CHAPTER 27: EMPLOYMENT AND INDUSTRY



INTRODUCTION

27.01 The National Planning Policy Framework states that one of the three overarching objectives of the planning system is an economic one - to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure.

27.02 The Council's economic vision for Haringey is set out in Opportunity Haringey, our Inclusive Economy Framework, which seeks to create a fairer and greener local economy that builds on local creativity to harness Haringey's strengths.

27.03 The Council wants a more inclusive and resilient economy with a broad range of employment opportunities across a variety of sectors with good pay and conditions and where our businesses can grow and thrive and make a meaningful contribution to Haringey's communities. A good economy provides good work; promotes fairness and equality; supports business and enterprise resilience; contributes to environmental sustainability; and promotes positive health and wellbeing. We are committed to a community wealth building approach which builds the prosperity of local people and businesses as opportunity travels through the local economy and supports and enriches Haringey's residents and communities – economically, through employment, and socially - with an emphasis on those who are struggling.

27.04 The National Planning Policy Framework is clear that planning policies should help create the conditions in which businesses can invest, expand and adapt. Our New Local Plan is intended to provide a long-term planning framework to support the development of Haringey's economy and to aid in the delivery of employment intensification on key sites.

27.05 This Draft Local Plan contains policies to ensure that:

- there is sufficient land available to meet the demands of various types of employment in the future including office, industrial, logistics, warehousing and other related types of employment floorspace
- employment premises are delivered that are fit for changing work styles such as flexible, hybrid and co-working space
- affordable employment space is delivered to meet identified local needs
- improvements are secured to the local environment of our industrial and other employment areas
- development contributes to increased employment, skills development, apprenticeships, and other education and training opportunities for the borough's residents.

27.06 Employment uses, for the purposes of the Local Plan, are as set out below and

- Class B2 – general industrial (buildings used for any industrial process)
- Class B8 – storage and distribution (all types of storage e.g. warehouses or outside storage as well as distribution use).
- Specific subclasses of Class E - Commercial, Business and Service as follows
  - (g)(i)office,

- (g)(ii) research and development
- (g)(iii) any industrial process which can be carried out in any residential area without detriment to the amenity of that area.

27.07 Employment uses may also include certain sui generis uses (uses falling outside a specific use class) such as secondary materials, waste management and aggregates, utilities infrastructure, and wholesale markets, as detailed in Policy E4 part a of the London Plan.

The Haringey Context

27.08 Haringey is home to around 12,900 businesses that employ around 71,000 people. The Haringey Employment Land Study (2022) identified that the borough has 465,544 sqm of employment floorspace in the B use classes with approximately 990 separate office premises.

27.09 Haringey's land and premises for industry, logistics and services is proposed to be categorised into four categories:

(1) Strategic Industrial Locations (SIL) – these are London's main reservoir of land for industrial, logistics and related uses. SILs are given strategic protection in the London Plan because they are critical to the effective functioning of London's economy. They can accommodate activities which - by virtue of their scale, noise, odours, dust, emissions, hours of operation and/or vehicular movements - can raise tensions with other land uses, particularly residential development.

(2) Locally Significant Industrial Sites (LSIS) – these areas are locations that have particular local importance for industrial and related functions

(3) Local Employment Areas (LEA) – these areas are predominantly employment areas, however also including a proportion of other uses (many of which are not strictly employment uses but nevertheless provide employment opportunities and contribute to the local economy).

(4) Non-designated Employment Sites – the borough also has a range of non-designated employment sites which contain typically smaller and more isolated employment uses but nonetheless make an important contribution to the Haringey economy

27.10 The main employment nodes in Haringey are to the east and centre of the borough, where nearly all the Strategic Industrial Locations, Locally Significant Industrial Sites and Local Employment Areas are located.

27.11 Offices constitute 15% of overall employment floorspace in the borough. In terms of existing offices, Estates Gazette data shows that 80% of the marketed office stock is second hand grade-B, which may limit the options and flexibility offered to potential businesses looking to invest in the borough.

27.12 Around 94% of businesses in the borough are micro-businesses employing up to ten people, which is a higher proportion than seen across Inner London and Outer London (88% and 93% respectively). This underlines the importance of catering to the needs of smaller businesses both now and in the future.

27.13 The local economy is highly diverse and characterised by a range of different types of economic activity. As with many Outer London boroughs, foundational sectors such as Retail, Health, Education and Accommodation & Food dominate the employment mix. Industrial sectors also play an important role, notably Wholesale, Manufacturing and Transport & Storage.

27.14 Higher-value and higher-wage office-based sectors, such as Professional, Scientific & Technical Activities, Information &

Communication and Finance & Insurance, employ fewer people and do not play such a big role in Haringey.

27.15 The borough does, however, have important growing and/or specialised sectors that present opportunities for its future. These include Property, Wholesale and Arts, Entertainment & Recreation. Haringey also has some niche specialisms that are not captured in broad sector data - these include Fashion Manufacturing, Film, TV, Radio & Photography, Food Manufacturing and Music & Performing Arts.

27.16 Looking beyond the data, Haringey has a long tradition in highly skilled manufacturing and played an integral role in London's world-famous rag trade. This local specialism continues to the present day as demonstrated by Fashion Enter's Fashion Studio, the Florentia Clothing Village, Gina's factory, the Fashion Technology Academy and Albion Knitting Co located in the Harringay Warehouse Living District. The borough also has unique specialisms across the spectrum of creative production, from music production to crafts and making. There is a GLA designated Creative Enterprise Zone in South Tottenham which celebrates and builds on the borough's rich manufacturing and maker heritage, focussing primarily on supporting fashion, furniture and small-scale manufacturing industries.

27.17 Haringey has a relatively strong labour market with low levels of unemployment, but high rates of in work poverty; a combination of high cost of living and low/stagnant income/wages means an increase in the number of households with at least one adult in employment experiencing poverty.

27.18 Many residents are underemployed, in employment below their skill level. There is also a lack of good jobs. Recent trends include insecure zero-hour contracts, rise of the 'gig economy' and poor wages, 29% of employees in the borough are paid below the London Living Wage. A hollowing out of the London labour market has resulted in a significant fall in mid-skilled jobs, meaning residents have limited opportunities for progression.

27.19 There is a need to address unequal access to work. In London, Haringey has the fourth highest proportion of residents lacking key employment skills (8.7%). There are issues with residents and school leavers not being equipped with the high-level skills required by the labour market. Our high proportion of residents with no skills and those in low skilled jobs are most at risk of automation.

27.20 There is a marked disparity in employment and skills across the borough, following a similar pattern to overall levels of deprivation. There is a concentration of employment deprived areas to the east of the borough, whereas areas to the south west of the borough are amongst the least employment deprived in England. The prosperity of the west does however mask pockets of significant deprivation in otherwise high-income wards.

27.21 There are significantly more development opportunities in the east of the borough and so capturing opportunities through new development to address the employment and skills gap in this area is important.

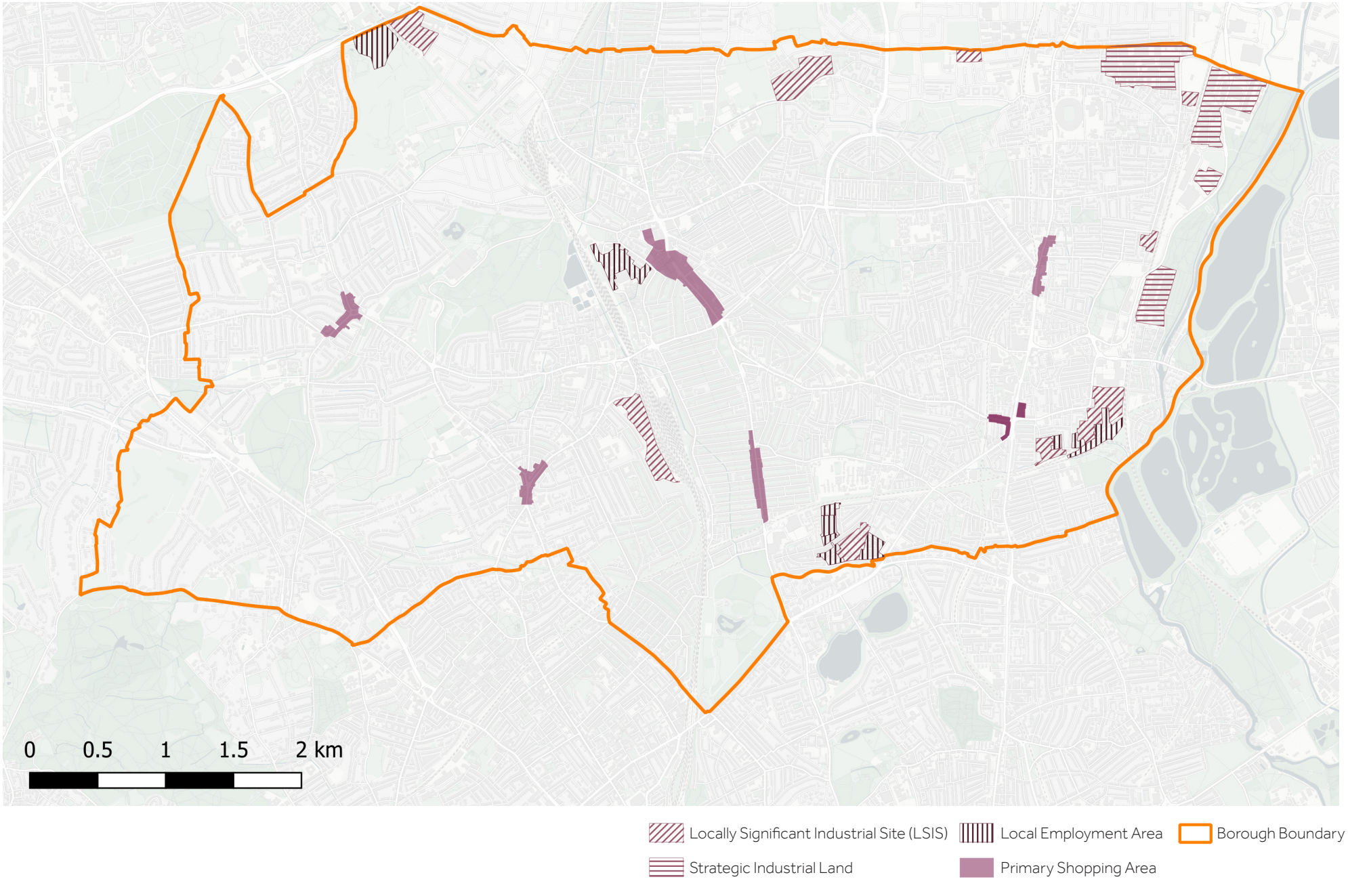


FIGURE 211 | Map of Employment and Industrial Land Designations

Policy EI1: Inclusive and Resilient Economy

A. The Council will work positively with stakeholders to create a fairer and greener local economy that builds on local creativity, and enables job creation, secures inward investment, creates better employment destinations and provides opportunities for residents to develop new skills.

B. To meet the strategic demand for employment uses including 82,000sqm of net additional industrial and logistics floorspace and 12,000 sqm of net additional office floorspace the Council will safeguard Strategic Industrial Locations (SIL), Locally Significant Industrial Sites (LSIS) and Local Employment Areas (LEA) as set out on the Policies Map and support proposals for:

(1) the intensification of employment floorspace in designated employment areas

(2) an uplift in office floorspace within designated Metropolitan and District centres, particularly in Wood Green and Tottenham Hale

(3) the delivery of local scale light industrial and workspace uses in the borough's designated centres and identified high streets where this provides suitable environments for Small and Medium Sized Enterprises, particularly in the creative industries, and does not conflict with relevant Town Centre policies.

C. To help build a more inclusive and resilient economy, proposals should:

(1) protect and enhance designated employment areas to ensure they continue to provide valuable space for businesses and jobs

(2) support an increase in the quantity of good jobs available to the borough's residents as well as education, skills and employment training opportunities

(3) deliver intensified and modernised employment floorspace including exploring delivery of multi-story industrial units

(4) facilitate the regeneration of underutilised sites, prioritising an uplift in employment floorspace and jobs

(5) promote flexible use of high-quality space for a range of different employment generating uses and, where appropriate, in accordance with the Haringey Workspace Design Guide

(6) provide affordable employment space in accordance with Policy EI4

(7) support carbon reduction through refurbishment and retrofit of existing employment floorspace and inclusion of renewable energy installations

(8) promote the development of green industries and jobs

A FAIR PLACE

Maximises opportunities to secure investment in our communities and to increase the supply of good jobs for residents

A HEALTHY & SAFE PLACE

Supports the improvement of the local environment, particularly the enhancement of the borough's employment areas to make them more welcoming, hospitable and inclusive

A SUSTAINABLE & RESILIENT PLACE

Supporting a more sustainable built environment with employment buildings that are modern, energy efficient and fit for future needs and requirements. Introduce policies to minimise embodied carbon and support the circular economy

Supporting Text

27.22 This policy contributes to the Haringey Placemaking objectives as follows:

27.23 This strategic policy aims to foster a resilient, inclusive, and sustainable economy in Haringey, reflecting the Council's commitment to creating a fairer and greener local economy. Haringey's unique cultural and creative industries are key economic assets. By focusing on these strengths, the policy aims to create a vibrant local economy that leverages the borough's existing creative talents to drive job creation and economic growth.

27.24 This policy designates and safeguards Strategic Industrial Locations (SIL), Locally Significant Industrial Sites (LSIS) and Local Employment Areas (LEA) to ensure that Haringey has a stable supply of employment land and that there is land available to support the long-term growth of industrial businesses and related services in the borough.

27.25 Intensifying the use of the designated employment areas supports the clustering of related functions, enhancing efficiency and productivity. It also helps ensure the optimal use of land by accommodating more businesses and jobs within the same footprint. Protecting these sites from non-industrial uses preserves their role in supporting local economic activities and providing employment opportunities. Modernising employment sites will help meet contemporary business needs, supporting a range of industries from traditional manufacturing to innovative tech startups.

27.26 The provision of 82,000sqm of net industrial and logistics space as projected for in the Haringey Employment Land Study 2022 is essential for supporting Haringey's economic activities, particularly in sectors such as manufacturing, distribution, and storage. Meeting this need will help foster economic resilience and job creation.

27.27 The borough's employment areas contain a range of placemaking opportunities and in many cases these are in need of enhancement to provide a high-quality and inclusive local environment. Proposals will be required to respond positively to place-based visions and to secure wider benefits for local communities where appropriate.

27.28 Similarly the need for an additional 12,000 sqm of net additional office floorspace is critical for accommodating the growth of businesses, particularly in the knowledge economy and professional services sectors. Expanding office floorspace in key areas will attract new businesses and support existing ones, contributing to the borough's overall economic vitality. This is especially so in Wood Green and Tottenham Hale which are strategically important for office development due to their excellent transport links and existing business ecosystems. Focusing office development here and in other District Centres will create vibrant business districts that drive economic growth. Supporting office development in town centres leverages existing infrastructure and amenities, fostering synergies between commercial, retail, and residential uses. This holistic approach creates dynamic, multifunctional urban spaces that attract investment and talent.

27.29 Affordable employment space, workspaces and incubator hubs are essential for nurturing small and medium-sized enterprises (SMEs) and startups, which are critical drivers of innovation and economic diversification.

27.30 Encouraging businesses to adopt sustainable building practices aligns with Haringey's goal of becoming a net zero carbon borough by 2041. This approach not only mitigates environmental impact but also enhances the long-term viability and resilience of employment sites, particularly having regard

to upcoming changes to leasing of commercial properties which requires an energy performance rating of at least B to be achieved. Therefore, support for the redevelopment or refurbishment of these types of units that fail to meet this threshold is important. Similarly, developing renewable energy projects and other green industries will position Haringey as a leader in the green economy, creating jobs and attracting investment in sustainable technologies and is identified as one target sector to grow in the Haringey Workspace Study 2022.

27.31 Adequate infrastructure, including transport, digital connectivity, and utilities, is crucial for the growth and development of businesses. Ensuring timely delivery of these services supports the operational needs of businesses and enhances their competitiveness and as such should be investigated and supported to coincide with the delivery of new floorspace. The Council's Infrastructure Delivery Plan 2024 outlines the requirements and strategy for new infrastructure across the borough.

27.32 Adhering to high-quality design standards ensures that new developments are attractive, functional, and contribute positively to the urban landscape. This approach promotes a professional and appealing environment for businesses and employees alike and can help secure better access by foot and cycle.

27.33 Providing residents with access to high-quality jobs and training opportunities is fundamental for economic inclusion. By fostering local talent and ensuring pathways to employment, the policy helps build a skilled and adaptable workforce.

27.34 The changing dynamics of retail present opportunities to repurpose vacant spaces for light industrial and creative uses. This adaptive reuse can rejuvenate high streets and support diverse economic activities.

27.35 Repurposing ground floors for employment uses where town centre retail is not viable supports the growth of SMEs and creative industries. This policy addresses the changing dynamics of high streets, providing affordable and flexible workspaces that are essential for innovation and economic diversity.

Policy EI2: Designated Employment Land

A. Within designated employment areas, proposals for the intensification, renewal and modernisation of employment land and floorspace will be supported where the development is for B2 (general industrial), B8 (storage or distribution), E(g) (ii) Research and Development E(g) (iii) industrial processes, ancillary E(g) (i) office and appropriate sui generis uses and the proposal:

(1) delivers an uplift in floorspace and jobs potential on the site, and has explored opportunities for further intensification with neighbouring land parcels where appropriate

(2) makes a demonstrable improvement in the use of the site for employment purposes, having regard to the density of jobs to be accommodated on-site and the proposal's contribution to the achievement of economic objectives and outcomes set out in Policy EI1;

(3) is designed to allow for future flexibility of use including subdivision and/or amalgamation to provide for a range of business types and sizes, including small businesses unless this would compromise a secured use for the floorspace;

(4) makes adequate provision of space for on-site servicing and waiting goods vehicles;

(5) improves and enhances the quality of the environment of the site and wider business area including public realm, access by foot and cycle, wayfinding and delivers any relevant placemaking focus area objectives; and

(6) ensures appropriate action is taken in relation to any existing businesses on the site including engaging with them at an early stage, seeking to retain them on site where desired and possible, implementing effective transitional arrangements and providing support for any businesses that cannot be incorporated to relocate off site.

B. Proposals for more intensive, noisy, dust generating or heavier industrial processes should prioritise sites in Strategic Industrial Locations which are not adjacent to existing residential areas.

C. Small scale food and drink and leisure uses which meet the day-to-day needs of workers and do not adversely affect the industrial status or operation of an employment area will be supported.

D. Proposals for drinking establishments including brewery tap rooms, nightclubs and venues for live music / culture will be supported where they do not adversely affect the industrial status or operation of the employment area, and safe pedestrian access and improved public realm is secured.

E. Proposals which result in a net loss of light and general industrial, storage and distribution, research and development and related sui generis floorspace on any designated employment land will be refused.

F. Proposals for uses not specified above and excluding all forms of residential will only be permitted where the following can be demonstrated:

(1) The proposal is necessary to facilitate meeting the needs of an existing industry or business on site; or

(2) The proposal is a use which supports the continued functioning of the employment land as a predominantly industrial and business area.

G. Proposals for residential development on Strategic Industrial Locations will be refused. Proposals for residential development on Locally Significant Industrial Sites and Local Employment Areas will be refused except where a site is designated as existing warehouse living or where a site allocation specifically identifies an opportunity for co-location as part of a masterplanned and co-ordinated approach consistent with Policy E7 of the London Plan.

H. Proposals within or adjacent to designated employment land should not compromise the integrity or effectiveness of these locations in accommodating industrial type activities and their ability to operate on a 24-hour basis.

Supporting Text

27.36 The policy sets out the types of uses and development that the Council will support in designated employment areas to meet the borough's identified economic needs.

27.37 The borough's stock of designated employment land comprising Strategic Industrial Locations (SIL), Locally Significant Industrial Sites (LSIS), and Local Employment Areas (LEAs) is integral to the area's economy. The policy therefore promotes and protects employment land for industrial-type activities as well as storage and distribution and research and development. Where ancillary in scale and function, offices uses are also supported to allow for a diverse range of businesses. However, these must be compatible with the industrial function of employment land, and not compromise the ability of businesses to carry out intensive, industrial activities.

27.38 Given the significant demand for employment land within the borough, the introduction of non-employment uses, including residential is typically not appropriate within these areas, as it will undermine the strategy for meeting employment needs including through employment intensification. Protecting these sites from non-industrial uses preserves their role in supporting local economic activities and providing employment opportunities and focusing them as the locations for employment related investment will enhance the borough's economic resilience, attract investment, and create a diverse range of employment opportunities for residents. The Council considers that residential uses are generally incompatible in employment areas due to the types of uses that operate in these locations and the high risk they obstruct the successful operation of an employment area. The only exception to this is within designated Warehouse Living areas where existing residential uses are established or on sites immediately adjacent where site allocations provide for new residential alongside an uplift in employment floorspace and are considered appropriate having regard to the already established change in character and use.

27.39 The borough does not have significant areas of brownfield land suitable for new employment floorspace designations. Existing employment areas will therefore need to accommodate intensified uses. Intensifying the use of these areas supports the clustering of related functions, enhancing efficiency and productivity. It also helps ensure the optimal use of land by accommodate more businesses and jobs within the same footprint.

27.40 Development proposals which seek to intensify industrial and logistics uses will be supported in principle. The Haringey Employment Land Study (2022) identified that the North Tottenham SILs have the most potential to provide intensified space and reduce the need to rely on new land to meet economic needs. This is because they contain typically larger sites which offer the most scope for accommodating intensive formats. The Council encourages developers to work with it to formulate schemes which can deliver substantial increases in floorspace, especially where site wide masterplanning may be required.

27.41 All intensification proposals should actively explore scope for vertical extension and maximise the employment development potential of sites. Proposals must align with the London Plan and associated guidance, such as the Mayor of London's Industrial intensification and co-location through plan-led and masterplan approaches practice note, noting that intensification and co-location with residential is only appropriate in LSIS and LEAs where allocated in a site allocation or where it is also a designated Warehouse Living Area. The Site Allocations within this Regulation 18 Preferred Option Local Plan that are identified for potential co-location within LSIS and LEA designations are subject to further detailed studies and Masterplanning by the Council, and any final land suitable for co-location will be confirmed in the submission Local Plan. The Mayor of London's Intensification Primer can helpfully signpost promoters to the types of intensified formats that the Council, in applying London Plan Policy E7, would expect promoters to explore.

27.42 A range of uses not falling within a specific use class (known as sui generis uses) which are also appropriate in SIL, LSIS and LEAs including hiring, selling and/or displaying motor vehicles, scrap yards, or a yard for the storage/distribution of minerals and/or the breaking of motor vehicles, and retail warehouse clubs. Where amenity impacts can be managed such as through noise and odour controls for adjacent occupiers, SIL is the most appropriate location for uses that may produce higher levels

or noise, odour, or are for heavier industrial purposes including waste management. Policies on waste management are contained within the North London Waste Plan.

27.43 Drinking establishments, nightclubs and venues for live music and cultural events will also be considered appropriate in SIL, LSIS and LEAs where amenity impacts are deemed acceptable (including noise affecting adjacent sensitive receptors such as homes and schools) and where such uses do not impact on the proper functioning of the employment land, and safe and secure access for pedestrians can be secured. This reflects the growing trend of certain types of employment floorspace becoming multi-functional such as breweries with ancillary tap rooms, studios having performance spaces, and creative workspaces incorporating cafes or galleries which can aid the successful operation of the industries operating there.

27.44 The Council's Workspace Study (2022) provides guidance on how best to intensify space setting out what type of intensified formats may be suitable in the Haringey context and where intensification may be most viable and deliverable.

27.45 Proposals to improve environmental quality and make employment areas more attractive and competitive to businesses are strongly supported. Proposals should take opportunities to incorporate better greening and active travel to create thriving business hubs. Proposals should explore improved links to blue and green networks, and use biophilic design principles (such as planting, trees and green roofs) to link employment areas into wider networks.

27.46 Improved amenities for workers, including places for employees to eat and drink and nursery/creche facilities, as well as active travel infrastructure, should also form part of redevelopment proposals and will be supported.

Policy EI3 Non-Designated Employment Sites

A. On non-designated employment sites proposals for the redevelopment of employment floorspace will be supported where:

(1) high-quality employment floorspace of equivalent or greater quantum is secured, including as part of a mixed-use development

(2) the proposal is informed by engagement with existing businesses to seek to retain them on site where desired by the business

(3) redevelopment will not compromise the function, access, servicing or operation of any remaining or neighbouring employment uses.

B. Affordable employment space will be required in accordance with Policy EI4

C. Proposals that result in a net loss of employment floorspace will be refused unless accompanied with evidence that demonstrates:

(1) there is no current or future market demand for the site as evidenced through a period of at least 12 months of active marketing for employment uses at realistic market rates

(2) efforts have been made to accommodate employment floorspace as part of any redevelopment scheme and that provision of replacement employment space has been maximised

(3) there is a positive strategy in place to support the relocation of existing businesses where these cannot be accommodated within the redeveloped site.

Supporting Text

27.47 Non designated employment sites are usually smaller areas with a single or a small cluster of employment premises. These sites accommodate a variety of small and medium sized businesses including many, such as garages, small industrial/workspace units and motor repair, that residents value in their local communities, close to where they live. However, not all non-designated employment sites are ideally located and many are in need of renewal.

27.48 This approach to non-designated employment sites is designed to ensure the borough can adapt to changing economic circumstances while safeguarding our employment base. This policy provides a flexible framework that encourages redevelopment while protecting essential employment functions. By requiring that redevelopment projects include an equivalent or greater amount of employment floorspace, the policy ensures that we maintain our capacity to support business activities and employment opportunities. This approach balances the need for new development with the preservation of economic capacity. Mixed-use developments that include employment floorspace can also enhance a place's vibrancy and sustainability, creating spaces where people can live, work, and play.

27.49 Engaging with existing businesses during the redevelopment process ensures that their needs and preferences are considered. This can help retain businesses on-site, preserving jobs and local economic activity. By prioritising the desires of current businesses, the policy fosters a business-friendly environment that supports continuity and stability.

27.50 Ensuring a continued supply of affordable workspace is crucial for supporting SMEs and start-ups as well as securing alternative premises for businesses that may have to vacate, who were reliant on cheaper, lower quality, lower density premises and would no longer be able to afford to remain in the area at market rates for new build premises. Additionally requiring a strategy for relocating businesses that cannot be accommodated in the redevelopment ensures that these businesses are not left without viable alternatives. This provision helps minimise disruption and supports the local economy by retaining businesses within the borough.

27.51 Proposals resulting in a net loss of employment floorspace will only be considered if there is clear evidence of a lack of demand. A minimum of 12 months of pro-active professional marketing in relevant publications and with suitable marketing material demonstrating best efforts including use of commercial agents have been made, and at realistic market rates and terms (based on an analysis of similar employment floorspace rates, terms and conditions being achieved locally) to ensure that redevelopment with a loss is only justified by market conditions.

27.52 Ensuring that redevelopment does not compromise the operation of remaining or neighbouring employment uses is critical for maintaining the functionality and efficiency of employment sites. This protection safeguards the operational integrity of businesses that rely on these sites.

27.53 It is also important that efforts to include employment space in redevelopment schemes maximise the amount that is delivered, even if there is a net loss to ensure that every opportunity is taken to maintain or increase the borough's employment capacity, even as sites are redeveloped for other uses, in light of the known significant demand for employment floorspace from the Haringey Employment Land Study 2022.

27.54 Applicants will be required to submit a viability assessment that clearly demonstrates that the proposed scheme maximises the development of employment uses and delivers the required affordable employment space component.

Policy EI4: Affordable Employment Space

A. Proposals comprising over 1,000 sq. m. gross internal area of Office Class E(g)(i), Research and Development Class E(g)(ii), Industrial Processes E(g)(iii), and General Industrial B2 space (individually or combined) must, subject to viability, provide:

(1) for Class E(g)(i) space, at least 10% of the gross internal area as affordable employment space.

(2) For Class E(g)(ii), E(g)(iii) or Class B2 space, at least 20% of the gross internal area as affordable employment space.

B. Average fees payable by end users in affordable workspace should not be more than 60% of 'Open Market Rates' for Office Class E(g)(i) and should be a target of 20% but no more than 40% of 'Open Market Rates' for Class E(g)(ii), E(g)(iii) and B2 of comparable spaces available with similar terms and conditions in the local area. Service charges should be kept to a minimum so that the space can be as affordable as possible to end users.

C. Affordable employment space should be provided on the development for the maximum period viable, with a minimum of 25 years sought for Office Class E(g)(i), Research and Development Class E(g)(ii), Industrial Processes E(g)(iii), or General Industrial Class B2.

D. Affordable employment space should be delivered on-site wherever possible. It should be of the same use class as the development that triggers the requirement. The Council may accept other use classes of affordable employment space where the need for the use is noted in the Haringey Affordable Workspace Study 2022 and there is a robust justification for that use as an alternative. The provision may be a part of the demise of a larger flexible workspace, or within its own demise.

E. Affordable employment space provision should be marketed in the first instance to local businesses with a trading address in Haringey or adjacent boroughs for at least 6 months prior to tenancy/membership at the workspace.

F. The Council will require evidence the affordable employment space provision will be satisfactorily managed whether by the developer or a dedicated workspace provider. If the workspace provider is not the developer, the developer should secure a lease or management agreement (such as a revenue share agreement) with the workspace provider that will enable the provider to deliver the workspace in a viable way. Furthermore, the rental rate from the developer to the workspace provider should be sufficiently low, such as peppercorn, to enable the workspace provider to viably facilitate the use of the affordable workspace by end users.

G. The developer should fit out the affordable employment space to Category A or B in accordance with the Haringey Workspace Study 2022 and it should be made available for occupation by the workspace provider alongside occupation of any other commercial space

H. The Council will accept payments in lieu for off-site provision of affordable employment space only in the following circumstances:

(1) Where the site is not within an area designated as employment land

(2) Where the on-site affordable employment space would be smaller than 150 sqm

(3) Where it can be demonstrated that on-site provision is not feasible and viable and off-site provision would result in an improved outcome for the supply of affordable employment workspace.

D. The Council's affordable employment space payment in lieu calculator must be used to calculate any payment.

E. Viability modelling for developments with affordable workspace should assume peppercorn or a low rent to workspace providers.

F. Affordable workspace should have suitable hours of use for its use, which might be 24 hours a day use for certain end users.

Supporting Text

27.55 Affordable employment space (commonly referred to an affordable workspace) generally refers to multi-occupied office, light-industrial and industrial buildings, often managed by a "workspace provider". They typically divide properties into smaller units for small businesses, with flexible tenures and accessible price points, alongside nurturing of their tenant (or "member") community, facilitating of social value and provision of business support.

27.56 In recent years the cost of hiring workspace has increased substantially across London. This has largely been driven by long-term losses of employment land and an increasing mismatch between supply and demand. Until recently Haringey has continued to have a reasonable choice of cheaper workspace by virtue of many buildings being older/aging and commanding lower rents than newer/purpose-built space. However, as the number of employment sites in the borough being redeveloped increases, lower-cost workspace is being steadily replaced with more expensive workspace albeit of a higher-quality and more flexible and fit-for-purpose. This new workspace is often too costly for many of the borough's businesses and there is a growing risk these leave the borough or cease trading as a result.

27.57 Workspace has many benefits for the borough helping support a thriving, resilient and inclusive economy, generating jobs, career and skills opportunities for residents, and placemaking. The policy recognises this and therefore seeks to expand it to support, grow, and attract business activity, and provide affordable workspace for businesses. Affordable workspace can be helpful for many types of businesses including non-profits who may be displaced by redevelopment, and be unable to afford to relocate into newer premises or businesses that provide a cultural or social contribution but are unable to afford workspace on the open market Affordable workspace can be particularly essential for those moving from working at home in start-up businesses ahead of taking on an office on the open market.

27.58 London Plan Policy E3 supports the provision of affordable workspace. This policy aligns with the London Plan and seeks affordable employment space in a Haringey context .The policy directs landowners and developers to include specific forms of employment space that meet the needs of priority sectors (identified in the Haringey Workspace Study 2022. Affordable employment space should broadly be office (Class E(g)(i)), light industrial (Class E(g)(ii), E(g)(iii)) or industrial space (Class B2). It can be used as a flexible workspace with multiple organisations, or for smaller affordable workspace as a conventionally leased space to a single or a small number of organisations. The policy prioritises integrated and well-designed workspace in mixed use buildings or as standalone buildings.

27.59 The policy defines affordable employment space as space where average fees payable by end users are:

- no more than 60% of 'Open Market Rates' for Class E(g)(i) Offices; and
- no more than 20% of 'Open Market Rates' for Class E(g)(ii) Research and Development, E(g)(iii) Industrial Processes and B2 general industrial of comparable spaces available with

similar terms and conditions in the local area.

27.60 Average fees are taken as either:

(1) Net Rent (Rent excluding service charge, utilities, business rates); or

(2) an all inclusive membership with monthly fee per person

27.61 Open Market Rates' are the open market rental rate exclusive of service charge, utilities and business rates (net rent), or open market all inclusive-fees rate (gross rent). Rates should be established when a workspace provider commences operation. To support the financial sustainability of affordable workspace it will be acceptable for fees payable by the end users to be upward only provided this is annually tracked to the Retail Price Index (RPI).

27.62 End user focus should be clearly defined for affordable workspace, with accompanied end user selection and support activities. End user focus could include: 1. specific sectors that have social value such as charities, voluntary and community organisations or social enterprises; 2. specific sectors that have cultural value such as creative and artists' workspace, rehearsal and performance space and makerspace; 3. disadvantaged groups starting up in any sector; 4. supporting educational outcomes through connections to schools, colleges or higher education where the use aligns with the affordable workspace planning use class; and, 5. supporting start-up and early stage businesses or regeneration.

27.63 In all cases, it's recognised that all end users have the potential to demonstrate wider social value via employment and skills, and this should be supported and enabled by the workspace provider of the affordable workspace.

27.64 In general, sectors targeted for affordable employment space should be guided by the Haringey Workspace Study 2022's recommendations by sector and area. The affordable workspace 'typology' should be fit for purpose for the sector focus as set out in the table below, with definitions and design considerations set out in the Haringey Workspace Study 2022:

Policy EI5: Employment, Skills Development, and Local Business Growth

A. Major residential and commercial developments and developments which result in a net loss of existing employment floorspace will be required to deliver employment, training, apprenticeships, work experience and business growth opportunities.

B. Applicants for such development will be required to commit to an Employment, Skills and Business Plan (ESBP) agreement with the Council to require that:

(1) a minimum of 20% of all jobs created during the development's construction phase and for the first two years of the end use phase of the development are made available to local residents via the Council's jobs portals and that these jobs are for a minimum of 26 weeks and paid at London Living Wage (as set by the Living Wage Foundation) or above. In relation to the above, the developer should

a. provide a minimum 5% supported employment opportunities for priority groups.
b. provide minimum of 20% skills development and training opportunities to support unemployed local residents transition into good work.
c. provide a minimum of 1 new apprenticeship or NVQ at a minimum of level 2 qualifications per every £3 million of construction value or the equivalent number if a shared apprenticeship model is offered. The developer will be expected to support training and release arrangements until completion of an apprenticeship standard qualification, pay apprentices at the London Living Wage or above and pay a £1,700 support fee per apprentice to the Council
d. where the development involves construction contracts in excess of £5 million, seek construction tenders from local Haringey suppliers for at least 10% of the total value of contracts.

(2) They partner with the Council, educational providers and/or local organisations to create, deliver, support, and sponsor programmes, which actively (and innovatively) promote the variety of career options and opportunities available across the development, construction, end use phase and within the wider built environment sector.

C. In addition to the obligations above, major development proposals will be required to make financial contributions to help support initiatives to enable residents who experience barriers into employment and/or with low levels of skills; and priority groups, access newly created opportunities arising from the developments within Haringey. The approach to calculating these financial contributions is set out in the Council's employment and skills calculator.

D. ESBP delivery will be monitored to check compliance. Once development has commenced, the developers will be required to submit monitoring reports to the Council every 3 months in relation to the implementation of their ESBP.

E. A Section 106 agreement will set out the detailed arrangements for the timing of payments of planning obligations relating to employment, skills training, and business growth. Completed planning agreements will also provide for a monitoring fee linked to the overall package of obligations.

F. If the Council determines that the ESBP has not been delivered, or there are obligations which for exceptional circumstances cannot be met, then the Council will require an offset charge to be paid in accordance with the Haringey Employment and Skills calculation methodology.

Supporting Text

27.78 Promoting 'Good Work' at the London Living Wage rate with opportunities for progression is one of the key priorities for the Council. This is outlined in Opportunity Haringey, the Council's Inclusive Economy Framework, and the Council seeks to use its full range of powers, including via planning, to support this objective. Policy E11 of the London Plan sets out that development proposals should support employment, skills development, apprenticeships, and other education and training opportunities in both the construction and end-use phases, including through Section 106 obligations where appropriate.

27.79 Creating and promoting employment, skills training and enterprise opportunities for local people ensures that local investment delivers economic benefits for residents. Focusing employment support and training on those most disadvantaged in the job market is key to addressing inequalities in the borough, maximising social value, and promoting an inclusive economy.

27.80 Haringey is experiencing a disproportionately high rise in unemployment, and Tottenham has the highest rise in the number of people claiming Universal Credit for unemployment. Amongst this borough wide impact, our young people are experiencing the worst of the economic fallout from the economic shocks of recent years.

27.81 Figures for our young people who are Not in Education, Employment or Training (NEET) have been substantially improved over the last year with targeted work by Early Help services. However, we still have a larger proportion whose activity is unknown suggesting larger proportions who are NEET than accounted for in the wider population. Haringey has a larger proportion of Asian and Black/Black British/Mixed Race 16–17-year-olds who are NEET compared to the London average.

27.82 Amongst these young people, there are numerous inequalities related to employment outcomes, all which risk being widened as a result of economic pressures.

- → Men in all youth age groups, across all wards in Haringey, have experienced the highest employment fall and are overrepresented in unemployment benefit claims.
- → Only 4.3% of young people with a learning disability are in paid employment.
- → Care leavers are overrepresented in those most economically impacted and in Haringey over half are children from minority ethnic communities.

27.83 The Council will use its planning powers to require economic and employment benefits for local residents and businesses. We aim to support a local inclusive economy where businesses thrive and where development creates quality employment and skills opportunities for local residents.

27.84 Developments in Haringey offer significant opportunities across both traditional and modern construction methods. The sector offers opportunity for career progression and upskilling across a wide range of construction and built environment roles. The Council seeks to support residents into such jobs ensuring that good quality job opportunities and career paths are available to them. Achieving targets for local employment and training will be supported by a focus on apprenticeships, and backed by employment support and brokerage through Haringey Works, training and employer engagement. This will also include supporting residents to set up their own business as a route to employment.

27.85 All major developments will be required to produce a site-specific Employment Skills and Business Plan (ESBP) which must be approved by the Council three months prior to commencement of development and should include details of how performance is

to be monitored and reported. The ESBP should be produced by both the developer and their main contractor working together and agree to deliver the commitments secured and be in accordance with Opportunity Haringey.

27.86 Developers are encouraged to contact the Council's Inclusive Economy Service at the pre-application stage to discuss the development of the ESBP. Developers are also expected to meet with the job brokerage service, Haringey Works, prior to commencement to discuss employment and skills training needs, highlighting any shortages.

27.87 Funding to deliver activities agreed in the ESBP will be the responsibility of the developer and/ or their main contractor.

27.88 The ESBP should as a minimum include the following:

- Description of development and estimated duration of the development
- Method statement setting out detail of proposed employment, skills, and business growth initiatives and how this will be delivered,
- Provide a named contact(s) within the organisation who will be responsible for implementing the provisions within the ESBP, including how they will ensure (sub)contractor compliance, engage with the Council, and key local organisation partners to meet the commitments
- Forecast of the estimated FTE workforce, number and types of vacancies, timescale and the monthly target breakdown of opportunities that will be created for local residents across the full life cycle of the development including the construction phase and end-use phases. This can be done with a project labour and local opportunities histogram for each phase of the development
- Procurement schedule and a list of work packages being offered to competitive tender for the developer and all sub-contractors, including timeframes, values of packages and framework requirements,
- Construction programmes
- Any supporting documents such as corporate social responsibility and social value policies.

27.89 The above will enable the Council to prepare residents for upcoming opportunities for the full life cycle of the development phases.

27.90 It is expected that the developer (and the main contractor) will work positively and proactively with the Council's Inclusive Economy Service or its nominated agent and use all reasonable endeavours to achieve the 20% sustainable local labour requirement. The ESBP should address in detail how this and the other policy requirements are to be delivered.

27.91 One new apprenticeship should be provided for every £3 million of the construction value (to be verified through viability assessments where submitted in support of an application).

27.92 The Council will work closely with the developer/main contractor to promote higher level apprenticeships, above level 3. For every 5 apprenticeships, 1 must be above level 3, and opportunities should be explored within green skills or digital technology related work. Developers/main contractors should source apprentices from Haringey Works.

27.93 Of the 20% sustainable local labour requirements, 5% must be supported employment opportunities (paid internship and or industrial placement) lasting a minimum of 26 weeks, for priority groups, as determined by the Council. Developers should source interns/industrial placements via the Council's Inclusive Economy Service.

27.94 Of the 20% sustainable local labour requirements, developers/

main contractors are required to deliver 20% skills training for Haringey priority groups that will provide them with the competencies, experience, and qualifications to access the jobs that are being created by the development and consisting of work placement and guaranteed interviews for suitably qualified residents in relation to planned vacancies. These skills training opportunities must be earmarked for priority groups and nominated by the Council (or another agency as agreed by the Council).

27.95 To support developers/main contractors to meet the ESBP obligations, we require the opportunities associated with the development (including construction and the end use phases) to be advertised to the Council's employment brokerage services (Haringey Works) and any other local partners nominated by the Council. These will ensure that all jobs, apprenticeships, training opportunities and work-related activities earmarked for local residents are communicated to all local employment routes and partner agencies across the borough. Further guidance and the Council's Employment and Skills Calculator can be found at www.haringey.gov.uk/newlocalplan

Policy EI6: Contaminated Land

A. Development proposals that aim to remediate and bring contaminated sites into beneficial use will be supported.

B. Development proposals must thoroughly address any risks associated with land contamination, including potential hazards to human health, public safety, and the environment, ensuring the safety of the development. Where land has potential to be contaminated, or if a sensitive use is proposed, the following steps will be required:

(1) Preliminary Risk Assessment (Phase 1 Study): Applicants must submit a Preliminary Risk Assessment (Phase 1 Study) to identify and evaluate the level and risks of contamination on the site and adjacent land.

(2) Site Intrusive Investigation (Phase 2 Study): Where necessary, a Site Intrusive Investigation (Phase 2 Study) must be conducted to provide a detailed assessment of contamination and risks to all receptors.

(3) Risk Management and Remediation Strategy: A site-specific Risk Management and Remediation Strategy, appropriate to the individual circumstances, must be prepared to address any identified contamination risks effectively.

(4) Verification Plan and Closure Report: Prior to occupation of the development, applicants must submit a Verification Plan and Closure Report to demonstrate that the remediation measures have been successfully implemented and the site is safe.

C. Development proposals involving the storage or use of hazardous substances or the redevelopment of a site in the vicinity of a hazardous installation will only be permitted if it can be demonstrated that appropriate safeguards are in place to prevent any unacceptable risks to human health, public safety, and the environment.

D. Planning conditions may be imposed to ensure that remedial measures are implemented and the development is deemed safe before occupation.

Supporting Text

27.94 Contaminated Land Statutory Guidance (CLSG) (2012) provides detailed information on the legislative framework for contaminated land in England to which this policy aligns by emphasising the need for risk assessments, remediation strategies, and verification plans. Additionally, the Environment Agency's Land Contamination Risk Management (LCRM) (2020) provides guidance on assessing and managing land contamination risks and this policy incorporates the key principles outlined in the LCRM, including the importance of risk assessments and site-specific remediation strategies.

27.95 The policy aligns with the NPPFs emphasis on addressing contamination risks, implementing appropriate safeguards, and utilising planning conditions to ensure safe development. This policy also supports and aligns with the Council's Contaminated Land Strategy, which outlines our approach to dealing with contaminated land.

27.96 The Draft Local Plan has had regard to relevant directives and regulations relating to the control of major accident hazards involving dangerous substances.

Waste Capacity

27.97 Policies to manage new waste facilities and safeguarded waste sites are contained within the North London Waste Plan. Policies to manage waste and storage requirements from residential and commercial development are contained in Design policy D12.