32 Projected employment in LBC to 2041

| Region | 2019 Employment | 2041 Projected Employment | Growth (2019-2041) | Growth per year |
|--------|-----------------|---------------------------|--------------------|-----------------|
| LBC | 375,000 | 462,000 | 23% | 0.91% |
| London | 5.3m | 6.3m | 20% | 0.78% |

Source: GLA, 2017. London Labour Market Projections; ONS, 2019. Business Register and Employment Survey 2018

- 9.44 Looking forwards, the Local Plan recognises the mismatch in the skills help by the members of the community and the skills desired by employers in the borough.¹⁰⁹

¹⁰⁶ LBC, 2019. Camden Primary and Secondary School Places Planning Reporting

¹⁰⁷ GLA, 2017. London Labour Market Projections

¹⁰⁸ ONS, 2019. Business Register and Employment Survey 2018

¹⁰⁹ LBC, 2017. Camden Local Plan

Improving access to training is important in increasing employment opportunities for Camden residents by giving them the skills they need to fill jobs locally & in other boroughs.

9.45 There are also a number of growth sectors cited in the Local Plan that are particularly attracted to Camden, and the Council aims to promote these sectors due to recognising how significant they are to the borough's economy¹¹⁰:

- Professional and business administration;
- Creative industries; and
- 'Knowledge Quarter' and science growth sector.

¹¹⁰ Ibid

10 APPENDIX B – ISSUES AND OBJECTIVES IDENTIFIED IN POLICY

- 10.1 Issues and objectives related to employment and skills are first identified through the examination of local LBC policy, and then by considering regional (London-wide) issues and objectives, with specific reference to GLA policy. The findings of this appendix are summarised in **Local context – Summary, Table 3: Summary of policy.**

London Borough of Camden (LBC)

Camden Local Plan

- 10.2 **LBC's Local Plan** provides a broad outline as to the key challenges that are faced by the borough moving forwards. The key challenges are summarised by the Local Plan into eight categories:
- Adapting to Camden's growing population and to social change;
 - The supply and cost of housing in the borough;
 - Maintaining a successful economy and improving opportunities;
 - Inequalities;
 - Health and wellbeing;
 - Improving transport;
 - Quality of the environment; and
 - Crime and safety.¹¹¹
- 10.3 Although these issues are not all related to employment and skills within the borough, some of these issues raised within the Local Plan are in line with the baseline indicators presented in **Appendix A – Economic Context**. For example, despite the strong performance of the LBC economy over recent years, there still exists large socio-economic inequalities across the borough that need to be addressed.
- 10.4 **LBC Local Plan Policy E1** highlights the inequalities that exist in employment and skills-related outcomes, it states that:
- "There is often a mismatch in the skills needed by the borough's employers and the skills of some members of the community. Improving access to training will increase employment opportunities for Camden residents by giving them the skills needed to fill jobs both locally and further afield."*¹¹²
- 10.5 The mismatch is also identified in planning guidance issued by the council: "Local employment and training initiatives can open up job opportunities to people from many sectors of the community who may otherwise find it difficult to access employment offered by the borough's existing and new businesses, helping to bridge the identified skills gap."¹¹³
- 10.6 The Local Plan (**Policy G1**) also states the need for additional office space within the borough. Direct new office development is encouraged to the growth areas within LBC, citing a need to supply 695,000m² of office space to meet demand to 2031.¹¹⁴ More on the need for office space within the borough is given in **Section 5: The Need for Commercial Space**.

¹¹¹ LBC, 2017. Camden Local Plan

¹¹² Ibid

¹¹³ LBC, 2018. Camden Planning Guidance – Employment Sites & Business Premises

¹¹⁴ LBC, 2017. Camden Local Plan

- 10.7 The objectively assessed need for additional residential dwellings is a target of 16,800 homes per year from 2016-2031, equivalent to 1,120 dwellings per year.¹¹⁵ More on the need for and supply of residential dwellings is outlined in **Section 6: The Need for Housing**.

Camden 2025 and Our Camden Plan

- 10.8 Camden 2025 outlines the key challenges and problems that are facing the borough in the years to come, taking views from individuals who live, work, or study in Camden.¹¹⁶ Our Camden Plan is intrinsically linked to Camden 2025, as it outlines the council's response to the 2025 vision, detailing what solutions will be found in achieving targets set out in Camden 2025.¹¹⁷
- 10.9 Both reports outline the five key challenges that face the borough:
- Affordable homes and housing;
 - Strong growth and access to jobs;
 - Safe, strong and open communities;
 - Clean, vibrant and sustainable places; and
 - Healthy, independent lives.
- 10.10 For strong growth and access to jobs, Our Camden Plan notes the importance of making Camden the best place in London to do business and work, creating inclusive growth that benefits all groups in society.¹¹⁸ The importance of helping those furthest from the labour market is also mentioned, targeting the long-term unemployed. Furthermore, this target centres around ensuring that young people are well equipped for the workplace, through access to the right skills and educational programmes, as well as driving forward the recommendations of the STEAM (Science, Technology, Engineering, Arts and Maths) Commission. Clear pathways should be created into the life sciences, digital, data, and creative sectors, of which Camden specialises in.

Other policy

- 10.11 The **LBC Business and Employment Bulletin (2019)** also notes the desire to improve skill levels for particular groups in LBC: "A sizeable proportion of residents have the lowest level or no qualification and are significantly disadvantaged in the labour market", highlighting the importance of upskilling local residents in a labour market that demands relatively higher-skilled positions (as outlined in **Figure 22**).¹¹⁹
- 10.12 The LBC have also issued planning guidance related to **Employment Sites and Business Premises**, stating a multitude of affordability/affordable workspace related aims.¹²⁰ Where workspace has been specified as affordable, the Council's Economic Development Team will work with developers to agree appropriate terms of affordability on a case by case basis.
- 10.13 Furthermore, also within the planning guidance, there are various employment and skills-related initiatives and planning obligations:¹²¹
- The 2011 Census shows that the proportion of Camden residents who work in the borough is 21%. In line with targets set in previous LBC planning applications and taking the Census data into account, 20% of jobs at developments should go to local residents;

¹¹⁵ Ibid

¹¹⁶ LBC, 2018. Camden 2025.

¹¹⁷ LBC, 2018. Our Camden Plan

¹¹⁸ Ibid

¹¹⁹ LBC, 2019. Business and Employment Bulletin

¹²⁰ LBC, 2018. Camden Planning Guidance – Employment Sites & Business Premises

¹²¹ Ibid

- The Council will expect developers to assist with training and employment initiatives via section 106 agreements where the development impacts on the availability of jobs for Camden residents, including the following types of development:
 - Commercial land use where the proposed development could offer local employment opportunities;
 - A development with floorspace greater than 1,000sqm (GIA);
 - Where developments result in the loss or displacement of existing employment opportunities; and
 - Major infrastructure or development projects involving significant construction contracts (e.g. over £3m build costs).
- A financial contribution should be made to assist local residents in receiving training in the skills that would enable them to access the jobs created by the new development;
- Developers may also be required to put in place measures to seek to recruit widely from Camden's resident population;
- Developments of over £3 million in build costs will be required to recruit one construction apprentice through Camden Council for every £3m of build cost where the length of the project allows.

London's issues and objectives

The London Plan (2016) & Intend to Publish London Plan (2019)

- 10.14 The population of London is set to grow a year from 9 million today to around 10.8 million by 2041.¹²² Employment is also expected to grow over the period, by an average of 74,000 per year to 6.9 million in 2041.¹²³ There is a need over this period to ensure that the growth is shared equity amongst various communities. London's employment rate has lagged behind the national average for some time, in addition to employment rates being lower for those without any qualifications, highlighting the need to address the employment inequalities across the capital.
- 10.15 The Intend to Publish London Plan mentions this in **Policy E11: Skills and opportunities for all**, stating that the employment and skills policy will include:
- The Mayor working with strategic partners to address low pay and gender and ethnicity gaps, and look at regional and local initiatives to promote inclusive access to training, skills and employment opportunities for all Londoners; and
 - Development proposals that support employment, skills development, apprenticeships, and other education and training opportunities in both the construction and end-use phases.
- 10.16 The need for additional office space is also mentioned in the London Plan in **Policy E1: Offices**. "It is important to ensure that there is sufficient space to support the growth of new start-up companies and to accommodate SMEs, including lower-cost and affordable business space."¹²⁴

Skills for Londoners

- 10.17 The GLA provides the following relevant skills changes for London residents:
- Unemployment rates above the national average, with young people, disabled adults, black, Asian, and minority ethnic (BAME) groups and women disproportionately under-represented in the labour market, especially in higher-skilled, better-paid jobs;

¹²² GLA, 2019. Housing-led population projections

¹²³ GLA, 2019. London Long Term Labour Market Projections

¹²⁴ Mayor of London, 2019. London Plan - Intend to Publish Edition

- Continued and persistent gender, race and disability pay disparities;
- Wages struggling to keep pace with the rising costs of living, leaving one in five workers paid below the LLW and the highest proportion of people living in poverty of any UK region;
- Substantial variation in employment rates and incomes across London, meaning the capital is the most unequal region in the country;
- Low levels of qualifications and skills holding many Londoners back, particularly in literacy, English language, numeracy and digital capabilities;
- A lack of an effective careers information, advice and guidance offer, limiting Londoners' ability to upskill/reskill and progress in work;
- The changing nature of work due to technological advancements and the increasing need for digital skills to find work and access public services; and
- The soaring cost of childcare posing a significant obstacle to parents.¹²⁵

10.18 In order to overcome these skills challenges for Londoners, the Mayor has identified three key priorities and collaborative actions going forwards:

- **Priority 1:** Empower all Londoners to access the education and skills to participate in society and progress in education and work;
- **Priority 2:** Meet the needs of London's economy and employers, now and in the future; and
- **Priority 3:** Deliver a strategic city-wide technical skills and adult education offer.¹²⁶

10.19 A summary of the key employment and skills issues and objectives facing the borough is outlined in Figure 2: Employment and skills issues and objectives.

¹²⁵ GLA, 2018. Skills for Londoners – A Skills and Adult Education Strategy for London

¹²⁶ Ibid

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