AVISON YOUNG

Haringey LONDON



London Borough of Haringey

Haringey Workspace Study

December 2022

Contents

1. Introduction....4
2. What is 'workspace' and what are the broad typologies? 8
3. What are the characteristics of Haringey's economy?....17
4. What is the nature of Haringey's commercial market and how strong is demand for different uses? 37
5. How has COVID-19 impacted demand for different types of space? 71
6. Which sectors and corresponding workspace typologies should be prioritised in Haringey? 79
7. What is 'affordable' workspace and how is it defined across London? 90
9. How could 'affordable' workspace be defined and secured in Haringey? 99
10. Recommendations.... 111

Appendices

Appendix I Sub-Area Economic Analysis
Appendix II Affordable Workspace Policy Deep Dives
Appendix III Workspace Distribution Deep Dive
Annex I Workspace Planning Design Guide

Report title: London Borough of Haringey
Prepared by: Martyn Saunders (Principal), Patrick Ransom (Associate Director), Lara Boyd (Associate), Victoria Smyth (Consultant), Aaron Leadbeater (Graduate Consultant), February Phillips (Associate), Simon Jenkins (Urban Designer)
Date: 23 December 2022

For and on behalf of Avison Young and 5th Studio


SOLD BY

1. Introduction

1.1 The supply of employment space across London has become an increasingly important issue over the last decade. This is because the capital's constrained office and industrial markets have not kept up with demand from businesses, and have also been weakened by the loss of commercial stock to residential uses.

1.2 These trends have pushed commercial rents up across the city - average office rental values in inner London, for example, have increased by >30% over the last decade and the industrial market has experienced similar shifts[1]. Many locations and workspaces have therefore become unaffordable for some businesses – particularly small businesses, social enterprises, independent organisations and charities which are the lifeblood of London's diverse, successful and cohesive local economies.

1.3 This has been observed in the London Borough of Haringey (LBH), particularly within its larger town centres (e.g. Tottenham High Road and Wood Green) and industrial clusters (e.g. Tottenham Hale and the Lee Valley), and limited employment space has been identified as a constraint to the borough's economic growth.

1.4 LBH is therefore aiming to catalyse more workspace across the borough for businesses of different sizes – this is captured in the *Haringey Labour Manifesto* (2016-2026) which includes a commitment to "increase the number of affordable workspaces" for different types of businesses. While the Council has been successful in securing suitable space via planning policy and direct delivery[2] in recent years, it is looking to improve and accelerate its approach to bringing space forward and would like to make more evidence-led decisions that help direct limited resources to where they can have the greatest positive impact.

1.5 Avison Young and 5th Studio were appointed by LBH to help realise these aims. This has been achieved by undertaking research and analysis related to the borough's economy and employment space market, and by using these insights to provide strategic recommendations related to workspace delivery. This report captures this evidence and advice – it:

- Provides analysis on Haringey's economy and identifies sectors that should be prioritised for limited workspace opportunities;
- Includes analysis on Haringey's commercial property market and identifies which workspace typologies should be prioritised to meet demand and support priority sectors;
- Considers how COVID-19 has impacted the scale and nature of demand for workspace;
- Provides practical steer on the design requirements of priority sectors and workspace typologies;
- Sets out an approach to defining 'affordable' for the borough; and,
- Captures recommendations on how the borough could catalyse more workspace and improve their approach to delivery through both policy and practice.

1.6 To ensure the document is as practical as possible it is structured around the following research questions:

1. What is 'workspace' and what are the broad typologies?
2. What are the characteristics of Haringey's economy?
3. What is the nature of Haringey's commercial market and how strong is demand for different uses?
4. How has COVID-19 impacted demand for different types of space?
5. Which sectors and corresponding workspace typologies should be prioritised in Haringey?
6. What is 'affordable' workspace and how is it defined across London?
7. How could 'affordable' be defined in Haringey?

Annex 1, *Workspace Planning Design Guide*, provides steer on design requirements of priority sectors.

1.7 All of this evidence is then used to provide recommendations for future delivery in the final chapter.

[1] Costar, 2022

[2] 'Delivery' in this context refers to the LBH directly delivering workspace assets - this includes directly building new workspaces, but also refers to other levers such as re-purposing existing assets (e.g. the Green Rooms), letting sites to workspace operators (e.g. Blue House Yard) or diversifying existing assets for workspace (e.g. the Business Lounge). It is in contrast to 'securing' or 'catalysing' workspace from partners through planning policy or the provision of funding.

1.8 Figure 1.1 below sets out how to use this study based on readers' interests and objectives. Figure 2.2 overleaf highlights the sub-areas that are referred to throughout this study and provides a snapshot of commercial demand signals that are referenced in different parts of the document.

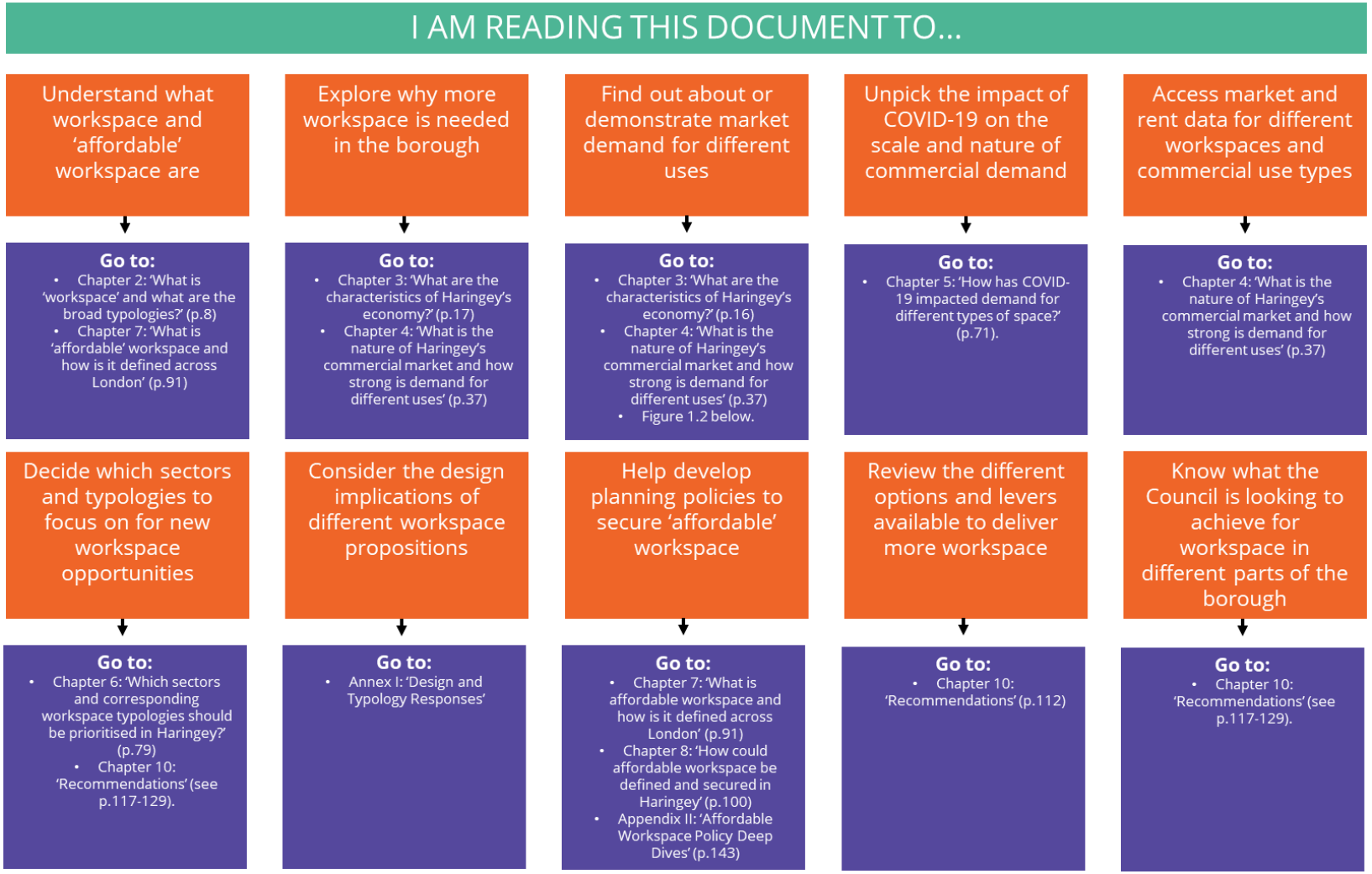


Figure 1.1: How to Use This Study

West Haringey

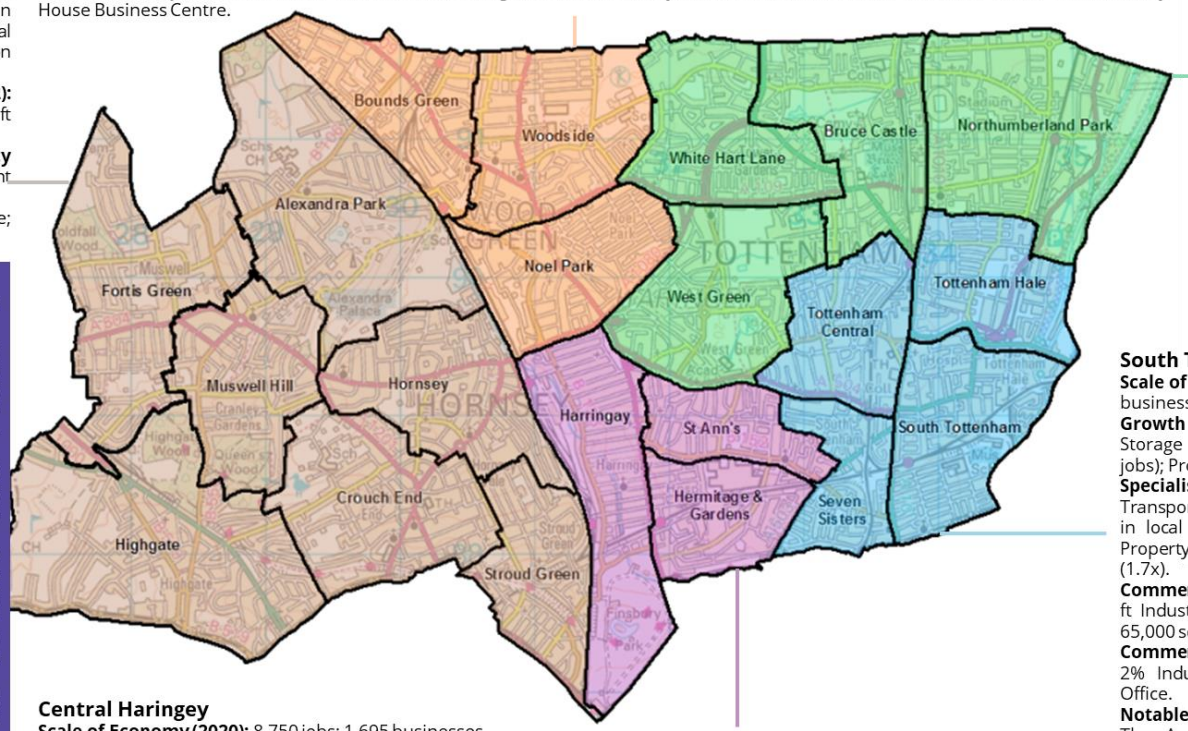
Scale of Economy (2020): 14,850 jobs; 4,885 businesses.
Growth Sectors (2015-2020): Health (+650 jobs); Construction (+95 jobs); Transport & Storage (+60 jobs).
Specialised Employment Sectors (2020): Arts, Entertainment & Recreation (2.1x more represented in local economy than national economy); Property (1.9x); Information & Communications (1.6x).
Commercial Floorspace (2022): 177,000 sq ft Industrial; 128,000 sqt ft Light Industrial; 186,000 Office.
Commercial Floorspace Vacancy (2022): 4% Industrial; 0% Light Industrial; 0.7% Office.
Notable Workspaces: Oxford House; The Arts Centre (Hornsey Town Hall).

Haringey Borough

Scale of Economy (2020): 71,000 jobs; 12,900 businesses.
Growth Sectors (2015-2020): Construction (+50% jobs); Transport & Storage (+43% jobs); Accommodation & Food Services (+17%); Health (14%); Professional, Scientific & Technical (+11%).
Top Projected Growth Sectors (2020-2041): Recreation (+2,100); Education (+2,000); Retail (+2,000); Health (+1,900 jobs).
Specialised Employment Sectors (2020): Property (2.1x more represented in local economy); Arts, Entertainment & Recreation (1.5x) Retail (1.5x); Wholesale (1.4x); Accommodation/Food Services (1.4x).
Commercial Floorspace (2022): 1.97m sq ft Industrial; 609k sq ft Light Industrial; 481k sq ft Office
Commercial Floorspace Vacancy (2022): 3% Industrial; 1% Light Industrial; 1% Office.

Wood Green

Scale of Economy (2020): 15,250 Jobs; 2,225 Businesses.
Growth Sectors (2015-2020): Professional, Scientific and Technical Activities (+310 jobs); Construction (+245 jobs); Property (+138 jobs).
Specialised Employment Sectors (2020): Public Administration (2.7x more represented in local economy than national economy); Retail (2.2x).
Commercial Floorspace (2022): 216,000 sq ft Industrial; 76,000 sq ft Light Industrial; 73,000 sq ft Office.
Commercial Floorspace Vacancy (2022): 2% Industrial; 4% Light Industrial; 4% Office.
Notable Workspaces: Blue House Yard; Business Lounge; Chocolate Factory; Bernie Grant Arts Centre; Clockwise; Parma House; Ashley House Business Centre.



Central Haringey

Scale of Economy (2020): 8,750 jobs; 1,695 businesses.
Growth Sectors (2015-2020): Health (+650 jobs); Professional, Scientific & Technical (+215 jobs); Transport & Storage (+125 jobs).
Specialised Employment Sectors (2020): Retail (1.9x more represented in local economy than national economy); Health (1.8x); Wholesale (1.5x).
Commercial Floorspace (2022): 266,000 sq ft Industrial; 41,000 sq ft Light Industrial; 88,000 sq ft Office.
Commercial Floorspace Vacancy (2022): 6% Industrial; 0% Light Industrial; 0% Office.
Notable Workspaces: Manor House.

North Tottenham

Scale of Economy (2020): 11,750 jobs; 1,480 businesses
Growth Sectors (2015-2020): Wholesale (+410 jobs); Transport & Storage (+185 jobs); Construction (+165 jobs).
Specialised Employment Sectors (2020): Wholesale (3.8x more represented in local economy than national economy); Accommodation & Food Services (2.3x); Arts, Entertainment & Recreation (1.8x).
Commercial Floorspace (2022): 639,000 sq ft Industrial; 106,000 st ft Light Industrial; 69,000 sq ft Office.
Commercial Floorspace Vacancy (2022): 0% Industrial; 0% Light Industrial; 0% Office.

South Tottenham

Scale of Economy (2020): 16,000 jobs; 2,575 businesses.
Growth Sectors (2015-2020): Transport & Storage (+700 jobs); Construction (+310 jobs); Property (+300 jobs).
Specialised Employment Sectors (2020): Transport & Storage (3.5x more represented in local economy than national economy); Property (2.9x); Mining, Quarrying & Utilities (1.7x).
Commercial Floorspace (2022): 671,000 sq ft Industrial; 258,000 sqt ft Light Industrial; 65,000 sqt ft Office.
Commercial Floorspace Vacancy (2022): 2% Industrial; 0% Light Industrial; 1.2% Office.
Notable Workspaces: Millmead Studios; The Archives; Gaunson Creative Studios; Tottenham Green Enterprise Centre; The Archives; Grove Business Centre; Tudor Leaf Business Centre; The Trampery; The High Cross Centre; Ashley House Business Centre.

Figure 1.2: Haringey Sub-Areas and Demand Signals

NB: More detail on how these sub-areas have been selected is provided in Chapter 3: 'What are the Characteristics of Haringey's Economy?'.

NB: Target businesses are MSEs so commercial analysis focuses on properties of smaller sizes - up to 5,000 sq ft for office space and up to 25,000 sq ft for industrial and light industrial space.

NB: Economic and commercial floorspace figures presented in this study vary from other document produced (e.g. LBH's Economic Strategy Evidence Base and Employment Land Review) because the data sources used in this document are either (a) more up-to-date than in previous studies or (b) different to those used in other studies.


LAKE BUSINESS CENTRE
A to Z SIGNS
SIGN &
SHOPFITTING
020 8808 7941
FLAXSTYLE
FACTORY OUTLET
MEN & BOYS SUITS
TROUSERS • JACKETS • SHIRTS
FACTORY PRICES DIRECT TO THE PUBLIC
0208 885 3138

2. What is 'workspace' and what are the broad typologies?

Chapter Summary

This chapter provides an overview of what 'workspace' is and the different typologies and operating models that exist. This is to define common terminology to frame the rest of the report, and also to identify opportunity areas for LBH. Key messages include:

- There are three broad employment space categories – office, industrial and light industrial. These all have 'conventional' typologies that cater for more established and/or corporate occupiers. There are other 'conventional' commercial use types (e.g. retail and leisure uses) but these are not considered in this report as they typically have lower employment densities and do not face the same supply and demand issues.
- Specialist 'workspace', in contrast, typically refers to shared employment space that caters to smaller businesses, social enterprises, independent organisations and charities in different sectors on flexible terms. There are seven broad typologies including co-working space, managed workspace, incubator/accelerator space, creative studios, maker space, flexible kitchens and lab space. Each focus on different types of businesses and have specific size and locational requirements.
- While the size, nature and diversity of the workspace market has increased in recent years, it remains relatively small and the private sector plays a smaller role than in the 'conventional' commercial property market. Local authorities like LBH therefore continue to play an important role in supporting the delivery of workspace.
- Many early workspaces were set up and run by local authorities, economic development agencies, universities and/or not-for-profit organisations to support innovation and enterprise in their locale. Business needs, demands and requirements have, however, changed and increased over time leading to a rise in specialist workspace operators who now run and manage most workspaces.
- There are six main types of workspace operator, ranging from corporate organisations focused on securing profit through to community-focused organisations aiming to deliver social value to local communities. Broad operator groups include corporate commercial, general commercial, specialist commercial, institutions, public sector and not-for-profit. Each type has a different business model and varying expectations in relation to sites, locations and target business sectors.
- The rise in workspace operators, alongside the evolution of the wider commercial property industry, has led to the emergence of more creative leasing structures and operating models. Prominent operating models in the workspace market include the lease model, joint venture model, management model, franchise model and owner-occupier model.

Implications for Haringey

- There is a need to identify priority sectors, typologies and operators to focus on in Haringey given the diversity of the workspace market and the scarcity of opportunities to bring new space forward.
- A full understanding of the nature of a workspace opportunity is needed from the outset to help define the most appropriate typologies, operators and operating models given their varying needs and requirements.
- The ambition and objectives of a workspace opportunity should be defined as early as possible in the project lifecycle (particularly in relation to the balance between financial and social value) to ensure the right typologies, operators and operating models are selected.

Workspace Typologies

2.1 There are three broad employment space categories – office, industrial and light industrial. These all have 'conventional' typologies that cater for more established and/or corporate occupiers. There are

other 'conventional' commercial use types (e.g. retail and leisure uses) but these are not considered in this report as they typically have lower employment densities and do not face the same supply and demand issues.

2.2 While most employment space categories are under pressure in London, the scale and nature of occupiers in 'conventional' spaces means they are more resilient to market fluctuations than smaller and more local enterprises. The private sector also has a long tradition of providing these spaces in viable and attractive locations.

2.3 Smaller and independent businesses, in contrast, typically operate closer to the margins and are more sensitive to any changes in rents and lease terms. This is noteworthy as small businesses account 99.8% of all enterprises in London, generate around half of all business turnover and sustain over half of all employment[3].

2.4 A number of specialised employment space typologies have emerged over the last two decades to meet the demand and needs of smaller and independent businesses – these are typically referred to as 'workspaces'. These range from managed workspace targeted at digital businesses (e.g. the Chocolate Factory in Wood Green) through to maker spaces for creative production businesses (e.g. Bloqs in Meridian Water). They tend to be targeted at specific sectors and aim to meet the needs of similar types of businesses. While there are significant differences between typologies (as highlighted in Table 2.1), there are some commonalities:

- They are typically traditional office or industrial spaces sub-divided and let to multiple tenants;
- They are generally targeted at smaller businesses and entrepreneurs;
- They tend to be operated by multi-skilled workspace providers, often at slim margins;
- They can be operated in a light touch way, or intensively like a members' club;
- They offer flexible terms to tenants; and,
- They promote networking and collaboration between different occupiers.

2.5 While the size, nature and diversity of the workspace market has increased in recent years, it is still evolving and the role of the private sector is smaller than in the 'conventional' employment space market. Due to this, and the importance of retaining more marginal small businesses, local authorities in London have become more involved in supporting the delivery of workspace in recent years through both policy and practice - which is why it is the focus of this study. There are a number of benefits to local authorities in bringing workspace forward – for example:

- They support economic development ambitions by attracting businesses to an area;
- They encourage entrepreneurship and innovation which are cornerstones of economic growth;
- They can be self-financing as income can cover operational costs;
- They can diversify high streets and increase footfall when in town centres; and,
- They often deliver social value and can be new community anchors.

These benefits are explored in more detail in Chapter 6 *What is 'affordable' workspace and how is it defined across London?*

[3] Greater London Authority, The Affordability Crisis (2018)

Table 2.1: Workspace Typologies

Typology	Description	Site/Location Requirements ('Success Factors')	Relevant Broad Sectors	Example Workspaces
Co-Working Spaces / Serviced Offices	Co-working spaces provide a combination of workplace and supporting facilities with easy in-out contractual conditions. The renting of space is set up to attract users who require ad hoc and short-term access to workstations and supporting facilities such as meeting rooms. The format of space is primarily open plan and of an informal setting, aimed at facilitating an interactive and creative networking environment to form a sense of community among users. A serviced offer is similar, and includes all amenities a business could need, but may have private rooms as well.	• Proximity to residential areas and/or strong public transport connectivity desirable as many start-ups seek to locate close to where their founders live • Can be located in mixed-used neighbourhoods as they are compatible with other uses and amenities (i.e. residential, retail and F&B uses) • Large-open plan stock is preferred to support the required desk space – refurbished spaces can be suitable where done to a good standard • Work best in established business locations for networking, collaboration and co-location reasons • Require strong digital connectivity	Professional, Finance and Technical Activities; Financial and Insurance Activities; information and Communication; Real Estate Activities; Administrative and Support Service Activities; Creative and Digital Activities	Platfo9m, Brighton (Platfo9m); Business Lounge, Wood Green (LBH); Tripod, Brixton (Meanwhile Space); WeWork, Various; Workspace Group, Various; Bloom Space, Rugby (Bloom); Clockwise, Wood Green (Clockwise)
Managed Workspace	Managed workspaces provide formal, individual, and private spaces for small and start-up businesses complemented by a number of shared facilities such as meeting rooms and reception services. They tend to offer ready-furnished office space, with internet and phone lines pre-connected and devices already equipped. The main difference between serviced and managed workspace is that the former includes *all* amenities a business would need, whereas managed space provides basic amenities. In reality many managed workspaces also incorporate some co-working space to cater for different types of occupiers.	• Require well connected and accessible locations so businesses can access their core markets efficiently • Work best in established business locations for networking, collaboration and co-location reasons • Occupiers tend to demand strong service and amenity provision, so locations close to town centres preferred • High quality space is in highest demand as many businesses using these spaces are beyond the start-up phase • Can be located in mixed-used neighbourhoods as they are compatible with other uses and amenities (i.e. residential, retail and F&B uses) • Require strong digital connectivity	Professional, Finance and Technical Activities; Financial and Insurance Activities; information and Communication; Real Estate Activities; Administrative and Support Service Activities; Creative and Digital Activities	International House, Brixton (3Space); The Print Rooms, Borough (Workspace); Universal Workspace, Borough (Hubble)
Incubators/Accelerators	Incubator spaces are designed to actively support the growth of start-ups or businesses in their early stages of development. A distinguishing feature of an incubator is the provision of business support. Support offered includes services such as training in areas such as business management (including cash flow, marketing), business mentoring and help with access to funding. Accelerator spaces are similar in that they typically provide space to start-up businesses or existing businesses (which might have been operating for several years) with the potential for fast growth and good financial returns. A key	• Proximity to higher education institutions or venture capital businesses desirable to support innovation and fundraising • Require accessibility to city centres and business districts via public transport for networking and collaboration • Occupiers tend to demand a strong amenity offer, particularly where this supports networking, collaboration and innovation • Can be located in mixed-used neighbourhoods as they are compatible with other uses and amenities (i.e. residential, retail and F&B uses)	Professional, Finance and Technical Activities; Financial and Insurance Activities; information and Communication; Real Estate Activities; Creative and Digital Activities	Bathtub2Boardroom, Old Street; The Trampery, Tottenham; CEME Innovation Centre, Basildon; Maidstone Innovation Centre, Maidstone (Maidstone Borough Council);

	differentiator is the competitive nature of the selection process and dedicated support provided by the space management and/or investors who working closely with the business to guide their growth. In return for access to space and business support an accelerator typically requires an equity stake.	• Space needs to be tailored to the needs of the occupier market • Require strong digital connectivity		Hethel Innovation Centre, Norwich (Hethel Innovation); Tottenham Green Enterprise Centre, Tottenham
Creative Studios	Creative studios offer small independent units for creative activities. They tend to be cellular and part of a community of likeminded businesses grouped in a single location. There are two prominent types of creative studio: **Artist studios:** These provide small spaces for art, craft and making activities. They are typically more affordable given the target market generally generates lower revenues that other types of economic activity; **Creative/digital studios:** These provide small and open office type studios for service-based production activities such as architecture, graphic design and publishing. There are also a range of other activity-specific creative studios (e.g. music, dance, theatre) that often operate independently. There are also hybrid studios that bring together different types of creative activity in one place.	• Well-connected secondary locations where values are low are suitable to most artists and some creatives to reduce costs to creative occupiers • Different types of contexts (e.g. town centres, mixed-used developments, industrial estates) can be suitable depending on the nature of activities being undertaken • Studios of varying sizes are helpful so that occupiers can move studios to flex their practice if needed • Places with an existing creative ecosystem and strong supporting amenity offer are most desirable though not essential given cost pressures • Require strong digital connectivity	Creative and Digital Activities	Gaunson Creative Studios, Tottenham (PJR Creative Studios); Deptford Foundry, Deptford (Second Floor Studios); Grafton Road, Croydon (Artist Studio Company), Set Woolwich, Woolwich (Set), Ardleigh Studios, Essex (ACAVA)
Maker Facilities	Maker-type facilities offer a range of shared facilities, tools and equipment for small businesses to use. The most common type is more affordable space targeted at small creative production businesses undertaking light industrial craftwork. They tend to have an 'open workshop' format and are essentially co-working spaces for manual activities. A range of tools, work stations and supporting facilities are provided on a relatively affordable basis. A more niche type are commercial makerspaces targeting higher-value and more innovative business activities. These respond to the fact that production activities have become more sophisticated in recent years, and prototyping and experimental space is now in higher demand. These spaces provide more modern and expensive equipment (e.g. laser cutting, 3D printing, electronics, heavy tools etc). Maker type facilities tend to operate on membership-based models, however some small individual units sometimes provide anchor tenants and secured income streams	• Space needs to be able to accommodate the broad range of tools and equipment occupiers require as well as workbenches and stations • Proximity to residential areas and/or strong public transport connectivity desirable as many businessowners will look to work relatively close to where they live • Proximity to education, business support, engineering and design services are critical to support making activities • Industrial locations can be more suitable than mixed-used neighbourhoods for heavy production activities, but lighter activities can be suitable in more residential areas with careful mitigation • Road access and proximity to suppliers is crucial for occupiers	Creative and Digital Activities	Bloqs, Meridian Water (Building Bloqs); South London Maker Space, Herne Hill; Makerversity, Westminster; Made in Hackney, Hackney
Flexible Kitchens	There are two broad types of flexible kitchens – community/independent kitchens and commercial kitchens.	• Space needs to be accessible to users – well-connected industrial locations are suitable for commercial kitchens, but town centres close to where people live are more	Accommodation and Food Service Activities	Maida Hill Place, Harrow Road (Westminster

	The former are targeted at start-up food businesses and private users, and are typically offered at hourly rates. Users have access to a fully equipped kitchen that they can access on a basis that suits them. The latter are targeted at established small food businesses that need flexible space on a regular basis. They are typically available to book by the day or on a monthly rolling subscription. They tend not to offer dining space as well, whereas community/independent kitchens sometimes provide these to support businesses to experiment and test new ideas.	advantageous for community kitchens particularly where dining facilities are provided • Road access and proximity to suppliers is crucial for occupiers who need to access ingredients and equipment on a just in time basis • Space needs to be able to accommodate a fully serviced kitchen and all associated health and safety features (e.g. ventilation, fire escapes, temperature control etc) • Proximity to anchor institutions and employers can be beneficial for businesses looking to supply local organisations		Artisans); The London Cooking Project, Battersea; Run the Box, Hackney; The Olive Grows, Acton
Laboratory Space	Flexible laboratory spaces are targeted at advanced science and technology businesses and allow start-ups and established organisations to research, develop and experiment. There are two main types – wet labs and dry labs. Wet labs offer facilities for activities involving chemicals and potential 'wet' hazards. These spaces need to be carefully designed, constructed and controlled to avoid spillage and contamination and have high up-front investment costs. Dry labs are targeted to computer-based activities and are used for analytical purposes.	• Proximity to higher education institutions or venture capital businesses desirable to support innovation and fundraising • Require accessibility to city centres and business districts via public transport for networking and collaboration • Occupiers tend to demand a strong amenity offer, particularly where this supports networking, collaboration and innovation • Combination of wet and dry facilities are favoured to ensure a business can operate all aspects of its operations from a single site	Professional, Scientific and Technical Activities	Open Cell, Shepherds Bush (SynbitCITE); Queen Mary Innovation Lab (Queen Mary University); London Biosciences Innovation Centre (Royal Veterinary College)

Workspace Operators

2.6 Many early workspaces were set up and run by local authorities, economic development agencies, universities and/or not-for-profit organisations to support innovation and enterprise in their locale. Examples include the St John's Innovation Centre in Cambridge and Bathtub 2 Boardroom in Bethnal Green.

2.7 Business needs, demands and requirements have, however, changed and increased over time leading to a rise in specialist workspace operators who now run and manage most sector-specific space across London – businesses are attracted by their flexible terms and collaborative environments. The private sector has also realised the opportunities presented by the workspace market and several prominent commercial organisations now operate in this space (e.g. WeWork, Regus, Workspace and the Office Group).

2.8 There are six main types of operator, ranging from commercial organisations focused on securing profit through to community-focused organisations aiming to deliver social value to local communities (see Figure 2.1). As the table overleaf illustrates, each has a different profile in relation to access to capital, appetite for risk, organisational capacity, profit requirements, space needs and target occupiers.

2.9 The suitability and appetite of each operator to take on space therefore depends on the nature of the opportunity – particularly in relation to its aims, location, floorspace, layout, rates and target sectors. Careful consideration is required from the outset of any project to determine the most suitable target operators, and soft market testing and engagement can be a helpful part of this.

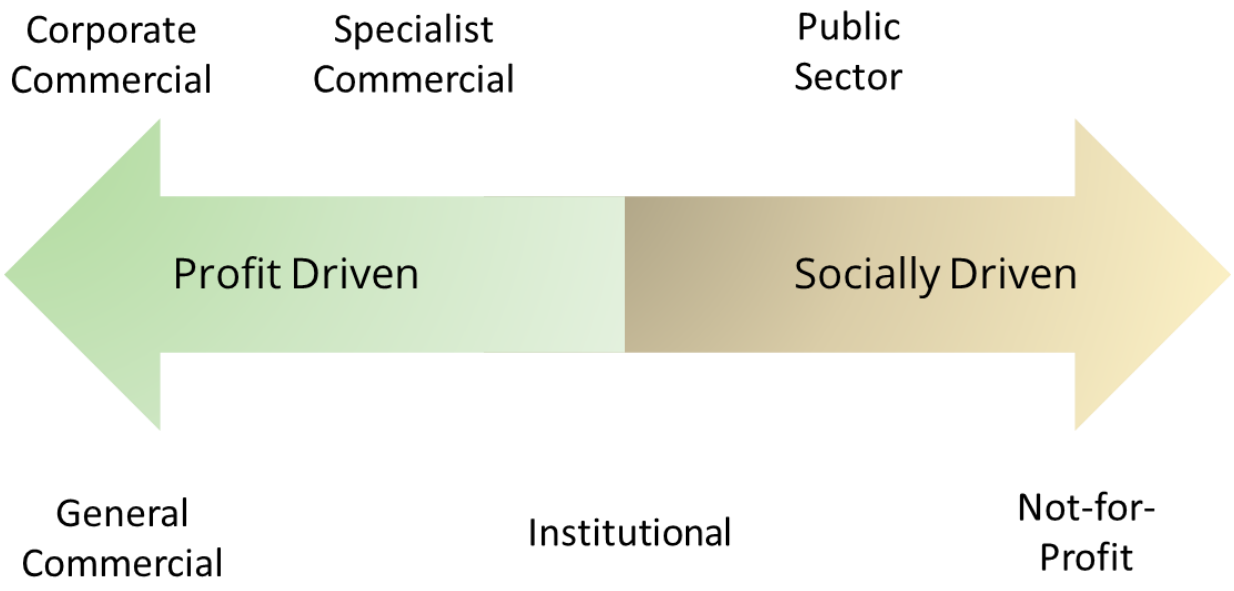


Figure 2.1: Primary Drivers of Different Workspace Operators

Table 2.2 Different Workspace Operator Types[4]

	Example Operators	Typical Typologies	Building Types	Business Maturity	Pros	Cons
Corporate Commercial	WeWork, Workspace, Regus, The Office Group	Co-working; managed workspace	New and refurbished	Established	Strong human and capital resources High levels of expertise and institutional experience	Memberships can be costly for occupiers Tend to only locate in prime business locations
General Commercial	Trampery, The Collective, Bloom.space	Co-working; managed workspace	New and refurbished	Established, Start Up and Pre Start Up	Strong human and capital resources High levels of expertise and institutional experience Target a broader market than corporate occupiers	Memberships can be costly for occupiers Tend to only locate in prime business locations Not targeted at local businesses
Specialist Commercial	MAKLab, Makerversity, Google Campus	Incubator/accelerator; co-working; maker space	New	Established, Start Up and Pre Start Up	Typically provide support services to support enterprise and business growth High level of sector specific expertise	Tend not to focus on supporting local businesses and enterprise Typically in specific sectors and services
Institutional	Wellcome Trust, Imperial College, Queen Mary University of London	Incubator/accelerator space; lab space; managed workspace; co-working	New	Established, Start Up and Pre Start Up	Tend to offer strong links to anchor institutions and the knowledge/expertise they hold High levels of expertise and sector specific understanding Occupiers can access ideas to support innovation and growth	Often rely on grants and funding to start-up Few examples and precedents to learn from High upfront and on-going costs
Public Sector	Various	Co-working; incubator/accelerator	New and refurbished	Established, Start Up and Pre Start Up	Able to guide the vision and aims to address local needs and aspirations Typically offer low-cost membership to support small and local businesses Tend to focus on delivering social value and addressing disadvantage	Limited human and capital resources Often lack the sector specific knowledge and expertise required to fully meet sector needs and requirements Complex and difficult for public sector to run collaborative spaces, and outside typical remit, so rarely implemented
Not-for-Profit	Bathtub2Boardroom, 3Space, Interim Spaces, Meanwhile Space	Co-working; managed workspace; incubator/accelerator; creative studio; creative studio	Refurbished	Established, Start Up and Pre Start Up	Typically offer low-cost membership to support small and local businesses Tend to focus on delivering social value and addressing disadvantage	Tend to rely on external funding and/or heavy market discounts Can find it difficult to access the funding required to activate space

[4] There are several not-for-profit specialist workspace operators that focus on meanwhile projects (e.g. Meanwhile Space, 3Space, The Utilize Project, Interim Spaces, Makeshift). These typically involve activating unused or underutilised buildings and sites as temporary workspaces or alternative high street concepts (e.g. PopBrixton, Peckham Levels, Spark:York) until they are re-developed or re-used on a permanent basis. Most operators in this field operate on a not-for-profit basis and aim to provide low-cost workspace for start-ups, social enterprises and entrepreneurs, and to support them to grow and prosper. These projects are typically active for one to five years, though there are variations, and the length of the lease agreed strongly influences the level of investment that can be made by operators and occupiers in fit out.

Workspace Operating Models

2.10 Traditional industry practice for 'conventional' employment space has involved property owners leasing their space to management companies or operators on long leases which include clearly defined roles and responsibilities.

2.11 The rise in newer workspace operators, alongside the evolution of the wider commercial property industry, has led to the emergence of more creative leasing structures and operating models that are linked to specific opportunities and vary in terms of risk, reward and outlay.

2.12 Five of the main models used in the workspace industry are set out below and demonstrate the different arrangements that exist. Most operators have a preferred operating model, but some are flexible depending on the nature of an opportunity. The most suitable operating model varies based on the opportunity and this should be considered from the outset of a project.



Lease Model: This traditional approach involves an operator signing a lease contract with the property owner who makes payments in line with lease terms. Most operators experience negative cash flows during initial months due to significant up-front build-out expenses. This is commonly used for commercial co-working typologies.



Joint Venture Model: This involves a workspace operator and property owner entering into a joint venture agreement where the owner, as the investing partner, contributes most of the initial investment and the operator has management control of the space with a smaller upfront investment. The joint venture splits profit, and this will usually be disproportionately allocated to the property owner due to their higher upfront investment. There is an important common interest as both parties will be working toward similar outcomes.



Management Model: This involves a workspace operator and property owner entering into a management agreement. Unlike in the Joint Venture, the property owner is responsible for *all* capital investment *and* is required to reimburse all operational costs. The operator is responsible for the design and operation of the space only, as well as marketing, sales, events and community building. The operator does not generally contribute upfront capital but earns a management fee which often has built in incentives for strong financial performance. This type of agreement is being increasingly used by large-scale property owners, including IWG.



Franchise Model: In this model a property owner is responsible for all capital investments and operates the space under the banner of a larger operating company. As the franchisee, the property owner pays a franchisor a fee to use its brand, network and technology. The operating company provides expert guidance, staff training and on-going support.



Owner-Operator Model: This involves two cases – (1) an owner-operator purchases a property which it then activates; and, (2) an owner opens and operates a workspace in an existing property it owns. The latter is more commonly seen in practice given the capital requirement of real estate investment is higher than the profit levels that can be realised through running a workspace.


FLORENTIA
CLOTHING VILLAGE
EST 1983
CHAMBERS STUDIOS
1-5
TAVISTOCK ROAD
FLATS 1-10
FOOTWAY
CLOSED
AHEAD
FLORENTIA

3. What are the characteristics of Haringey's economy?

Chapter Summary

This chapter provides an overview of the characteristics of Haringey's economy, and considers how it has changed over time. This is to provide a contextual understanding of the business and employment base in the borough, and to inform the prioritisation of both sectors and workspace typologies in LBH as set out later in this report. Key messages include:

- Haringey is home to around 12,900 businesses that employ c71,000 people in total. The main employment nodes 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, and within the borough's larger town centres.
- Around 94% of Haringey's businesses 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 incorporates *all* of Haringey's businesses from high street retailers to distributors. The rest of the business base is made up of small (5%) (10-49 employees) and medium-sized businesses (50-249 employees) (1%).
- Over the last five years of available data the borough's total employment base has declined by -1%, while employment *increased* across Inner London (+5%) and Outer London (+2%) over the same period.
- Haringey's economy is, however, 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.
- 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 the local economy.
- The borough does, however, have some important growing and/or specialised sectors that present opportunities for its future economy. These include Property, Wholesale, and Arts, Entertainment & Recreation. This is coupled with the fact that the borough also has comparatively strong business start-up and survival rates indicating that it is a good place to start a business.
- Haringey's economy also has some specialist areas of economic activity that are not captured in broad sector data. These include Fashion Manufacturing, Film, TV, Radio & Photography, Food Preparation and Music & Performing Arts. Fashion Manufacturing has experienced significant decline (-66%) over the past five years.
- Looking beyond the data, it is clear that 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 Tailoring Academy and Albion Knits located in the Haringey Warehouse District. The borough also has unique business specialisms across the spectrum of creative production, from music production to crafts and making. Notable businesses in this area include Beavertown Brewery (Tottenham Hale), Planck Music (Wood Green), Whitelight Production (Hornsey), Sound Disposition (Tottenham Hale) and Redemption Brew (North Tottenham).

Implications for Haringey

- Ensuring that the borough has a sufficient supply of employment space and workspace will be important to address recent economic decline.
- The borough has some clear opportunity areas and clusters of economic activity that can be used to build a stronger and more diverse local economy.
- Future workspace delivery should focus on the borough's large number of micro- and small- businesses, particularly those that have the potential to grow and generate more 'good' jobs for the borough.

- It will be important to prioritise certain sectors for future workspace opportunities given the diversity and breadth of economic activity in the borough and the limited number of opportunities that will be available.
- Sectors that are important to the local economy but in decline should be supported through the provision of a sufficient quantum of suitable workspace, as well as growing and specialised sectors that can help drive a more modern and higher-value local economy.
- A diverse array of workspace typologies should be provided to cater to the wide-ranging and divergent needs of both broad and niche opportunity sectors.
- There is an opportunity to provide new uses on the high street to support their evolution and diversification, particularly given the macro- and micro-economic pressures facing the retail industry.

Economic Context

3.1 Haringey is home to around **12,900** businesses that employ **c70,000** people[5]. The main employment nodes are in the east and centre of the borough (see Figure 3.2) around North Tottenham, Tottenham Hale, South Tottenham, Wood Green and Haringey.

3.2 These areas are home to nearly all the borough's Strategic Industrial Locations[6] (SILs), Locally Significant Industrial Sites (LSISs)[7] and Local Employment Areas (LEAs)[8]. Examples include:

- Brantwood Road SIL;
- North East Tottenham SIL;
- Marsh Lane SIL;
- Millmead & Lockwood SIL;
- Lindens/Rosebery Works LSIS;
- Rangemoor Road LSIS;
- White Hart Lane LSIS;
- Queen Street LSIS;
- South Tottenham LSIS;
- Vale/Tewkesbury Road LSIS;
- Willoughby Lane LSIS;
- Wood Green LEA;
- Ashley Road LEA; and,
- Crusader Industrial Estate LEA.

They are also home to some of the borough's largest town centres, including Wood Green, Bruce Grove/Tottenham High Road, Green Lanes and West Green Road/Seven Sisters.

3.3 There are also small clusters of employment activity in the more residential western parts of the borough, most notably Crouch End, Muswell Hill and Highgate. Most activity here occurs within town centres, *outside* of major employment or industrial sites though there are small number of industrial estates.

[5] Please note that business figures do not include sole traders as the Business Register of Employment Survey, where this data comes from, does not incorporate these entities.
[6] Strategic Industrial Locations (SILs) are employment sites that are protected at the London level to ensure that the city as a whole provides sufficient sites, in appropriate locations, to meet the needs of industrial and related sectors.
[7] Locally Significant Industrial Sites (LSISs) are employment sites that are important to a local economy that a local authority will safeguard for a range of industrial uses (B1 (b), (c), B2 and B8) where they continue to meet demand and the needs of modern industry and business.
[8] Local Employment Areas (LEAs) are areas where the Council will support proposals for mixed-use, employment-led development. There are fewer restrictions than SILs and LSISs about the nature of employment expected on these sites.

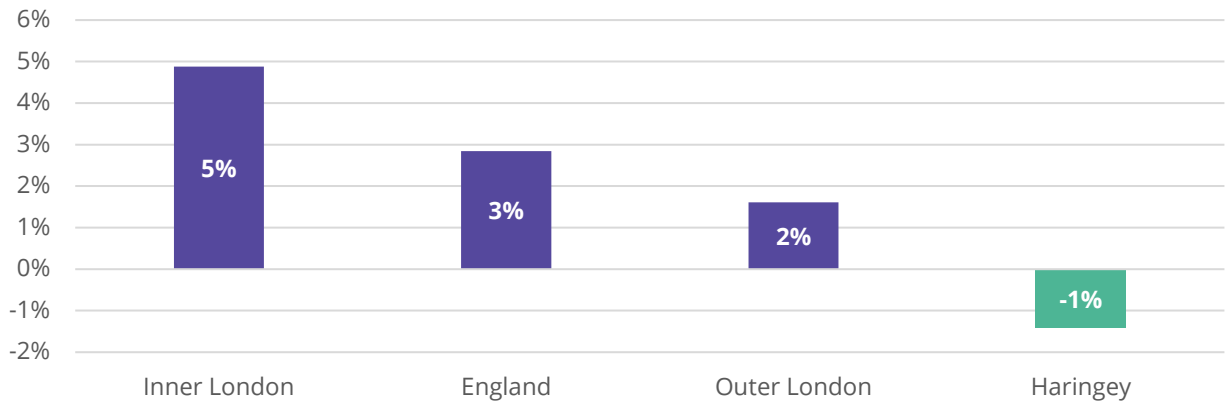


Figure 3.1: Employment Change, 2015-2020

Source: ONS. *Business Register and Employment Survey* (2021)

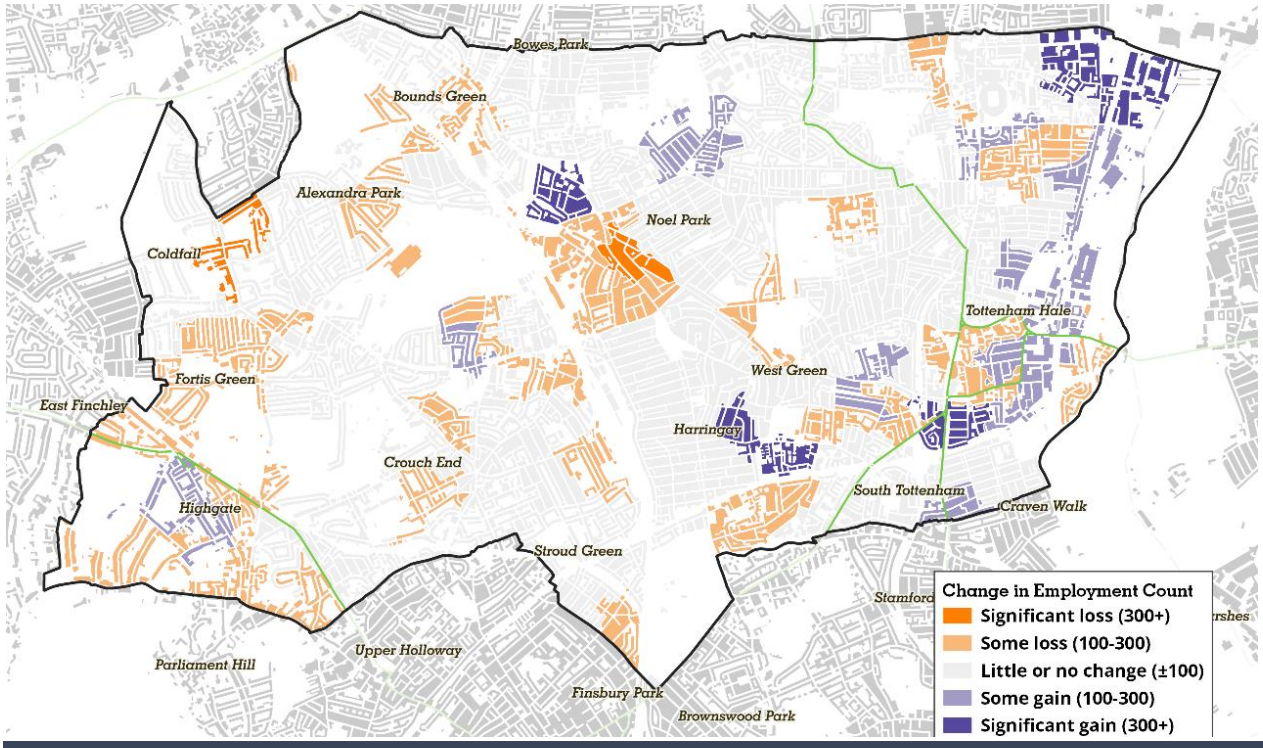


Figure 3.2: Employment Change Map, Haringey, 2015-2020

Source: ONS. *Business Register and Employment Survey* (2021)

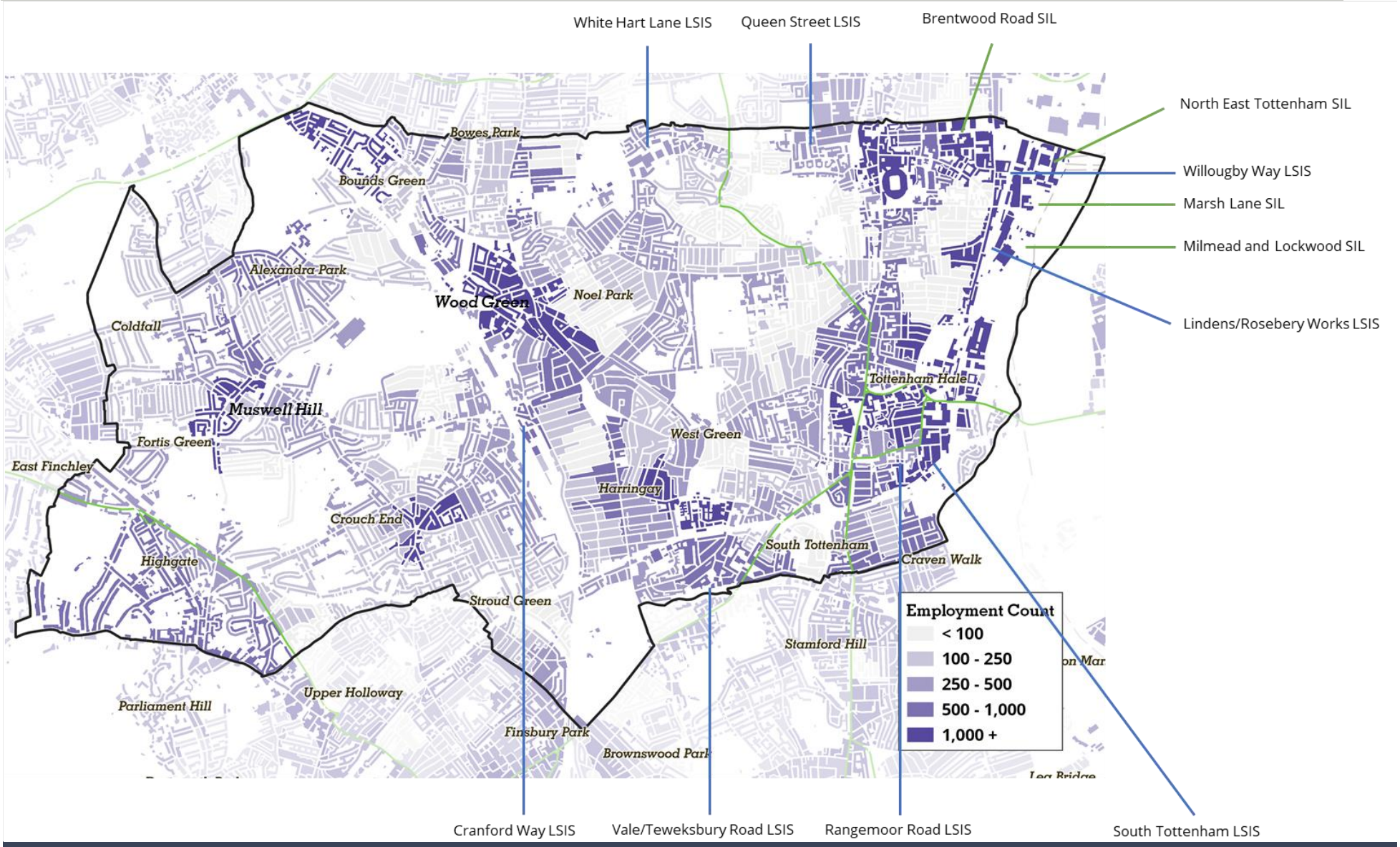


Figure 3.3: Employment Count Map, Haringey, 2020

Source: ONS. *Business Register and Employment Survey* (2021)

3.4 Over the last five years of available data (2015-2020) the borough's employment base has declined by **-1%**, which is equivalent to a loss of around **-1,000** jobs. This started *before* the pandemic as evidence shows that employment fell by **-2,000** between 2016 and 2017 before stabilising in subsequent years. The areas that have experienced the greatest employment loss over this period are Wood Green (-550 jobs), Muswell Hill (-375 jobs) and Highgate (-150 jobs) – this links to a loss of employment space in these locations, and the declining performance of foundational sectors (i.e. retail and education). Data from 2019-2020 suggests that the early part of the COVID-19 pandemic did not have a significant impact on employment, though this may reflect lags in data collection[9]. In contrast, employment *increased* across Inner London (**+5%**) and Outer London (**+2%**) over the same period and the country as whole.

3.5 The number of businesses in Haringey has increased by **+12%** over this period. This is in line with Outer London (**+13%**) and Inner London (**+11%**) and above the national average of **+9%**. It is, however, below the rate of growth observed in the five years preceding the pandemic (**+15%**) as set out in the borough's *Economic Strategy Evidence Base* (2020). It has also not translated into employment opportunities for local people, suggesting most new businesses are micro-businesses with low numbers of employees.

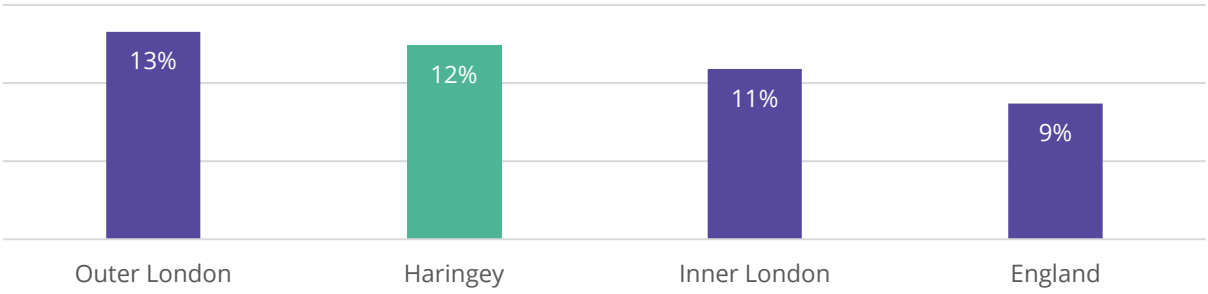


Figure 3.4: Business Change, 2016-2021
Source: ONS. *UK Business Count* (2021)

Business Profile

3.6 Haringey's economy is dominated by micro-businesses that employ up to ten people[10]. Around **94%** of businesses are of this size, which a higher proportion than seen across Inner London (**88%**), Outer London (**93%**) and England as a whole (**90%**). Examples include Josie Roth (Tailor), Jessica Buttons (Button Wholesaler), Studio I Am (Installation Production) and Cloud and Horse (Set Design).

3.7 The rest of the borough's business base is made up of small businesses (**5%**), employing between 10 and 49 people, and a very small proportion of medium-sized businesses (**1%**) that employ between 50 and 249 people. This is in line with trends across Outer London, but Inner London and England have larger proportions of small businesses (**9%** and **8%** respectively) and medium-sized businesses (**2%** and **2%** respectively). There are almost no large businesses employing over 250 people in Haringey.

3.8 Local business growth has been primarily driven by micro-businesses over the last five years. Since 2016 the borough has seen an additional **+1,380** micro-businesses – equivalent to **+13%** growth. This is higher than the rate experienced in both Inner London (**+11%**) and England (**+9%**), but slightly below the average for Outer London (**+14%**).

3.9 The borough has also seen a modest increase in the number of small- and medium-sized businesses over this period (**+5%** and **+7%** respectively). It has seen almost no growth in the number of large businesses, reflecting the importance of Micro and Small Enterprises (MSEs) to Haringey's economy.

[9] Workspace operators anecdotally report that most of their tenants are micro and small businesses owned and operated by people living locally. As they grow, it is reported that many move to more central locations to expand the labour pool they have access to.
[10] While micro-business employ *up* to ten people, most employ fewer than this. Those businesses that are smaller tend to be more precarious and are often disproportionately impacted by changes to their expense base.

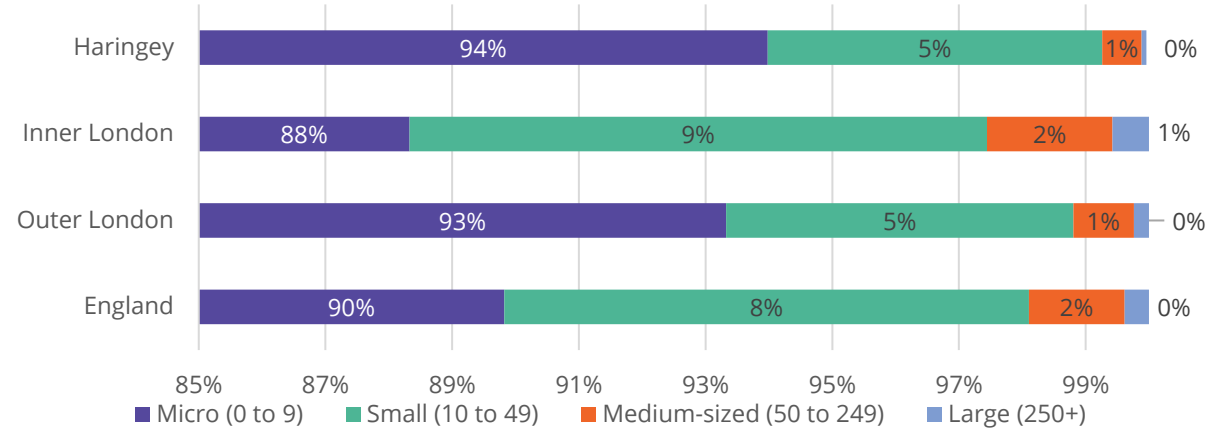


Figure 3.5: Business Size Profile, 2021

Source: ONS. *UK Business Count* (2021)

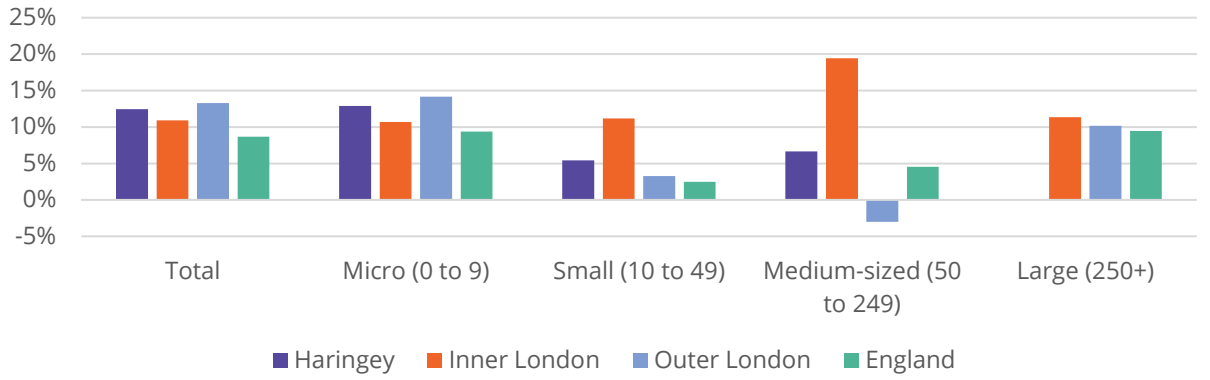


Figure 3.6: Business Size Profile Change, 2016-2021

Source: ONS. *UK Business Count* (2021)

3.10 This growth in the business base has been underpinned by higher levels of business registrations than de-registrations over the past five years. While there have been some changes in the number of registrations as a proportion of the total business base over time, they have been consistently above de-registrations over this period[11].

3.11 This is reflected in comparatively strong business survival rates in the borough. Data shows that five-year business survival rates are **41%** which is in line with the Outer London and England averages (**40%** and **39%** respectively) and well-above the Inner London average (**34%**). This indicates that the borough is a comparatively good place to start-up and grow a business.

[11] Even though business registrations as a proportion of the total business base have declined since 2015, absolute figures (i.e. the number of business registrations) have not changed much over this period. The proportional changes observed more reflect the growth in the overall business base as previously discussed.

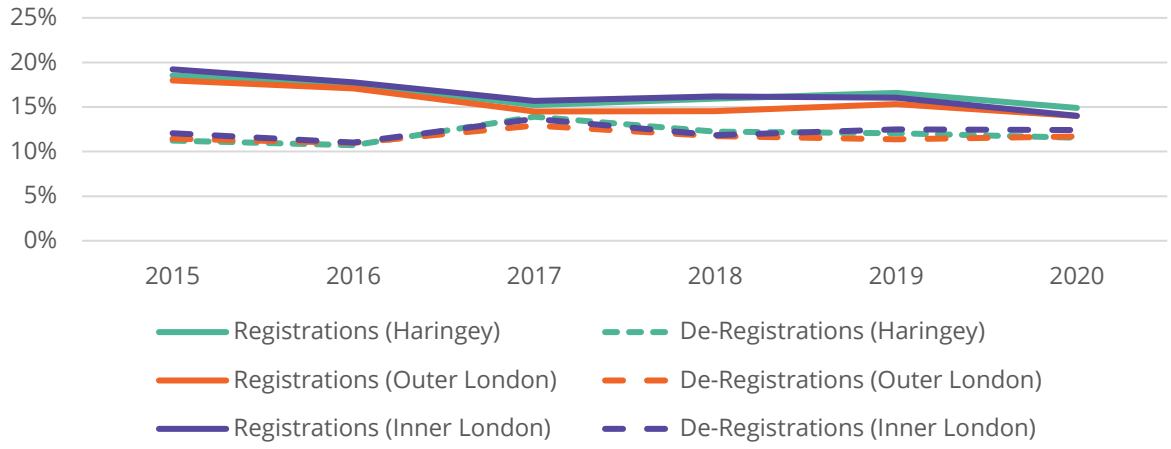


Figure 3.7: Business Registrations and De-Registrations as a proportion of the total business base, 2015-2020

Source: ONS. *Business Demography* (2021)

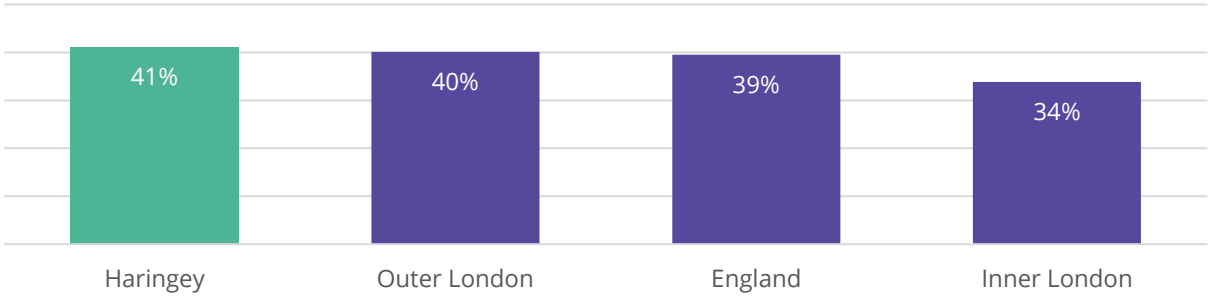


Figure 3.8: 5-year Business Survival Rates (established in 2015)

Source: ONS. *Business Demography* (2021)

Economic Mix

3.12 Haringey's economy is highly diverse and characterised by a wide 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. Key anchors in these sectors include St Anne's Hospital, The Mall Wood Green, Tottenham Hale Retail Park and The College of Haringey, Enfield & North East London. These perform a vital service function for the local population, and provide a wide range of 'good' jobs, but do not deliver as much economic value per worker to the local economy as other sectors.

3.13 Higher-value and higher-wage office-based sectors, such as Professional, Scientific & Technical Activities, Information & Communication and Finance & Insurance, employ fewer people in Haringey and do not play such a big role in the economy. They also make up a smaller proportion of the employment base than in both Outer and Inner London.

3.14 Industrial sectors, however, do play an important role and some of these do have relatively high levels of economic output. Supported by the borough's SILs and LSISs, there is proportionally more employment in sectors such as Wholesale, Manufacturing and Transport & Storage than across Outer and Inner London. Much of this activity is located to the east and south of the borough (e.g. in the Haringey Warehouse District and Milmead and Lockwood SIL).

3.15 Higher-value sectors are a more important part of the business base. There are large numbers of Professional, Scientific & Technical, Information & Communication and Arts, Entertainment and Recreation businesses, which suggests that there is important business activity in these areas but this does not translate directly into large number of employment opportunities.

3.16 Over the past five years of available data some of the borough's largest employment sectors have declined. The most significant employment losses have been seen in Business Administration & Support Services (**-33%**) and Education (**-22%**). These trends are much more pronounced locally than seen at the national level. The borough has also seen employment losses in more defining and specialised sectors such as Manufacturing (-**13%**) and Arts, Entertainment, Recreation (**-10%**).

3.17 Employment growth has, in contrast, been strong in some parts of the foundational economy driven by population growth such as Health (**+14%**), with significant growth across supporting services including Transport & Storage (**+43%**), Construction (**+50%**) and Accommodation & Food Services (**+17%**). Higher-value sectors are more mixed in performance, with strong growth in Professional, Scientific & Technical (**+11%**) but no growth in Information & Communication (**+0%**).

3.18 More broadly the borough has some important growing and/or specialised sectors that present opportunities for its future economy. For example:

- Wholesale has **1.5x** as many employees than represented in the national economy and has seen a **+14%** increase in employment over the past five years of available data;
- Transport & Storage has **1.4x** as many employees than represented in the national economy and has seen a **+43%** increase in employment over the past five years of available data; and,
- Arts, Entertainment & Recreation has **1.5x** as many employees than represented in the national economy *but* has seen a **-10%** decrease in employment over the past five years of available data.

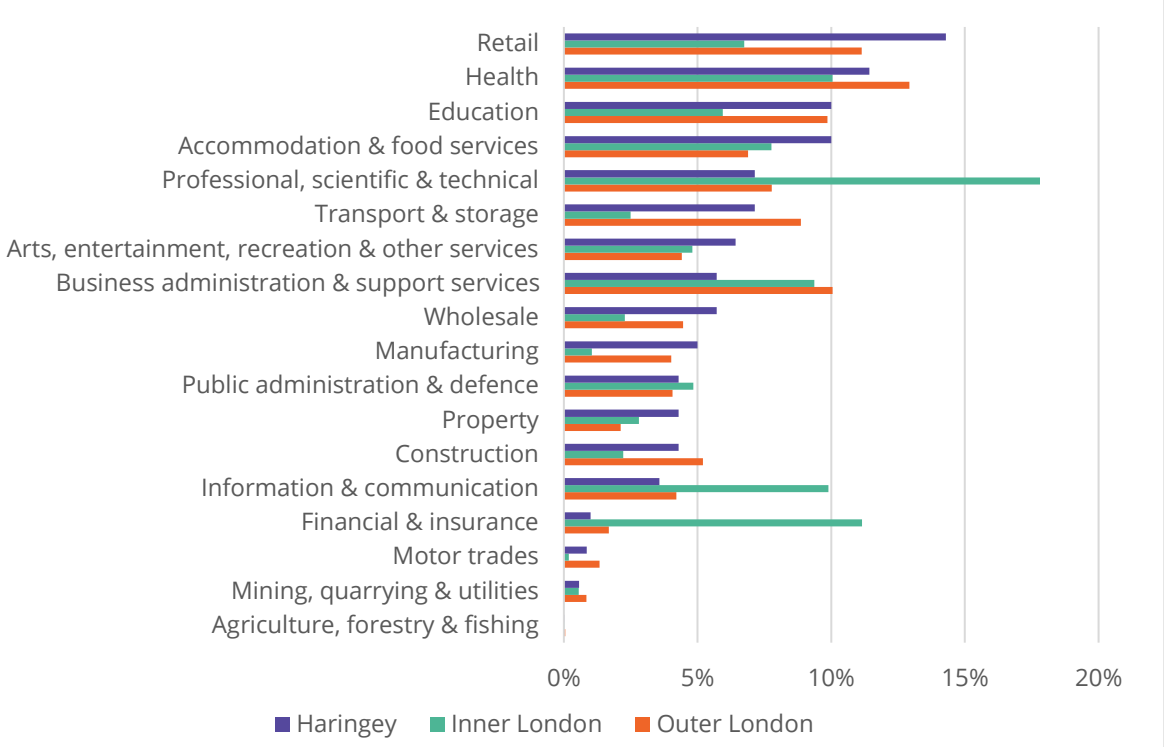


Figure 3.9: Employment by Broad Sector, Haringey, 2020

Source: ONS. *Business Register and Employment Survey* (2021)

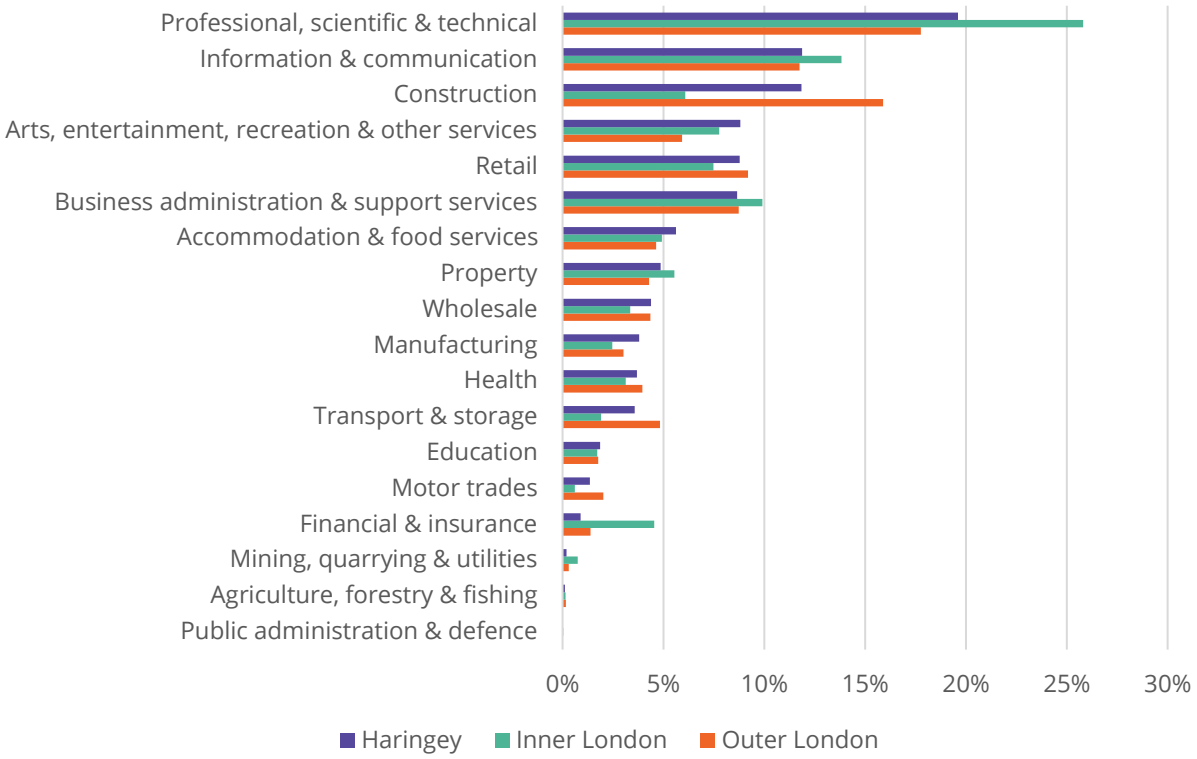


Figure 3.10: Businesses by Broad Sector, Haringey, 2021

Source: ONS. *UK Business Count* (2021)

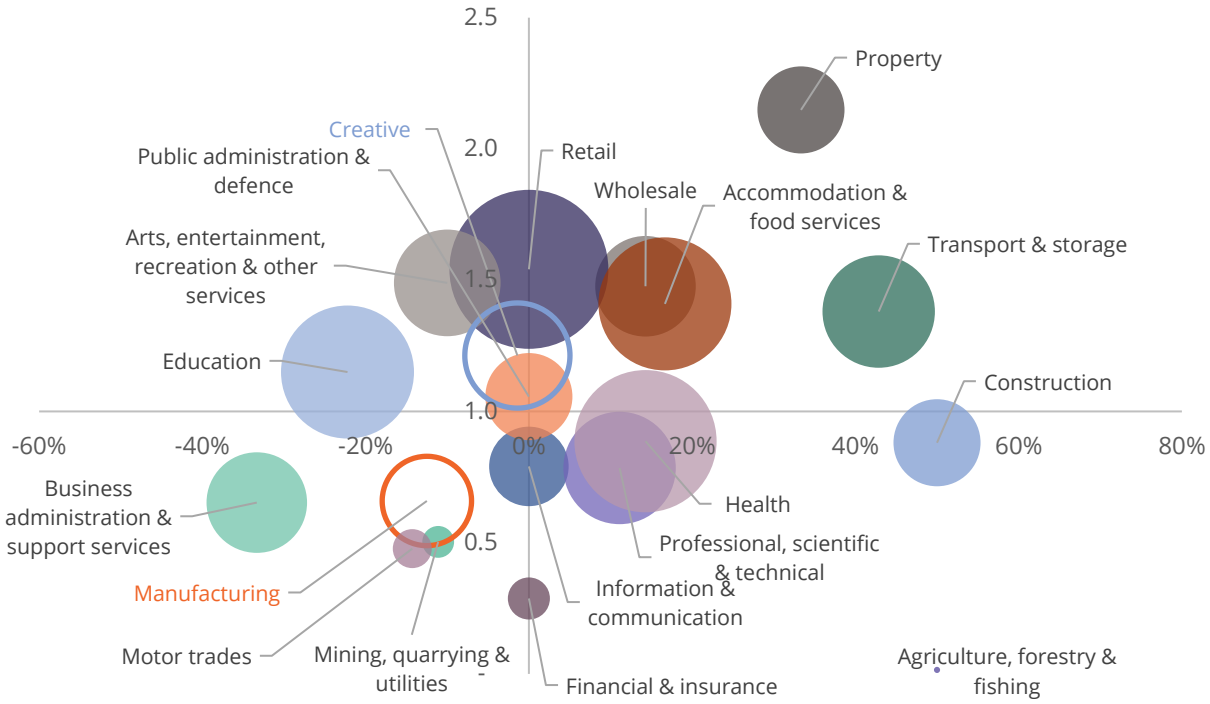


Figure 3.11: Employment By Size, Broad Sector and Specialism, Haringey, 2016-2020

Source: ONS. *Business Register and Employment Survey* (2021)

Note: X Axis = Employment growth, 2016-2020; Y Axis = Concentration of sector employment vs national economy.

3.19 Looking beyond the broad sector data presented, which is based on standard definitions from the Office for National Statistics, it is also clear that Haringey's economy has some specialist areas of economic activity that are not captured by these broad categories (see Figure 3.12 and Figure 3.13). Two of the most important cross-cutting sectors are the Creative and Manufacturing sectors which are made up of several more niche sub-sectors. These are explored in more detail below.

Creative Industries

3.20 The cross-cutting nature of the Creative Sector means that the industry is not wholly captured by traditional broad sector definitions. This study therefore uses the DCMS definition of Creative Industries, as well as the sub-sectors used in a previous study of the creative industry in Haringey to analyse the characteristics of the sectors[12]. Based on this definition, Haringey has around **4,775 creative employees** and **2,960 creative businesses** across a range of niche sub-sectors. Most notably:

- Film, TV, Video, Radio & Photography has 1,000 employees, which is **1.8x** as many employees than represented in the national economy, and it has experienced **+20%** employment growth over the same period;
- Fashion Manufacturing has 600 employees, which is **6.1x** as many employees than represented in the national economy, but has experienced **-66%** employment decline over the past five years;
- Music, Performing & Visual Arts has 800 employees, which is **2.8x** as many employees than in the national economy, but has experienced **+0%** employment growth over the same period; and,
- Design has **1.8x** as many employees than represented in the national economy, and has grown by **+20%** over the same period, but is still relatively small in terms of employees (300).

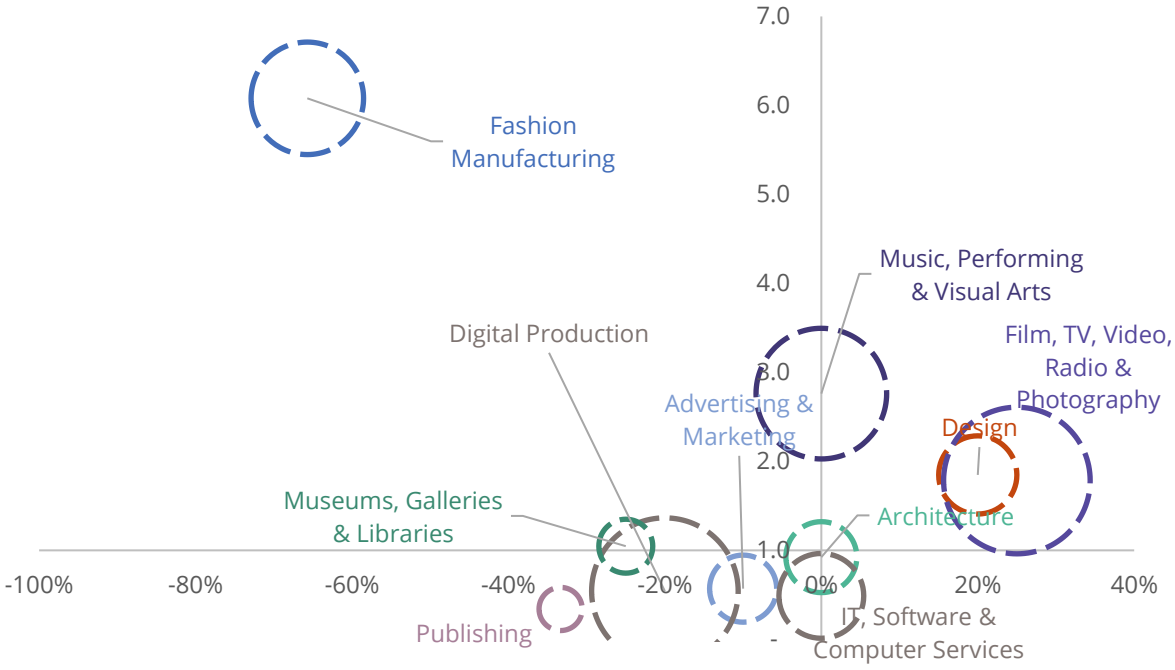


Figure 3.12: Creative Economy Employment By Size, Sub-Sector and Specialism, Haringey, 2020

Source: ONS. *Business Register and Employment Survey* (2021)

Note: X Axis = Employment growth, 2016-2020; Y Axis = Concentration of sector employment vs national economy.

[12] LB Haringey. Tottenham Creative Industries (2017)

Tottenham Creative Enterprise Zone

In 2019 Tottenham was one of six areas in London to be designated a Creative Enterprise Zone (CEZ). Supported by the Greater London Authority and LBH, the initiative designated areas of London as places where artists and creatives can:

- Find permanent affordable space to work;
- Be supported to start-up and grow; and,
- Learn creative sector skills and access pathways to employment.

It was designated as a CEZ because it has a strong creative sector. Evidence collected as part of the application process shows that 1 in 5 of Tottenham's residents work within the creative industries, notably in, Architecture, Design, Craft & Making, Music, Performing & Visual Arts and more.

Underpinned by a strong Fashion Manufacturing industry, between 2010-2015 Tottenham also saw growth across higher value creative industries including Film, TV, Video, Radio & Photography, IT, Software & Computer Services and Publishing[13].

Since becoming a CEZ the 'Made by Tottenham' initiative has been set up as a business directory aimed at supporting the local creative economy, freelancers and businesses by offering business advice and guidance, skills training and a platform for news, events and opportunities. Example businesses in the directory include:

Come Swap and Shop *Sustainable Fashion Subscription*	Blighty Workspace & Café *Office and Co-Working Space*	Bally Studios *Band Rehearsal Space*
Kyle Photography *Fashion and Event Photography and Videography*	José Hendo *Eco-sustainable fashion, design innovation, sampling and production studio*	Kira Social Media *Helping small businesses with their social media marketing*
Artist Hive Studios *Affordable Creative Studios*	London School of Furniture Making *Short courses in furniture making and design*	North London Makers' Market *Art, Design and Music Event*
OutThere *Travel magazine, content development and brand-engagement agency*	ROAR Architects *Architecture and Interiors Studio*	ADA Bakery *Cake Design*

Despite this local specialism, evidence presented as part of this study suggests that some of the borough's creative sub-sectors have experienced significant contractions in the number of jobs in recent years, with the creative sector as a whole experiencing a -21% decline (equivalent to -1,275 jobs) between 2015 and 2020. As the creative community is integral to Tottenham's character, this underlines the importance of retaining and supporting the creative industries in the area moving forward.

[13] [13] LB Haringey. Tottenham Creative Industries (2017)

Manufacturing Industries

3.21 Similar to the Creative industries, the Manufacturing sector is not entirely captured by traditional broad definitions and is comprised of a number of niche sub-sectors. Notable sub-sectors include:

- Food Preparation has 6,000 employees, which is **1.9x** as many employees than represented in the national economy and has experienced **+20%** employment growth over the past five years;
- Food Manufacturing has 1,000 employees, which has a similar presence as in the national economy but has experienced **+43%** employment growth over this same period; and,
- General Manufacturing has 600 employees and experienced **+20%** employment growth over this same period.

3.22 It is worth noting that with the exception of Chemical Products Manufacturing, all sub-sectors within Manufacturing have seen employment growth over this period.

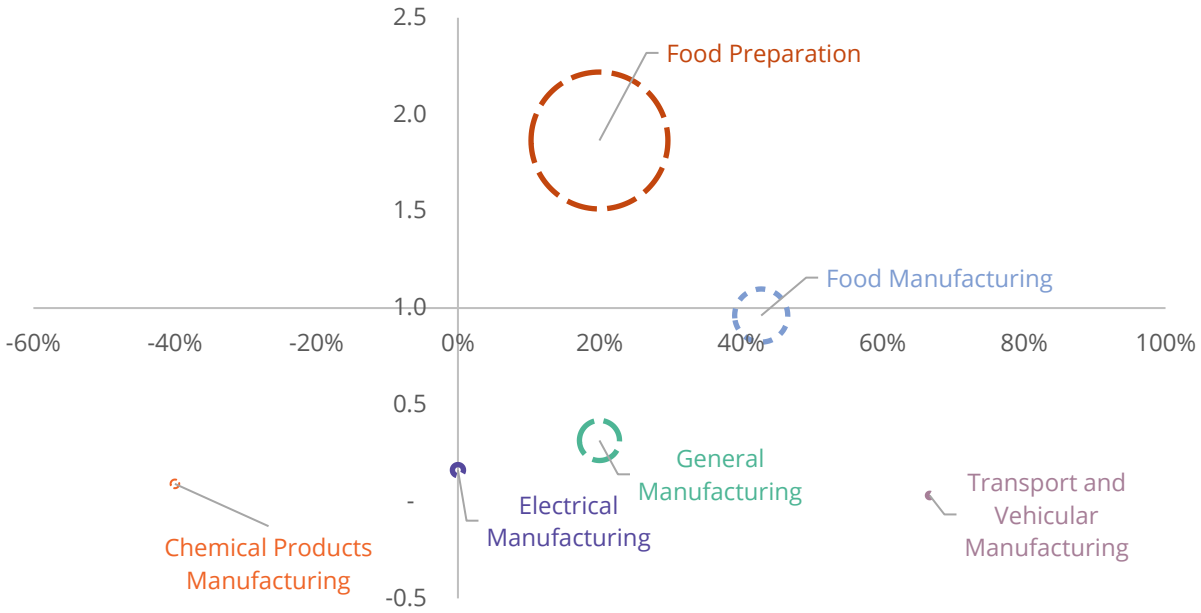


Figure 3.13: Manufacturing Economy Employment By Size, Sub-Sector and Specialism, Haringey, 2020

Source: ONS. *Business Register and Employment Survey* (2021)

Note: X Axis = Employment growth, 2016-2020; Y Axis = Concentration of sector employment vs national economy.

Growth Sectors

3.23 Moving forward, broad sector projections suggest that the borough's future economic growth is going to be driven by the following broad sectors:

- Recreation, +2,100 jobs by 2041 versus 2020 (+34%);
- Education, +2,000 jobs by 2041 versus 2020 (+23%);
- Retail, +1,900 jobs by 2041 versus 2020 (+20%);
- Health, +1,900 jobs by 2041 versus 2020 (+46%);
- Accommodation and Food Services, +1,600 jobs by 2041 versus 2020 (+24%);
- Residential and Care Work, +1,200 jobs by 2041 versus 2020 (+29%);
- Wholesale, +1,100 jobs by 2041 versus 2020 (+25%);
- Other Private Services, +900 jobs by 2041 versus 2020 (+29%);
- Professional Services, +800 jobs by 2041 versus 2020 (14%); and,
- Real Estate, +800 jobs by 2041 versus 2020 (+24%).

3.24 Most of these are linked to, and driven by, forecast population changes and increases in the borough (i.e. Recreation, Education, Retail, Health, Accommodation & Food Services, Residential and Care Work). While many of these will not require workspace for their dominant activities, businesses in some of the sub-sectors associated with these will require workspace to undertake associated activities (e.g. for production, prototyping, research and administration activities). Other broad sectors that are also expected to grow will generate direct demand for workspace typologies and provision should be made available for these (e.g. Professional Services, Administrative & Support Services and Computing & Information Services).

3.25 These projections should, however, be treated with caution from a workspace demand perspective as the sectors are broad and do not consider more niche activities. Creative activities, for example, are only captured under Media Activities, Manufacture of Printing and Recorded Materials and Manufacturing of Textiles and Clothing, but, in reality, the sector is far wider than this.

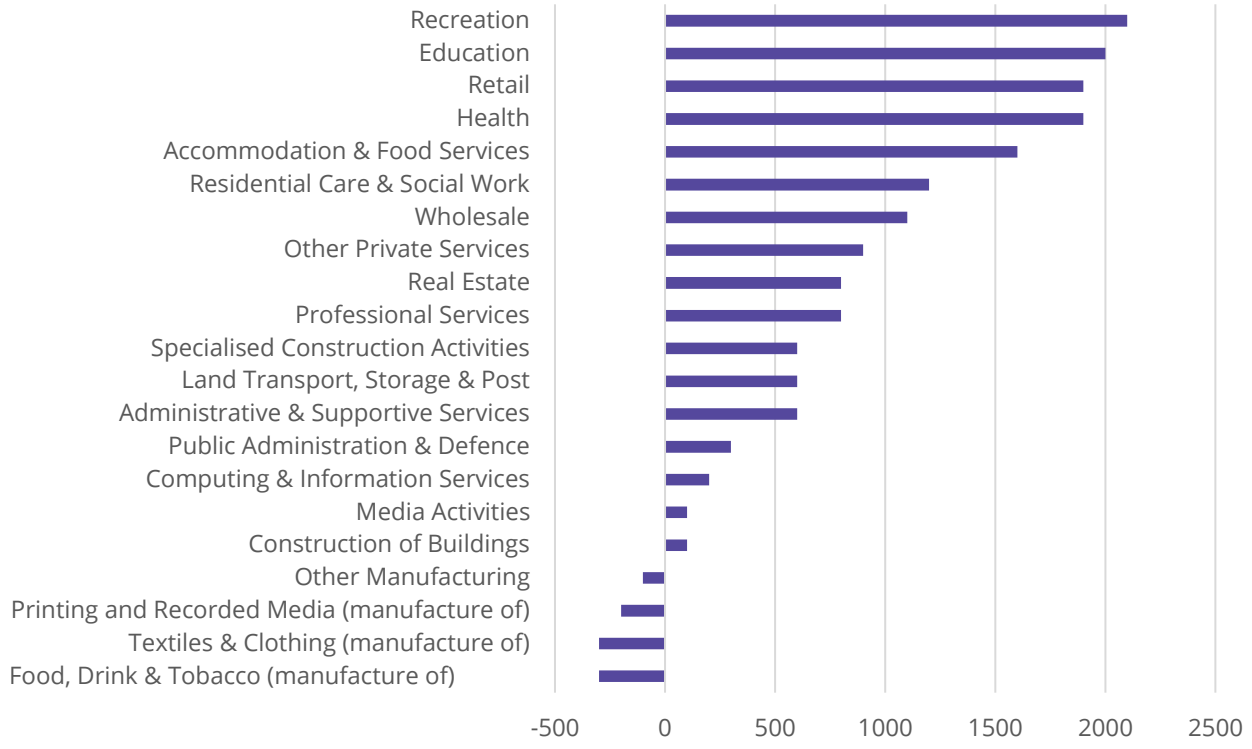


Figure 3.14: Broad Employment Sector Forecasts

Source: Experian. *Economic Forecasts* (2021)

Focus On: Looking Beyond the Data

Economic data is limited as certain business and employment activity can be hidden within broader sectors and/or categories. A local and place-based understanding is therefore also important to explore the economic context of an area.

Using our existing knowledge, recent site visits and LBH's *Economic Strategy Evidence Base,* emerging *Inclusive Economy Framework* and *Wood Green Employment and Economy Study* to do this, it is clear that 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 and Fashion Factory in the Haringey Warehouse District which produces garments for micro-businesses to multi-national corporations;
- Gina's factory in North Tottenham which designs, makes, produces and distributes globally renowned luxury shoes;

- The Fashion Technology Academy in Haringey Green Lanes which is the first apparel manufacturing training academy in the country; and,
- Albion Knits in the Haringey Warehouse Districts which produces high-end knitwear for luxury brands such as Chanel, Givenchy, Chloe, Paul Smith, Studio Nicholson and Belstaff.

The Haringey Warehouse District is home to a unique collection of fashion manufacturing businesses, most notably in the Florentia Clothing Village, Crusader Industrial Estate and on Hermitage Road. Other areas such as Wood Green, North Tottenham and Tottenham Hale also support the local fashion industry.

The borough also has unique business specialisms across the spectrum of creative production, from music production to crafts and making. Notable businesses in this area include Beavertown Brewery (Tottenham Hale), Planck Music (Wood Green), Whitelight Production (Hornsey), Sound Disposition (Tottenham Hale) and Redemption Brew (North Tottenham).

The disparity between data and on-the-ground realities is highlighted in the *Wood Green Employment and Economy Study*, which included a comprehensive business survey alongside quantitative economic data analysis. The survey was particularly useful as it highlighted that the area has an incredibly diverse local economy:

"Wood Green has joiners; specialist graphics projection software and hardware developers; social enterprise cafes; places of religious worship with associated community services; self-employed fashion designers; larger scale fashion and fashion accessories manufacturing and wholesale businesses; craft furniture makers; signmakers; sculptors and other artists and creative graphic businesses; care providers; festival organisers; several film and video producers; car mechanics; music PR specialists; construction industry companies or manufacturers and suppliers of specialised construction products; sausage makers; caterers; the official body organising the UK's elections; tuition and creative writing companies; an indoor children's playground; event and wedding planners; social enterprises working with people recovering from severe and enduring mental illness; several music recording studios; a baker; accountants; language schools; photographers; property agents; watch repairers; specialist holiday package providers; saddle makers; solicitors; advanced acoustics and sound technology businesses; architects; martial arts companies; removal companies…and the list goes on".

The key sector specialisms identified, which align with the commentary above, include fashion and manufacturing; music, in terms of recording studios and supply chain businesses; manufacturing businesses; and, tech-heavy media organisations.

Businesses in these sectors across the borough are supported and hosted by a wide range of workspaces (e.g. The Chocolate Factory, Blue House Yard, The Trampery, Euro Art Studios and The Business Lounge) and conventional commercial units.

Economic Clusters

3.26 Haringey's economy is not homogenous or uniform – it is made up of a series of smaller local economies characterised by different sectors and commercial property markets. Five distinct sub areas have been defined based on Co-Star market data, the preceding analysis, LBH's *Economic Strategy Evidence Base* and our understanding of the economic function of different parts of the borough (see Figure 3.15). They are:

- **North Tottenham / Northumberland Park:** This is in north-east of the borough, bounded by the River Lea to the east, and accessible by the A1055, Northumberland Park Road and Leeside Road. It has two railway lines running through it parallel to one another and on both the east and western extents. White Hart Lane and Northumberland Park stations provide connectivity by rail.
- **South Tottenham / Tottenham Hale:** This is below North Tottenham and Northumberland Park and is bound by the Central Haringey sub areas to the west. It covers Tottenham Central, Tottenham Hale, South Tottenham and Seven Sisters. The main rail stations include South Tottenham, Seven Sisters, and Tottenham Hale.

- **Central Haringey:** This is south of Noel Park and West Green, bounded by the railway line to the West. It includes Haringey, St Ann's, and Hermitage & Gardens wards and is served by Haringey and Hornsey Stations. It is served by Haringey Green Lanes, Harringay, Hornsey and Turnpike Lane stations.
- **Wood Green:** This is to north of the borough, nestled between the West Haringey and North Tottenham sub areas. It comprises Bounds Green, Wood Ide and Noel Park. It includes the Wood Green Metropolitan Centre which is served by the Wood Green Underground Station and Turnpike Lane.
- **West Haringey:** This is in the western part of the borough, bounded to the east by the railway line serving Alexandra Palace and Hornsey Stations. It is primarily residential in character and includes the neighbourhoods of Highgate, Crouch End, Muswell Hill, Hornsey, Stroud Green and Fortis Green.

3.27 The table below provides an overview of the commercial characteristics of these sub areas, as well as the size, performance and nature of their local economies. Detail is provided on employment trends, business trends, sector trends and sector specialisms. Additional graphs and charts are set out in Appendix 1 for further context and detailed commercial analysis is provided in the next chapter.

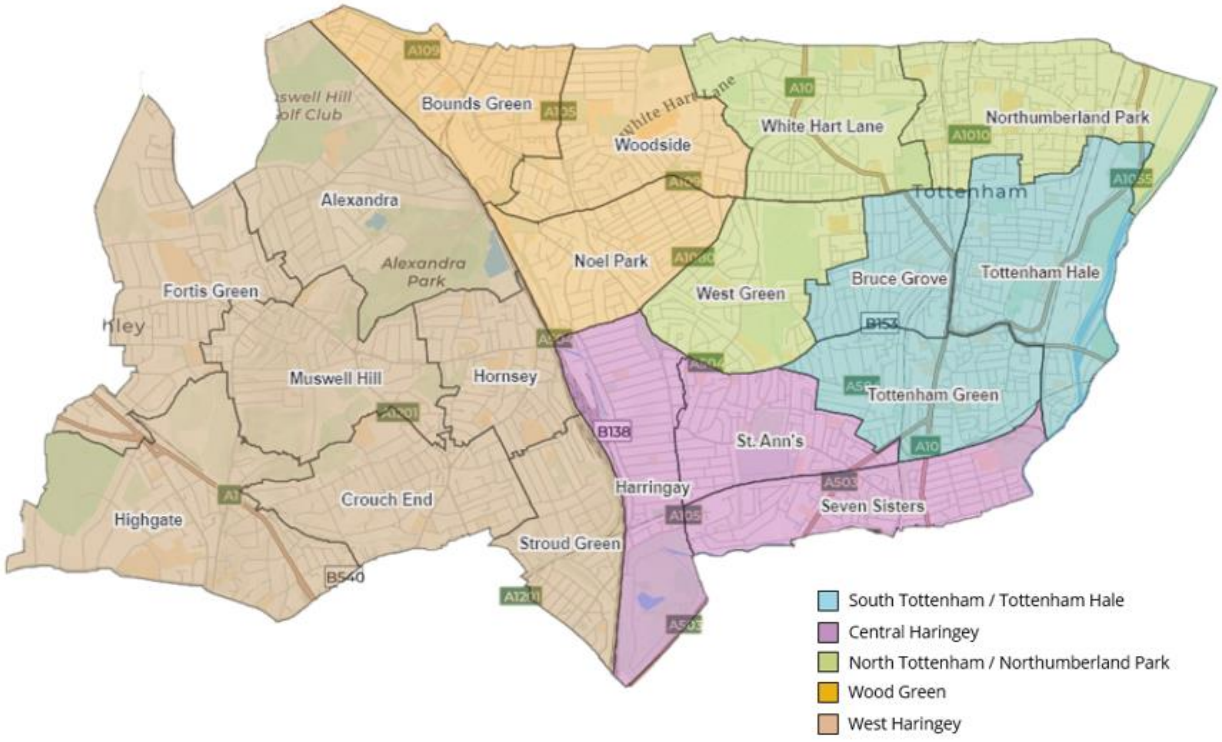


Figure 3.15: Haringey's Sub Areas

Source: Avison Young, 2022

3.28 Ten key observations related to the sub-area analysis are:

- All sub areas are predominantly industrial in character, but West Haringey and Wood Green have important office clusters;
- Haringey's fall in employment over the last five years has mainly been driven by reductions in West Haringey (-26%) linked to changes in the local Education and Business Administration & Support sectors;
- Wood Green and North Tottenham have seen minor employment declines over the past five years (-1% and -1% respectively) linked to the contraction of a range of sectors (Arts, Entertainment & Recreation, Retail and Business Administration & Support in Wood Green, and Education, Arts, Entertainment & Recreation and Manufacturing in North Tottenham);
- Arts, Entertainment & Recreation is among the top three declining employment sectors in nearly all sub areas – North Tottenham, Central Haringey, Wood Green and West Haringey;

- Education is also among the top three declining employment sectors in North Tottenham, South Tottenham, Central Haringey and West Haringey;
- South Tottenham has seen by far the biggest increase in employment over the last five years (+36%) driven by several buoyant sectors (Transport & Storage, Construction and Property);
- Employment in Transport & Storage has been among the top three growth sectors in North Tottenham, South Tottenham, Central Tottenham and West Haringey over the last five years;
- Employment in Construction has also been among the top three growth sectors in North Tottenham, South Tottenham, Wood Green and West Haringey over the last five years;
- Wholesale is a very strong employment specialism in North Tottenham – there are 3.8x as many jobs in the sub-area versus the national economy; and,
- Transport & Storage is very strong employment specialism in South Tottenham - there are 3.5x as many jobs in the sub-area versus the national economy.

Table 3.1 Economic and Commercial Characteristics of Sub Areas

	North Tottenham	South Tottenham	Central Haringey	Wood Green	West Harringay
Employment Trends	11,750 jobs (2020); -1% versus 2015	16,000 jobs (2020); +10% versus 2015	8,750 jobs (2020); +6% versus 2015	15,250 jobs (2020); -1% versus 2015	14,850 jobs (2020); -26% versus 2015
Business Trends	1,480 businesses (2021); +18% versus 2015	2,575 businesses (2021); +36% versus 2015	1,695 businesses (2021); +17% versus 2015	2,225 businesses (2021); +18% versus 2015	4,885 businesses (2021); -2% versus 2015
Employment Growth Sectors (2015-2020)	Wholesale (+410); Transport & Storage (+185); Construction (+165)	Transport & Storage (+700); Construction (+310); Property (+300)	Health (+650); Professional, Scientific & Technical (+215); Transport & Storage (+125)	Property (+138); Professional, Scientific and Technical (+310); Construction (+245)	Health (+650); Construction (+95); Transport & Storage (+60)
Declining Employment Sectors (2015-2020)	Education (-420); Arts, Entertainment & Recreation (-315); Manufacturing (-235)	Business Administration & Support Services (-325); Education (-280); Mining, Quarrying and Utilities (-130)	Education (-120); Manufacturing (-285); Arts, Entertainment & Recreation (-70)	Arts, Entertainment & Recreation (-290); Retail (-275); Business Administration & Support (-235)	Education (-1,110); Business Administration & Support (-775); Arts, Entertainment & Recreation (-70)
Most Specialised Employment Sectors[14]	Wholesale (3.8); Accommodation & Food Services (2.3) and Arts, Entertainment & Recreation (1.8)	Transport & Storage (3.5); Property (2.9); Mining, Quarrying & Utilities (1.7)	Retail (1.9), Health (1.8) and Wholesale (1.5)	Public Administration (2.7); Retail (2.2)	Arts, Entertainment & Recreation (2.1), Property (1.9); Information & Communication (1.6)

[14] A figure (Location Quotient) above 1 indicates that the sub-area has a sector specialism versus the England economy (e.g. a figure of 3.8 means that the sub-area has 3.8 x as many employees than in the England economy).

	North Tottenham	South Tottenham	Central Haringey	Wood Green	West Harringay
Industrial Character	Given the sub-area's road and rail connectivity, commercial stock is primary industrial in nature. The main concentration is within Northumberland Park to the north of the sub area. This is made up of two of the largest SILs in the borough, with a mix of different activities including clothes and food manufacturing, as well as cash and carries. There is also a smaller SIL designated site to the immediate south named Marsh Lane. LSIS designated sites include two White Hart Lane parcels to the west of the sub area. Industrial properties in this location tend to be medium-sized warehousing accommodating trade counter businesses.	Most commercial stock in the area is a mix of industrial and light industrial properties. This is owing to the concentration of SIL (11 Millmead), LSIS (Rangemoor Road, South Tottenham, Lindens/Roseberry Works) and LEA designated sites boarding the eastern extent along the A1055. Properties tend to be small to medium sized, and comprise mainly single or two-storey light industrial units, many of which have been split to accommodate several tenants. This includes properties situated in High Cross Business Centre, and along Fountayne Road.	Central Haringey's commercial mix aligns with the borough-wide profile and is predominantly industrial in nature. Most industrial stock is situated within the Harringay Warehouse District. There is a mix of both LSIS (Vale Road/ Tewkesbury Road) and Local Employment Area designations (Vale/ Eade Road, Crusader Industrial Estate, and Heritage & Gardens), protecting the industrial warehousing that characterises the area.	Industrial (including light industrial) properties are concentrated within the Wood Green Cultural Quarter around Coburg Road and tend to be small warehousing units. Other than this, there is some space to the very north of the sub area within Bounds Industrial Estate which is designated as an LEA.	The sub area's commercial property profile is predominantly industrial in nature. The greatest concentration of industrial floorspace is within the Cranford Way Industrial Estate (designated as a LSIS) in Hornsey. The industrial stock here is mixed, with some larger warehouse units (up to c.100,000 sqft). Other designated industrial sites includes Pinkham Way and Bounds Green Industrial Estate which is situated to the north, along the North Circular Road, and expands into the Wood Green sub area. Note that a proportion of the designated site in this sub area remains undeveloped.
Office Character	Offices tend to be sporadically located in this sub area, however there is a small concentration around White Hart Lane station and as part of the Tottenham Hotspur stadium development.	Office stock is spread across the sub area, and has small concentration around new residential developments, retrofitted high street properties and ancillary to industrial buildings.	The sub-area's office stock is two main locations - Harringay Warehouse District and along Green Lanes. Office stock in the former is primarily within converted industrial units/factories and occupied by those within the creative sector. The latter are mainly above high street retail units.	There is a higher proportion of office floorspace in the area versus industrial. Most space is clustered around Wood Green station and along the A105. Office floorspace tends to be low rise period buildings, above high street units and 1970s purpose-built offices. There are also a handful of workspaces within the sub-area including the Chocolate Factory, Greenside House, and Blue House Yard to name a few. We are aware that the Council aim to coordinate delivery of new workspaces with the Cultural Quarter.	Most office stock is within the district centres of Muswell Hill and Crouch End. Office floorspace is an important part of the commercial mix in this area – accounting for almost 20% of total floorspace.

Wood Green

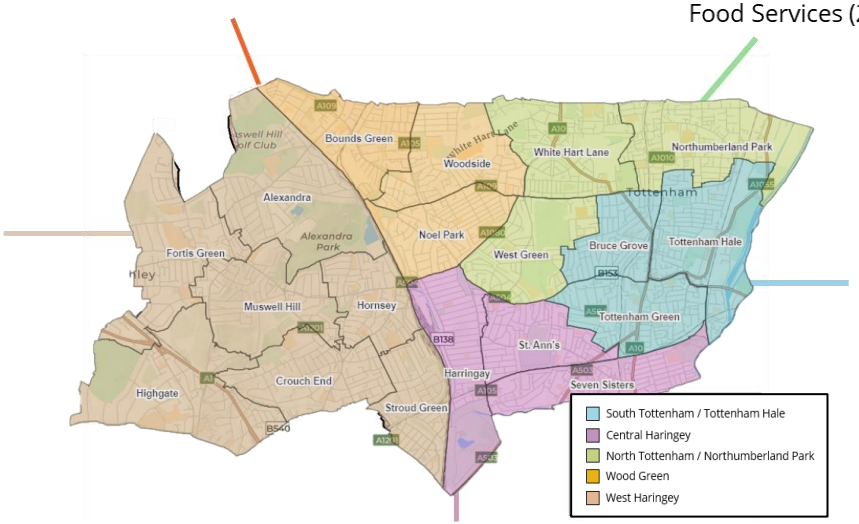
- Employment Trends: 15,250 jobs (2020); -1% versus 2015
- Business Trends: 2,225 businesses (2021); +18% versus 2015
- Employment Growth Sectors (15-20): Property (+138%); Professional, Scientific and Technical (+310); Construction (+245)
- Declining Employment Sectors (15-20): Arts, Entertainment & Recreation (-290); Retail (-275); Business Administration & Support (-235)
- Most Specialised Employment Sectors: Public Administration (2.7); Retail (2.2)

North Tottenham / Northumberland Park

- Employment Trends: 11,750 jobs (2020); -1% versus 2015
- Business Trends: 1,480 businesses (2021); +18% versus 2015
- Employment Growth Sectors (15-20): Wholesale (+410); Transport & Storage (+185); Construction (+165)
- Declining Employment Sectors (15-20): Education (-420); Arts, Entertainment & Recreation (-315); Manufacturing (-235)
- Most Specialised Employment Sectors: Wholesale (3.8); Accommodation & Food Services (2.3) and Arts, Entertainment & Recreation (1.8)

West Haringey

- Employment Trends: 14,850 jobs (2020); -26% versus 2015
- Business Trends: 4,885 businesses (2021); -2% versus 2015
- Employment Growth Sectors (15-20): Health (+650); Construction (+95); Transport & Storage (+60)
- Declining Employment Sectors (15-20): Education (-1,110); Business Administration & Support (-775); Arts, Entertainment & Recreation (-70)
- Most Specialised Employment Sectors: Arts, Entertainment & Recreation (2.1), Property (1.9); Information & Communication (1.6)



Central Haringey

- Employment Trends: 8,750 jobs (2020); +6% versus 2015
- Business Trends: 1,695 businesses (2021); +17% versus 2015
- Employment Growth Sectors (15-20): Health (+650); Professional, Scientific & Technical (+215); Transport & Storage (+125)
- Declining Employment Sectors (15-20): Education (-120); Manufacturing (-285); Arts, Entertainment & Recreation (-70)
- Most Specialised Employment Sectors: Retail (1.9), Health (1.8) and Wholesale (1.5)

South Tottenham / Tottenham Hale

- Employment Trends: 16,000 jobs (2020); +10% versus 2015
- Business Trends: 2,575 businesses (2021); +36% versus 2015
- Employment Growth Sectors (15-20): Transport & Storage (+700); Construction (+310); Property (+300)
- Declining Employment Sectors (15-20): Business Administration & Support Services (-325); Education (-280); Mining, Quarrying and Utilities (-130)
- Most Specialised Employment Sectors: Transport & Storage (3.5); Property (2.9); Mining, Quarrying & Utilities (1.7)

Figure 3.16: Economic Characteristics of Haringey's Sub Areas, 2020

Source: ONS. *Business Register and Employment Survey* (2021)


Brantwood Road
INDUSTRIAL ESTATE
20

4. What is the nature of Haringey's commercial market and how strong is demand for different uses?

Chapter Summary

This chapter provides baseline commercial market analysis for Haringey. This is to position the borough's 'conventional' property market within the wider context of Inner and Outer London, and to determine factors that could drive affordability issues. Several key indicators are analysed for industrial, light industrial and office space - including floorspace, take-up, rental growth, vacancy rates and quality of stock. Key findings from the analysis, which focuses on properties catering to Micro and Small Enterprises (MSEs) given their importance to the local economy[16], are set out below.

Key Indicators	Office	Industrial	Light Industrial
Total floorspace and change[15]	• 481,372 sq ft of stock in total. West Haringey has the highest quantum (185,500 sq ft). • Little to no change in floorspace over a 10-year period.	• 1.97m sq ft of stock in total. South Tottenham has the highest quantum (671,000 sq ft). • Limited to no change in floorspace over a 10-year period	• 609,000 sq ft of stock in total. South Tottenham has the highest quantum (258,000 sq ft). • No change in floorspace reported over 10 year period.
Take-up	• Take-up across all sub-areas has slowed in recent years. • May be reflective of wider trends in office market due to COVID-19 pandemic.	• Combined take-up in 2021 was high (17 units) for small properties. • Take-up has been consistently high reflecting consistent demand.	• Activity has been relatively subdued since 2019, but this may reflect the small size of the market and the limited number of properties available.
Rental Growth	• Average rents are £33 psf across the borough, higher than the Outer London average. • Rents has risen slightly over the last ten years.	• Average rents are c£16 psf across the borough which is in line with the Outer London average. • Significant increase in rents across 10-year period reflecting strong demand for stock.	• Average rents are generally £18 psf across the borough which is in line with the Outer London average. • Significant increase in rents over 10-year period reflecting limited supply.
Vacancy Rate	• Consistently below 3% across all sub areas except for Wood Green (4%). • Redevelopment of several properties in Wood Green likely to be driving slightly higher vacancy rates.	• Vacancy rates are below 4% across all sub- areas, bar Central Haringey (6%). • North Tottenham has the most constrained market with vacancy levels at 0%.	• Low/no vacancy reported in all sub areas, except for Wood Green likely reflects re-development by St Williams. • Low vacancy levels suggest strong demand when coupled with rising rents.
Quality of Stock	• Most stock rated between 1-3 stars (poor to average).	• Nealy all stock rated between 1-3 stars (poor to average).	• Nearly all stock rated between 1-3 stars (poor to average).

The chapter also provides a deep dive into the borough's 'specialist' workspace market, which is based on a desktop mapping exercise. The analysis, which focuses on 34 workspaces, shows that:

- South Tottenham has the highest proportion of workspaces in the borough (53%), followed by Wood Green (23%) and Central Haringey (12%).
- The most common workspace typologies across the borough are creative studios (56%), managed workspaces (21%) and serviced office/co-working space (18%).
- Most workspaces are run by for-profit commercial operators, and a small number are managed by charities or 'socially-oriented' operators.

[15] Total floorspace figures presented in this report vary from LBH's most recent *Employment Land Review* (2022). This study utilises CoStar data, which breaks floorspace figures down by different categories, whereas the *Employment Land Review* uses VOA Non-Domestic Rating data which includes slightly different records.

[16] As target businesses are MSEs analysis focuses on properties of smaller sizes - up to 5,000 sqft for office space and up to 25,000 sqft for industrial and light industrial space.

- Specialist workspace rents are typically higher than 'conventional' commercial property rents, which is because they typically offer a wider range of amenities, services and rates as part of their headline rents, as well as more flexible terms.
- There are gaps in local workspace provision compared to other neighbouring boroughs (e.g. maker spaces, flexible kitchens etc).

Implications for Haringey

- Low vacancy rates for office, industrial and light industrial space indicates that demand for commercial space in Haringey is positive.
- Demand appears to be highest for industrial space, particularly smaller units, and rents have increased significantly over the last decade reflecting broader market dynamics.
- The industrial and light industrial markets are most constrained in North Tottenham, South Tottenham and Central Tottenham despite their higher levels of supply, indicating that they are attractive locations for industrial-focused businesses.
- Office, industrial and light industrial rents are in line with or above the Outer London average illustrating that the borough is an attractive place to locate.
- Industrial and light industrial rents have increased significantly over the last ten years (by c 50% and 80%), creating affordability pressures for MSEs who tend to operate closer to the margins.
- Commercial property quality is a universal issue across the borough and is likely to be a constraint in attracting higher-value and high-wage businesses in the future that demand this type of space.
- The limited change in office, industrial and light industrial floorspace over the last ten years may be a key determinant of the borough's stagnant economy.
- More specialist workspace is required in some areas of the borough to support economic growth and clustering.
- There is an opportunity to fill 'gaps' in the local workspace market where this aligns with economic objectives.

Commercial Context

4.1 The analysis in this chapter focuses on the commercial property market associated with Micro and Small Enterprises (MSEs) given their importance to Haringey's local economy[17]. Market data for 'conventional' space has been sourced from CoStar, an industry standard property database, which references commercial properties and deals reported by major commercial real estate companies. This is the most reliable data source available, but it may omit properties and deals which are managed by smaller or independent agents. This may be the case for some smaller properties and therefore data should be considered as indicative.

4.2 The data has been used to provide an indication of average rents achieved of let properties across the sub-areas. The analysis does not constitute a valuation but provides a starting point in determining the commercial context. It can also be used to support decision-making around Section 106 agreements that support planning applications.

4.3 To overcome these limitations in the data, as well as the fact that records do not capture what specialist workspaces charge end users[18], a mapping exercise of Haringey's 'specialist' workspaces has also been undertaken via desktop research. This has included analysis of rents to provide additional insights about the local commercial market, and to illustrate the difference between the specialist workspace market and the general commercial market.

[17] As target businesses are MSEs analysis focuses on properties of smaller sizes - up to 5,000 sqft for office space and up to 25,000 sqft for industrial and light industrial space.
[18] CoStar records capture what workspace operators pay landlords but not what flows through to end users.

Overall Commercial Mix

4.4 Haringey's existing commercial floorspace is primarily industrial in nature. In North Tottenham, for example, general industrial floorspace accounts for **c.78%** of total floorspace, with similar amounts observed in South Tottenham (**c.66%**) and Central Haringey (**c.70%**). This rises to **91%**, **91%** and **81%** respectively when combined with light industrial floorspace. While industrial floorspace only accounts for **47%** and **59%** of commercial floorspace in West Haringey and Wood Green respectively, this rises to **81%** and **80%** when combined with light industrial which is more important for these locations than elsewhere. The proportion of office floorspace is less than **20%** across all sub areas, with both North and South Tottenham's stock accounting for only **c.9%** of total commercial floorspace.

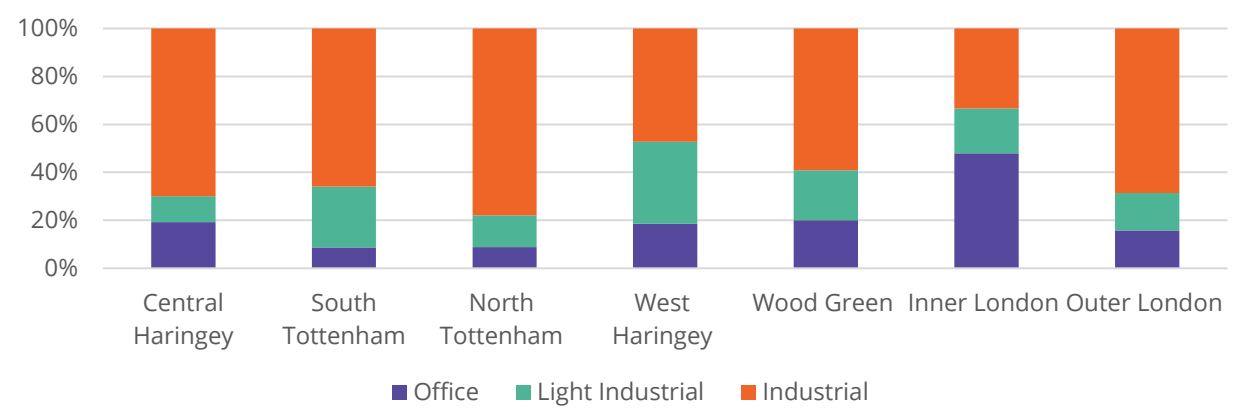


Figure 4.1: Proportion of Office, Light Industrial and Industrial floorspace within each of Haringey's sub areas, as well as Inner and Outer London

Source: Costar, 2022

Conventional Industrial Market Trends

4.5 General industrial properties are classified by CoStar as single unit warehouses that can accommodate storage or manufacturing activities. Industrial properties on CoStar are typically owner-occupied or sub-let properties, managed by agents on behalf of landlords. CoStar does not separately identify workspace operated properties and they treat workspace providers as tenants[19].

4.6 There are around **215** industrial buildings ≤25,000 sqft in total across Haringey's sub areas with the highest number in South Tottenham (**75**) which has around **c.671,000 sqft** of floorspace. Wood Green, in comparison, has the smallest concentration (**22**) totalling **c.216,000 sqft**.

4.7 Industrial vacancy rates are generally between **0-4%** across sub-areas which signals that properties tend to be well occupied and meet the needs of existing local businesses. Unlike the other sub-areas, Central Haringey has a higher vacancy rate (**6%**) than Inner (**5%**) and Outer London (**3%**) although it is still relatively low. Note that the London Plan (2021)[20], sets out that vacancy rates for industrial properties should be c.8% (for floorspace), to ensure "efficient functioning of the industrial market".

4.8 Achieved rents average at **£16.25 psf** across Haringey, with a high of **£16.51 psf** reported as an average for properties in West Haringey and a low of **c.£15.91 psf** in South Tottenham. Outer London average rents are very similar to all the sub areas, whereas Inner London average rents tend to be higher as would be expected (**£19.84 psf**).

4.9 Figure 4.2 below sets out the overall letting activity for the borough in terms of the number of deals and corresponding floorspace let. This shows that in 2017 lettings were at a ten-year high with a collective

[19] I.e. rental values do not illustrate what end users pay within workspace. Separate analysis related to operators charges is set out later in the chapter.
[20] London Plan, GLA, 2021

leasing of **18** properties. Over the next four years to the present day, take-up has fluctuated, though 2021 saw almost as many deals as in 2017 reflecting increasing demand for this type of space.

Table 4.1 Industrial Market Characteristics By Sub-Area (2022)

Sub Area / Benchmark	Industrial Units	Total Floorspace (SF)	Market Rent/sqft	Total Floorspace Vacancy Rate (%)
West Haringey	25	177,000	£16.51	4%
Central Haringey	34	266,000	£16.33	6%
South Tottenham	75	671,000	£15.91	2%
North Tottenham	59	639,000	£16.26	0%
Wood Green	22	216,000	£16.24	2%
Haringey Total / Average	**215**	**1,969,000**	**£16.20**	**3%**
Inner London	1,727	11,700,000	£19.84	5%
Outer London	3,670	34,000,000	£16.46	3%

Source: Costar, 2022

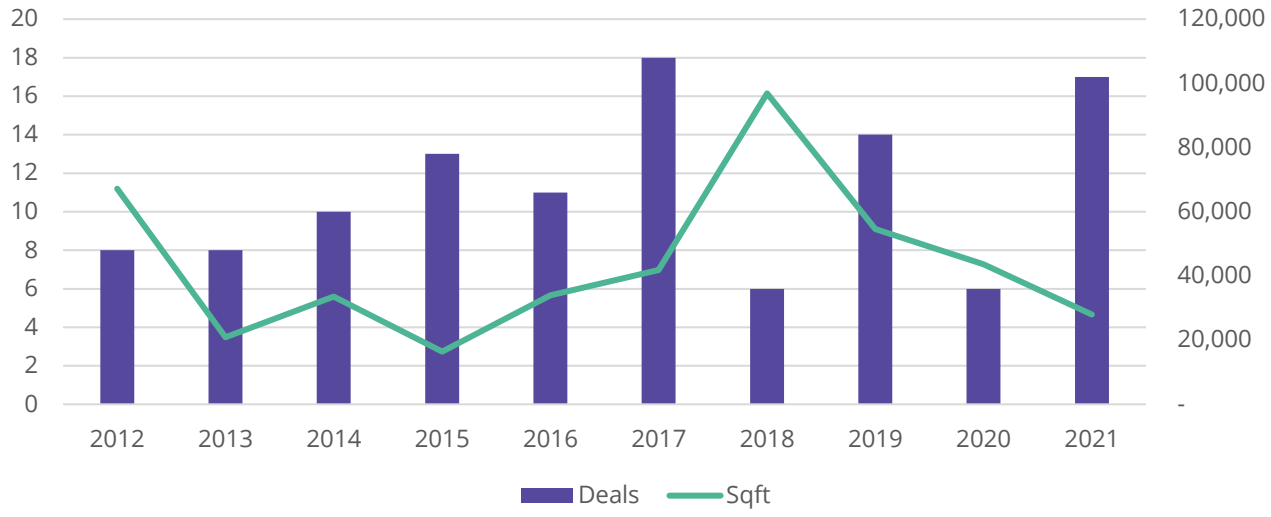


Figure 4.2: Combined Industrial Letting Activity

X axis: Number of deals, Y axis: Total floorspace (sqft)

Source: Costar, 2022

Change in Floorspace

4.10 There has been little change in relevant industrial stock over the last ten years, though North Tottenham, Wood Green and West Haringey have seen some relatively minor increases. Between 2014 and 2016:

- North Tottenham saw an additional **21,000 sqft**;

- Wood Green saw an additional **16,000 sqft**; and,
- West Haringey saw an additional **7,500 sqft**.

4.11 In Wood Green, the increase in stock relates to the delivery of three units within the Bounds Green Industrial Estate (Figure 4.4) - all three industrial units are owned by Capital Industrial. In North Tottenham, this links to the delivery of a single unit in Mowlem Trading Estate in 2016.

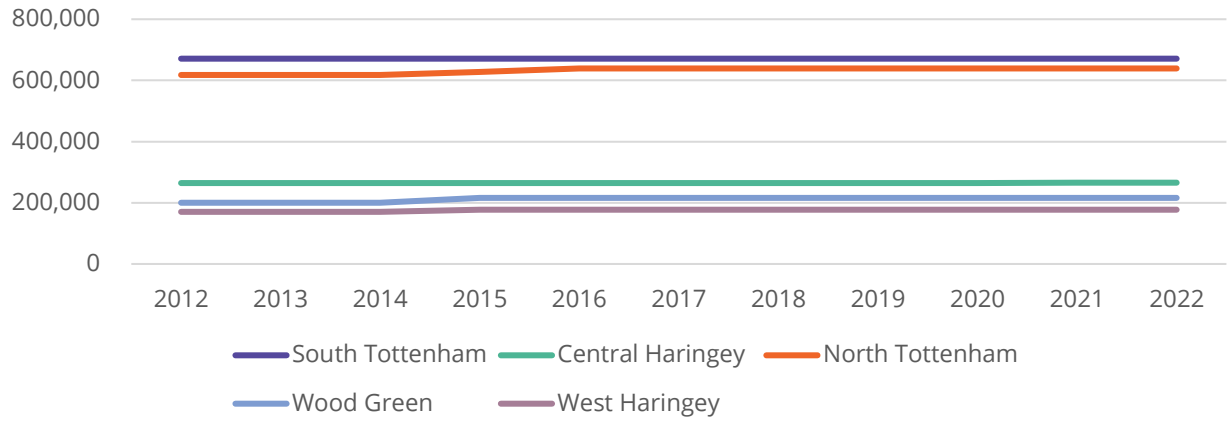


Figure 4.3: Change in Quantum of Industrial Floorspace by Sub Area

Source: Costar, 2022

4.12 Although the CoStar data may not reflect this, the LSIL designation around White Hart Lane (DEA8) has been advantageous in protecting the delivery of larger sheds. Segro are currently delivering 180,000 sqft of Grade A industrial warehouses.



Figure 4.4: Mowlem Trading Estate (L) and Bounds Green Industrial Estate (R)

Source: Costar, 2022

Focus on: Segro Park, Tottenham

While the data shows that Haringey has seen little change in industrial stock over the past decade, Segro have just opened a new industrial park in Tottenham which has delivered a step change for the market. This delivers over **180,000 sqft** of industrial floorspace across eight Grade A industrial units with ancillery office space. Once fully complete each individual warehouse will provide **6,000 – 50,000 sqft** of space.

The development meets the increased requirements of online retailers and last mile operators and aims to set a new benchmark for sustainable industrial development and workplace wellbeing. Once fully let it is expected that the scheme will create over **250** new jobs and deliver skills and training to help local people access employment opportunities. Key features of the development include:

- Each unit has been designed to net zero energy standards. The building's energy supplies are sourced from renewables on-site and off-site, to achieve net zero carbon in operation.
- Green walls that surround the site will help purify the air, and promote biodiversity, as well as create a more pleasant area for those working in and around the site.
- Trees, and a variety of plants have been carefully selected to reduce pollutants, and outdoor seating and gym equipment have been provided which will enhance customer and employee wellness.

Rental Growth

4.13 Average industrial rents have risen steeply across all of Haringey's sub areas over the last decade. Rising demand for industrial space from occupiers, coupled with stagnant floorspace, is driving these rental changes and are likely to be creating affordability challenges for some businesses (See Figure 4.6).

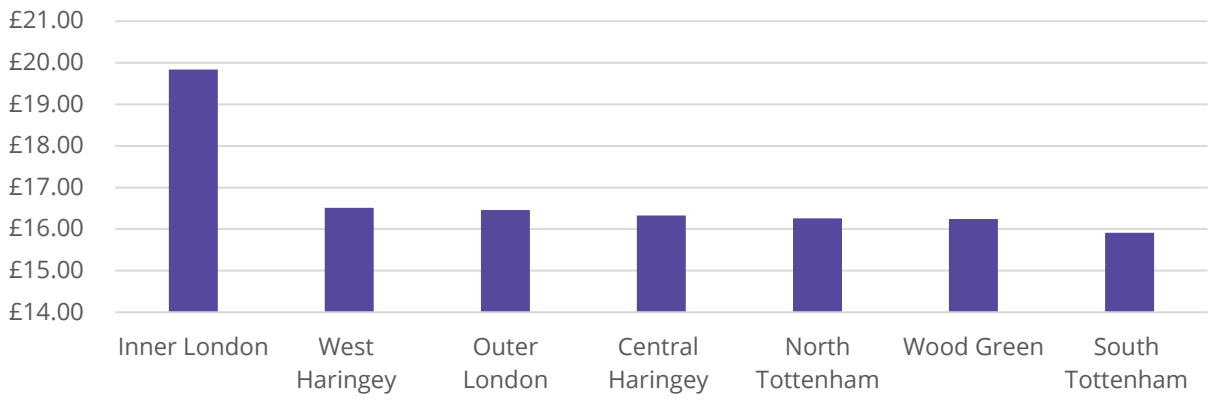


Figure 4.5: Average Industrial Rent (£psf) (2022)

Source: Costar, 2022

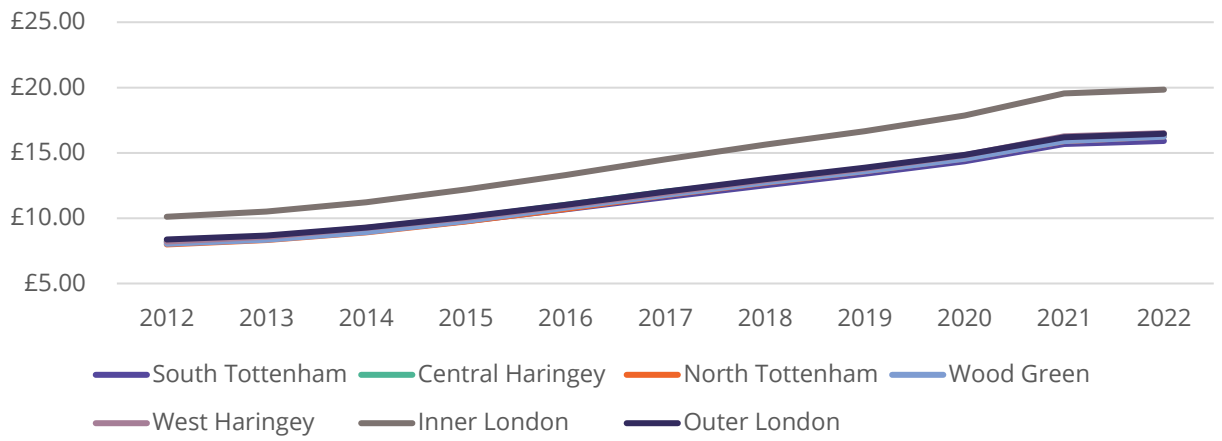


Figure 4.6: Change in Average Industrial Rents £psf (2012-2022)

Source: Costar, 2022

Net Absorption (Take-up)

4.14 Industrial take-up is relatively dynamic across Haringey with a significant amount of floorspace being leased / let over the last ten years[21]. South Tottenham has seen significant amount of floorspace being leased / let over this period - notably there were a significant number of move-ins between 2014 and 2015. In comparison, the reverse can be seen between 2016 to 2019. However, activity has fluctuated afterwards between 2020 and present. In 2021, there was good take-up across all sub area, indicating strong demand for stock.

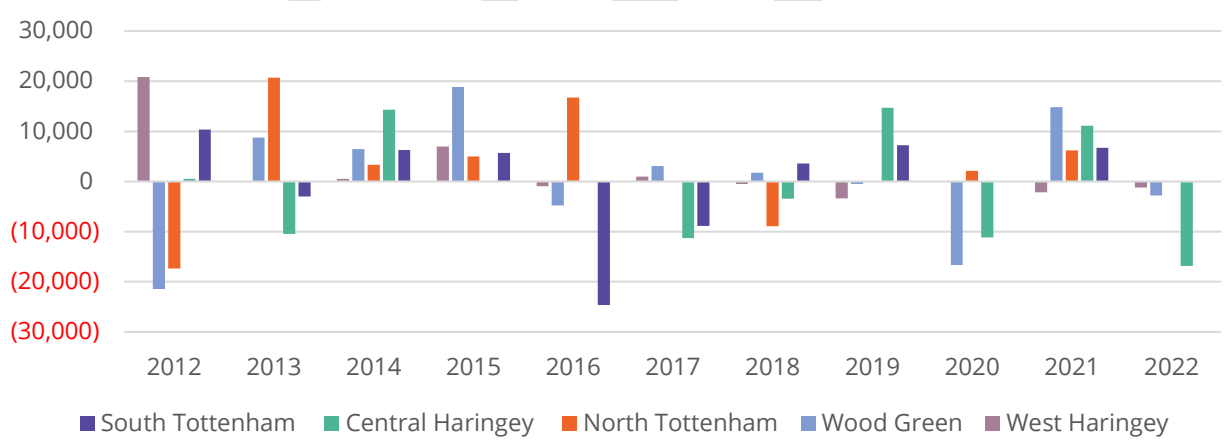


Figure 4.7: Industrial Net Absorption (2012 – 2021)

Source: Costar, 2022

Quality of Stock

4.15 General industrial properties in Haringey are all 'lower quality' stock (1-3 stars). While a higher proportion of lower quality stock is common among Outer London boroughs, most have at least some higher quality stock that appeals to higher-value industrial businesses (e.g. Bexley, 12%; Bromley, 7%; Greenwich, 5%).

[21] **Net Absorption:** For existing buildings, this is measure of total square feet occupied (indicated as a Move-In) less the total space vacated (indicated as a Move-Out) over a given period. Lease renewals are not factored into net absorption. However, in a lease renewal that includes the leasing of additional space, that additional space is counted in net absorption. Pre-leasing of space in non-existing buildings (Planned, Under Construction or Under Renovation) is not counted in net absorption until actual move in, which may not be any earlier than the delivery date. Source: Costar, 2022

Focus on: Industrial Functions

Haringey's industrial estates are home to a wide range of businesses that are essential to the day-to-functioning of both the borough and London as a whole – some of these can be loud, messy and unsightly but they bring significant benefits to both residents and the wider business community. Examples in Haringey include Redcorn Ltd (Car Breakers, Brandwood Road), O'Donovans (Waste Disposal, Markfield Road) and Birlim Oils (Fuel Supplier, Markfield Road).

While these businesses provide an important function, and some local employment opportunities, they act as a constraint on the borough's economic growth. This is because, at present, many require large sites, have low employment densities and are preventing comprehensive re-development schemes due to their strategic locations. The constrained nature of some of the sites these businesses occupy can also be a constraint to *themselves* (e.g. due to issues around access, movement, size and storage space). There is therefore a need to consider how some of these businesses can be strategically re-located and/or supported to use sites more efficiently to benefit both businesses and the borough more broadly.

This is not, however, an easy task as land supply is highly constrained within Haringey and there are few opportunities for land swaps. The nature of activities undertaken also make it harder to find suitable sites in appropriate locations.

Given other neighbouring boroughs are facing similar challenges it may therefore be sensible to take a cross-borough approach to tackling this issue in a joined-up and collegiate way. Working in collaboration would help to increase the number of opportunity sites for consideration and potentially generate a broader range of solutions. This would require a targeted piece of sensitive work that involves mapping both businesses and land supply, and considering ideal locations for re-locations to occur. While there are opportunities to work with all neighbouring boroughs, there are greater opportunities to the east of Haringey given the industrial nature of activity in that area – neighbouring authorities are also already working together as part of the Productive Valley initiative.

Conventional Light Industrial Market Trends

4.16 Light industrial properties are classified by CoStar as either single unit or subdivided warehouses. These tend to accommodate a wide range of activities including workshops or light manufacturing activities. Within CoStar, light Industrial properties are reported to be either owner-occupied or leased and workspace providers are again treated as tenants.

4.17 Haringey's total light industrial floorspace, comprises **c. 8%** of Outer London's supply. There are around **137** light industrial buildings ≤25,000 sqft in total across Haringey's sub areas with the highest number in South Tottenham (**49**) totalling **c.258,000 sqft** of floorspace. Central Haringey, in comparison, has the smallest concentration (**9**) totalling only **41,000 sqft**.

4.18 Light industrial vacancy rates are low across the borough, with all sub-areas but Wood Green having vacancy rates of **0%**[22]. This is lower than the recorded rates for both Inner and Outer London (**3%** and **2%** respectively) and signals that properties tend meet the need of local businesses. Similar to the industrial market analysis, whilst low vacancy rates tend to signal strong market demand it sits below the GLA's recommended 8% benchmark for a commercial market that allows for healthy churn.

4.19 Achieved light industrial rents average at **£19.98 psf** across the borough, with a high of **£23.76 psf** reported as an average for properties in West Haringey and a low of **c.£18.43 psf** in North Tottenham. Reported

[22] Wood Green's slightly elevated vacancy rate is expected to link with the Haringey Heartlands Regeneration scheme, as units are likely to have been emptied to allow for redevelopment.

average rents in Outer London (**£18.01**) are lower than all the sub areas highlighting the strength of the local market.

Table 4.2 Light Industrial Market Characteristics By Sub Area (2022)

Sub Area / Benchmark	Light Industrial Units	Total Floorspace (SF)	Market Rent/sqft	Total Floorspace Vacancy Rate (%)
West Haringey	43	128,000	£23.76	0%
Central Haringey	9	41,000	£19.62	0%
South Tottenham	49	258,000	£19.17	0%
North Tottenham	25	106,000	£18.43	0%
Wood Green	11	76,000	£18.94	4%
Haringey Total / Average	**137**	**609,000**	**£20.15**	**1%**
Inner London	1,216	6,500,000	£25.71	3%
Outer London	1,324	7,800,000	£18.01	2%

Source: Costar, 2022

4.20 The figure below sets out the overall letting activity for the borough in terms of the number of deals and corresponding floorspace let. As shown, letting activity has slowed in recent years to around **0-2** deals per year since 2019. In 2016, there was a peak in activity with **c.8** deals across the sub areas, which appeared to be for small units as the combined floorspace let was comparatively low. The slowdown in activity may reflect subdued activity from small businesses during the COVID-19 pandemic and/or a lack of new supply on the market for prospective occupiers as highlighted below.

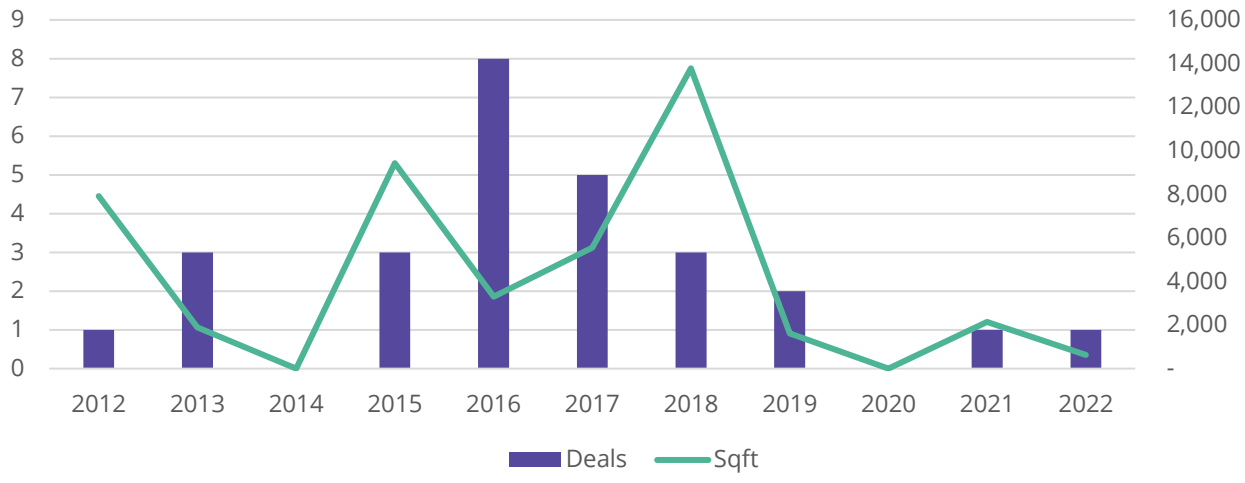


Figure 4.8: Combined Light Industrial Letting Activity

X axis: Number of deals, Y axis: Total floorspace (sqft)

Source: Costar, 2022

Change in Floorspace

4.21 There has been no noticeable change in relevant light industrial stock reported from 2012 to 2022 according to CoStar, which indicates that there has been little new development over the last ten years. What little floorspace has come forward will have replaced the four light industrial units demolished on the Millmead Industrial Centre in 2015.

4.22 Taking into consideration the growth areas and current designations, it evident that there may be some locations that could see new uses coming forward as residential values continue to rise, and the existing industrial stock becomes dated and in need of redevelopment/modernisation.

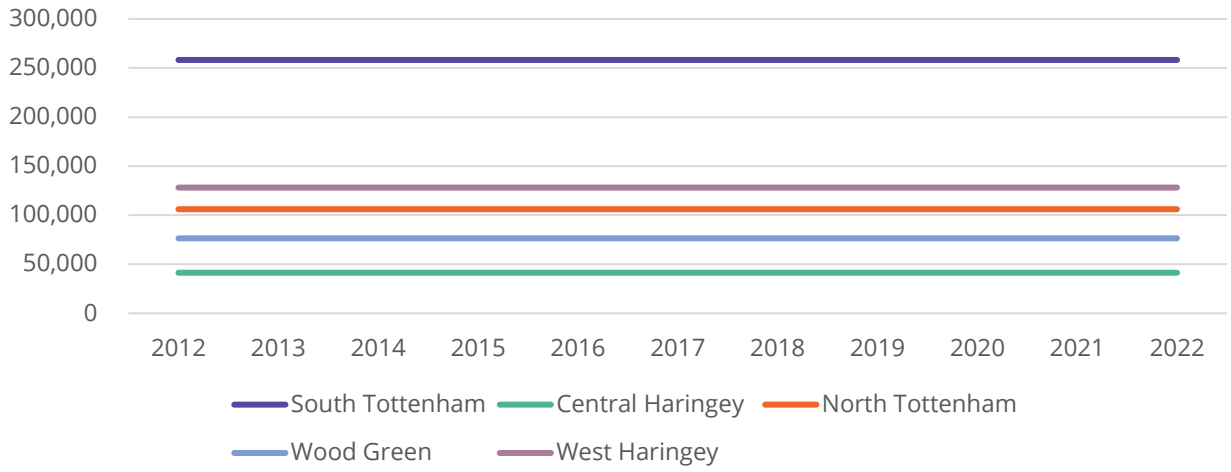


Figure 4.9: Change in Quantum of Light Industrial Floorspace by Sub Area

Source: Costar, 2022

*It should be noted that for some years, no floorspace was reported on CoStar

Focus on: Florentia Village

Florentia Clothing Village sits within the Haringey Warehouse District and comprises of over **90,000 sqft** of warehousing and factory spaces, **42** loft apartments and an acre of vacant space. The village hosts over **30** small/medium sized businesses, which operate within the manufacturing and creative sectors: notably clothing, film, music and design. The village provides community driven, flexible and high-quality workspace for businesses.

While data shows that there has been little change in light industrial floorspace over the last decade, General Projects have plans to develop, extend and intensify Florentia Village to provide more space for likeminded businesses. The vision is to refurbish the site and add **100,000 sqft** of floorspace for new facilities on adjacent vacant sites. This would likely double the size of the campus, and draw together over **150** like-minded creatives to Haringey. The aim is to develop a range of workspaces to allow businesses to grow, from start up through to scale ups. Key proposals include:

- Introducing 'Attic Studios' – Light industrial units at first floor level with high ceilings and additional rooflights.
- Developing 'Mezzanines' – Mezzanine floors to allow additional creative floorspace and enable a 'shop floor' below.
- Providing Creative Light Industrial Units – Light industrial units with a focus on creative businesses, with access to communal yards and space for workshops.

Rental Growth

4.23 Over the last 10 years light industrial rents have increased steadily across the five sub areas. All sub areas have higher rental values than Outer London (c.£18psf) demonstrating the affordability challenges businesses looking to locate in the area face.

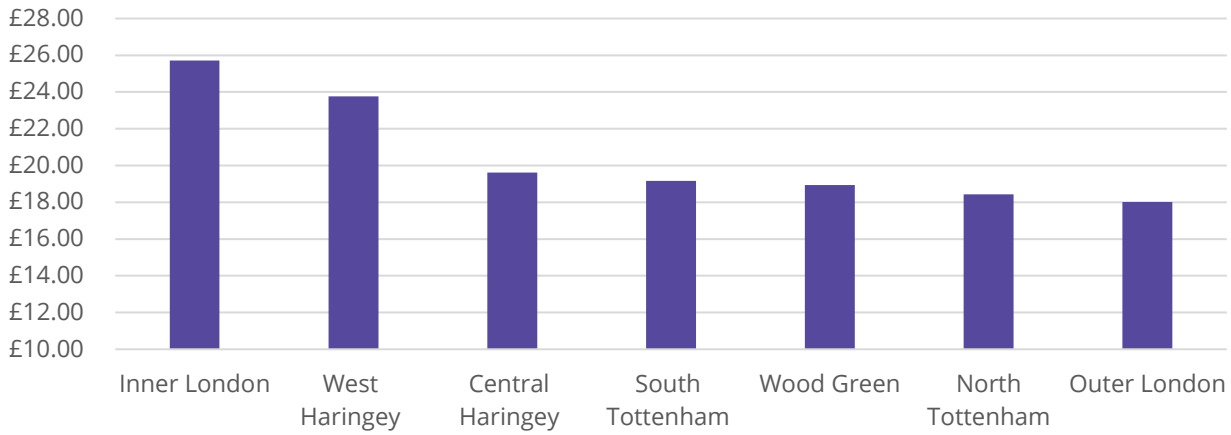


Figure 4.10: Average Rents £psf for Light Industrial Units

Source: Costar, 2022

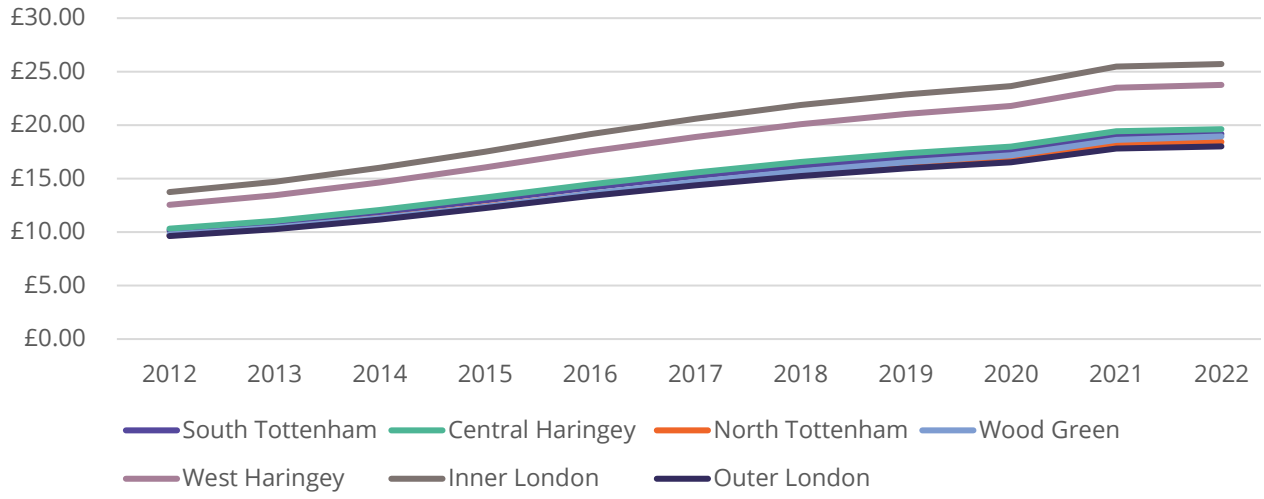


Figure 4.11: Change in Average Light Industrial Rents £psf (2012-2022)

Source: Costar, 2022

Net Absorption (Take-up)

4.24 Light industrial take-up is relatively dynamic across Haringey with a significant amount of floorspace being leased / let over the last ten years. Take-up in each of the sub areas has changed overtime, for example the clearest and most stark changes occurred between 2015 – 2019 – particularly in South Tottenham and Wood Green. There were no 'move-outs' or 'move-ins' in 2020 which could have been affected by the pandemic. From 2021 to present, North Tottenham has seen the most move-outs (in 2021) and then move-ins (present). Activity currently appears to have slowed for South Tottenham, West Haringey and Wood Green.

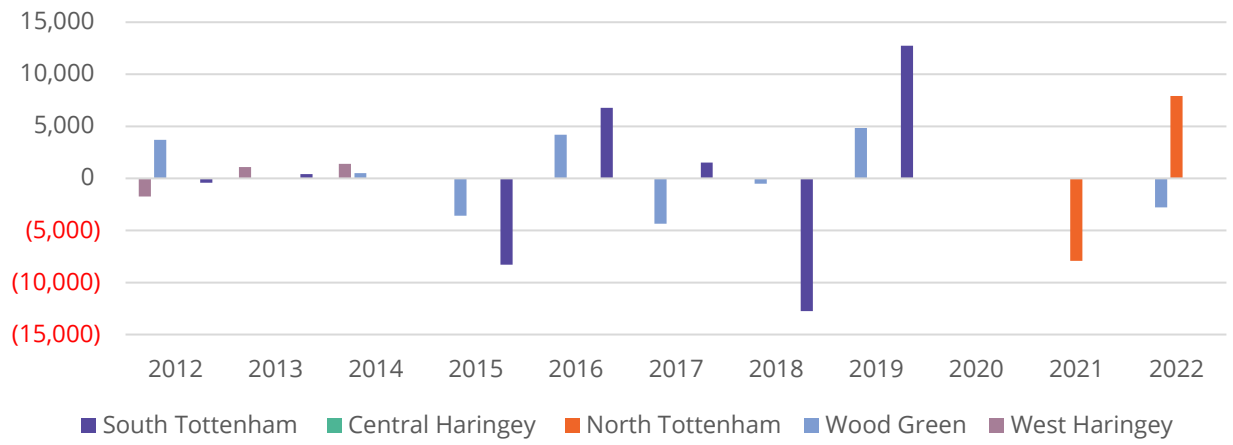


Figure 4.12: Light Industrial Net Absorption (2012 – 2021)

Source: Costar, 2022

N.B. CoStar did not present Net Absorption data for some of the sub areas. The data does not include Inner and Outer London.

Quality of Stock

4.25 Light industrial properties in Haringey are all 'lower quality' stock (1-3 stars). While a higher proportion of lower quality stock is common among Outer London boroughs, most have at least some higher-quality stock that appeals to higher-value businesses.

Conventional Office Market Trends

Overview

4.26 Office properties tend reflect a wide range of different buildings, including retrofitted period properties, office unit's ancillary to industrial or light industrial properties, or units above high street units. It is important to note that CoStar does not distinguish between properties that are serviced offices or workspace – they are treated as either owner-occupied or leased by a tenant. Space sublet by an SME through a workspace or serviced office operator is not reported, therefore it can be challenging to determine the price point passed onto the SME through this analysis.

4.27 There are around **268** office buildings ≤5,000 sqft in Haringey's sub areas in total with the highest number in West Haringey (**101**) providing **c.186,000 sqft** of floorspace – this reflects its much larger area and town centre character. North Tottenham, in comparison, has the smallest concentration of office properties (**30**) totalling **c.69,000 sqft** reflecting its industrial character.

4.28 With the exception of Wood Green, there are very low levels of office vacancy across the borough and rates are much lower than for Inner and Outer London (**4.1%** and **2.8%** respectively). This signals that properties tend to be well occupied, but it does not necessarily mean that they reflect business need as there is a relative lack of choice across the borough.

4.29 Average achieved rents are **£33 psf** across the borough, with a high of **£35.67 psf** reported as an average for properties in West Haringey sub area and a low of **c.£31.69** in Central Haringey. Reported average rents in Haringey are almost midway between the achieved rents in Inner and Outer London reflecting its strategic position between both.

4.30

Table 4.3 Office Market Characteristics By Sub-Area (2022)

Sub Area / Benchmark	Office Units	Total Floorspace (SF)	Market Rent/sqft	Total Floorspace Vacancy Rate (%)
West Haringey	101	186,000	£34.67	0.7%
Central Haringey	54	88,000	£31.69	0.0%
South Tottenham	35	65,000	£32.78	1.2%
North Tottenham	30	69,000	£32.85	0.0%
Wood Green	48	73,000	£33.12	4.1%
Haringey Total / Average	**268**	**481,000**	**£32.83**	**1%**
Inner London	7,515	16,797,341	£44.71	4.1%
Outer London	3,861	7,793,722	£25.24	2.8%

Source: Costar, 2022

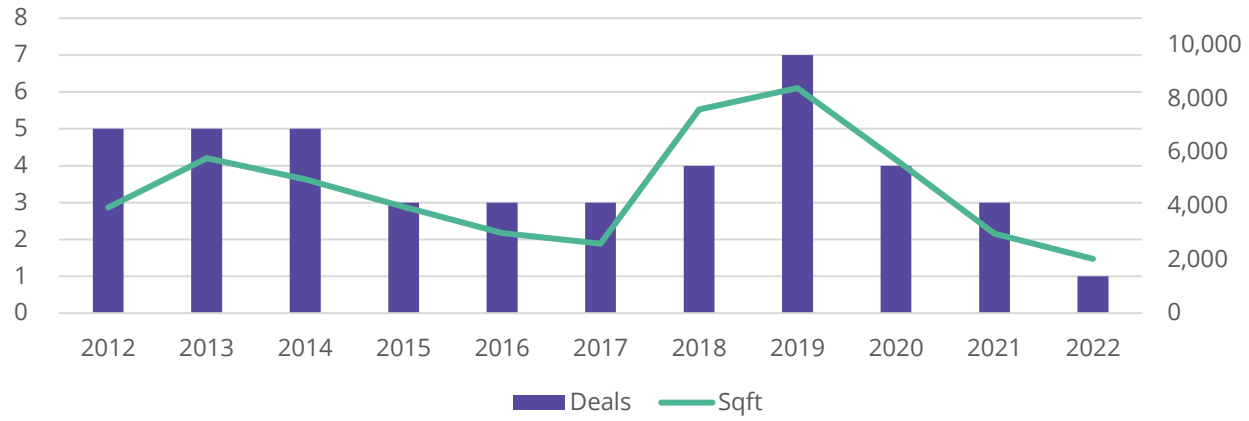


Figure 4.13: Haringey's Office Letting Activity

X axis: Number of deals, Y axis: Total floorspace (sqft)

Source: Costar, 2022

4.31 The figure above outlines overall letting activity for the borough in terms of the number of deals and corresponding floorspace let. During the period before the COVID-19 pandemic, office lettings were at their highest with a collective leasing of seven properties. During the next two years to the present day, letting activity has dropped significantly which reflects market trends but may also underline the limited scale of the market. This also echoes the current acknowledged impact of the COVID-19 pandemic, which has slowed down office demand and created a dynamic shift towards greater hybrid working practices across many sectors and activities.

4.32 An important consideration to note is the limited demand for larger office floorplates across Haringey. Take up for offices of this type mainly derives from public-sector bodies (including the NHS). Looking closer at the lettings data and types of spaces let, larger floorplates/buildings tend to be subdivided to smaller units, particularly by workspace providers – we have seen evidence of this in Wood Green (e.g. letting of the Chocolate Factory).

Change in Floorspace

4.33 Over the last ten years there has been limited change in office stock reported across the borough, except for South Tottenham which has seen a **+6%** increase in floorspace (3,496 sq ft) between 2012 and 2016.

This links to two properties delivered in 2016 – 22-24 Norman Road (Figure 4.21) and an office unit in Millmead Industrial Estate (Figure 4.22), which have offset the loss of 131 Napier Road to residential. All of the local centres have Article 4 directives to protect Office to Residential conversions.

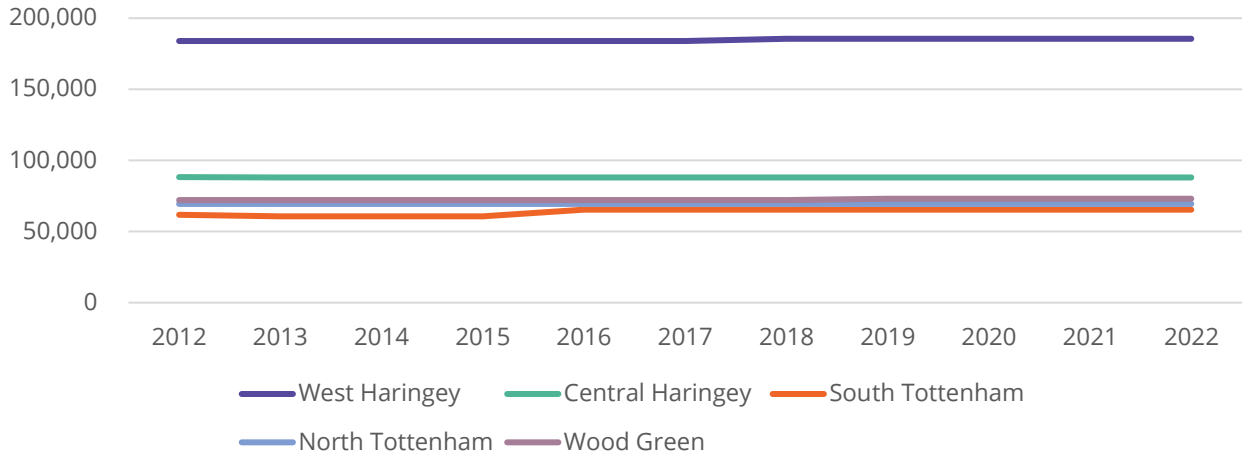


Figure 4.14: Change in Quantum of Office Floorspace by Sub Area

Source: Costar, 2022





Figure 4.15:

(Left) 22-24 Norman Road, South Tottenham Industrial Estate (Image: Co-Star)

2,500 sqft, 3 storeys, 3 star rating

(Right) Figure 4.22: Millmead Industrial Estate (Image: Co-Star)

2,190 sqft, 3 storeys, 3 star rating, Gradica Building Contractors (Suite 35C)

4.34 As noted above, CoStar data does not identify workspace as a category on its own in relation to office space. Despite this, as discussed later in this chapter, we are aware that the DEA 19 (Wood Green) LEA designation has supported the delivery of new office-type workspace and affordable workspace in the area. This encourages residential development to form part of the proposals, enabling cross-subsidisation and improving viability.

Rental Growth

4.35 Office rental growth has remained stagnant across the sub areas over last seven years, having peaked in 2016 to 2018. It appears that there has been a slight downward trend during the COVID-19 pandemic, which is to be expected given the subdued take-up and market activity.

4.36 Achieved rents are highest in West Haringey at **c.£35psf**. Looking at historic data, however, it is evident that this reflects a **+36%** increase in value since 2021 which, given the small size of the office market, may reflect a single deal or small number of higher value deals which have skewed the average in this location.

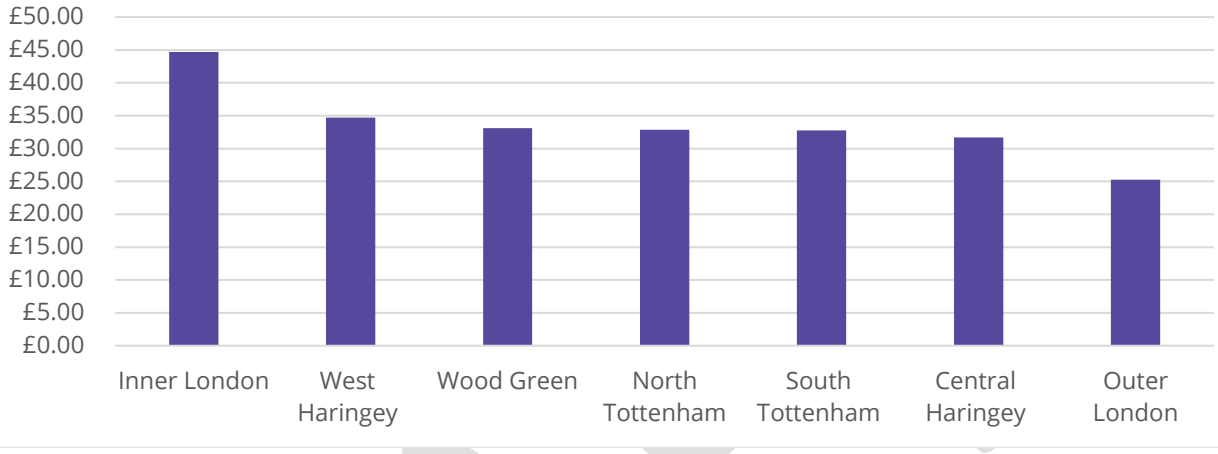


Figure 4.16: Average Office Rent (£psf) (2022)

Source: Costar, 2022

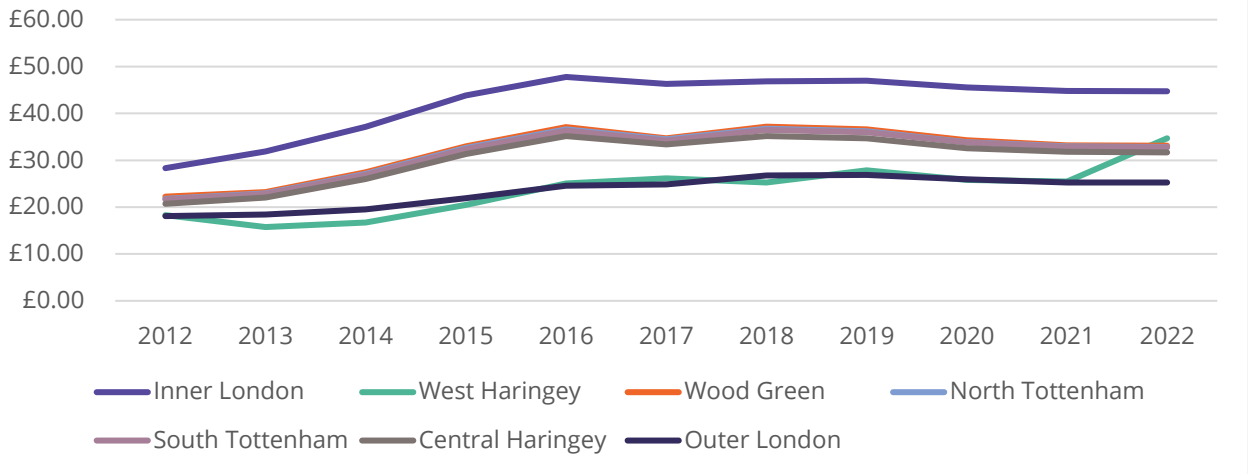


Figure 4.17: Change in Average Office Rent (£psf) (2012 - 2022)

Source: Costar, 2022

Net Absorption (Take-up)

4.37 Office property activity from a net absorption perspective is minimal, but indicates that there have been large move outs, with respondent small take-up of floorspace. North Tottenham's office take-up, in particularly, is relatively dynamic with a significant floorspace being leased / let over the last ten years. There is a similar story for South Tottenham and West Haringey between 2012 – 2019. At present, activity has slowed across majority of sub areas (excluding South and North Tottenham) bar North Tottenham which continues to experience a dynamic and shifting market.

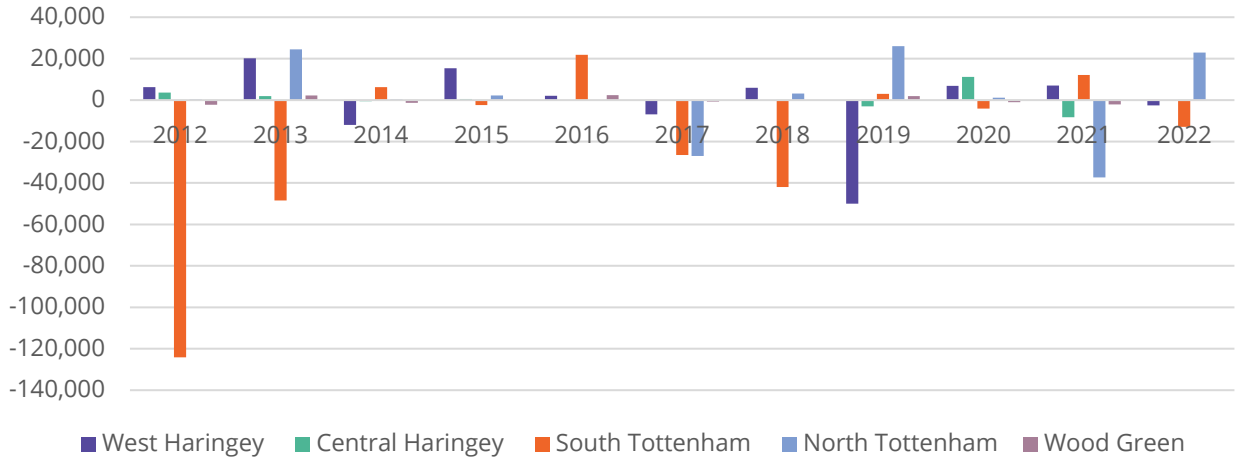


Figure 4.18: Net Absorption (2012 – 2022)

Source: Costar, 2022

Quality of Stock

4.38 Office properties in Haringey are nearly all 'lower quality' stock (1-3 stars). This is unsurprising as Grade A offices are typically found in more central locations, but other Outer London boroughs have more higher quality stock than Haringey (e.g. Bromley, 20%; Croydon 26%; and Greenwich 25%). The lower star rating is likely to reflect that a high proportion the borough's office stock (comprising properties 5,000sqft and less) are mainly ancillary office units in industrial locations or retrofitted high street properties, which tend to be of lower quality. South Tottenham has two properties that are rated 4-5 stars.

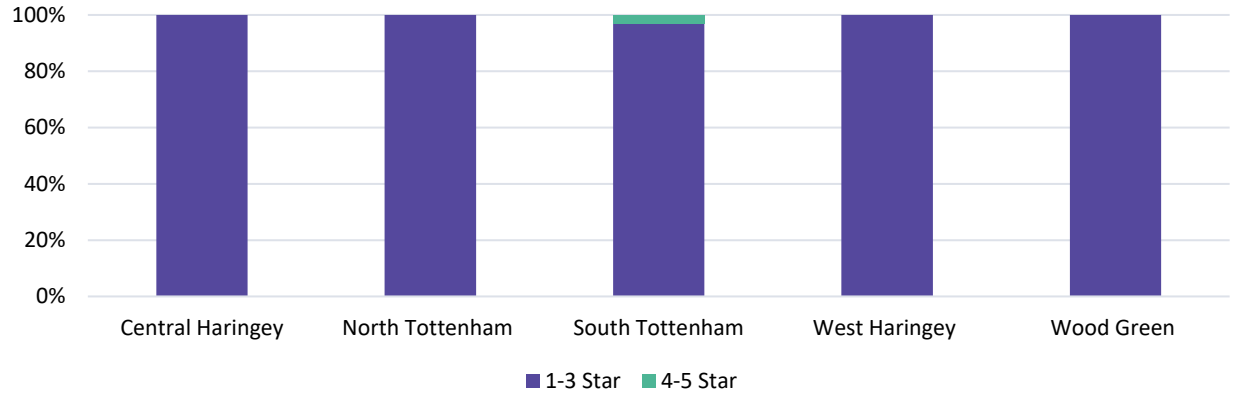


Figure 4.19: Quality of Haringey's Office Stock (2022)

Source: Costar, 2022

Focus On: Energy Performance Certificates

In 2021 Avison Young published *Building Zero: The Road to Zero Carbon Logistics* which focuses on how the commercial property sector can respond to challenges around climate change and net zero.

The report highlights that in 2018 the Government set a minimum energy efficiency standard (MEES) for non-domestic buildings to achieve a set level of energy efficiency. Benchmarked through EPCs (energy performance certificates), the legislation requires commercial properties to hold an EPC grade of E or above

in order to be let or sold. In 2023, the grade E requirement will be extended to all non-domestic properties, including those under lease, unless a valid MEES exemption has been registered.

By 2030, the MEES requirement will increase further with all non-domestic properties needing to achieve an EPC grade B or above unless holding an exemption. Based on EPC lodgements since 2012, this will require in excess of 89,900 or 90% of industrial properties to improve their energy performance as well as a large number of office properties.

This is a considerable task and will require building owners to invest or re-develop their existing commercial stock. While some owners will be able to make small changes (e.g. changing lightbulbs to low energy alternatives) others will need to implement larger and far more capital-intensive changes.

This presents a once-in-a-life-time opportunity for local Councils and stakeholders to work with and encourage commercial property owners to reconfigure and repurpose space to better meet local demand and needs as part of their planned investment programmes – including enhancing the quality of local commercial stock. If owners are going to invest heavily in their building stock they will expect to see a return, and evidence and practical guidance on how to maximise these, while also meeting local requirements, is likely to be well-received.

In parallel to this the Government has proposed that by December 2028 all existing privately rented domestic properties will need to have an EPC rating of C or above. This, alongside MEES requirements, could have significant implications for Haringey due to the prominence of warehouse living in parts of the borough. Given the age and condition of most warehouse living buildings it will be costly and difficult to raise their energy performance. If LBH wants to retain these assets and the economic benefits associated with them, there may be a need to provide targeted financial support to allow these assets to remain lettable and viable locally. Without this it may be more viable for landowners to re-develop assets which will have economic and social implications for the borough.

Workspace Market

4.39 Alongside 'conventional' employment space, Haringey benefits from a wide range of 'specialist' workspaces that align with the typologies outlined earlier in this report (i.e., co-working spaces, managed workspaces, incubators/accelerators, creative spaces, maker spaces and flexible kitchens). Avison Young has undertaken a comprehensive desk-based mapping exercise these, which has identified c.34 spaces in total which provide at least 700,000 sq ft of space (see Table 4.10 for full list). Prominent examples include:

- **Paper Tank Collective (South Tottenham):** Large affordable industrial-focused offices and studios with a presentation room and event space.
- **Gaunson House (South Tottenham):** Co-working and private studios for creative professionals in the heart of Tottenham Hale.
- **Chocolate Factory (Wood Green):** Managed workspace and co-working space for 'clean' creative activity in the former home of the largest sugar confectionery manufacturer in the world, Barratt & Co.
- **Bernie Grant Arts Centre (South Tottenham):** A £15 million purpose-built multi-arts centre, which includes creative studios to hire and rehearsal spaces.
- **Blue House Yard (Wood Green):** A temporary redevelopment of a former car park including creative workspace, retail space, a public square for markets and a bus café.
- **Collage Arts (Wood Green):** artist studios in Wood Green Works on Cumberland Road.
- **Euroart Studios (South Tottenham):** Artist studio and workspace for rent in Tottenham catering to artists and makers.
- **Green Rooms (Wood Green):** London's arts hotel that offers affordable accommodation, rehearsal space and event space in a beautiful setting.
- **Parma House (Wood Green**): Industrial-chic building providing managed office space, studios, meeting rooms and co-working space.
- **The Trampery (South Tottenham):** 30,000 square feet of workspace including 39 studios, 48 desks, meeting rooms and event facilities, with hands-on support to help new and growing businesses.

- **Tottenham Green Enterprise Centre (South Tottenham):** 30 different sized office spaces for start-up businesses, just off the High Road in Tottenham.
- **Konk Music Studios (Crouch End):** Recording studio that is one of London's longest standing privately owned studios - it was established in the early 1970s by The Kinks as their private studio and a few years later opened to outside acts with the likes of the Bay City Rollers, Thin Lizzy, and the Bee Gees, and continues to operate independently to the present day.

4.40 It should also be noted that there are several workspaces / workspace projects that are currently in the planning system that will complement these spaces if and when they come forward – these are set out in the table below.

DRAFT

Table 4.4 Pipeline Workspace Proposals Across Haringey (May 2022)

Scheme	Post Code	Sub-Area	Applicant	Proposal	Site Area (Hectares)	Other Uses	Development Status
Rear of The Chocolate Factory	N22 6XJ	Wood Green	Workspace Group	Partial demolition, change of use and extension of the Chocolate Factory buildings. Demolition of the remaining buildings and redevelopment to create four new build blocks ranging in height from three up to 16 storeys. Mixed use development comprising 9,376 sqm. (GIA) of commercial floorspace (flexible Use Classes A1, A3, B1, D1 and D2), 216 Class C3 residential units together with associated residential and commercial car parking, public realm works and access.	1.3Ha	(Flexible Use Classes A1, A3, B1, D1 and D2), 216 Class C3 residential units together with associated residential and commercial car parking, public realm works and access. **Workspace for creative arts (studios).**	Full Planning Permission Granted. Section 106 commits developer to providing 1,014sm of B1 Use Class let at 25% of market rent (£20) with Collage Arts offered first refusal for a period of six months post completion. £500k to be set aside to support existing customers support with reasonable relocation expenses.
Hornsey Town Hall	N8 9JJ	West Haringey	Crouch End (FEC) Limited	Refurbishment and change of use of the Hornsey Town Hall from B1 Use and Sui-Generis Use to a mixed-use scheme comprising a hotel (Use Class C1), food and beverage uses (Use Classes A3 and A4), community uses (Use Class D1, D2 and Sui-Generis Use) and co-working use (Use Class B1). Use of the Town Hall roof terrace as a bar (Use Class A4). Removal of east wing extension and erection of east wing roof extensions to the Town Hall. Change of use of the ground floor of Broadway Annex Building East to food and beverage use/drinking establishment use (Use Class A3/A4) and Provision of 146 residential units.	1.32Ha	Community uses (Use Class D1, D2 and Sui-Generis Use) and **co-working use (Use Class B1).**	Under Construction Affordable workspace not secured as part of this scheme.
Former BHS	N22 6BX	Wood Green	Lazari Developments	Demolition of the existing buildings and redevelopment to provide part 3-8 storey buildings providing mixed use development, comprising residential accommodation, flexible retail units, flexible workspaces, a hotel, and a public courtyard, with associated site access, car and cycle parking, and landscaping works.	0.79Ha	Mixed use development, comprising residential accommodation (Use Class C3), retail units (Use Classes A1/A3), **flexible workspaces (Use Classes B1/D2)**, a Hotel (Use Class C1) and a public courtyard, with associated site access, car and cycle parking, and landscaping works.	Active Existing Use Affordable workspace not secured as part of this scheme.

DRAFT

Smithfield Yard (Cross Lane Industrial Estate)	N8 7SA	West Haringey	Oakforest Properties (Cross Lane) Ltd	Erection of a part six storey, part seven storey development (plus basement parking) to create 79 residential dwellings and 1,274 sq m of flexible business (B1a) floorspace with associated access, landscaping, car parking and other infrastructure.	0.34Ha	Flexible business (B1a) **Workspace for businesses (studios)**	Complete Affordable workspace secured as part of this scheme.
67 Lawrence Road	N15 4EY	South Tottenham	Interfine Properties	Demolition of the existing buildings and redevelopment of the site to provide a 7 storey building fronting Lawrence Road which includes a recessed top floor and four storey mews block to the rear, comprising 69 residential units (use class C3) and seven live work units on ground and first floor level, including 14 car parking spaces and associated works.	0.24Ha	69 residential units (use class C3) and **7 live work units on ground and first floor level,** including 14 car parking spaces and associated works.	Under Construction Affordable workspace not secured as part of this scheme.
Hale Village - SW - Hale Works (Gateway Tower)	N17 9QQ	South Tottenham	Anthology Hale Works Ltd	Mixed use development ranging from 11 to 33 storeys comprising 1,588 sqm commercial space (flexible A1/A3/A4/B1/D1 uses), 279 residential units including affordable housing, together with roof garden and associated landscaping, the provision of basement car parking, bicycle spaces, associated plant including building maintenance unit and internal refuse storage.	0.36Ha	Mixed use development ranging from 11 to 33 storeys comprising 1,588 sqm commercial space (flexible A1/A3/A4/B1/D1 uses) - including **10 private Co-working studios.** 279 residential units including affordable housing	Complete Affordable workspace not secured as part of this scheme.
Bernard Works	N15 4NX	South Tottenham	GCAP Investments Limited	Demolition of existing buildings and erection of a part 1,3,4,5,6,7 storey mixed use development comprising 25 Commercial Units (B1/B2), music rehearsal space (Sui Generis), café (A3), exhibition space (Sui Generis) (commercial spaces totalling 2446.9m2 gross), and 99 Residential Units (C3) including 12 apartments tethered to the commercial space, plus site access, replacement open space, landscaping, plant and other associated development.	0.56Ha	25 Commercial Units (B1/B2), **music rehearsal space, and creative workspace studios** (Sui Generis), café (A3), exhibition space (Sui Generis) (commercial spaces totalling 2446.9m2 gross), and 99 Residential Units (C3)	Active Existing Use
Florentia Village	N4 1TD		Haringey Warehouse District	Extend the existing Florentia Clothing Village onto the adjacent Storage for London site. Refurbishment and the addition of 100,000 sq ft. of new, purpose-built, best-in-class maker facilities – doubling the size of the campus.	1.85Ha	Expansion of Florentia Village: **Additional creative arts workspace and studios**	Planning Permission

Source: Molior Database, 2022

DRAFT

Workspace Distribution

4.41 Figure 4.20 illustrates the distribution of known workspaces across Haringey[23]. It shows that South Tottenham sub area has more than half of the borough's workspaces, whilst Wood Green has **c.23%.** This is likely to be because both are already important employment areas and have a legacy of commercial space provision, including for non-industrial and light industrial sectors. North Tottenham, in contrast, has the smallest proportion of workspaces **(c3%)** which may reflect the fact that its employment offer has historically been dominated by large-scale traditional industrial stock which does not convert well into smaller workspace units.

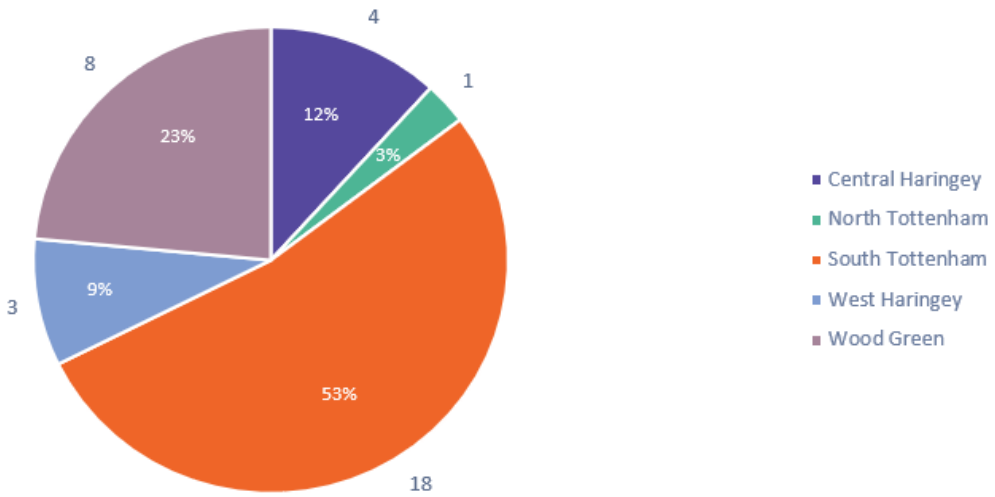


Figure 4.20: Distribution of Workspace (count N = 34)

Source: Avison Young, 2022

4.42 West and Central Haringey also have relatively little workspace, accounting for **c.9%** and **c.12%** of the total offer, which may link to the residential characteristics of the sub areas. The slightly higher concentration of workspace in Central Haringey is due to the Haringey Warehouse District, which has a cluster of creative workspaces including at Florentia Village. A more detailed deep dive into the distribution of workspace in the borough is provided in Appendix III.

Workspace Typologies

4.43 Figure 4.21 outlines the different types of workspaces available across Haringey. As shown, most are creative studios **(c.56%)** with the rest generally being managed workspaces **(c.21%)** or serviced offices/co-working spaces **(c.18%)**. There are very few incubators/accelerators which may be due to a lack of funding to support these services or the nature of the sector activity across the borough. Given the future sector strengths and wider drivers within the Upper Lea Valley (ULV), particularly around technology production, it may be that there is scope for more of these incubator types of facilities. There is also no evidence of formal makerspaces or flexible kitchens across the borough.

[23] Avison Young has undertaken a comprehensive desktop-based workspace mapping exercise that draws on information from LBH, agents and operators. It is unlikely that the mapping is fully comprehensive, and it is inevitable that there are some gaps in the records, but the information provides useful insights and general trends to inform the LBH's future actions and activities related to workspace.

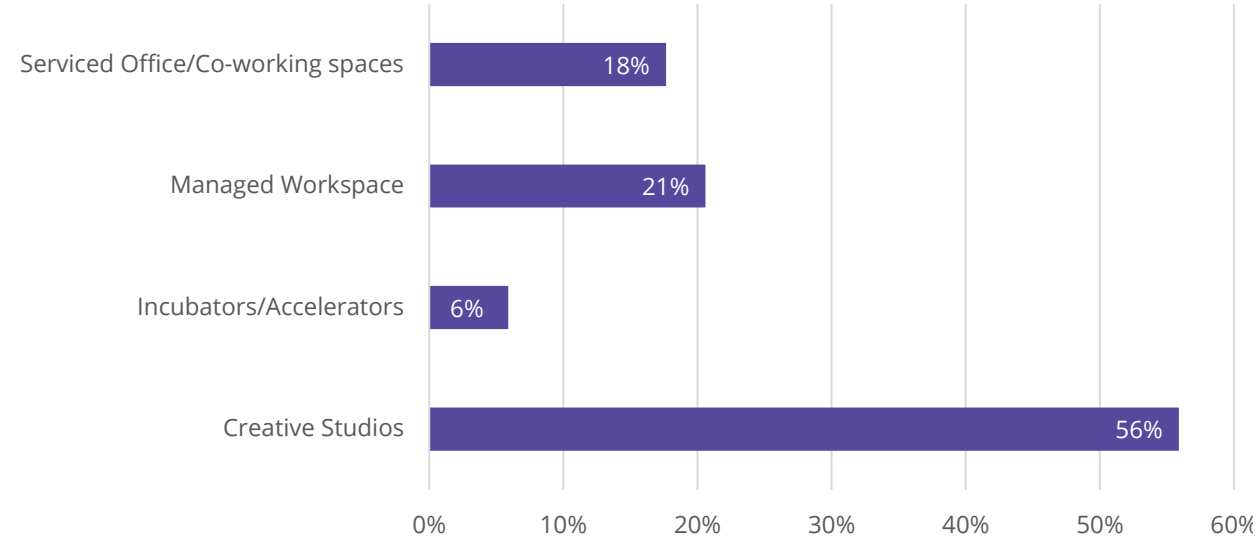


Figure 4.21: Workspace Typology Split (count N = 34)

Source: Avison Young, 2022

Sector Specific Workspace

Figure 4.22 illustrates workspaces that are marketing themselves as sector specific. Reflecting the dominance of creative studios, a significant proportion advertise themselves as creative workspaces **(c.44%)**, and around **c.21%** identify as specifically for music-related activity. This directly reflects Haringey's sector strengths, and the Creative Enterprise Zone designation in South Tottenham. Around a quarter of all workspaces do not advertise as being sector-specific – these are either general co-working or serviced office spaces providing more generic workspace for SMEs and entrepreneurs.

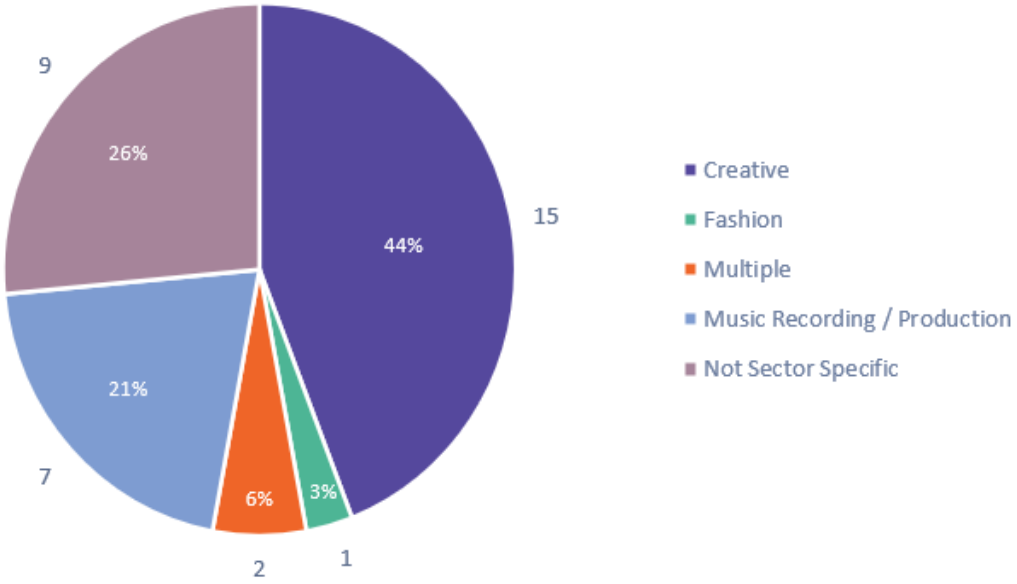


Figure 4.22: Workspaces Advertising for Specific Sectors

Source: Avison Young, 2022

Focus On: F&B Production

There is strong presence of F&B production and associated activities within Haringey. However, in recent years several breweries have moved out of Haringey to neighbouring Enfield which is thought to be due to a lack of suitable space locally. Whilst breweries are not necessarily located in workspaces, it raises the question whether other associated F&B activities face the same challenges and if there is a need for more suitable space from F&B businesses such as shared kitchens. Additionally, a lack of follow-on space may be an issue due to the need for larger warehouses. Haringey may not necessarily be able to compete with the likes of its neighbours due to the practical inability of being able to deliver larger warehouses, but it does signal that there may be a role to play in providing good start-up spaces for the sector.

Workspace Properties

4.44 Around **94%** of workspaces in Haringey are within retrofitted / converted industrial warehouses or office blocks. There are a very small number of new build spaces, such the Bernie Grants Art Centre and parts of Blue House Yard, and there are some in the pipeline as identified in Table 4.4.

Workspace Operators

4.45 **27** out of **34** workspaces in Haringey are run by commercially focused, for-profit operators. Four are run by charities and three are run by more 'socially-focused' operators (i.e. those that prioritise social outcomes but are not registered charities) as Table 4.5 below illustrates. In total seven workspaces advertise themselves as 'affordable' – this incorporates some, but not all, of the workspaces listed in the table[24].

Table 4.5 Workspaces Run By Charities and Socially-Focused Operators

Scheme	Property	Sub Area	Sector Specific?	Operation
Tottenham Green Enterprise Centre	Conversion	South Tottenham	Not Sector Specific	Charity
Bernie Grant Arts Centre	New Build	Wood Green	Creative	Charity
Business Lounge	Conversion	Wood Green	Not Sector Specific	Charity
Collage Arts	Conversion	Wood Green	Creative	Charity
The Trampery Tottenham	Conversion	North Tottenham	Multiple	Social Focus
Blue House Yard	New build	Wood Green	Creative	Social Focus
Manor House	Conversion	Central Haringey	Creative	Social Focus

Source: Avison Young, 2022

4.46 Interestingly, however, when analysed on a comparative rent per sqft basis some of the 'affordable' spaces do not necessarily have the lowest rent per sqft in the borough. Conversely some workspaces do not advertise themselves as 'affordable' but have among the lowest rents per sq ft – for example Parma House is run by the for-profit Workspace Group but yields the lowest rent per sqft (c.£10.91) based on the information available.

[24] It is important to note that despite not advertising as 'affordable', the Archive (operated by the Purpose Group) has a planning obligation to provide affordable workspace.

4.47 This discrepancy may be due to a wide range of factors from the quality of a building to the desirability of a location. On the difference between 'affordable' and 'market rate' space specifically, however, it may link to the way in which workspace operators bundle a range of different amenities, services and rates into the rent per sqft figure.

4.48 In other words, whilst an advertised rent per sqft may not necessarily be the cheapest, the fee could include a range of different services and rates (e.g. Wi-Fi, business rates, tools, machinery, amenities, business support etc.) that may be unaffordable to a single business in their own unit combined with a base rent. An 'affordable' rate could also include access to certain skillsets and expertise that may be on offer by an operator and within their respective workspace ecosystem.

4.49 The case studies below outline the range of services that are incorporated into the lump sum price of some 'affordable' spaces and demonstrate that affordability relates to more than just rent per sqft. Note these represent rents paid by the tenants.

Table 4.6 Workspace Price Per Sq Ft Data[25]

Sub-area	Other Commercial Workspace	Typology	Price Per Sqft
South Tottenham	Millmead Studios	Creative Studios	£26.80
South Tottenham	Gaunson Creative Studios	Creative Studios	£22.50
Wood Green	Collage Arts	Creative Studios	£11.50
South Tottenham	Gaunson House	Creative Studios	£30.84
Wood Green	Business Lounge	Incubators/Accelerators	£13.84
Central Haringey	Manor House	Creative Studios	£16.40
Wood Green	Blue House Yard	Serviced Office/Co-working spaces	£48.60
Wood Green	Chocolate Factory	Managed Workspace	£52.20
Central Haringey	Florentia Clothing Village	Creative Studios	£18.58
South Tottenham	Tottenham Green Enterprise Centre	Incubators/Accelerators	£33.81
South Tottenham	Blighty Tottenham	Managed Workspace	£20.20
South Tottenham	The Archives	Managed Workspace	£35.50
South Tottenham	Grove Business Centre	Managed Workspace	£50.50
South Tottenham	North London Darkroom	Creative Studios	-
South Tottenham	Millmead Business Centre	Managed Workspace	£21.00
South Tottenham	Tudor Leaf Business Centre	Managed Workspace	£33.23
South Tottenham	The Annex Space	Creative Studios	-
South Tottenham	Kitsch Studios	Creative Studios	£45.00
South Tottenham	The High Cross Centre	Managed Workspace	£18.62
South Tottenham	The Trampery Tottenham	Serviced Office/Co-working spaces	£16.82
Wood Green	Bernie Grant Arts Centre	Creative Studios	£19.40
Wood Green	Business Lounge	Incubators/Accelerators	£20.40
Wood Green	Clockwise Offices	Managed Workspace	£14.02
Wood Green	Parma House	Managed Workspace	£12.50
Wood Green	Ashley House Business Centre	Serviced Office/Co-working spaces	£38.00

[25] Data has been compiled using operators' advertised rates as listed on their websites or provided via email or on the phone in July/August 2022. The dominant use for each workspace has been reported in the price data. Where prices were advertised on a desk-basis, rent per square foot figures have been calculated by dividing the annual cost per desk by the amount of space one employee generally requires in a B1A office space according to the Homes and Communities Agencies employment density guidance. Where multiple rates are advertised by a single operator for the same type of space but different sized / quality of unit, a median value has been considered

West Haringey	Oxford House	Serviced Office/Co-working spaces	£55.20
West Haringey	The Arts Centre (Hornsey Town Hall)	Serviced Office/Co-working spaces	£22.32

Table Legend:

Colours	Cost
Lower	£11-£20
Medium	£20-£35
Higher	£45+

* Please note, the gaps in the pricing above indicate where information regarding sizing was unable to be ascertained for analysis.
Source: Avison Young, 2022

'Affordable' Workspace - Case Study Examples



Scheme and Sub-Area	**Blue House Yard, Wood Green**
Description and Typology	Affordable **Creative Makerspace.** Work sheds and studios for rent. **Social focus** **Serviced Office/Co-working spaces**
Price PSF	Average, £48.60 psf. All spaces are let on a fair rent policy with prices being set between 50-80% of market value, on flexible terms and with no upfront deposits.
Services included	Studio/ offices: Communal central seating area Shared kitchenette Higher power amps to support lighting Service charge Work sheds: Makerspace/retail at ground floor and storage on second floor Community yard Service charge Meanwhile Space CIC outline that the space is unique and provides an all-encompassing approach for future tenants. It combines maker space with public space, creating retail opportunities as well as space for leisure and events.

Source: Meanwhile Space



Scheme	**Millmead Studios, South Tottenham**
Description and Typology	Daylight photography studio (dry hire) **Creative Workspace / Studios**
Price PSF	£21.00 psf
Services included	Hair and make-up light up mirror table 2x styling rails Steamer 5x polyboards Digi trolley 4x complete C stands Backdrops stands 2x fans Hangers Trestle table 2x Communal WC Showers Communal kitchen AC/heating Bluetooth speaker Parquet flooring Free parking Partial black out available Higher power amps to support lighting WiFi

Source: Millmead Studios

4.50 Both examples offer added value for occupiers that may support 'affordability'. In the case of Blue House Yard, rent is controlled at 20-80% of market value, and the space has multiple functions in that most occupiers receive both a work shed and a retail unit. This gives tenants the ability to reduce costs of renting a further retail space away from their production space. They are also able to access business support programmes run by the Council, operator and other service providers.

4.51 In the case of Millmead Studios, the photography studio comes with basic lighting and backdrops, as well as set up tables for hair and make-up. It also has lighting that allows for daylight photography, which can be challenging to find in other spaces. As a start-up business, the cost of photography studio tools may be a costly expense and having a space like this available and on demand can be a more affordable option, particularly when equipment is not required by a business on a day-to-day basis.

Workspace Rent and Pricing

4.52 In terms of pricing the average 'conventional' office rent across Haringey for all stock is **c.£33psf** as set out earlier in this chapter. This is lower than the average rent psf for managed workspace/co-working space run by commercial and/or non-commercial operators as Table 4.9 below illustrates. Similarly, average

'conventional' industrial and light industrial rents **(c.£16psf** and **£20psf** respectively) are significantly lower than workspaces that operate in industrial-type properties.

Table 4.9 Price PSF Average Comparison

	Number of Workspaces	Average PSF Rate	Example
Conventional Office*	395	£33	-
Conventional Office Second Hand Stock	5	£26	-
Managed Workspace Commercial Operator	6	£39	Workspace Group, Purpose Group, Lenta Space, lockwise, The Archives
Co-Working Commercial Operator	3	£36	Oxford House, Millmead Business Centre, Ashley House Business Centre
Co-Working Non-Commercial Operator	3	£34	Blue House Yard, The Trampery Tottenham, The Arts Centre
Conventional Industrial	307	£16	-
Conventional Light Industrial	152	£20	-
Convention Industrial Second Hand Stock	12	£15	-
Creative Studios Commercial Operator	3	£23	Tudor Leaf Business Centre, North London Darkrooms, Florentia Village
Creative Studios Non-Commercial Operator	8	£22	Clarendon Yards - Collage Arts, Manor House, Bernie Grants Arts Centre, Kitsch Studios, The Annex Space, Gaunson House, Millmead Studios

Source: Costar, 2022. Note: 'Conventional' space is up to 5,000 sqft for office and 25,000 sqft for industrial and light industrial. This table also does not include recording / music studios or incubator workspaces.

4.53 Again, this links to the amenities, services and rates offered embedded in 'specialist' workspace fees versus 'conventional' commercial space. This is highlighted in Table 4.10 which illustrates the extent of amenities included in the pricing for different workspaces in Haringey.

4.54 It is worth noting that while it is clear that the borough's workspaces offer more amenities than conventional commercial space in their rates, there is not a clear correlation between the quantum and type of amenities offered by workspaces and their rent on a psf basis. Pricing is to the discretion of the workspace provide and dependent on numerous factors, including but not limited to:

- Operators own leasing arrangements;
- Location;
- Subsidy leveraged to tenant;
- Internal operational model;
- External funding sources; and,
- Building quality.

4.55 Three case studies have been set out to below demonstrate the embedded pricing models.

Table 4.10 Amenities

Scheme	Floorpsace (Sq Ft)	Wifi	Service Charge	Business Rates	Utilities	Meeting Rooms	Kitchen / café	Leisure	Shower facilities	Parking / Cycling	24 hour access	Equipment	Other	Other NB
Chocolate Factory	112,804	1	1	1	1	0	1	0	1	1	1	0	0	0
Gaunson House	36300	1	1	1	1	0	0	0	0	0	0	0	1	Lockers
Millmead Studios	6,460	1	1	1	1	0	0	0	0	0	0	0	0	0
Florentia Clothing Village	32,500	0	0	0	1	0	1	0	0	0	0	0	0	0
Tottenham Green Enterprise Centre	36,168	0	0	0	1	0	0	0	0	1	1	0	0	0
Gaunson Creative Studios	36300	0	0	0	1	0	0	0	0	1	1	0	0	0
Blighty Tottenham	2,150	1	1	0	1	0	1	0	0	0	1	0	0	0
The Archives	35,800	1	1	0	1	0	1	0	1	0	1	0	1	Event space
Grove Business Centre	19,300	1	1	1	1	0	1	1	1	1	1	0	1	Inventory Storage
North London Darkroom	4520	1	0	0	1	0	0	0	0	0	0	1	0	0
Millmead Business Centre	9,470	1	1	0	1	1	1	0	1	1	1	0	1	Admin support
Tudor Leaf Business Centre	49,546	1	1	0	1	0	1	0	0	0	0	0	0	0
The Annex Space	30,677	0	1	0	1	0	0	0	0	0	0	1	0	0
Kitsch Studios	16000	0	1	0	1	0	1	0	1	0	0	1	0	0
The High Cross Centre	44,777	1	1	0	1	1	1	1	1	1	1	0	1	Custom fit out available
The Trampery Tottenham	28,847	1	0	0	1	1	1	0	0	1	0	1	1	Event space and Printing
Bernie Grant Arts Centre	15,715	0	1	1	1	0	1	0	0	0	0	0	0	0
Business Lounge	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0
Collage Arts	15,177	0	0	0	1	0	0	0	0	0	1	0	1	Business Support
Clockwise Offices	1,184	1	1	0	1	0	1	0	0	1	1	0	0	0
Parma House	18,836	1	1	0	1	0	0	0	0	0	0	0	0	0
Blue House Yard	2,906	0	1	1	1	0	1	0	0	0	0	0	0	0
Manor House	32,507	1	1	1	1	0	1	0	0	1	1	0	0	0
Ashley House Business Centre	11,409	1	1	1	1	1	1	0	0	1	1	0	0	0
Oxford House	12,593	1	1	1	1	0	1	0	1	1	0	0	0	0
The Arts Centre (Hornsey Town Hall)	73,302	1	1	0	1	1	1	0	0	0	0	0	1	Recording Studio Access

DRAFT

Scheme	Floorpsace (Sq Ft)	Wifi	Service Charge	Business Rates	Utilities	Meeting Rooms	Kitchen / café	Leisure	Shower facilities	Parking / Cycling	24 hour access	Equipment	Other	Other NB
Hermitage Works	5,812	1	0	0	0	1	1	0	0	1	0	1	1	Chill our space
Ten87 Studios (Gaunson House)	36,274	1	0	0	0	0	0	0	0	1	1	1	1	0
Ten87 Studios (Markfield Road)	14,961	1	0	0	0	0	0	0	0	1	1	1	1	0
Ten87 Studios (High Cross Centre)	44,777	1	0	0	0	0	0	0	0	1	1	1	0	0
Cargo Rooms	8,826	0	0	0	0	1	0	0	0	0	1	1	1	0
New River Studios	4,951	1	0	0	0	0	1	0	0	1	0	1	1	Event Space
Carvall Warehouse	21,269	0	0	0	0	1	1	0	0	1	0	1	1	0
Reservoir Studios	8,395	1	1	0	0	0	0	0	0	0	0	1	1	1
TOTAL SQFT	**737,393**													

Source: Avison Young desktop research (2022). Note: 1 = Present. 0 = Not Present.

DRAFT

Scheme and Sub-Area	**Clockwise, Wood Green**
Description and Typology	Six floors of flexible office workspace **Commercial Focus** **Managed Workspace**
Price PSF	£14.02
Services included	Free tea & coffee WiFi Bike storage Disabled access Lockers Meeting room Event space Roof terrace Phone booths Printing & copying 24/7 Access A dedicated office support team, including reception, cleaning, maintenance and security Breakout areas, kitchenettes and club lounges

Scheme	**Ashley House, South Tottenham**
Description	Five storey office block converted into serviced offices **Commercial Focus** **Serviced Office/Co-working spaces**
Price PSF	£38.00
Services included	Staffed reception Restrooms on every floor (including 1 disabled) Disabled access throughout CCTV Central heating throughout All-inclusive rent 24-hour access Shared kitchen with appliances Use of shared 200MB fibre broadband line Meeting rooms Internal phone

Scheme and Sub-Area	**Trampery, South Tottenham**
Description and Typology	A workspace situated within a period property aimed at Tottenham's entrepreneurs and creative businesses **Social Focus** **Serviced Office/Co-working spaces**
Price PSF	£16.82
Services included	Either Studio or Resident (Fixed Desk) Membership Utilities included Parking High speed internet Meeting rooms Communal kitchen with refreshments Event space Printing

	The Trampery membership additionally offers a business support programme as part of the offer. Community events are also part of the offering for members, to support networking building and collaboration.

These case studies illustrate that rents per sq ft can vary significantly while basic amenities are similar. Ashley House, for example, has a significantly higher price per sqft (c.£38 respectively) than the Trampery (£16.82 psf), however the latter has a much stronger offering to support entrepreneurs in terms of networking events and a business support programme. Clockwise also has a similar price to Ashley House (c.£32.70 psf), and similar basket of amenities included, but has a substantially higher quality of fit-out. Clockwise offers members a meeting room and a roof terrace as well as all the basics (WiFi, landlines, tea points).

Focus On: Music Studios

4.56 In terms of music studio spaces, pricing is not normally reported on q price psf basis but rather a time charge (day, week, month). Pricing can vary considerably despite the equipment hire remaining quite similar, which can relate to the quality of the equipment and hired professionals that can come with the space (see Table 4.11 below).

4.57 Music studios are not generally considered to be traditional 'workspaces', but it is recognised as an integral offer that drives the creative sector activity. Several of the borough's recording studios sit within the West Haringey and South Tottenham sub area, close to other creative businesses.

Table 4.11 Music Studios Rates (£)

Music / Recording Studios	Price Per Hour	Price Per Week	Price Per Month
Hermitage Works	£30	£1,200	£4,800
Ten87 Studios (Gaunson House)	£4	£225	£900
Ten87 Studios (Gaunson House)	£4	£225	£900
Ten87 Studios (Markfield Road)	£5	£198	£793
Ten87 Studios (Markfield Road)	£8	£338	£1,350
Ten87 Studios (Markfield Road)	£14	£551	£2,203
Ten87 Studios (High Cross Centre)	£7	£288	£1,153
Ten87 Studios (High Cross Centre)	£12	£462	£1,850
Cargo Rooms	£12	£480	£1,920
Cargo Rooms	£8	£320	£1,280
Cargo Rooms	£15	£600	£2,400
Cargo Rooms	£10	£400	£1,600
New River Studios (Manor House)	£8	£300	£1,200
New River Studios (Manor House)	£13	£500	£2,000
New River Studios (Manor House)	£20	£800	£3,200
Reservoir Studios	£33	£1,300	£5,200

Workspace Gaps and Provision

Creative

4.58 There is a diverse array of creative activity in Haringey from music production to fashion. The existing creative workspace offer does not, however, fully reflect this. For example, it currently supports artist and music production, but has fewer assets targeted at the fashion sub sector.

4.59 While there is a cluster of fashion activity within South Tottenham and Central Haringey sub areas (i.e. Florentia Village and Fashion Enter), there could be a greater provision of small fashion production spaces. Such spaces could drive higher value activity and diversify Haringey's fashion industry – providing the opportunity to 'grow' back the fashion industry in a new way (shifting from large-scale production, manufacturing and distribution to small scale innovative activity). Given the historic presence of fashion manufacturing businesses across the borough, there are likely to be residents who have these key skillsets and would benefit from these spaces.

4.60 The presence of OMA studios, Netflix and Troubadour Studios nearby is also a key cluster and presents an opportunity to support fashion activity (e.g. in costume design and production). It also provides opportunities for other creative-related activities that cross over with digital and tech (e.g. post production services).

4.61 Linked to this there are no formal maker spaces across the borough. This can help support smaller businesses gain a foothold in specialist creative sectors, and support innovation and diversification if a wide range of different tools and expertise is made available.

Music

4.62 Music activity is prominent in South Tottenham with some presence in other sub areas. Ten87 provides the lowest rates but it is challenging to understand whether this is sufficient to support the industry – particularly as there has been no growth shown in the sector analysis.

4.63 Whilst recording studios are not typically considered to be workspaces, the Council understands that this sector needs support. It may be that hybrid recording and performing spaces are required, providing artists with 'affordable' options and platforms to share their music. It is important to note, however, that it often the surrounding infrastructure that supports sector clustering and draws footfall and occupants in this industry.

Food Production and Manufacturing

4.64 Food and beverage manufacturing is an important cluster within the South Tottenham sub area. In particular, there is a concentration of breweries which are also social spaces driving footfall to the area. In recent years several have however relocated to Enfield for larger premises however some smaller breweries remain.

4.65 In terms of other food-related activity, despite their being large scale food manufacturing activity across Haringey, there are no flexible kitchens / food testing spaces to support SMEs. This is despite the fact that, due to land supply constraints and opportunities in neighbouring locations (Meridian Water), Haringey may not be able to continue to support large scale manufacturing as it has done in the past. There is therefore an opportunity to support Haringey's food and beverage manufacturing to shift from mass production to more niche food testing / production / innovation. By delivering flexible kitchens, this could help to meet a gap in the market and align with Haringey's existing food activity.

Hybrid Working

4.66 There are several sector agnostic workspaces across Haringey, but they are generally in the east of the borough. West Haringey and North Tottenham, in contrast, have poor provision despite being highly residential areas. Given the shift to hybrid-working there may be an opportunity to deliver more neighbourhood-type workspaces around local centres to align with the existing residential population and

current connectivity to key business districts. Crouch End, for example, will have a number of highly skilled individuals that commute to the City and Kings Cross that may drive the requirement for new highly flexible co-working spaces / service offices in these local centres. Given the link to Kings Cross and the Tech Fringe, there could be scope to consider delivering workspace orientated to cater for digital and tech activity.

Digital and Tech

4.67 There is a strong presence of digital / tech activity across the borough. With the concentration of music recording / production and streaming businesses in Haringey, as well as in Meridian Water and the Kings Cross' tech hub, there is an opportunity to consider delivering more workspace schemes that support digital activity - particularly as analysis identifies that these types of spaces are limited. It is also important to recognise that manufacturing activity will evolve to encompass greater digital processes over time and, therefore, there may be some benefit in delivering digital innovation and accelerator space to support this given Haringey's specialism in this area.



5. How has COVID-19 impacted demand for different types of space?

Chapter Summary

This chapter provides an overview of how COVID-19 has impacted the commercial property market. This is to provide a broader picture of demand and to inform future workspace policy and practice. Key messages from the analysis include:

- Demand for office space is expected to recover over the medium-to-long term, with recent evidence showing that it already appears to be responding well.
- The nature of office demand has started to shift towards high quality flexible space that enables collaboration, supports wellbeing and fosters learning between employees that are increasingly adopting hybrid working patterns.
- The shift to remote working appears to be increasing demand for flexible workspace in well-connected suburbs close to where people live, building on ideas of the 15-minute neighbourhood.
- Demand for office space in city centres is expected to be for space that allows employees to come together on a less frequent or semi-regular basis to collaborate and undertake 'deep work'. It is anticipated that businesses will increasingly look for temporary or short-term space and desks in these locations with a potential shift in perceptions to seeing 'office as a service'.
- Demand for industrial space and workspace typologies where businesses need to be in situ (e.g. maker spaces, artist studios and R&D space) remains strong and this is expected to continue in well-connected and accessible locations.
- Despite macro-economic pressures threatening high streets and the retail markets, the introduction of the new E class makes it easier to provide workspace in town centres.

Implications for Haringey

- Expected strong demand for both office and industrial space over the medium-to-long-term provides a range of use opportunities for the borough's future workspace market.
- Many of the borough's town centres (notably Wood Green, Tottenham High Road, Green Lanes, Muswell Hill and Tottenham Hale) are ideally located to capitalise on increasing demand for office space in well-connected suburban locations close to where people live.
- The changing nature of work opens opportunities for new types of neighbourhood workspace located in residential areas that allow people to 'work near home'.
- New workspace should be high-quality, flexible and offer touch down spaces, project spaces, breakout spaces, fast digital connectivity and collaborative technology to meet changing occupier needs and enable hybrid working.
- New workspace clusters need to provide supporting facilities to attract hybrid workers. Amenities like cafes, equipment, storage, bicycle storage, showers, lockers, fast internet and meeting rooms should all be available to meet occupier requirements.
- Demand for workspaces where businesses need to be in situ continues to be strong and presents opportunities for the whole borough particularly given constrained supply across London. New forms of industrial typologies (e.g. urban logistics) provide opportunities for sites that may be unviable for larger-scale development.

Office Trends

Scale of Demand

5.1 The economic downturn and shift to remote working precipitated by COVID-19 reduced demand for office space over the short-term. Demand is, however, a complex issue influenced by a wide range of factors such

as financial returns, technology, economic growth, culture and productivity. Evidence relating to these factors has led to a consensus among commentators that demand for office space is likely to rebound and has already started to do so:

"Slow and steady is the best way to describe the office recovery. The path out of the dislocation caused by the pandemic began last year as companies returned to the office and began to make long-term workplace plans. In 2022, the office sector will perform much like it did last year, marked by a paced recovery after this". (Globe Street, 2022).

"The start of 2022 saw a jump in new tenants looking to rent UK commercial property, with the uplift particularly prevalent in prime office spaces. Investor enquiries across all UK commercial property also continued to rise, according to the RICS Commercial Property Market Survey" (RICS, 2022).

"The office market has signalled a recovery now that the worst of the pandemic seems to be in the past. However, the changes that have occurred in people's lifestyle, including consumer behaviour, and how they think about work appear to be definite… To remedy that, companies are being required to adjust their formats by offering the hybrid option, co-working spaces closer to home, and showcase ESG initiatives to attract and retain talent, such as airy offices and buildings with green credentials, including energy efficiency. But even with these new demands from occupiers, office market numbers have increased substantially from last year. (GRI Hub, 2022).

"Office take-up in central London has staged a notable recovery over the first half of the year, with the amount of space secured by occupiers almost doubling in the City and the West End" (EGI, 2022).

5.2 This sentiment is captured in projections related to office demand. Cushman & Wakefield's 2020 *Global Office Impact Study and Recovery Timing Report*, for example, sets out that the impacts of hybrid working are likely to be offset by factors such as economic growth and population growth and that office demand will continue to grow over the next decade. They modelled a short-term decline in demand, but expect 2022 to show an overall absorption of office space, and for vacancy rates to return to pre-crisis levels by 2025.

5.3 Recent trends support these projections and claims – evidence shows that that demand appears to be recovering following the uptake of the vaccine and easing of restrictions. The British Retail Consortium, for example, report the town centre footfall has come within 10% of pre-pandemic levels despite mounting pressure on consumer spending (October 2022). Office take up figures have also been strong – Avison Young's most recent *Economic and Property Market Review* shows that London's office market saw take up reach 2.5 million sq ft in Q2 2022, which is 21% higher than the 10-year average. Similarly, the Big Nine Regional city markets[26] saw 1.8 million sq ft taken up in Q2 2022 which is similar to Q1 and broadly in line with the ten-year average.

Nature of Demand

5.4 While demand for office space has started to bounce back, changing working patterns introduced during the pandemic have started to influence the nature of demand. This is because most employees and employers recognise the personal and productivity benefits of remote working, but generally agree that it does not provide the community, collaboration and development opportunities offered by in-person interaction.

5.5 This is captured in ISG's *Power of Place* (2020) survey which shows that the primary drivers for workers returning to the office are: (1) socialising with colleagues; (2) training and learning; (3) meetings; (4) team building/cultural alignment; and, (5) collaborating.

5.6 Hybrid working, which refers to a mix of home and in-person working, has become the new norm pushing many businesses to look for flexible commercial space that suits this new working pattern – a recent occupier survey undertaken by Colliers International suggests that around 70% of office employers are looking to or already implementing hybrid working arrangements[27]. These shifts are causing occupiers and investors to

[26] Birmingham, Bristol, Cardiff, Edinburgh, Glasgow, Leeds, Liverpool, Manchester and Newcastle.
[27] Colliers International, Office Recovery – The Great Experiment (2021)

focus more on wellbeing, collaboration and experience when considering office space rather than a traditional narrower focus on size and location.

5.7 This is captured in Avison Young's *Fit for the Future: The Impact of COVID-19 on Workplace and Portfolio Strategies* (2021) research which highlights that employee wellbeing is now at the forefront of occupiers' minds. Occupiers recognise that remote working has been good for many people, but that most employees have started to return on a flexible basis to improve their wellbeing and to interact more closely with colleagues and friends. Survey evidence from ISG suggests that employees believe that spending around two days in an office per week is optimal for wellbeing.

5.8 These trends are captured by New London Architecture:

"While businesses are very likely to retain some form of physical office as a base for their community, we should expect this to be combined with higher levels of remote working than ever before. Offices, as a result, will have to adapt, functioning more as data centres… that empower people working outside of the central office, while also maintaining a culture of collaboration that was so central to open-plan offices and co-working spaces".

5.9 The upshot of this is that the nature of space requirements is starting to shift with occupiers increasingly looking for high-quality flexible space that can respond rapidly to changing business needs, support employee wellbeing and enable collaboration. Rather than looking for large, fixed spaces many occupiers are seeking space that meets their core needs but also allows them to hire more desks or collaboration space when required. The following factors are expected to be important to office occupiers over the next few years:

- Flexible lease terms.
- Access to co-working/touch down space.
- Access to space to meet and collaborate.
- Access to temporary 'project' space.
- Spaces that is adaptable.
- More desk space per head.
- A variety of breakout spaces.
- Enhanced audio-visual technology to support flexible working patterns.
- Good quality ventilation and air filtration.
- Thorough communal hygiene arrangements built into leases.
- Well-connected locations near to public transport and local amenities.

5.10 This is reflected in post-COVID leasing trends which indicate that in the first half of this year the four largest office deals across the country were for high quality new space[28]. Agents also anecdotally report that prime high-quality space is currently letting more quickly than older secondary stock.

5.11 Supporting facilities are becoming more important to attract workers back in and to support collaboration and employee wellbeing. Facilities that are becoming more desirable include:

- Meeting rooms.
- Cafes.
- Event/exhibition space.
- Specialist equipment.
- Strong internet.
- Kitchen space.
- Storage.
- Creche.
- Parking.
- Showers.
- Lockers.
- Business support.
- Outdoor space.
- Bike storage.

5.12 These factors reflect survey data from ISG which shows that employees rate the following five factors as the most important amenities for future workplaces: (1) location and accessibility; (2) high powered internet connectivity; (3) introduction of more fresh / filtered air; (4) green / outdoor space; and, (5) adaptable spaces.

5.13 It is worth noting that access to good technology and high-speed broadband connectivity is now an essential enabler of hybrid working. The right digital infrastructure is crucial to link people working remotely to those

[28] CBRE, 2022

in offices. Businesses will need to invest in technology to stay connected and in smart solutions to increase security while reducing inefficiencies and costs. Employees are starting to expect a seamless experience from their physical and virtual workplaces with the integration of remote workers into meetings and conversations.

Geography of Demand

5.14 The geography of demand for office space is also starting to shift in response to the impacts of COVID-19. Urban areas are still driving demand due to their inherent attractors (i.e. economic opportunities, social connections and amenity offer), but some employers are looking to locate parts of their office portfolio in suburban or satellite locations closer to where employees live in response to the rise in remote working.

5.15 In relation to London, the Local Enterprise Action Partnership (LEAP) write:

"Remote working gives rise to the viability of 'hub and spoke' flexible workspace hubs across the city. Outer London's high streets can benefit from this latent demand, with the end of line stations in particular being able to serve their residential neighbourhoods, as well as their wider commuter catchments"[29].

5.16 This chimes with Avison Young's occupier survey[30], which indicates that one fifth of respondents anticipate that they will disperse their office portfolios to be closer to where their workforce lives and want to work. It is anticipated that liveable, well-connected suburbs and towns with easy access into urban centres will benefit most from this shift in demand.

5.17 Commentators suggest that town and city centres will continue to be productive and attractive places that drive office demand, but for some businesses they will become places where employees come together on a less frequent or semi-regular basis to meet, collaborate and focus on specific projects or issues. Again, London's LEAP write:

"The CAZ… has the opportunity to capture demand for "deep work" - where newly distributed teams and decentralised companies, wanting to gather for a series of days in an easily accessible location, can collaborate and access specialist facilities. Including ancillary facilities as part of the flexible workspace offer, such as meeting spaces, exhibition spaces, video conferencing equipment, on-site childcare, or recording studios, can fill a gap currently in traditional office provision, and make workspaces more accessible"[31].

Industrial Trends

5.18 Demand for space where businesses need to be in situ has been resilient over the course of the pandemic and beyond. This is evidenced by the national industrial market, which has seen record levels of take up over the last two years. Avison Young's research shows that like the preceding year, 2021 was a record year for the UK industrial market as take-up of 'big box' Grade-A space surpassed 49 million sq ft[32].

5.19 Amazon has been the most notable acquirer of industrial space at the national level over the last 18 months, but several supermarkets have doubled their online platforms and high street retailers have also been increasing their online presence. There has also been an increase in demand from data centre providers.

5.20 In London a severe lack of general industrial and light industrial stock of all sizes and typologies has limited market activity. Since 2001 industrial vacancy rates have dropped from 16% to around 4% today – this illustrates that stock is well-used but that it is unlikely to be meeting demand from businesses[33]. This is emphasised in Centre for London's *Making Space: Accommodating London's Industrial Future* report which sets out:

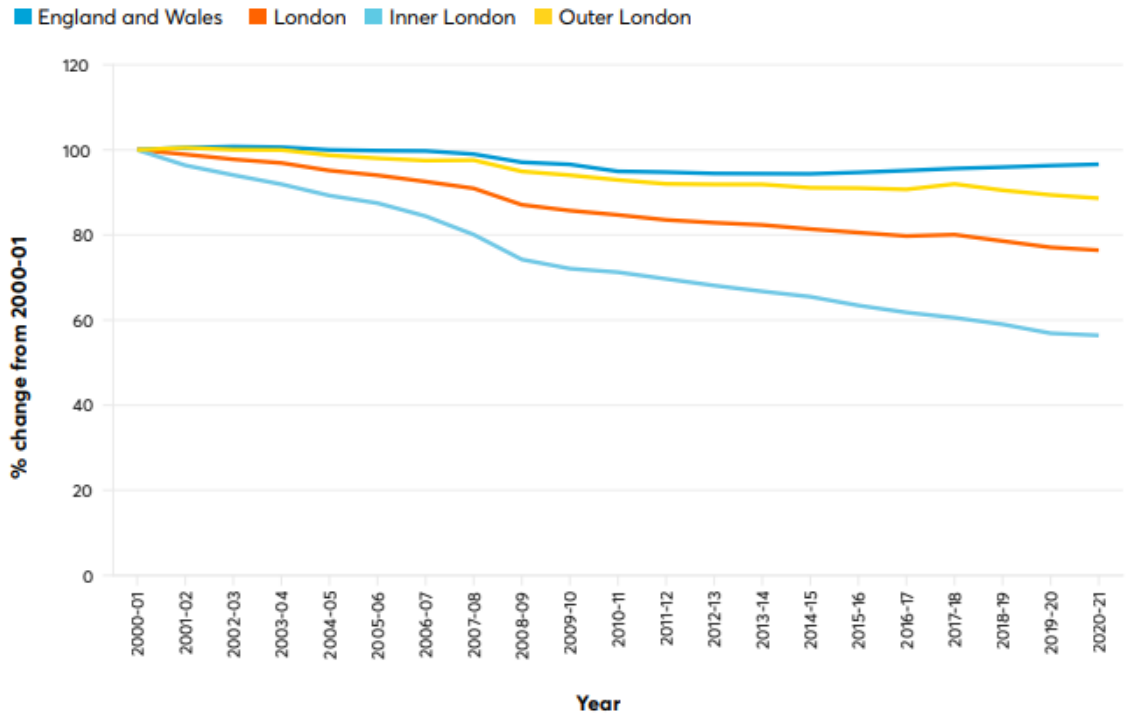
[29] LEAP, Flexible Workspace on Our High Streets (2021)
[30] Avison Young, Fit for the Future: The Impact of COVID-19 on Workplace and Portfolio Strategies (2021)
[31] LEAP, Flexible Workspace on Our High Streets (2021)
[32] Avison Young, Big Box Bulletin (2021)
[33] Centre for London, Making Space: Accommodating London's Industrial Future (2022)

"The 2017 London Industrial Land Demand Study showed that in several London subregions, including central London, there were virtually no vacant industrial buildings for businesses to move into… Such low vacancy rates mean that industrial businesses are highly unlikely to find accommodation that meets their needs at a price they can afford. Anecdotal evidence from our interviews confirmed that industrial businesses have great difficulty in finding suitable space to operate from in London".

5.21 This constrained supply picture has put immense upwards pressures on land values, with some sites in the city commanding up to £10 million per acre. Rents also increased significantly during 2021, rising by an average of 20% across the country[34].

5.22 While new industrial buildings are being built in London there are relatively few of them, and they tend to be designed for high-value, high-growth industries such as logistics or data centres. This is because demand is particularly high from businesses in these sectors which are able to afford higher rents than some other industrial sectors. This is highlighted in PwC's Emerging Trends in Real Estate Report (2021), which predicts that demand is expected to remain strong from logistics, life science and data centre occupiers moving forward, and they present clear opportunities for investors.

5.23 While the provision of such space is important for London's economy, more traditional industrial activities that require both industrial and light industrial space have reported that the demand for logistics space has further inflated industrial rents making it more difficult for them to access the space they need at a price they can afford. This is being exacerbated by the loss of supply across both Inner and Outer London in recent decades as the graph below illustrates.



Source: VOA (2021). Non-Domestic Rates, Table FS4.1: Industrial sector - total floorspace by administrative area, data to 31 March 2021.[24]

Figure 5.1: Change in Industrial Floorspace (2001-2021)

Source: Centre for London and VOA (2021)

5.24 Whilst some of the unprecedented trends seen across the industrial market over the last couple of years may fade away across the country as the impact of the pandemic recedes, it is likely the demand will remain

[34] Avison Young, Big Box Bulletin (2021)

high in London due to constrained supply, competing pressures for land and the expected continued growth of a wide range of industrial-focused sectors.

Urban Logistics

5.25 Commentators also expect that the rise in experimentation with hyper-local delivery methods will impact future thinking on local supply chains, particularly in London. Consumer demand for competitive prices and short delivery times has increased during the pandemic and the last mile of delivery has become even more complicated and expensive. As a result, urban logistics, which focuses on short distance delivery based out of inner-city hubs, warehouses and transportation, is of growing interest.

5.26 Urban logistics hubs have an important role to play in promoting clean and efficient freight activity. This is because the use of hubs supports the rationalisation of goods and can utilise the use of low and zero emission vehicles. This reduces the number of delivery vehicle trips, can lead to better management of congestion at peak times and an overall reduction in emissions. According to Steer[35], some of the factors that are critical for a new urban logistic hub sites include good access to the strategic road network, security, sufficient height clearance and costs. If the conditions are right, this can encompass a wide range of sites including car parks, railway arches or other 'spare' available space.

Retail Trends

5.27 Town centres and high streets feature prominently in the news as the closure of major retailers such as Debenhams, House of Fraser and British Home Stores have fuelled headlines related to the 'death of the high street'.

5.28 While this narrative has strengthened in recent years, particularly during the COVID-19 pandemic, it has been pervasive over the last decade driven by a decline in bricks and mortar retail following the last global recession. Since then over 1,400 retailers have entered administration and 386,000 jobs have been lost, and from 2016 onwards more shops have closed than opened[36].

5.29 This coverage and these numbers do not, however, tell the full story as many high streets are performing well. Places like Manchester, Watford, Cambridge, Brentwood, Kingston-upon-Thames, and Bury St Edmunds have centres that are lively, benefit from high footfall and have relatively low retail vacancy rates. Evidence from the GLA also illustrates that London's high streets continue to perform strongly and appear to have an in-built resilience[37].

5.30 There are also big shifts and opportunities emerging within the retail, hospitality and leisure sector that are expanding into the market space previously occupied by comparison chain retail. These are driven by a broad range of trends such as increasing demand for personal services, local products, social experiences and ethical goods. Places that can marry an already diverse, footfall-generating town centre mix with emerging uses that respond to emerging consumer trends will be best equipped to remain resilient into the future.

"While all retail locations [i.e. High Streets, Out of Town Retail and Shopping Centres] are struggling with growing vacancy rates, the high street has shown remarkable resilience with the overall vacancy rate staying remarkably constant over the last eight years. This would seem to suggest that while the high street struggles it is also capable of perpetual reinvention".

Deloitte, What Next for the High Street? (2021)

[35] Cross River Partnership and Steer, The Potential for Urban Logistics Hubs in Central London (2020)
[36] Deloitte, *What next for the High Street?* (2021)
[37] GLA, *High Street – Adaptive Strategies* (2021)

5.31 One clear opportunity for high streets relates to workspace. The passing of the *'Town and Country Planning (Use Classes) (Amendment) (England) Regulations 2020'* and introduction of the new Class E means that high street units (previously classified as A1, A2, A3) can now be converted to business space (previously classified as B1) without planning permission.

5.32 This provides new flexibilities and options for landlords as highlighted in the GLA's recent *Flexible Workspaces on our High Streets* report (2021). This sets out practical guidance to landlords, BIDs, occupiers and local authorities on how different types of assets can be activated to take advantage of high levels of demand for flexible workspace. Guidance related to several scenarios is provided, for example in relation to public sector assets, shopping centres, high street retail units and retail units in the Central Activities Zone.

5.33 The demand for more flexible workspace in London existed before the pandemic but has this has increased in suburban locations with the rise of hybrid working. This is because while people and employers are embracing new working patterns, working from home can be challenging for many people in London because many live in house shares, flats and small houses.

5.34 Anecdotal evidence from workspace operators suggests that this is leading to demand from some office-based workers looking to work 'close to home'. These individuals do not want to travel to city centre offices every day but struggle to work from home so are looking for highly flexible and low-cost neighbourhood workspace close to where they live. These people are typically attracted to town centres that are vibrant and have an appealing amenity offer. This adds to long-standing demand for maker and production-type spaces in suburban locations close to town centres, which operators also report has strengthened following the COVID-19 pandemic.



Figure 5.2 GLA's *Flexible Workspace on our High Streets* Report (2021)

5.35 This context underpins the rationale behind the London Borough of Lambeth's new *Making High Streets Work Programme* in West Norwood and Tulse Hill. Funded by the Mayor of London's High Street Challenge, this involves repurposing vacant units and underutilised spaces on the high street into affordable workspaces to support future development and diversification of the town centre. As the figure below shows, they have identified five assets to activate which include an underused upper floor of a pub and a pizza restaurant looking to diversify its offer during weekday mornings.

5.36 There may be an opportunity to deliver a similar programme on one of Haringey's High Streets – for example, it may be a programme that could be trialled as part of the Community Improvement District in Wood Green. We would recommend working with a single operator who can support and operate these spaces on behalf of businesses in the area.

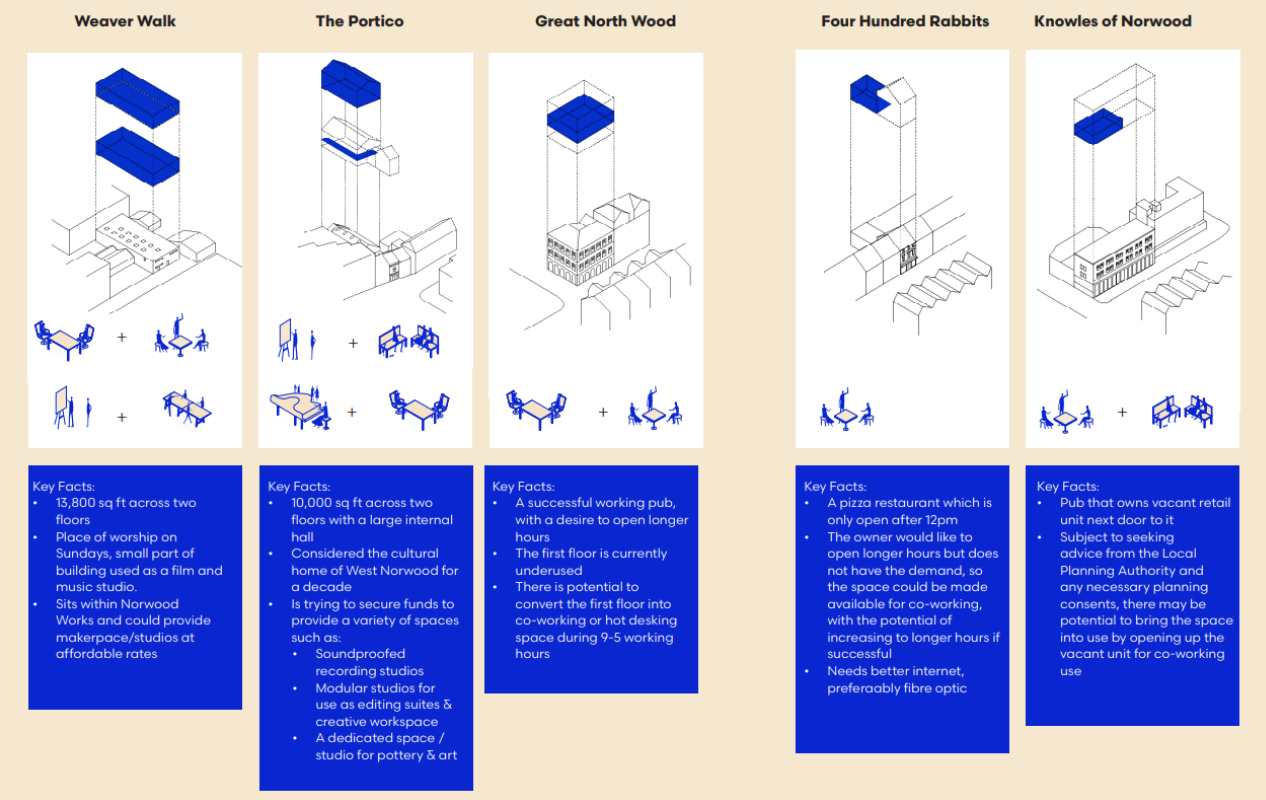


Figure 5.3 London Borough of Lambeth's *Making High Streets Work* Programme (2022)


167
CAR PARK SPACES TO LET
CALL 07866 462742
PRIVATE PROPERTY
AUTHORISED VEHICLES ONLY
0845 463 5050
Pickup Point
swiftee

6. Which sectors and corresponding workspace typologies should be prioritised in Haringey?

Chapter Summary

This chapter sets out sectors and workspace typologies to prioritise in Haringey. This is to ensure that the limited number of workspace opportunities that do come forward in the future can be used to create significant positive impact, respond to local demand and align with wider policy objectives. Key messages include:

- Priority 'grow' sectors (fast growing sectors that have some local presence but could become more prominent and drive future economic growth) include Professional, Scientific & Technical Activities; Film, TV, Radio & Photography and, Food Production & Manufacturing.
- Priority 'retain' sectors (sectors that are embedded in the borough, generally with larger employment bases, that should be retained due to their local importance) include Fashion Manufacturing and Music, Performance & Visual Arts.
- Priority 'attract' sectors (sectors that could deliver significant economic and social value but do not currently have a large presence locally and/or are not yet specialised) include Financial & Insurance; and, Tech & Digital Production.
- Each priority sector has different requirements and needs that relate to the nature of the business activities they undertake, and they also have specific workspace requirements. Across the eight priority sectors identified the most relevant workspace typologies include Co-working Space, Managed Workspace, Incubator/Accelerator Space, Maker Space, Creative Studios and Flexible Kitchens. The provision of 'conventional' commercial space is also important for growing/expanding businesses.
- Cutting across all of the priority sectors is an imperative to 'green' the borough's business activity to support net zero and climate emergency ambitions as set out in the borough's *Climate Change Action Plan: A Route Map for a Net Zero Carbon Haringey* report (2021). Businesses that will enable this transition should be supported, as well as wider programmes focused on helping businesses reduce their environmental impact and exploit net zero opportunities.
- Some sectors face greater affordability challenges and barriers to entering the market than others, so it is recommended that 'affordable' workspace provision focuses on a smaller sub-set of the priority sectors (i.e. Film, TV, Radio & Photography; Food Production & Manufacturing; Professional, Scientific & Technical Activities; Fashion Manufacturing; Music, Performance & Visual Arts; Tech & Digital Production) and their associated preferred workspace typologies.
- 'Affordable' workspace should also prioritise innovative new start-up and scale up entrepreneurs, and micro and small businesses that face high barriers to entering the market, rather than medium and larger enterprises who should be able to access market rate workspace or commercial space.

Implications for Haringey

- Focusing on priority sectors and workspace typologies will ensure that limited resources can be directed to where they can have the most transformative impact.
- A diverse range of workspaces will need to come forward to meet the varied needs of priority sectors.
- To attract businesses to the area more than workspace will need to be provided, from ultrafast broadband infrastructure to a strong emerging talent pipeline.
- 'Affordable' workspace opportunities are even more scarce and should focus on businesses that face affordability challenges *and* will support the evolution and progression of the borough's economy.

6.1 There are few resources and locations to deliver new workspace in Haringey. Recommended priority sectors have therefore been identified to ensure that the limited number of workspace opportunities that do come

forward can be used to create significant positive impact, respond to local demand and align with wider policy objectives[38].

6.2 The sectors have been prioritised based on the quantitative analysis set out earlier in this report and objectives identified in the *Haringey Strategic Policies DPD* (2013-2026), emerging *Haringey Inclusive Economy Framework*, *London Plan* (2021) and *Mayor of London's Economic Development Strategy* (2018). Avison Young's Grow, Retain and Attract prioritisation framework has also been used:

- **Grow:** Fast growing sectors that have some local presence but could become more prominent and drive future economic growth.
- **Retain:** Sectors that are embedded in the borough, generally with larger employment bases, that should be retained due to their local importance.
- **Attract:** Sectors that could deliver significant economic and social value but do not currently have a large presence locally and/or are not yet specialised.

6.3 The benefit of this framework is that it balances the need to support Haringey's existing sectors with the advantages of attracting other high-value and high-growth sectors to the area. Crucially, it also helps ensure that sectors that provide "good" jobs are prioritised for future growth, retention and attraction reflecting the aspirations of the draft *Economic Development Strategy* (2020-2035).

6.4 Through this approach **seven** priority sectors have been identified for consideration, as captured in the diagram below, and it is recommended that these represent the borough's primary focus for future workspace delivery. More details on these sectors, the rationale for their inclusion and their associated activities is set out in Table 6.1 below. It should be noted that these sectors all require workspace for their primary activities – sectors that do not, but are expected to drive future employment growth locally (e.g. recreation, retail, accommodation), have been excluded as they are not relevant to this study.

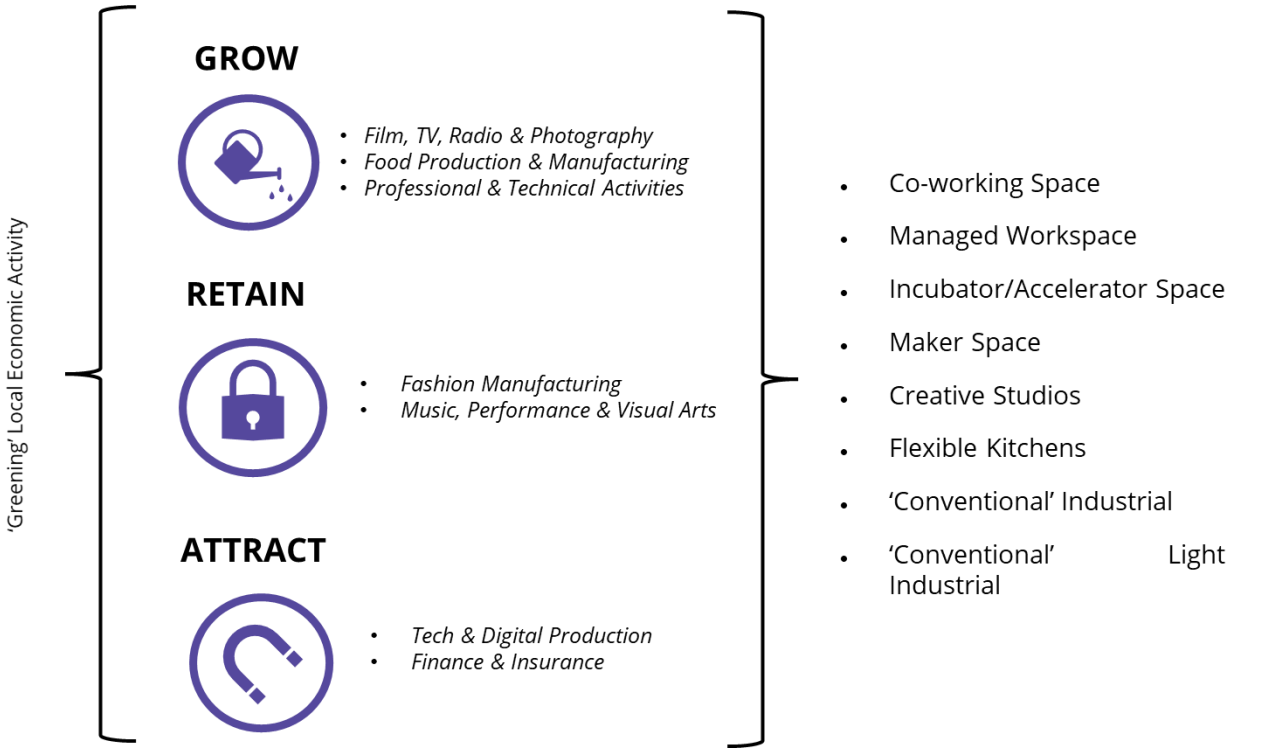


Figure 6.1: Recommended Workspace Priority Sectors and Typologies

[38] While these sectors have been identified for future workspace provision, they can also be used in wider decision making and planning in relation to future economic development and inward investment initiatives. Commentary related to how they can be used for inward investment activities is provided later in this chapter.

6.5 Each of these sectors has different requirements and needs that are related to the nature of the business activities they undertake – this is considered in more detail in Chapter 7 *How could 'affordable' be defined in Haringey?* They also have different preferred workspace typologies – the most relevant these are **Co-working Space, Managed Workspace, Incubator/Accelerator Space, Maker Space, Creative Studios and Flexible Kitchens**[39]. It is recommended that these are prioritised for future workspace delivery, and more tailored and location specific advice on this is provided later in this report. Design steer on these typologies is also provided in the accompanying *Workspace Planning Design Guidance*. The provision of 'conventional' commercial space will also be important for growing/expanding businesses.

6.6 In terms of 'affordable' workspace LBH should focus on a smaller sub-set of priority sectors:

1. Film, TV, Radio & Photography (e.g. post-production, distribution, recording, filming, broadcasting etc).
2. Food Production & Manufacturing (e.g. food manufacturing, brewing, catering, restaurants etc).
3. Professional, Scientific & Technical Activities (e.g. law, accounting, architecture, scientific research, market research etc);
4. Fashion Manufacturing (e.g. manufacture of workwear, outerwear, accessories, luggage, handbags, footwear etc);
5. Music, Performance & Visual Arts (e.g. performing arts, music production, cultural education, art, crafts etc); and,
6. Tech & Digital Production (e.g. design and manufacture of computer games, software and new technology).

6.7 This is because these sectors face one or more of the following challenges:

- They struggle to afford market rates for workspace or conventional commercial space due to the profitability of the activities they undertake (e.g. Fashion Manufacturing);
- They face high barriers to entry given the need for specific and costly equipment/tools to undertake their activities (e.g. Film, TV, Radio & Photography); and,
- They have high failure rates and require low-cost or flexible space to innovate and test new ideas (e.g. Tech & Digital Production).

6.8 Entrepreneurs[40] and micro businesses within these sectors face the greatest barriers in entering the market so should generally be the focus of 'affordable' workspace provision (See Figure 6.2), particularly where they have the potential to grow and generate more 'good' jobs for the borough.

6.9 While growth-focused businesses that are small, medium, and large in size should be supported, this should not necessarily be via 'affordable' provision as businesses of this scale should not require public subsidy to meet their premises needs. These businesses should rather receive targeted business support, and be considered as part of broader council activities focused on increasing the amount of grow on and conventional employment space across the borough (e.g. via Local Plan policies and area regeneration activities). There are, however, some exceptions to this where established businesses operate at the margins but provide 'good' jobs and wider social and cultural value (e.g. Fashion Manufacturing and the Third Sector). These business require 'affordable' space but not necessarily targeted at small businesses.

[39] LBH have a specific policy (Policy DM39 – Warehouse Living) focused on Warehouse Living / Live Work space that permits proposals for this type of use in the Haringey Warehouse District and the Fountayne & Markfield Road area. While this is not a 'typical' workspace typology it is suitable for creative-type sectors such as Fashion Manufacturing and Music, Performance & Visual Arts and therefore can support priority sectors when focused on these types of occupiers. It is not a priority typology, as LBH policy restricts it to the two locations listed above, but design guidance is provided in the Annex to ensure that future proposals are tailored to the needs of priority sectors.

[40] An entrepreneur is an individual who sets up a business and takes on financial risks. A micro-business is often run by an entrepreneur but they are typically characterised by multiple employees and a formal business structure.

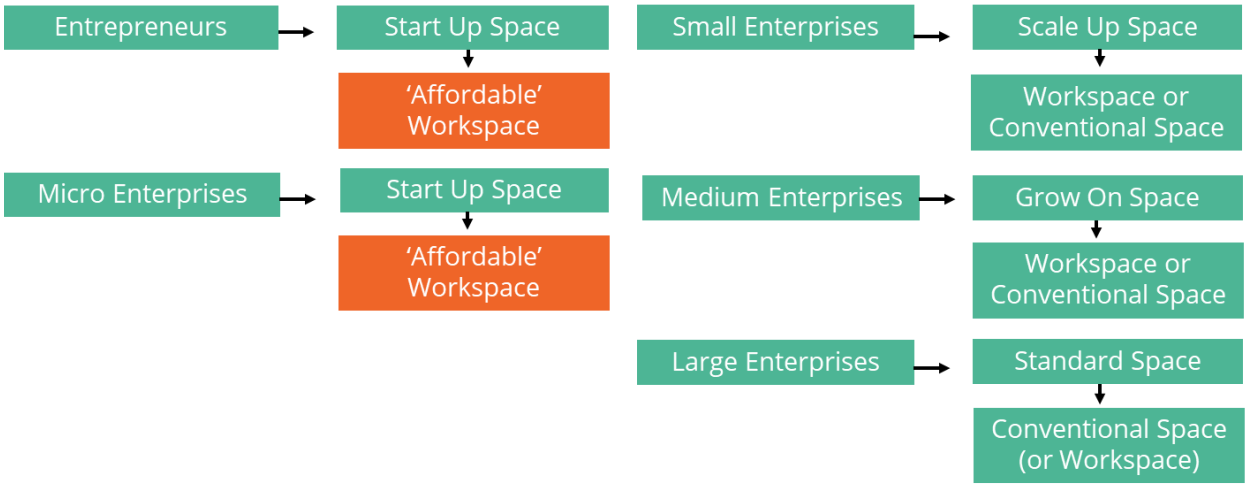


Figure 6.2: Haringey's Affordable Workspace Focus

Table 6.1: Recommended Workspace Priority Sectors

	Sector	Activities	Rationale	Policy Context	Workspace Typologies	Relevant Sub-Areas
GROW	Film, TV, Radio & Photography	This is a sub-sector of the creative industries that incorporates activities like film/tv production, post-production, film/tv/music distribution, sound recording, broadcasting, television programming etc.	Large component of the creative industry (1,000 employees) that has been grown rapidly in recent years (+25% jobs since 2016).	The creative sector, which Film, TV, Radio & Photography is part of, has been identified by various bodies (including the GLA, NESTA and Creative Industries Federation) as a sector that delivers significant social and economic value but is at risk from rising commercial rents in London (see GLA's *Cultural Infrastructure Plan* and *Open Workspace Accreditation*). It is therefore referenced as a priority sector to support in the new *London Plan* (2021) and forms the basis of the Mayor's new Creative Enterprise Zone programme. Haringey's draft *Economic Development Strategy* (2020-2035) also references the creative industries as a local strength that should be built upon.	Creative Studio, 'Conventional' Light Industrial	Wood Green, South Tottenham
	Professional, Scientific & Technical Activities	This is a broad sector that incorporates activities like law, accounting, consulting, architecture, scientific research, advertising, market research etc.	Relatively large (5,000 employees) and growing sector (+11% jobs since 2016) but is not yet a local specialism. Expected to grow by 800 jobs between 2020 and 2041.	The *London Plan* (2021) and Mayor's *Economic Development Strategy* (2018) identify Financial and Professional Services as a priority for business growth, and captures the Mayor's ambition to sustain and enhance London's position as a hub for a diverse range of professional, scientific and business services. Haringey's draft *Economic Development Strategy* (2020-2035) also identifies professional services as one of the borough's 'emerging sectors'.	Co-working Space, Managed Workspace, Incubator/Accelerator Space, 'Conventional' Office	Wood Green, West Haringey
	Food Production & Manufacturing	This is a sub-sector of the Manufacturing sector that incorporates activities like manufacture of food products, manufacture of beverages, event catering, restaurants, cafes, other food services etc	A distinct and unique specialism of the Haringey economy (1,000 employees which is in Food Manufacturing which is 1.9x more than represented in the national economy) that has grown rapidly since 2016 (+20% jobs in Food Production, +22% jobs in Food Manufacturing). There is a risk it could decline based on employment	While Manufacturing, which Food Production / Manufacturing is a sub-sector of, is not referenced as a priority growths sector in the *London Plan* (2021) it is recognised that it makes an important contribution to the economy of Outer London and should be retained and encouraged where possible. This, among other factors, has driven the development of policies related to Strategic Industrial Locations (SILs) which are in place to protect and enhance industrial areas. Haringey's previous *Economic Development and Growth Strategy* (2015) also recognises the importance of Manufacturing to the borough, and includes an aim to promote the area as a more affordable alternative to other parts of London to prospective industrial businesses.	Flexible Kitchen, 'Conventional' Industrial/Light Industrial	North Tottenham, South Tottenham

			projections if the sector is not supported.			
RETAIN	Fashion Manufacturing	This is a sub-sector of the creative industries that incorporates activities like manufacture of workwear, outerwear, accessories, luggage, handbags, footwear, jewellery etc	A highly specialised (6.1x times as many jobs as in the national economy) and important sub-sector of the creative industry (600 jobs) but has declined significantly in recent years (-66% jobs since 2016). There is a risk it could decline further based on employment projections if the sector is not supported.	The creative sector, which Fashion Manufacturing is part of, has been identified by various bodies as a sector that delivers significant social and economic value but is at risk from rising commercial rents in London. It is therefore referenced as a priority sector to support in the new *London Plan* (2021) and forms the basis of the Mayor's new Creative Enterprise Zone programme.	Maker Space, Creative Studios, 'Conventional' Light Industrial	Wood Green, North Tottenham, South Tottenham, Central Haringey
	Music, Performance & Visual Arts	This is a sub-sector of the creative industries that incorporates activities like performing arts, artistic creation, cultural education, arts facilities etc.	A large and specialised sub-sector of the creative industry (800 employees) but has not grown in recent years and employment projections only indicate small growth in 'Media Activities' over next two decades.	The creative sector, which Music, Performance & Visual Arts is part of, has been identified by various bodies as a sector that delivers significant social and economic value but is at risk from rising commercial rents in London. It is therefore referenced as a priority sector to support in the new *London Plan* (2021) and forms the basis of the Mayor's new Creative Enterprise Zone programme. Haringey's draft *Economic Development Strategy* (2020-2035) also references the creative industries as a local strength that should be built upon.	Creative Studios	Wood Green, South Tottenham, West Haringey
ATTRACT	Financial & Insurance	This is a broad sector that incorporates activities like banking, investment services, mortgage brokage, insurance, trading, fund management, pension services etc.	A relatively small component of the borough's overall economy (700 employees) that has proportionally fewer employees than at the national and London level.	The *London Plan* (2021) and Mayor's *Economic Development Strategy* (2018) identify Financial and Professional Services as a priority sector for business growth. The ambition is to sustain and enhance London's position as a global financial services hub along with a diverse range of professional and business services.	Co-working Space, Managed Workspace, Incubator/Accelerator Space, 'Conventional' Office	Wood Green, West Haringey
	Tech & Digital Production	This is a sub-sector of the creative industries that incorporates activities like production of computer games, technology and software.	A large part of the borough's creative industries (1,000 employees) but has declined in recent years unlike at the London and national levels (-20% drop in employment since 2016).	The new London Plan (2021) identifies the Tech and Digital sector as a priority for growth, particularly because it supports the evolution of all other sectors of the economy. Haringey's draft *Economic Development Strategy* (2020-2035) also identifies digital as one of the borough's 'emerging sectors'.	Co-working Space, Managed Workspace, Incubator/Accelerator Space, Maker Space, 'Conventional' Office	Wood Green, South Tottenham

'Greening' Local Economic Activity

6.10 It is estimated that around 25% of the borough's emissions come from industrial and commercial properties (Figure 6.3), which demonstrates the role that local economic activity plays in the climate challenge, and highlights the importance of 'greening' Haringey's existing economy to deliver LBH's net zero vision (as set out in its *Climate Change Action Plan: A Route Map for a Net Zero Carbon Haringey* (2021).

6.11 While many local authorities are responding to such trends by promoting the 'green' or 'low carbon' economy, this refers to a relatively niche and narrow set of activities. In their *London's Low Carbon Market Snapshot (2021)* report, the Greater London Authority (GLA) set out that there are three broad sub-sectors:

1. The Environmental sub-sector: Air Pollution Control, Contaminated Land Reclamation & Remediation, Environmental Consultancy, Environmental Monitoring, Marine Pollution Control, Noise & Vibration Control, Recovery & Recycling, Waste Management and Water Supply & Waste Water Treatment.
2. The Renewable Energy sub-sector: Biomass, Geothermal, Hydro, Photovoltaic, Renewable Energy Consultancy, Wave & Tidal and Wind.
3. The Low Carbon sub-sector: Additional Energy Sources, Alternative Fuels & Vehicles, Alternative Fuels, Building Technologies, Carbon Capture & Storage, Carbon Finance, Energy Management and Nuclear Power.

6.12 Evidence set out in the *Green Jobs and Skills in London: Cross London Report*[41] from the Institute of Employment Studies indicates that LBH only has **1,000-2,499** jobs across these types of sub-sectors, meaning it has one of the lowest concentrations in London (Figure 6.4). For comparison, it is estimated that the City of London has around **60,000** jobs, Barking & Dagenham has around **10,000-25,000** jobs and the London Borough of Barnet has **5,000-9,999** jobs.

6.13 While it makes sense to support this sector locally, there is not an established cluster or base to build from to make it a local economic specialism. It is therefore recommended that, rather than providing workspace to support the sector, LBH focuses on 'greening' existing economic activity and supporting businesses in priority sectors to innovate low carbon products and solutions related to their niche. This can be achieved through a number of ways, including, but not limited to:

- Running awareness raising campaigns with businesses about the climate emergency and identifying potential options to reduce their emissions.
- Running support programmes with associated consultancy advice to support businesses to reduce their emissions.
- Providing grant or loan funding to help businesses access the tools, equipment and technology needed to mitigate their environmental impact.
- Providing innovation grants to support businesses to development new products and services that support net zero ambitions.

Some local authorities have undertaken some of these approaches. For example, the London Borough of Lambeth recently offered by-application grants to businesses in their priority sectors to develop goods and products that help address environmental challenges faced by other businesses.

6.14 As set out in Annex 1, *Workspace Planning Design Guidance,* LBH can also ensure future employment space and workspace provision is as low carbon as possible through innovative design and retrofit solutions.

[41] Despite an established and growing interest in the green economy, there is no single or standard definition of a 'Green Job' at the national or international level. Six definitions / approaches that are potential routes to defining a green job in a London context were identified and used to estimate figures in this report.

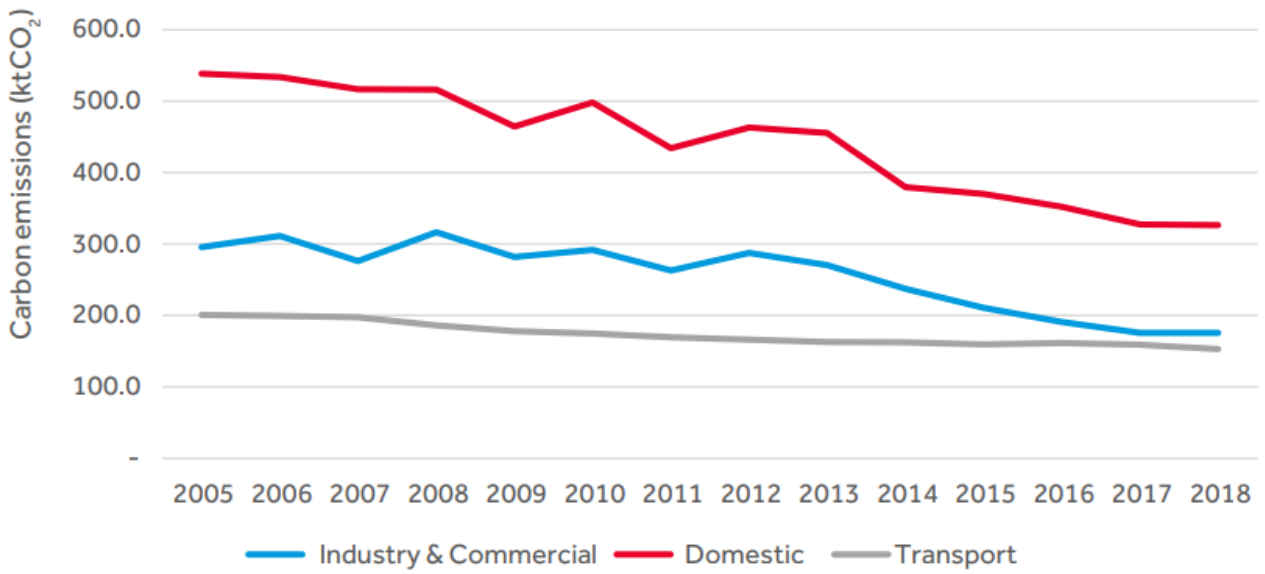


Figure 6.3: Haringey's Emission Sources

Source: Haringey Climate Change Action Plan (2021)

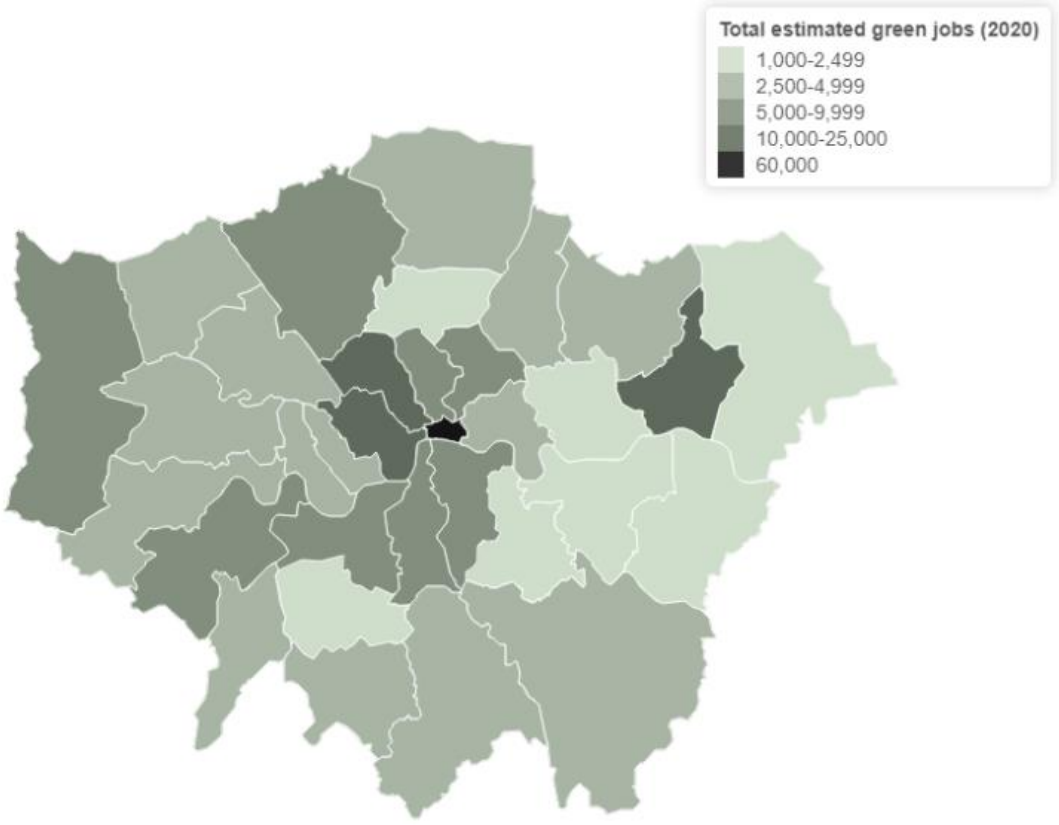


Figure 6.3: Green Jobs By London Borough

Source: Green Jobs and Skills in London: Cross London Report (2021)

Focus On: Inward Investment

LBH has an ambition to attract business investment from *outside* the area to complement the borough's existing local economy. This is to help stimulate economic growth and deliver 'good jobs' for local people to access.

Attracting inward investment is difficult and relies on a wide range of factors such as an area's talent pipeline, skills base, financial institutions, incentives, infrastructure, taxes, reputation, and place offer. A successful inward investment strategy will look address deficits and market local strengths to prospective businesses.

A vital component of inward investment is the provision of the commercial space and workspace demanded by target businesses. While this alone is unlikely to attract inward investment, it is a vital enabler to bring businesses to an area. Without it, businesses cannot relocate or expand into an area even if it has an attractive offer. Workspace is also an effective inward investment tool, as providers actively market the space and area and offer opportunities for soft-landing of inward investors.

The analysis presented in this study, which focuses on this enabler, will support LBH's future inward investment efforts from both an evidence and delivery perspective. In relation to the former, it:

- Identifies priority sectors to 'Grow' and 'Attract', some of which could form the basis of an inward investment strategy.
- Highlights workspace assets across different parts of the borough that provide a diverse and attractive offer to prospective businesses.
- Identifies sector strengths and clusters that may be attractive to businesses looking to locate close to likeminded or supply oriented businesses.
- Provides an overview of potential rents and charges, which are lower than other parts of London.
- Highlights opportunities to invest in workspace and commercial space propositions.

The study also sets out policy and delivery-oriented recommendations to deliver more workspace that will help attract businesses to relocate and/or expand into the area. New spaces that come forward as a result of the work in this study can underpin any promotional activity LBH undertakes.


LOON FUNG CASH & CARRY
龍鳳行
CAR PARK
LOON FUNG
LOON FUNG HONG CASH & CARRY
20

7. What is 'affordable' workspace and how is it defined across London?

Chapter Summary

This chapter provides an overview of how 'affordable' workspace is defined across London. It considers definitions at the London and borough-level, and provides a critical reflection on policies that have been introduced by other boroughs. Key messages from this chapter include:

- Workspace affordability has become a strategic focus across London in recent years reflecting constraints in supply, rising rents and an evolution in the type and spatial distribution of demand across the city.
- At the city level, the GLA recognise the importance of 'affordable' workspace and have developed research and policy to support the development and evolution of such workspace. Policy E3 of the *London Plan (2021)* demonstrates this as it sets out guidance and defines 'affordable' space as:

  "Workspace that is provided at rents maintained below the market rate for a specific social, cultural, or economic development purpose. It can be provided directly by a public, charitable or other supporting body; through grant and management arrangements (for example through land trusts); and/or secured permanently by planning or other agreements" (p246).

- While the *London Plan (2021)* expects boroughs to develop affordable workspace policies, it does not provide clear guidance on what 'affordable' means and what mechanisms local authorities should use to secure and/or deliver affordable space. Boroughs have therefore developed their own approaches to delivering and securing 'affordable' workspace, with some highly interventionist and others more policy oriented.
- The primary mechanism most boroughs use to secure 'affordable' space is through negotiating s106 agreements as part of new large-scale commercial developments in line with specific individual affordable workspace policies.
- The main limitation of most of these borough-level policies is that they generally reduce the concept of affordability to a discount to the market rate, and where this is the case there is significant variation on what boroughs think the discount should be.
- Affordability is, however, a much broader concept and means different things to different businesses and operators. There are a wide range of other factors that are as, if not more, important to businesses and operators in relation to affordability than a simple discount to market rent.

Implications for Haringey

- LBH's future approach to defining and securing affordable workspace should respond to learning from elsewhere.
- LBH should ensure that future policy considers a wide range of factors affecting affordability to ensure that a range of spaces become available and are affordable to target businesses.
- Mechanisms other than s106 can be considered to secure 'affordable' workspace.

London-Level Perspective

7.1 Workspace affordability has become a strategic focus across London in recent years reflecting constraints in supply, rising rents and an evolution in the type and spatial distribution of demand across the city.

7.2 At the city level, the Greater London Authority (GLA) recognise the importance of 'affordable' workspace and has developed research and policy to support the development and evolution of 'affordable' workspace.

7.3 Policy E3 of the *London Plan* (2021) demonstrates this as it sets out guidance on 'affordable' workspace and its role within London's economic landscape. It defines 'affordable workspace' as:

"Workspace that is provided at rents maintained below the market rate for a specific social, cultural, or economic development purpose. It can be provided directly by a public, charitable or other supporting body; through grant and management arrangements (for example through land trusts); and/or secured permanently by planning or other agreements" (p246).

7.4 Such circumstances (or "Purpose[s]") include workspace that is:

- Dedicated to specific sectors that have social value such as charities or social enterprises.
- Dedicated to specific sectors that have cultural value such as artists' studios and designer-maker spaces.
- Dedicated to disadvantaged groups starting up in any sector.
- Providing educational outcomes through connections to schools, colleges or higher education.
- Supporting start-up businesses or regeneration.

7.5 The Policy states that consideration should be given to the need for 'affordable' workspace in the following scenarios:

- Where there is existing affordable workspace in an area that is 'at risk'.
- In areas where cost pressures could lead to the loss of affordable workspace for micro, small and medium sized enterprises (such as in the City Fringe around the CAZ and in Creative Enterprise Zones).
- In locations where the provision of affordable workspace would be necessary or desirable to sustain a mix of business or cultural uses which contribute to the character of an area.

Borough-Level Perspective

7.6 While the *London Plan* (2021) expects *"boroughs, in their Development Plans,… [to] consider detailed affordable workspace policies"* (p245), it does not provide clear guidance on what 'affordable' means and what mechanisms local authorities should use to secure and/or deliver affordable space.

7.7 Boroughs have therefore developed their own approaches to delivering and securing 'affordable' workspace, with some highly interventionist and others more policy oriented. While the individual motivations behind these differ based on the local context, there is a common set of principles that form the rationale for intervention as summarised by the diagram below. This builds on the points set out in Chapter 2 *What is 'workspace' and what are the broad typologies?*



Figure 8.1: Rationale for Delivering Affordable Workspace

7.8 The primary mechanism most boroughs use to secure 'affordable' space is through negotiating s106 agreements as part of new large-scale commercial developments in line with specific individual affordable workspace policies. These policies are highly varied as they have been developed in locally specific development and political contexts.

7.9 A detailed overview of affordable workspace policies from the London Boroughs of Haringey (LBH), Islington (LBI), Tower Hamlets (LBTH), Hackney (LBHK), Camden (LBC) and Waltham Forest (LBWF) is provided in Appendix II to provide insights into how LBH and its neighbouring boroughs approach the issue, and to illustrate the variation between the policies of boroughs that sit cheek-by-jowl. The main commonalities between the policies are[42]:

- Nearly all aim to secure affordable workspace for micro and small enterprises as part of major commercial developments.
- Most require at least 10% of total commercial floorspace to be set aside for affordable provision for a minimum of ten years, but they do not explicitly define minimum size thresholds for different typologies.
- They all use a discount to market rate approach, or similar, to define 'affordable'.

[42] LBWF are currently developing a Planning Obligations SPD to support their draft Local Plan. This will add detail to their affordable policy which is currently relatively light. This will be informed by an Affordable Workspace Study and Strategy which they are currently commissioning. Their policy has been excluded from the comparative analysis set out in this chapter as it does not yet have sufficient detail to make meaningful conclusions.

- There is limited detail across the policies about how authorities determine the market rate to apply the discount to.
- They all expect affordable space to be provided on site where feasible and viable.
- Most policies expect developers to contribute towards fit out of affordable space up to CAT A.
- Most, bar LBI's, expect developers to lease space directly to an affordable workspace operator or suitable tenant:
    - LBI's policy involves the headlease being taken on by the local planning authority who then run a procurement process to select a workspace operator.
- All boroughs offer a brokerage service to match affordable workspace opportunities with the right operator or tenant.
- Most boroughs prefer space to be managed by an affordable workspace operator, but only LBH and LBHK maintain an approved providers list.
- Most policies allow space to be leased to suitable tenants, but no borough maintains an approved tenants list.
- All boroughs will consider a payment-in-lieu of on-site provision, *but* only in exceptional circumstances. It is generally discouraged and is not clear across most how the funds will be used or administered.
- All policies require applicants to agree a statement with officers setting out what will be provided and how this will be delivered.
- None of the policies have an explicit sector focus, though LBC's expects space in Hatton Garden to suit the Jewelry sector.
- Most, bar LBHK, do not include policy wording focused on retaining existing low-cost space that is at risk of redevelopment[43].

7.10 The main difference between the policies is that the expected discount to market rate, which forms the basis of these policies, varies significantly – from 100% in LBI to >10% in LBTH. This variation has significant implications for the type, nature and outcomes of space that can come forward and the ability of neighbours to negotiate strongly with developers. It also highlights divergent perspectives that exist on the definition of 'affordable'.

Focus On: Haringey's Affordable Workspace Policy

Policy DM38 of LBH's *Development Management DPD* (2017) sets out that the Council will support proposals for mixed-use, employment-led development within a Local Employment Area – Regeneration Area where it is necessary to facilitate renewal and regeneration. A key requirement, among others, is that proposals must *"make provision for an element of affordable workspace where viable"* (p.87).

More detail is provided in LBH's *Planning Obligations SPD* (2017) which confirms that an obligation for affordable workspace is triggered for *"all major mixed-use development within a Local Employment Area – Regeneration area"* (p.32). The Council state that the employment elements of these sites should be maximised and that a viability study will need to be undertaken to determine the proportions of conventional employment space, affordable workspace, and residential uses to be provided on site.

[43] LBHK's Local Plan (2020-2033) *LP29 Affordable Workspace and Low Cost Employment Floorspace* policy states*: "Major employment and mixed use schemes involving the redevelopment of existing low cost employment floorspace must re-provide the maximum economically feasible amount of low cost employment floorspace in perpetuity (refer to Appendix 1), at equivalent rents and service charges, suitable for the existing or equivalent uses, subject to current lease arrangements and the desire of existing businesses to remain on-site".* While we agree with the sentiment and ambition, it is not clear (a) how existing rates are calculated and (b) what is considered 'economically feasible' , and developers are afforded some significant flexibility around whether or not to re-provide the space.

Developers are expected to address the points captured in the table below as part of their Heads of Terms with the Council.

Table 8.1 Haringey's Affordable Workspace Policy

Parameter	Policy Detail
Tenant	• Landlord proposals should set out the basis for the selection of tenants as follows: ➢ Priority should be given to tenants (or possible owner occupiers) whose current premises are due for re-development; ➢ Space over 500m2 should be let to workspace providers with experience of managing affordable workspace who then let to start up/SME businesses; and, ➢ Smaller spaces should be directly let to start up/SME businesses.
Term of Lease	• Lease should be for a term of 20 years with tenant only breaks every five years. • This is linked to a viability appraisal and the affordable rent should be valued for the full 20-year term. • If it has been valued in perpetuity, then the commitment to provide the space at an affordable rate should match this. • Smaller spaces let to SMEs could be on shorter terms but with a commitment to let to a second SME tenant if the first one out grows premises within term.
Initial Rent	Initial rents to be agreed by Council should be based on lower quartile rents being achieved for second hand stock within the borough, as confirmed by a reputable local commercial letting agent, at the time the space is let to a new tenant. A small (i.e. less than 10%) uplift may be permissible to recognise the improve quality of the employment floorspace, where it is demonstrated the suggested affordable rent level would harm development viability. The landlord should not be entitled to ask for a premium for the lease.
Landlord's Fit Out	• The landlord's fit out should be agreed and include as a minimum: ➢ Power and basic lighting ➢ Floor finishes ➢ WC and kitchenette
Rent Reviews	• These will be based on Retail Price Index and subject to review periods ideally 3-yearly.
Sub-Letting	• There will be a restriction on sub-letting space by tenants of space less than 500m2 and subletting should be at no more than the rent payable on the head lease with no premium on the sub-lease. • If the lease of the affordable workspace is taken by a Council recognised and approved workspace provider, then they will not be able to sublet at more than twice the head lease rent and the occupier's rent should include services and rates.
Service Charge	• The initial service charge should not be based on actual demonstrable costs and increases should not exceed CPI/RPI as agreed.
Security of Tenure	• Leases will have the protection of the Landlord and Tenant Act

The main differences between LBH's policy and its neighbours' are:

- It does not stipulate the proportion of floorspace that must be provided for affordable workspace as part of major developments, but rather allows developers to determine this via viability studies. The borough's BNP Paribas *Local Plan Viability Study* (2022) sets out scenarios that are considered viable in LBH.
- It only applied to Local Employment Area – Regeneration Areas rather than the whole borough.
- It applies to mixed-used as well as commercially-led scheme.
- It states a clear priority for tenants or possible owner occupiers whose current premises are due for re-development.
- Rents are based on lower quartile rents being achieved for second hand stock rather than a simple percentage discount to the market rate.
- It has clear stipulations on how the discount to the market rate should be passed through to occupiers.
- It is clear on how rents and service charges should be determined and changed over time.
- Fit out expectations are not as high as in some other policies.

Broader-Level Perspective

7.11 The main limitation of most of these borough-level policies is that they generally reduce the concept of affordability to a discount to the market rate, and where this is the case there is significant variation on what boroughs think the discount should be.

7.12 Affordability is, however, a much broader concept and means different things to different business and operators as highlighted in preceding chapters. There are a wide range of *other* factors that are as, if not more, important to businesses and operators in relation to affordability than a simple discount to market rent.

7.13 A truly effective approach to affordable workspace delivery should consider *all* the factors affecting affordability of space to ensure that a range of spaces are available and affordable to target businesses. A summary of these other factors is provided in the table below, which provides a more nuanced response to the barriers that MSEs face in starting and scaling up.



Figure 8.2: Affordability Factors

Table 8.2 Affordability Factors

Factor	Importance to Businesses
Rent Free Periods	Small businesses that take on space in workspaces with weaker covenants often have to pay an upfront fee. This is unlike traditional transactions for 'conventional' commercial space where occupiers tend to benefit from a rent-free period to help cover set up and fit out costs. Subsiding rent free periods for small businesses could help them accelerate their activity in a new location, ease their cash flow and/or allow them to cover fit out costs. These up-front costs are a greater barrier to some businesses entering the market than a monthly rate.
Flexible Lease Terms	Many small businesses are unable to sign traditional long leases that are commonplace in the 'conventional' commercial property market. This is because many are start-ups and are unsure what their space requirements will be over an extended period of time. Coupled with often punitive and costly lease break terms, traditional leases therefore do not work for many small businesses. Flexible lease terms can therefore attract young businesses to a location and encourage them to innovate and experiment with new ideas. Many workspaces offer rolling three-month leases and month-to-month licences are not

	uncommon, and for some businesses this flexibility is as, if not more, important than a monthly rate.
All Inclusive Rents	Many workspaces offer 'all inclusive' rents which include things like business rates, energy bills, WiFi, showers, lockers, meeting rooms, reception staff etc. While the monthly or price per sq ft is often higher in these workspaces the *total cost* can be lower as occupiers benefit from economies of scale. This, coupled with the provision of 'plumbed in' infrastructure (e.g. wireless internet connectivity), can actually reduce costs for small businesses in the long run.
Turnover Rents	Traditional rents do not consider the turnover of business or the value of the business itself. Some workspaces are therefore exploring alternative forms of rent like turnover rents. This allows businesses to pay what they can afford while also ensuring that both businesses and the operator receive a fair deal based on financial performance. This can be more helpful than a standard discount to market rent for some businesses as it lowers the barriers to entry during their start-up phase which is traditionally when business failure is highest.
Fit Out Support	One of the main obstacles for many small businesses is the initial fit-out cost of their workspace, which is particularly pertinent for specialised and technical activities (e.g. pharmaceutical research, food development, agri-tech development etc) which require more nuanced specifications (e.g. related to ventilation, ceiling heights, spacing, safety features etc). The fit-out of space can be a major issue for start-ups and micro businesses as they tend not to have sufficient cash flows to finance the initial upfront investment. Providing a bespoke fit out or financial support for fit can therefore, in specific circumstances, be as important as monthly rent for some businesses.
Shared Equipment	Similarly to the above many production businesses require specialist equipment to operate (from saws and drills to 3D printers). This can be an issue for small businesses due to the upfront investment required, and therefore shared equipment and facilities can be important to make new and smaller businesses more viable. The savings made from not having to finance new equipment costs can have a significant impact on the affordability of a space for occupiers.
Unit Sizing	The issue around affordability for some small businesses is not the cost of the space on a square foot basis, but rather minimum size thresholds that mean they have to lease more space than they can afford. Adaptable unit sizes and flexibility in renting more or less space as a business evolves can therefore be crucial to the sustainability of a new business, and is less about the actual price per sq ft.
Business Rates	Business rates are charged based on a physical space rather than the nature of a business, which can have a significant impact on operating costs for small businesses. For example, a micro business working in an individual workspace may be exempt from business rates if the space is below the size threshold, but a small business using a co-working space will be liable for business rates as the operator (who leases a much larger space) will pass their rate liability onto the occupier. In such cases the expected saving made by opting for a co-working space over an individual unit can in some circumstances be offset by the application of the business rates. In such cases a discount or reduction to business rates would help make space more affordable to a larger number of businesses and reduce overall costs. In some cases this would improve affordability meaning a further discount to market rate may not be required.

7.14 There are also other limitations associated with these policies. These include:

- They generally do not include minimum size thresholds for different types of workspaces, which has in some cases led to the delivery of small spaces that are difficult to let to operators.
- They typically view Payment in Lieu (PIL) as an exceptional option, whereas in several scenarios (e.g. where small spaces may be delivered, or where schemes are proposed are away from other employment activity) it may be a better option to use payments to deliver more suitable and impactful schemes elsewhere.

- Most do not identify priority sectors, and are therefore not tailored to the specific needs of those sectors (e.g. in relation to locations, equipment, amenities, infrastructures, rates etc). They also do not always link with or focus on delivering the objectives of boroughs' Economic Development Strategies.
- Several are unclear about how a discount to market to rate should flow through to end users.
- Some do not focus on supporting priority employment locations and areas that will help generate agglomeration and clustering effects.


MILLMEAD BUSINESS CENTRE
SERVICED OFFICES TO LET
ENQUIRE WITHIN OR PHONE 020 8885 1100
MILLMEAD BUSINESS CENTRE
BOLEYN
self
drive
hire
020 8556 0595
www.boleyn-selfdrive.com
CN21 LHR
GRILL
KEBAB

8. How could 'affordable' workspace be defined and secured in Haringey?

Chapter Summary

This chapter provides an overview of how 'affordable' workspace could be defined in line with the needs of the priority sectors identified for affordable space in the preceding chapter. It also considers what the delivery implications are and outlines a policy response to support the delivery of 'affordable' space. Key messages from the analysis include:

- Discounted rent is not the only factor that needs to be considered when delivering future 'affordable' workspace. In actuality, the provision of equipment and machinery as part of the workspace offer may be of greater importance to start-up businesses (particularly in production, creative and prototyping based activities), as well as access to 'softer interventions' such as technical support, business support and networking opportunities (more generally for all businesses)..
- Proximity to key clusters, anchors, and other supply chain businesses are also important to majority of the priority sectors when making location decisions. This will impact where the delivery of future workspaces should be considered.
- A discounted rent approach can, however, be helpful for some sectors that operate closer to the margins. The priority sectors that fit this description include MSEs in both the Fashion Manufacturing and Music, Performance and Visual Arts sectors which are struggling with rising rents across the whole of London and the third/charity sector which deliver wider benefits even if not a 'growth' sector per se..

Implications for Haringey

- LBH should consider an approach to defining 'affordability' that moves beyond defining a discounted rent as the main tenet of 'affordability', as affordability factors are different for each priority sector. The securing of affordable workspace should not be a generic or blanket strategy within the Local Plan, rather it should be a focussed tool that plays the role of being a 'land use' pillar of a wider economic strategy.
- If considered, a strategic level policy should ensure that new mixed-use development, estate regeneration and employment site redevelopment proposals are planned in such a way that they provide integrated and well-designed workspace either within mixed use buildings or as a standalone building.
- Any policy approach LBH may adopt will need to be sufficiently flexible and nuanced in order to ensure that it can:
    - Deliver the right type and amount of space to be successful and sustainable over the long term;
    - Provide the appropriate facilities and support structures for businesses to help them succeed;
    - Create certainty and security of tenure over the long term to support operator/business investment in the space;
    - Achieve a level of rent that makes a meaning difference to business costs; and,
    - Does not become so onerous on the developer that it impacts overall viability.
- Ultimately, if the affordability policy approach adopted is too 'simplistic' it will not achieve the aims that it sets out to achieve and will undermine the confidence of the sector to deliver and, in turn, have long term impacts on the ability of the borough to retain and grow its economic base.
- Therefore, there are clear implications for the policy. It needs to provide an indication of the nature of the workspace, minimum size thresholds, levels of fit-out, provide an opportunity for security of tenure and return of investment, provide some flexibility in the delivery and operations for developers to meet their own criteria / respond to the market, and provide an alternative approach if delivery of suitable workspace is not an option.
- To respond to this, a decision tree has been set out to provide an indication of a suitable policy approach could look like. This has been based on the recommendations that in some cases, a Payment in Lieu (PIL) may be an appropriate alternative to support workspace delivering across Haringey. This could help to prevent sub-optimal workspace delivery that does not meet the criteria as set out in preceding chapters.

Haringey's 'Affordable' Focus & Priority Sectors

8.1 As set out in Chapter 6, there are six priority sectors that could shape Haringey's future economy *and* have a greater need for affordable workspace. These include:

1. Film, TV, Radio & Photography (e.g. post-production, distribution, recording, filming, broadcasting etc);
2. Food Production & Manufacturing (e.g. food manufacturing, brewing, catering, restaurants etc);
3. Professional, Scientific & Technical Activities (e.g. law, accounting, architecture, scientific research, market research etc);
4. Fashion Manufacturing (e.g. manufacture of workwear, outerwear, accessories, luggage, handbags, footwear etc);
5. Music, Performance & Visual Arts (e.g. performing arts, music production, cultural education, art, crafts etc); and,
6. Tech & Digital Production (e.g. design and manufacture of computer games, software and new technology).

8.2 Taking a finer grain approach, this chapter explores the activities associated with these sectors to understand which factors or characteristics could be driving their space requirements. To best understand their requirements, we have analysed the characteristics of these business activities in terms of:

- Potential location needs e.g. do these businesses need to be close to:
  - good public transport links;
  - wider amenities (e.g. cafes, leisure uses);
  - strategic road networks;
  - skilled employees; and/or,
  - other businesses with similar operations.
- Wider cluster activities e.g. will activities need to be connected to / cluster around key anchors or institutions.
- Premises needs e.g. what types of buildings / spaces are required? Is there any significant equipment / fit-out required?

8.3 This has been captured in the table below (Table 8.1) which provides a clear indication of how sector activities could be supported in the future (i.e. by a discounted rent, through a specific building type, via certain levels of fit-out, through access to technical expertise, and/or availability of networking opportunities etc). This analysis should directly inform the policy response LBH consider and the role of the Council in delivering / steering future workspace. This has also fed into our design response – please see Annex 1, *Workspace Planning Design Guidance.*

Key Findings

8.4 Through the analysis of 'sector requirements', it is clear that delivering premises at a discounted rents may not always be the most important factor influencing business location decisions. MSEs in five of the six sectors, for example, require the provision of equipment to support their business activities:

- Film, TV, Radio & Photography;
- Fashion Manufacturing;
- Food Production & Manufacturing;
- Music, Performance and Visual Arts; and,
- Tech and Digital Production.

8.5 Equipment could range from the provision of catering facilities to recording studio equipment and laser cutters. To any MSEs, these can be a costly barrier to entering the market and the ability to access the equipment as part of a package rather than a discounted headline rent can it more 'affordable' for some business activities within these sectors.

8.6 It is also important to consider is the associated technical expertise that is offered as part of some workspaces. For example, recording studios tend to offer on-hand technicians to support the use of equipment and maker spaces sometimes have a workshop hand who can oversee and advise on the use of machinery. Although this does not necessarily speak to the physical design of workspace, it is important to note that 'softer' interventions and support are often required as part of the workspace 'package' and this is where operational considerations need to be thought through as part of the delivery process.

8.7 The exception in terms of requiring potentially expensive equipment is activities within the Professional, Scientific and Technical sector. Businesses within this sector are less reliant on upfront expensive equipment and, to generalise, often require computers with relevant software with many employees able to operate remotely. Therefore, they are unlikely to have the same high upfront costs to entry and needs for specific premises. Where MSEs in this sector benefit from workspace is where it offers the ability to have collaboration and meeting spaces, alongside opportunities for networking. This is an important point to draw out as the opportunity for collaboration, networking and events can be integral to driving innovation, creativity and success, and again is more important that a discounted headline rent to some businesses in this sector.

8.8 Despite these 'wider factors', this does not mean that discounted rents are not important to some sectors where businesses operate closer to the margins. This is the case for MSEs in both the Fashion Manufacturing and Music, Performance and Visual Arts sectors which are struggling with rising rents across the whole of London. These activities are often reliant on low-cost space on a longer-term basis due to their comparatively low turnovers, or they require low-prices to ensure inclusivity.

8.9 The analysis of the potential location needs and wider activity drivers adds detail to this and provides insight into where particular activities may wish to locate across the borough.

8.10 Food Production & Manufacturing, and Fashion Manufacturing, for example, are likely to require spaces which will enable them to operate without restriction, therefore not close to residential or other sensitive uses. Good vehicle movement and access to strategic road networks may be necessary (for supplies / transport of goods) and therefore these businesses tend to prefer existing industrial estates rather than town centre / edge of town centre.

8.11 Fashion Manufacturing activities may also benefit from being positioned close to or within easy access to Fashion Enter or East Bank, as well as close to skilled labour – therefore being position near key institutions will be advantageous. Similarly, for the Film, TV, Radio & Photography, Music, Performance & Visual Arts, and Tech & Digital Production sectors, proximity and connectivity to key anchors is vital and will drive the attractiveness of future workspaces.

Table 8.1: Haringey's Priority Sectors Commercial Requirements

Priority Sectors	Film, TV, Radio & Photography	Food Production & Manufacturing	Professional and Technical Activities	Fashion Manufacturing	Music, Performance and Visual Arts	Tech & Digital Production
Associated Activities	• Film/TV Production • Post-Production • Film/TV/Music Distribution • Sound Recording	• Small Batch Manufacture of Food Production • Manufacture of Beverages • Event Catering	• Legal & Accounting • Architectural & Engineering • Advertising & Market Research	• Manufacture of workwear, outerwear, accessories, luggage, handbags, footwear, jewellery	• Performing arts • Artistic creation • Cultural education • Arts facilities	• Production of computer games and software • Post-production activities • Digital Content • Technological production & prototyping
Locational Requirements	• Good public transport access • Local amenities • Existing creative districts	• Near strategic road network • Good public transport access • Reliant on location that does not limit activity	• Within public transport nodes • Access to amenities	• Near strategic road network • Good public transport access • Reliant on location that does not limit activity • Proximity to skillset / training	• Good public transport access • Local amenities	• Good public transport access • Local amenities
Wider Cluster Activities	• Key Anchors: Kings Cross, Enfield, West End, East Bank – proximity & connectivity • Exhibition spaces & Venues • Close to other businesses and supply chains	• Supply chain businesses (produce) • Music / event venues (e.g. Tottenham Stadium)	• N/A	• Key Anchors – Fashion Enter, East Bank • Supply chain businesses • Exhibition spaces	• Key Anchors: Central London • Exhibition spaces & venues • Close to other businesses and supply chains	• Key Anchors: ADA, Kings Cross • Film & TV cluster around Enfield • Other Tech / professional businesses
Premises Needs	• Light industrial studios • High ceilings, good lighting, good power supply, ability to have a sound-proofed room, wifi, yard space, 24 hours	• Light industrial / warehouse • Ancillary office-based floor • Flexible, shared kitchens • Good power supply, cold storage, yard space	• Office-based activity / light industrial studios • Managed workspace: 24-hour access, wifi, tea points, breakout zones, meeting	• Light industrial studios • Low rents for MSEs • Good power supply, wifi, yard • Access to tools and machinery	• Light industrial / Creative studios • Low cost space • High ceilings, good lighting, good power supply, ability to have a sound-proofed	• Office-based / workbenches • Managed workspace: 24-hour access, Wifi, tea points, breakout zones, meeting rooms

	• Sound, lighting and recording equipment	• Catering / manufacturing equipment	rooms, wellbeing / leisure • Multiple / design monitors • Potentially model workshops (CNC, Printers)		room, wifi, yard space • Sound, lighting and recording equipment	• Multiple monitors, Prototyping equipment • Gigabyte connectivity and data storage • Networking / collaboration event spaces
Example Preferred Spaces	• Ten87 • Pirate Studios	• Dephna • Maida Hill Place	• Second Home • Clockwise	• Blackhorse Lane Atelier • Building Bloqs	• Hornsey Town Hall • Collage Arts	• Plus X • Second home

Haringey's Nuanced Policy Response

8.12 The preceding analysis has identified a clear need and opportunity to expand the provision of workspace to support, grow and attract business activity within the borough. It has identified that a spectrum of spaces are needed to support start up and grow on activity within the economy and, specifically, the priority sectors.

8.13 The inclusion of policy within the new Local Plan that directs landowners and developers to include specific forms of workspace to meet the identified needs of the priority sectors could therefore be a key tool for achieving delivery.

8.14 At the strategic level policy should seek to ensure that new mixed use development, estate regeneration and employment site redevelopment proposals are planned in such a way that they provide integrated and well-designed workspace either within mixed use buildings or as a standalone building. In the next chapter we consider potential approaches to this, including the adoption of a workspace design guide to direct private sector delivery.

Affordability Principles

8.15 As highlighted in this chapter, the straightforward provision of either standalone or shared workspace may not be sufficient for the borough to achieve all its economic objectives given some businesses and even whole sectors may be unable to afford 'market' rents or lease terms.

8.16 Therefore, as development comes forward across the borough and in many cases removes workspace that businesses currently consider affordable, it will be necessary to ensure an appropriate level of new workspace is delivered in a way that makes it affordable for these businesses and activities.

8.17 It is our view that the provision of affordable workspace should not be a generic or blanket strategy within the Local Plan, rather we believe that it should be a focussed tool that plays the role of being a 'land use' pillar of the borough's emerging *Inclusive Economy Framework*. To justify the introduction of such a policy position, it is our view that the affordable workspace approach should be targeted to achieve specific outcomes that will be identified in the emerging inclusive economy framework, such as a focus on supporting key sectors, overcoming location specific issues or delivering wider social value and economic inclusion. This study provides some of the rationale for such a policy in terms of specific sector needs and challenges and therefore a consideration of how a policy could work is justified by the findings of this work.

8.18 As noted elsewhere earlier in this chapter, whilst a discounted rent may appear to offer the most appropriate approach to achieving affordability for businesses, in some cases there are other factors at play that need to be considered. We recommend that any affordable workspace policy strikes a balance between achieving outcomes in the way the policy envisages but not being so prescriptive that it frustrates innovation in delivery that could equally achieve the same outcomes.

8.19 Separately, a general policy that seeks a discounted rent can only be effective if that discount makes a material difference to the operating costs of an occupying business. This is a more complex test than it first appears as how the discount is experienced will link directly to how the space is let. For example, a lower rent discount may have an impact if it is for space that is directly leased to a business occupier, however that same rent may have less impact if it is applied to a workspace operator as there may not be sufficient margin to then pass this on to end user occupiers once the operators own management costs for the space are taken into account.

8.20 Given all of the above we recommend that any policy approach LBH may adopt will need to be sufficiently flexible and nuanced in order to ensure that it can:

- Deliver the right type and amount of space to be successful and sustainable over the long term;

- Provide the appropriate facilities and support structures for businesses to help them succeed;
- Create certainty and security of tenure over the long term to support operator/business investment in the space;
- Achieve a level of rent that makes a meaning difference to business costs; and,
- Does not become so onerous on the developer that it impacts the overall viability of the development proposal.

It also needs to respond to the limitations of existing policies used across London.

8.21 Ultimately, if the affordability policy approach adopted is too 'simplistic' it will not achieve the aims that it sets out to and will undermine the confidence of the sector to deliver and, in turn, have long term impacts on the ability of the borough to retain and grow its economic base.

Policy Implications

8.22 Taking the previous section into account there are some implications for how a future affordable workspace policy *could* be structured within LBH's new Local Plan. Based on our work and experience we believe the policy should:

1. Set clear parameters and expectations for the nature of workspace to be provided, which will most likely vary by sub-area within the borough, in order to direct developers less familiar with providing workspace. The work in this study provides a robust evidence base upon which to develop this guidance, which could be expanded into a specific design guide.
2. Establish a minimum size threshold for the affordable workspace provision so that it can be operationally viable for a workspace provider to manage over the long term, something considered further in the design annex and also set within the decision making tree set out at the end of this Chapter. Where space is to be let directly to a business there will need to be evidence that the scale and nature of the space is appropriate for a range of activities to ensure future resilience of the space should an identified occupier no longer take the space.
3. Define the fit out levels that are required for the space to be occupiable and 'fit for purpose' for operators and businesses alike. This may vary between managed and directly let scenarios but in both the delivery of space should not create an undue burden on occupancy from leaving a high level of fit out costs to the occupier.
4. Provides space over a minimum of 15 years at an agreed cost in order to allow businesses and operators to invest in the property and secure a return on that investment.
5. Offers flexibility in the delivery and operation of the affordable workspace to enable developers to define their own approach to achieving the stated outcomes of the Council. This will need to be supported by a credible business plan that sets out how the space will be operated and how affordability will be enshrined in the long term.
6. Provide an alternate approach where outcomes may be better achieved by consolidating investment into one location. This could be an 'exceptions' approach where the location, scale, nature or timing of space delivery may limit the ability to achieve outcomes. A Payment in Lieu (PIL) approach could be applied to either fund investment in a workspace project elsewhere that better delivers outcomes (which places a requirement on the Council to have a ready pipeline of spaces to invest in) or it could 'top up' a recyclable investment fund (such as the Productive Valley Investment Fund) to support the delivery of workspace across the area.
7. Secures appropriate resource to allow the policy implementation to be monitored and for the Council to play an active role in managing delivery.

8.23 Whilst it is not the purpose of this study to draft policy wording, below we set out how, in practice, the above could be achieved in terms of the decision-making process the Council could undertake when assessing any new development proposal.

8.24 The introduction of a specific Payment in Lieu (PIL) option that is directly linked to the achievement of specific outcomes that direct delivery would not realise on a site specific basis offers significant potential to increase the quality and scale of affordable workspace provision where it is most needed – and support the operational viability of such space over the long term.

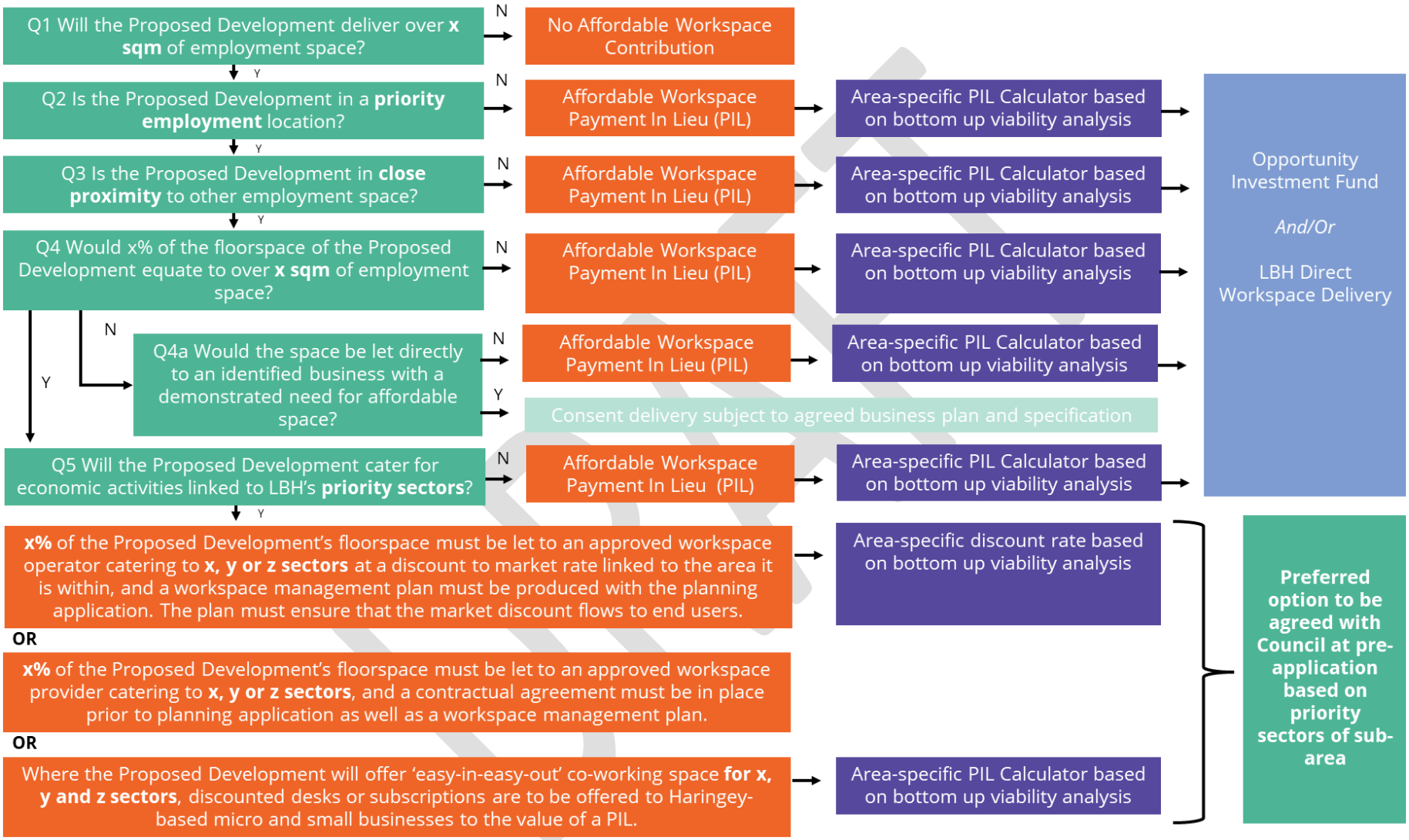
8.25 In creating the PIL mechanism and ensuring its effectiveness it is critical that the payment rate is set at a realistic level that enables space to be delivered elsewhere. The most efficient approach may be to set out expected contribution rates on a per square metre basis for each of the borough's sub-areas (as identified in this study) that equate to expected build costs for each type of space.

8.26 The rate would need to be established via market engagement and research using sources such as BCIS and subject to policy viability testing to ensure it doesn't prevent development coming forward. The BNP Paribas Whole Plan Viability Assessment provides a starting point for such analysis, but this may need to be broaden to reflect the nature of typologies set out in the *Workspace Planning Design Guidance* and also any sub-area variations in costs and values.

Affordable Workspace vs Affordable Housing

8.27 The decision-making diagram below highlights the importance of ensuring that 'on-site' affordable workspace is provided when a site is close to existing employment space and within priority employment locations – this is because additional workspace in these locations will support economic clustering and multiplier effects generating even greater economic returns. While affordable workspace can be provided in other locations, particularly given the rise in remote working, our view is that affordable workspace should be prioritised over affordable housing in these priority locations given the 'added' economic value additional employment floorspace can bring in these locations. That is not to say that affordable housing should not be provided in these locations as well, but in some contexts it will not be possible to provide both given site constraints, and a decision will need to be made about what is to provided on-site.

Figure 8.1: Decision Tree Approach



Source: Avison Young, 2022

The table below sets out rates being paid by businesses in different parts of the borough. This provides a benchmark position against which future rates can be considered, particularly as part of negotiations with developers for the provision of affordable space. The data below indicates what businesses are able to afford now, illustrating what may be considered an achievable rate to retain existing businesses and occupiers in these sectors in the future.

Table 8.2 Benchmark Rates

South Tottenham				
Use Type	Price Per Sq Ft	Example Spaces / Places	Example Occupant Sectors (from Priority Sectors)	Example Local Businesses
'Conventional' Industrial	£15.91	Markfield Road	Food, Production & Manufacturing; Fashion Manufacturing	Nation Foods, Allied Furniture, The Buckle Factory, Harry Nuttall Metalwork
'Conventional' Light Industrial	£19.17	Gourley Street	Food, Production & Manufacturing; Fashion Manufacturing; Tech & Digital Production	The Fashion Box, Samuel Gui, Beavertown Brewery
'Conventional' Office	£32.78	Emma House	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Sound Disposition, Karl & Shepherd Law, Soloman Shepherd Solicitors
Creative Workspace	£21-30	Mill Mead Studios, Gaunson Creative Studios, North London Dark Room	Film, TV, Radio & Photography; Fashion Manufacturing; Music, Performance & Visual Arts; Tech & Digital Production	Semsa Fashion, Lewis Campbell, Jah Light Design,
Incubator/Accelerator Workspace	£30	Tottenham Green Enterprise Centre	Film, TV, Radio & Photography; Fashion Manufacturing; Music, Performance & Visual Arts; Tech & Digital Production; Finance & Insurance	Kane Collection, Carisips, Bark & Shout
Managed Workspace/Co-Working	£18-35	High Cross Centre, The Archives, Grove Business Centre, Millmead Business Centre, The Trampery	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Epic Marketing, ROAR, Q Clothing
North Tottenham				
Use Type	Price Per Sq Ft	Example Spaces / Places	Example Occupant Sectors (From Priority Sectors)	Example Local Businesses
'Conventional' Industrial	£16.26	Brandtwood Road	Food, Production & Manufacturing; Fashion Manufacturing	Gina's Factory, Redcorn, Cyrpofood
'Conventional' Light Industrial	£18.43	Compass West Estate	Food, Production & Manufacturing; Fashion Manufacturing; Tech & Digital Production	Redemption Brewery, Bohem Brewery, Fashion Cube
'Conventional' Office	£32.85	Imperial House	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	OTS Security, Datanomics UK, City Books Accountants
Wood Green				
Use Type	Price Per Sq Ft	Example Spaces / Places	Example Occupant Sectors (From Priority Sectors)	Example Local Businesses

DRAFT

'Conventional' Industrial	£16.24	Clarendon Yards	Food, Production & Manufacturing; Fashion Manufacturing	JP Johnson, Village Factory, Blue Nile Clothing
'Conventional' Light Industrial	£18.94	Bittern Place	Food, Production & Manufacturing; Fashion Manufacturing; Tech & Digital Production	House of Nicholas, AKA Design, London Calling
'Conventional' Office	£33.12	Sanctuary House	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	William Hill, London Borough of Haringey,
Creative Workspace	£12-20	Collage Arts, Bernie Grant Arts Centre, Blue House Yard	Film, TV, Radio & Photography; Fashion Manufacturing; Music, Performance & Visual Arts; Tech & Digital Production	Nena Boateng, Planck Music, Josie Roth
Managed Workspace/Co-Working	£15-50	Chocolate Factory Clockwise, Parma House	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Green Hippo, DNM Fashion

Central Haringey

Use Type	Price Per Sq Ft	Example Spaces / Places	Example Occupant Sectors (From Priority Sectors)	Example Local Businesses
'Conventional' Industrial	£16.33	Crusader Industrial Estate	Food, Production & Manufacturing; Fashion Manufacturing	The Cutting Rooms, Daytona Garage, Cares Spares Factory
'Conventional' Light Industrial	£19.62	Florentia Clothing Village	Food, Production & Manufacturing; Fashion Manufacturing; Tech & Digital Production	DOT+ABOVE, Albion Knits, the Cotton Store
'Conventional' Office	£31.69	582 Green Lanes	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Penguin Music School, Allied Law Chambers Society, Michael Andrew & Co
Creative Workspace	£16-20	Florentia Village, Manor House	Film, TV, Radio & Photography; Fashion Manufacturing; Music, Performance & Visual Arts; Tech & Digital Production	Cyrill Tronchet Floristry, Fairlight Cycles, the Cotton Store

West Haringey

Use Type	Price Per Sq Ft	Example Spaces / Places	Example Occupant Sectors (From Priority Sectors)	Example Local Businesses
'Conventional' Industrial	£16.51	Cranford Way	Food, Production & Manufacturing; Fashion Manufacturing	The Grading Bureau, Grade Line, Product Photography London
'Conventional' Light Industrial	£23.76	Bounds Way	Food, Production & Manufacturing; Fashion Manufacturing; Tech & Digital Production; Film, TV, Radio & Photography	Studio 8, Caterglobe, N16 Vintage
'Conventional' Office	£31.69	Princes Lane	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Algo Art Limited, Boulangerie Pierre Alix Ltd, Crouch End Recording Studios & Multimedia
Co-Working	£22-55	Hornsey Arts Centre, Oxford House	Film, TV, Radio & Photography; Professional & Technical Activities; Finance & Insurance	Wavehill Research

DRAFT



9. Recommendations

Overarching Conclusions

9.1 This study illustrates that Haringey has a valuable local economy home to around **12,900** businesses that employ c**70,000** people. The main employment nodes are in the east and centre of the borough, where nearly all the Strategic Industrial Locations, Locally Significant Industrial Sites and Local Employment Areas are located, and within the borough's larger town centres.

9.2 Like most Outer London boroughs, Haringey's economy is diverse but dominated by lower-value foundational sectors such as Retail, Health, Education and Accommodation & Food, and industrial sectors such as Wholesale, Manufacturing and Transport & Storage. Higher-value and higher-wage sectors such as Professional, Scientific & Technical Activities, Information & Communication, Finance & Insurance and Tech & Digital employ fewer people and do not play such a big role in the local economy.

9.3 Due to this, LBH has an ambition to support its local economy to grow and to increase the number of 'good jobs' within the borough. This will be captured, alongside other aspirations, within the emerging *Inclusive Economy Framework* (2023-).

9.4 Despite this ambition, the analysis presented in this report shows that the local economy and some of its specialised sectors have *declined* in recent years. It is therefore important to prioritise supporting sectors that will help reverse these trends and deliver LBH's ambition as part of future workspace delivery, particularly as workspace opportunities are likely to be limited.

9.5 Based on the quantitative analysis set out in this report, and the objectives identified in the *Haringey Strategic Policies DPD* (2013-2026), emerging *Haringey Inclusive Economy Framework (2023-), London Plan* (2021) and *Mayor's Economic Development Strategy* (2018) it is recommended that[44]:

- Priority 'grow' sectors (fast growing sectors that have some local presence but could become more prominent and drive future economic growth) should include Professional, Scientific & Technical Activities; Film, TV, Radio & Photography; and, Food Production & Manufacturing.
- Priority 'retain' sectors (sectors that are embedded in the borough, generally with larger employment bases, that should be retained due to their local importance) should include Fashion Manufacturing and Music, Performance & Visual Arts.
- Priority 'attract' sectors (sectors that could deliver significant economic and social value but do not currently have a large presence locally and/or are not yet specialised) should include Financial & Insurance; and, Tech & Digital Production.

9.6 Some of these sectors are more relevant in some parts of the borough than others as clusters of similar economic activity already exist locally – for example, North Tottenham has strengths in Food Production & Manufacturing, and Central Haringey has strengths in Fashion Manufacturing and Music, Performance & Visual Arts. These local economic characteristics present 'seedbeds' of existing activity to build from and, due to this, it is recommended that place specific propositions are agreed to help build and nurture clusters. Initial propositions for the sub-areas considered in this report are set out later in this chapter.

9.7 It is also important to note that some of these sectors face greater affordability challenges than others:

- Some struggle to afford market rates for workspace or conventional commercial space due to the profitability of the activities they undertake;
- Some face high barriers to entry given the need for specific and costly equipment/tools to undertake their activities; and,
- Some have high failure rates and require low-cost or flexible space to innovate and test new ideas.

[44] More detail on the justification for selecting these sectors is provided earlier in this report.

9.8 It is therefore recommended that future 'affordable' workspace delivery should focus on a sub-set of **six** priority sectors that these points apply to: Film, TV, Radio & Photography; Food Production & Manufacturing; Professional, Scientific & Technical Activities; Fashion Manufacturing; Music, Performance & Visual Arts; and, Tech & Digital Production.

9.9 This study also illustrates that Haringey has a strong 'conventional' commercial property market, and that demand for space catering to the priority sectors identified is high. Evidence gathered from commercial datasets, for example, illustrates that even though the borough has over 2.58m sqft of 'conventional' industrial and light industrial space both markets are constrained. Occupancy rates are high, rents have risen significantly over the last ten years and space that comes to the market is taken up quickly despite the poor condition of stock. The conventional office market, which is made up of around 481,000 sq ft of space, is also reasonably strong with rising rents and high occupancy observed in recent years.

9.10 The borough also benefits from a broad range of 'specialist' workspaces which serve some of the priority sectors identified. Desktop analysis indicates that there are c.34 'specialist' workspaces in the borough, and the most common typologies are creative studios (56% of workspaces identified), managed workspaces (21%) and serviced office/co-working spaces (18%). Most are operated by for-profit commercial operators, and a small number are run by charities or 'socially-oriented' operators. Conversations with officers indicates that demand for these spaces is relatively strong, most notably for creative studios.

9.11 Due to this demand, and in response to the needs of the priority sectors identified, it is recommended that future workspace delivery focuses on **Co-working Space**, **Managed Workspace**, **Incubator/Accelerator Space**, **Maker Space**, **Creative Studios** and **Flexible Kitchens**, as well as conventional commercial space types (i.e. office, industrial and light industrial space). Prioritising these typologies will not only meet the requirements of sectors that will support LBH realise its economic ambitions, but it will help address 'gaps' in the borough's current specialist workspace offer (particularly in relation to Incubator/Accelerator Space for Tech & Digital Production, Maker Space for Creative Production and Flexible Kitchens for Food Production & Manufacturing).

9.12 It is also recommended that entrepreneurs and micro-businesses are generally prioritised for new 'affordable' workspace as they face the greatest barriers to entering the market. New market rate workspace and conventional commercial space should, in contrast, be targeted at growing small, medium and large business that require scale up or grow on space but do not necessarily require a public subsidy to access it. The exception to this is where established businesses operate at the margins but provide 'good' jobs alongside wider social and cultural value (e.g. Fashion Manufacturing) - these business require 'affordable' space but not necessarily targeted at small businesses.

9.13 'Affordable' workspace can continue to be secured through a specific affordable workspace policy, alongside direct delivery by LBH. While the borough already has a policy that supports this (Policy DM38 of LBH's *Development Management DPD,* 2017), it is recommended that this is updated to go beyond the current discount to market rate approach. This is because 'affordability' is a broader concept than 'low rents', and it means different things to different businesses, sectors and operators. There are also a wide range of other factors that are as, if not more, important to start-up businesses than a discount to the market rate (e.g. flexible leas terms, shared equipment, unit sizes etc). A more holistic approach to securing affordable workspace through policy is set out earlier in this report and later in this chapter.

9.14 'Conventional' commercial space and market rate workspace, in contrast, can continue to be delivered and catalysed through a range of measures. As discussed later in this chapter, it is recommended that LBH pursue a number of these spanning from policy levers (e.g. developing employment-led masterplans) through to direct delivery of commercial space and mixed-used regeneration schemes than incorporate an employment space component.

Table 10.1 Strengths, Weaknesses, Opportunities and Threats of Haringey's Economy and Commercial Space Market

Strengths	Weaknesses
• Important local economy with unique and valuable businesses and sector specialisms • Distinct clusters of economic activity that define clear economic geographies • Strong micro business base characterised by a wide range of activities • Important public transport connections to neighbouring areas and other important economic nodes • Collection of valuable specialist workspaces • Specialist workspace offer includes several spaces that are socially oriented/not-for-profit • High quantum of conventional commercial space (i.e. office, industrial, light industrial) • Proactive and engaged local authority and stakeholders	• Static local economy impacts the attractiveness of the area for inward investment • Local economy is dominated by lower-value and less productive economic activities • Dominance of low-quality conventional commercial stock reduces the appeal of the area to higher-value occupiers • Highly constrained commercial property market restricts inward investment, business expansion and churn • Clear gaps in the current specialist workspace offer (i.e. Incubator/Accelerator Space, Maker Space and Flexible Kitchens) • Current 'affordable' workspace policy could better reflect the diverse needs and requirements of priority sectors
Opportunities	**Threats**
• Wide range of potential growth sectors that can define a future higher-value and more diverse local economy • Positive demand signals for conventional industrial, light industrial and office space, as well as specialist workspace typologies • Demand for industrial and light industrial typologies, which dominate Haringey's commercial property market, is rising at local, regional and national levels • Opportunities to fill gaps in current workspace offer (e.g. Incubator/Accelerator Space, Maker Space and Flexible Kitchens) • The introduction of Class E presents opportunities for workspace on the high street • Rise of hybrid working may present opportunities to introduce more neighbourhood workspace • LBH are pursuing a number of regeneration schemes in and around employment nodes that provide opportunities to provide workspace • Significant number of employment and opportunity sites across the borough that could be used to deliver more much-needed employment space	• Competing pressures to use land and property for housing and affordable housing, leaving existing employment space under threat even where protected by policy • Commercial rents are rising which, alongside inflation, may push some more marginal businesses to close or leave the borough • The introduction of the new Class E may threaten employment areas via the introduction of uncomplimentary uses • Opening of Elizabeth Line may make some competitor areas more attractive (e.g. Woolwich, Abbey Wood etc) • High levels of inflation and potential recession may impact viability and interest from operators/investors in the borough over short-to-medium term • The changing nature of work following the COVID-19 pandemic may impact demand for older, traditional, lower quality, large floor plate offices across the borough

Overarching Opportunity

9.15 The conclusions from this report illustrate that while Haringey has an important local economy, there is scope for it to become an even stronger and higher-value business location, and there is a need and opportunity to reinvigorate the local economy. The delivery of more workspace and commercial space in line with the recommendations of this study will help achieve this ambition, and can be considered as the 'land use' pillar of the emerging *Haringey Inclusive Economy Framework* (2023-).

9.16 To realise this opportunity a set of 'principles' have been identified to guide discussions, decisions, policies and planning negotiations related to business space. It is recommended that future commercial interventions align with these principles to ensure the borough achieves its economic potential.



Use employment space opportunities to retain and support existing local economic specialisms that create economic, social and/or cultural value for the area (see 'Retain' sectors earlier in this chapter).



Evolve the business space offer to better cater for growth sectors that will help diversify and increase the value of the local economy (see 'Attract' and 'Grow' sectors earlier in this chapter).



Prioritise the provision of Co-working Space, Managed Workspace, Incubator/Accelerator Space, Maker Space, Creative Studios and Flexible Kitchens, as well as conventional commercial space types, to meet the needs of priority sectors.



Use employment space opportunities to build and enhance existing clusters of local economic activity, and ensure that new space is provided in strategic locations to encourage agglomeration and multiplier effects.



Aim to provide a balance of workspace and commercial space across the borough that meets the needs of businesses at different stages of development, from start-up and scale-up space, to grow on and conventional space.



Focus 'affordable' workspace provision on entrepreneurs, and micro businesses as they can face significant barriers to entering the market. Except where larger businesses are close to the margin and deliver 'good jobs', social value and cultural value.



Target market rate workspace and conventional commercial space at growing small, medium and large business that require scale up or grow on space but do not necessarily require a public subsidy to access it.



Recognise that 'affordable' workspace means different things to different businesses, sectors, and operators, and use the steer about sector requirements provided in this study to guide discussions and negotiations.



Utilise design guidance set out in this report to shape proposals and planning applications for priority typologies. This is to help ensure that space meets the needs of priority sectors as closely as possible.



Recognise that a 'build it and they will come' approach will not work for all sectors and workspace typologies. Active inward investment marketing and activities will be required to nurture clusters, enhance provision and attract businesses to re-locate or start-up in the borough.

Place-Specific Propositions

9.17 These overarching principles illustrate 'What?' should happen in relation to workspace and commercial space across Haringey, but they are relatively high level and do not provide insights into 'Where?' or 'How?'. They are also not tailored to the unique characteristics and economic specialisms of the borough's different employment areas.

9.18 To address this place-specific propositions have been developed that could be used to guide future workspace and commercial space provision in different parts of the borough. The geographies used align with the sub-areas referenced throughout this report.

9.19 These propositions build on existing local assets and economic characteristics, respond to the nature of business space opportunities in each sub-area and align with existing planning policy. They provide a clear focus to guide action which should help strengthen each individual sub-area, while also helping the borough to deliver its economic ambitions for a value-added economy based on production and innovation.

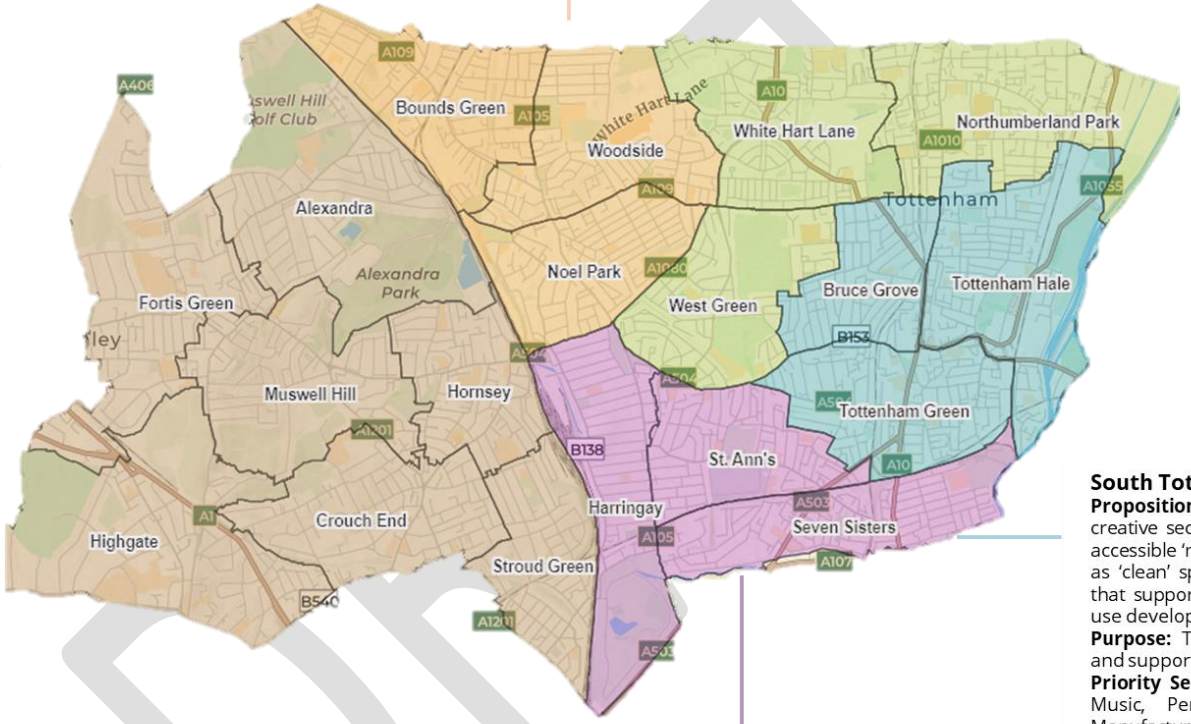
9.20 Deep dives for each sub-area are provided on subsequent pages, which set out which types of business activity should be prioritised and the types of business space to focus on including precedent examples to illustrate the opportunity. These align strongly with the overarching principles previously set out.

Wood Green

Proposition: Provide appropriate 'clean' light industrial space to support the evolution of the existing creative production sector, with a focus on content development and small batch production. Utilise the accessibility of Wood Green station and the diverse amenity offer of the High Road to deliver new office/studio space for digital creatives, third sector and professional service businesses and entrepreneurs.
Purpose: To build on local specialisms and enhance Wood Green as a major employment node.
Priority Sectors: Fashion Manufacturing; Professional, Scientific & Technical Activities; Film, TV, Radio & Photography; Music, Performance & Visual Arts; Finance & Insurance; Tech & Digital Production.
Priority Workspace Typologies: Co-Working/Serviced Offices; Managed Workspace; Incubators/Accelerators; Creative Studios; Maker Space; Conventional Office; Conventional Light Industrial.

West Haringey

Proposition: Diversify and grow the local economy by working with developers to provide space that caters to priority sectors.
Purpose: To re-invigorate Haringey's economy and support its evolution in line with the ambitions of the Economic Development and Growth Strategy.
Priority Sectors: Professional, Scientific & Technical Activities; Music, Performance & Visual Arts; Finance & Insurance; Tech & Digital Production.
Priority Workspace Typologies: Co-Working; Managed Workspace; Incubator/Accelerator Space; Creative Studios; Maker Space.



North Tottenham

Proposition: Strengthen the traditional production-based economy by providing space that caters to 'messy' businesses that make and distribute specialist products, as well as their supply chain.
Purpose: To strengthen and build on existing local specialisms while also increasing the value and profile of the local economy.
Priority Sectors: Food Production & Manufacturing; Fashion Manufacturing.
Priority Workspace Typologies: Maker space; conventional light industrial; flexible kitchens.

South Tottenham

Proposition: Retain and strengthen the existing creative sector through the continued provision of accessible 'messy' creative production space, as well as 'clean' space for higher-value creative activities that support 'messier' activities within new mixed-use developments.
Purpose: To retain the area's economic identity, and support its evolution and diversification.
Priority Sectors: Film, TV, Radio & Photography; Music, Performance & Visual Arts; Fashion Manufacturing; Food Production & Manufacturing; Tech & Digital Production.
Priority Workspace Typologies: Co-working; Managed Workspace; Creative Studios; Maker Space; Flexible Kitchens; Conventional Light Industrial.

Central Haringey

Proposition: Retain and re-invigorate the local fashion industry (inc. supporting sectors such as Wholesale) by protecting and providing space for 'messy' activities, and pursuing wider initiatives that support sector growth.
Purpose: To address recent decline in an important local specialism, and point of differentiation, and to re-instate Haringey's role in London's fashion industry.
Priority Sectors: Fashion Manufacturing.
Priority Workspace Typologies: Creative Studios; Maker Spaces; Conventional Light Industrial.

Figure 9.1: Haringey's Place Specific Workspace Propositions

North Tottenham

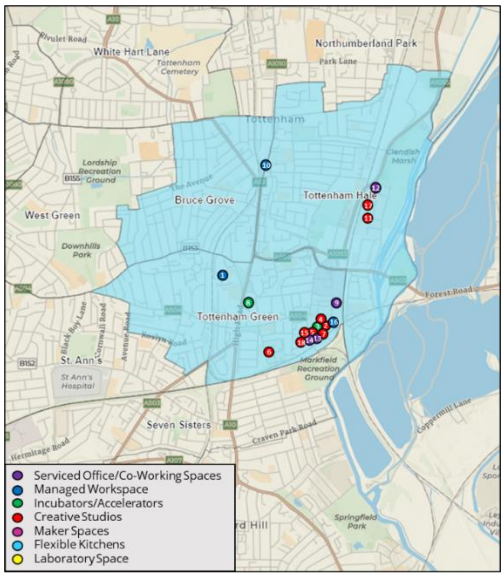


Description	North Tottenham is in the north-east of the borough, bounded by the River Lea to the east, and accessible by the A1055, Northumberland Park Road and Leeside Road. It has two railway lines running through it parallel to one another and on both the east and western extents. White Hart Lane and Northumberland Park stations provide connectivity by rail.
Economic Characteristics	• Headline statistics: 11,750 jobs (2020); 1,480 businesses (2021). • Most specialised employment sectors: Wholesale (3.8); Accommodation & Food Services (2.3) and Arts, Entertainment & Recreation (1.8). • Fastest growing employment sectors: Wholesale (+410 jobs); Transport & Storage (+185); Construction (+165).
Commercial Characteristics	• Linked to the sub-area's road and rail connectivity, 91% of commercial stock is industrial in nature (745,000 sq ft of industrial and light industrial space in total). The main concentration is within Northumberland Park to the north, which is made up of two of the largest SILs in the borough (North East SIL and Brandwood Road SIL). There is also a smaller SIL designated site to the immediate south named Marsh Lane. • LSIS designated sites include two White Hart Lane parcels to the west of the sub-area (Queen Street and White Hart Lane). Industrial properties in this location tend to be medium-sized warehousing accommodating trade counter businesses. • The industrial and light industrial markets are highly constrained with vacancy rates around 0%. Average rents are around £16 and £18 per sq ft respectively. • Offices tend to be sporadically located, however there is a small concentration around White Hart Lane station and as part of the Tottenham Hotspur stadium development. There is about 69,400 sq ft of office space in total across the area with vacancy rates around 0%.
Existing Workspace Assets	The Trampery Tottenham, N17 8AA (Serviced Office).
Current Site Allocations	• NT3: Northumberland Park North; NT4: Northumberland Park; NT5: High Road West; NT6: North of White Hart Lane; NT7: Tottenham Hotspur Stadium.

Workspace Proposition	Proposition: Strengthen the traditional production-based economy by providing space that caters to 'messy' businesses that make and distribute specialist products, as well as their supply chain. Purpose: To strengthen and build on existing local specialisms while also increasing the value and profile of the local economy.
Level of Priority for Workspace	Medium priority for specialist workspace. High priority for conventional commercial space.
Priority Sectors for Workspace	Food Production & Manufacturing; Fashion Manufacturing; Music, Performance & Visual Arts.
Priority Workspace Typologies	Maker space; conventional light industrial; flexible kitchens.
Priority Locations for Workspace	North East SIL, Marsh Lane SIL, Brantwood Road SIL, Queen Street LSIS, White Hart Lane LSIS, Willoughby Lane LSIS. May also be opportunities to introduce community-focused workspace to the Northumberland Park Estate and Peacock Estate as part of regeneration and placemaking programmes (e.g. flexible kitchens or maker space), to better connect residents with economic activity being undertaken on local industrial estates.
Delivery Considerations	• Develop employment-led masterplan framework for North East, Brantwood Road and Marsh Lane SILs that explore opportunities to increase the quantum of commercial space, and identify partnerships that need to be built to make this happen. Use this to develop a delivery plan for the area, and to create a planning framework that gets ahead of potential market intervention. • Ahead of developing an employment-led masterplan convene a business and landowner forum to build relationships and explore opportunities to work together on-site intensification and delivery. • Explore opportunities to introduce low-cost and accessible flexible kitchens or maker spaces to the Northumberland Park Estate and Peacock Estate to bring enterprise opportunities closer to more deprived residents.
Design Considerations	For intensification of industrial sites consideration will need to be given to providing creative workshop / makerspace typologies, to sustain industrial type uses. Careful design will be required to balance the needs of creative workshop / makerspace typologies with those of residential accommodation, as outlined in the below sections of the report: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance. • A2: New-build employment: Modest / Micro Scale –pg. 24 of Design Guidance. On sites where there may be development opportunity prior to industrial intensification, then refurbishment or retrofit into workspace, including flexible kitchens and creative workshop / makerspace typologies, could be considered. Public transport connections and access for cyclists and pedestrians, would need to be considered alongside access requirements for large vehicles and small delivery vehicles (e.g. mopeds) to ensure a safe space for all users. Further design consideration can be found in: • B3: Refurbishment / Retrofit: Existing Industrial Unit / Estate – see pg. 33 of Design Guidance. In relation to existing retail areas, such as shop units along Park Ln. and Tottenham High Road retail units and B&M (with adjacent small retail units), a workspace hub for live-work and/or refurbishment of units into workspace could be considered. Further design considerations can be found in: • B1.1: Refurbishment / Retrofit: High Street – see pg. 28 of Design Guidance.

	• B1.2: Refurbishment / Retrofit: Retail Park – see pg. 29 of Design Guidance. • C: Live / Work- see pg. 38 of Design Guidance.
Precedents	• Manor Royal Masterplan: Crawley Borough Council produced a masterplan for Manor Royal, a large industrial area adjacent to Gatwick airport, to provide a strategic framework for the future growth and development of the business district. • Purley Way Masterplan: The London Borough of Croydon produced a design-led masterplan and delivery strategy for the Purley Way industrial area focused on unlocking opportunities for housing delivery and intensification of employment uses. • Maida Hill Place: Maida Hill Place is a social enterprise that offers a professional kitchen for food production, training, menu development and tastings for food-based entrepreneurs. It is based in Westbourne Park, one of the most deprived areas in Westminster, and is in a council-owned asset that is leased to the operator at a discounted rate.

South Tottenham



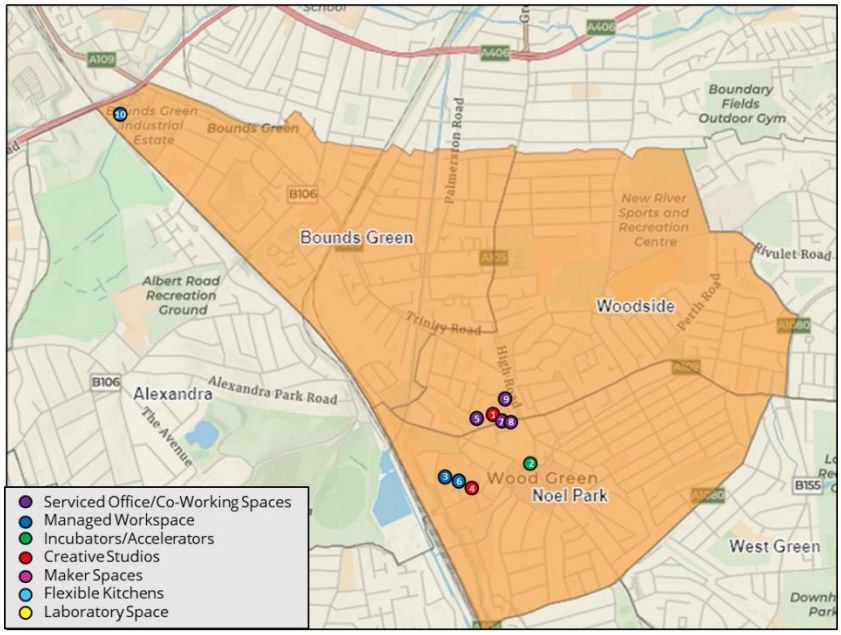
Description	South Tottenham is below North Tottenham and Northumberland Park, and is bound by the Central Haringey sub areas to the west. It covers Tottenham Central, Tottenham Hale, South Tottenham and Seven Sisters. The main rail stations include South Tottenham, Seven Sisters and Tottenham Hale.
Economic Characteristics	• Headline statistics: 16,000 jobs (2020); 2,575 businesses (2021). • Most specialised employment sectors: Transport & Storage (3.5); Property (2.9); Utilities (1.7). • Fastest growing employment sectors: Transport & Storage (+700 jobs); Construction (+310); Property (+300). • Niche sector specialisms: Music, Performance & Visual Arts; Film, TV, Radio & Photography; Fashion Manufacturing; 'Other' Creative Activities; Craft & Making; Publishing.
Commercial Characteristics	• Most commercial stock (91%) is a mix of industrial and light industrial space – there is around 930,00 sq ft in total. This links to the concentration of SIL (11 Millmead), LSIS (Rangemoor Road, South Tottenham, Lindens/Roseberry Works) and Local Employment Areas (LEA) designated sites boarding the eastern extent along the A1055.

	• Industrial and light industrial properties tend to be small to medium sized, and comprise mainly single or two-storey light units, many of which have been split to accommodate several tenants. This includes properties situated in High Cross Business Centre, and along Fountayne Road. • The industrial and light industrial markets are highly constrained with vacancy rates of 2% and 0% respectively. Average rents are around £16 and £19 per sq ft respectively. • Office stock is spread across the sub area, and is characterised by small concentrations around new residential developments, retrofitted high street properties and ancillary offices for industrial buildings. There is about 65,400 sq ft of office space across the area with a vacancy rate around 1.2%.
Existing Workspace Assets	Launch It – Tottenham Green Enterprise Centre, N15 4RX (Incubator); Green House Workspace, N15 4QQ (Co-working/Serviced Office); Gaunson Creative Studios, N15 4QQ (Creative Studios); Ten87 Studios, N15 4QA (Music Studios); Projekt, Carvall Warehouse (Creative Studios); Cargo Rooms (Music Studio); Blighty Workspace, N15 4AJ (Co-working); The Archives, N15 4BE (Creative Studios/Serviced Office); Lenta Space, N17 6SB (Co-working/Serviced Office); London Darkroom, N17 9QU (Creative Studios); Millmead Business Centre, N17 9QU (Managed Workspace); Tudor Leaf Business Centre (Creative Studios); The Annex Space (Serviced Office); Kitsch Studios (Creative Studios); High Cross Centre, N15 4FB (Managed Workspace); Millmead Studios, N17 9QU (Creative Studios).
Current Site Allocations	SS5: Wards Corner; SS6: Apex House & Seacole Court; TG2: Tottenham Chances & Nicholson Court; TG3: Tottenham Police Station & Reynardson Court; BG2: Bruce Grove Station; BG3: Bruce Grove Snooker Hall and Banqueting Suite; BG4: Tottenham Delivery Office; TH1: Tottenham Hale District Centre; TH2: Tottenham Hale Station; TH3: Tottenham Hale Retail Park; TH4: Station Square West; TH5: Station Square North; TH6: Ashley Road South Employment Area; TH7: Ashley Road North; TH8: Hale Village; TH9: Hale Wharf; TH10: Welbourne Centre & Monument Way; TH11: Fountayne Road; TH12: Herbert Road; TH 13: Constable Crescent.
Workspace Proposition	Proposition: Retain and strengthen the existing creative sector through the continued provision of accessible 'messy' creative production space, as well as 'clean' space for higher-value creative activities that support 'messier' activities within new mixed-use developments. Purpose: To retain the area's economic identity, and support its evolution and diversification.
Level of Priority for Workspace	High priority for specialist workspace. Medium priority for conventional commercial space.
Priority Sectors for Workspace	Film, TV, Radio & Photography; Music, Performance & Visual Arts; Fashion Manufacturing; Food Production & Manufacturing; Tech & Digital Production.
Priority Workspace Typologies	Co-working; Managed Workspace; Creative Studios; Maker Space; Flexible Kitchens; Conventional Light Industrial; Warehouse Living.
Priority Locations for Workspace	Employment sites close to Tottenham Hale, Seven Sisters, South Tottenham and Bruce Grove stations.
Delivery Considerations	• Continue to work with stakeholders to bring forward intensification schemes for council-owned sites such as Birlim Oil, Rainbow Works and Bernard Works, drawing on existing feasibility work. • Undertake design and feasibility studies to explore intensification opportunities for council-owned assets around Enterprise Row. • Explore opportunities to introduce new workspace along the High Road or in retail locations, particularly places within a five-minute walk of transport nodes (i.e. Bruce Grove, South Tottenham, Seven Sisters and Tottenham Hale).

	• Explore opportunities to introduce low-cost and accessible flexible creative studios, maker spaces or flexible kitchens to housing estates close to the High Road to bring enterprise opportunities closer to residents. • Ensure that new workspace is sought as part of future regeneration schemes in and around Tottenham Hale station.
Design Considerations	For intensification of industrial sites, clustered around the rail corridor, consideration will need to be given to providing creative workshop / makerspace typologies, to sustain industrial type uses. Careful design will be required to balance the needs of creative workshop / makerspace typologies with those of residential accommodation, as outlined in the below sections of the report: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance. • A2: New-build employment: Modest / Micro Scale –pg. 24 of Design Guidance. Refurbishment or retrofit of industrial units/estates into workspace could be considered where there are existing clusters of priority sector uses. Public transport connections and access for cyclists and pedestrians, would need to be considered alongside access requirements for delivery vehicles to ensure a safe space for all users. Further design consideration can be found in: • B3: Refurbishment / Retrofit: Existing Industrial Unit / Estate – see pg. 33 of Design Guidance. There may be an opportunity to consider retrofitting retail units on Tottenham High Street, as a workspace hub for live-work and/or another type of workspace. Further design considerations can be found in: • B1.1: Refurbishment / Retrofit: High Street – see pg. 28 of Design Guidance. • B1.2: Refurbishment / Retrofit: Retail Park – see pg. 29 of Design Guidance. • C: Live / Work - see pg. 38 of Design Guidance. As part of regeneration schemes around Tottenham station, workspace is likely to be considered as part of a new mixed-use development. Design consideration can be found in: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance.
Precedents	• Contingent Works: A boutique co-working space in Bromley Town Centre that is targeted at people who want to “work near but not from home”. It is in a former retail unit and offers super-fast WiFi, a podcast studio, bike parking, private booths, meeting rooms and virtual office services. • Industria: An under construction industrial unit in the heart of Barking’s River Road Employment Area, characterised by stacked light industrial units and maker spaces capable or flexing and adapting to occupier needs. The building will deliver around 10,000 sqm of industrial space across 45 units of varying scales achieved through stacking vertically. • Segro, Alperton: Segro have recently begun construction on a six-storey light industrial development in Alperton. This will deliver around 134,500 sq ft of light industrial space and is being jointly delivered with St George, part of the Berkley Group, with their canalside Grand Union Canal development of the Northfields Industrial Estate.

	• Midleton Industrial Estate: Guildford Borough Council have recently redeveloped former industrial units on their Midleton Industrial Estate to provide higher quality and more intense units catering to a broader range of occupiers.

Wood Green

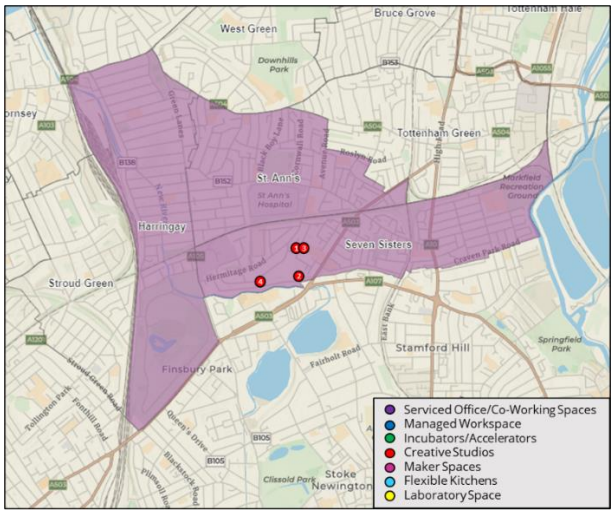


Description	Wood Green is to north of the borough, nestled between the West Haringey and North Tottenham sub areas. The area comprises Bounds Green, Woodside, and Noel Park. It includes the Wood Green Metropolitan Centre which is served by Wood Green Underground Station, Alexandra Palace and Turnpike Lane Station.
Economic Characteristics	• Headline statistics: 15,250 jobs (2020); 2,225 businesses (2021). • Most specialised employment sectors: Public administration (2.7), Retail (2.2). • Fastest growing employment sectors: Property (+138 jobs), Professional, Scientific & Technical (+310) and Construction (+245). • Niche sector specialisms: Music, Performing & Visual Arts; Film, TV, Video, Radio & Photography.
Commercial Characteristics	• There is a higher proportion of office floorspace in Wood Green versus other areas – there is just over 73,000 sq ft in total which represents 20% of commercial stock. • Most space is clustered around Wood Green station and along the A105. Office floorspace tends to be in low rise period buildings, above high street units and 1970s purpose-built offices. There are also a handful of office-type workspaces in the sub-area including the Chocolate Factory and Greenside House. • The area also has around 290,000 sq ft of industrial and light industrial space, much which is concentrated in the Wood Green Cultural Quarter around Coburg Road. Other than this, there is some space to the very north of the sub area within Bounds Industrial Estate which is designated as a Local Employment Area.
Existing Workspace Assets	Bernie Grant Arts Centre, N15 4RX (Creative Studios); Business Lounge, N22 6XD (Incubator); The Chocolate Factory, N22 6XJ (Serviced Office); Clarendon

	Yards, N22 6UJ (Creative Studio); Clockwise Offices, N22 7TP (Serviced Office); Parma House, N22 6XF (Serviced Office); Blue House Yard, N22 7TB (Creative Studios); Green Rooms, N22 6UW; Ashley House Business Centre, N22 8HF (Co-Working).
Current Site Allocations	SA5: LBH Civic Centre; SA6: Green Ridings House; SA7: Wood Green Bus Garage; SA8: Station Road Offices; SA9: Mecca Bingo; S10 Morrison's Wood Green; S11 Wood Green Library; S12 The Mall; SA13 Bury Road Car Park; SA14: 16-52 Wood Green High Road; SA15: L/b Westbury & Whymark Avenues; SA16: Turnpike Lane Triangle; SA17: North of Hornsey Rail Depot Site; SA18: Wood Green Cultural Quarter (North); SA19 Wood Green Cultural Quarter (South); SA20: Wood Green Cultural Quarter (East); Clarendon Square; SA21: Clarendon Square Gateway; SA22: Clarendon Square; SA23: Clarendon Road South; SA24: New of Clarendon Square; SA25: Land Adjacent to Coronation Sidings.
Workspace Proposition	Proposition: Provide appropriate 'clean' light industrial space to support the evolution of the existing creative production sector, with a focus on content development and small batch production. Utilise the accessibility of Wood Green station and the diverse amenity offer of the High Road to deliver new office/studio space for digital creatives, third sector and professional service businesses and entrepreneurs.
Level of Priority for Workspace	High priority for specialist workspace. Medium priority for conventional commercial space.
Priority Sectors for Workspace	Professional, Scientific & Technical Activities; Film, TV, Radio & Photography; Music, Performance & Visual Arts; Finance & Insurance; Tech & Digital Production.
Priority Workspace Typologies	Co-Working/Serviced Offices; Managed Workspace; Incubators/Accelerators; Creative Studios; Maker Space; Conventional Office; Conventional Light Industrial.
Priority Locations for Workspace	• Cultural Quarter – light industrial, studio and maker space. • Wood Green Station/Station Road – office/studio and co-working. • High Road – co-working, office (third sector) and retail/maker space.
Delivery Considerations	The Cultural Quarter delivery has been considered in detail and this should form the basis of future action, in summary key considerations are: • Ensure that new workspace is sought as part of future regeneration schemes in the Cultural Quarter – negotiation/partner working on key sites such as Bittern Place • Use own assets to deliver appropriate workspace and ancillary/catalyst uses – including venue space • Work with St William to deliver workspace as part of Clarendon Works scheme • Across the wider town centre the Council have limited assets to directly deliver workspace ad supporting infrastructure however sites on Station Road and the Library are important opportunities to diversify the offer of Wood Green and workspace should be integral to their future – in line with the findings of the EESS • Working in partnership with other landowners to secure workspace as part of future development plans – using the EESS as a guide • The utilisation of vacant retail properties across the town centre to provide new opportunities for workspace, creative production, exhibition and maker/retail activity. A new delivery/operational vehicle would potentially be required to bring spaces forward in a coordinated and financially sustainable manner.

Design Considerations	As part of regeneration schemes in the Wood Green Cultural Quarter, workspace is likely to be considered as part of or as catalysts alongside, new mixed-use development. Design consideration can be found in: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance. • A2: New-build employment: Modest / Micro Scale –pg. 24 of Design Guidance. There may be an opportunity to consider retrofitting retail units on Wood Green High Street and the Mall into workspace. Design considerations can be found in: • B1.1: Refurbishment / Retrofit: High Street – see pg. 28 of Design Guidance. • B1.3: Refurbishment / Retrofit: Shopping Centres – see pg. 30 of Design Guidance. • C: Live / Work- see pg. 38 of Design Guidance. There may be further opportunity to retrofit existing office buildings or the Library to workspace. Design considerations can be found in: • B2: Refurbishment / Retrofit: Existing Office – see pg. 31of Design Guidance.
Precedents	• Central Research Lab, Hayes: An innovation space run by Plus X that offers private offices, co-working space and a wide range of maker facilities (electronic workshop, spray booth, PCB room, heavy workshop, photography studio, laser cutting, milling etc) that support high-growth businesses to develop new products and ideas • Impact Hub, Kings Cross: An innovation hub that supports entrepreneurs to set up, scale and grow businesses through the provision of space and complementary business support (e.g. mentors, peer groups, expert guidance etc) • London Hackspace, Wembley: A not for profit maker space in a former office block on Wembley High Road that provides a wide range of equipment for makers and creatives, including for electronics, 3D printing, crafts, laser cutting, woodwork, metalwork, biology, radio and music production.

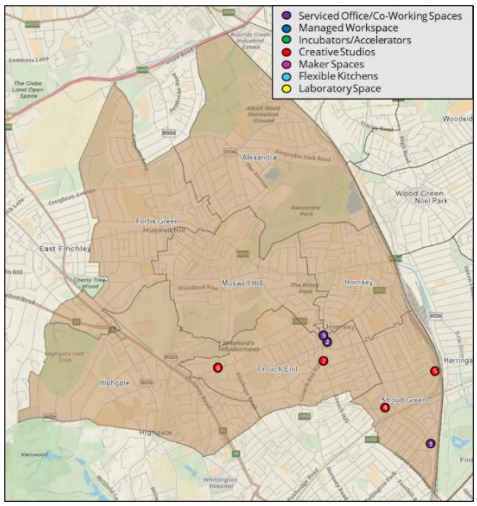
Central Haringey



Description	Central Haringey is south of Noel Park and West Green, bounded by the railway line to the West. It includes Haringey, St Ann's, and Hermitage & Gardens wards and is served by Haringey, Hornsey, Haringey Green Lanes and Turnpike Lane stations.
Economic Characteristics	• Headline statistics: 8,750 jobs (2020); 1,695 businesses (2021). • Most specialised employment sectors: Retail (1.9), Health (1.8) and Wholesale (1.5). • Fastest growing employment sectors: Health (+650); Professional, Scientific & Technical (+215); Transport & Storage (+125). • Niche sector specialisms: Fashion Manufacturing.
Commercial Characteristics	• Central Haringey's commercial mix aligns with the borough-wide profile and is predominantly industrial in nature – there is just over 300,000 sq ft of industrial and light industrial space in total (81% of commercial stock). Most industrial space is situated within the Harringay Warehouse District. • There is a mix of both LSIS (Vale Road/Tewkesbury Road) and Local Employment Area designations (Vale/Eade Road, Crusader Industrial Estate and Hermitage & Gardens) across the sub-area, which aims to protect the industrial warehousing that characterises the area. The light industrial market is highly constrained with vacancy rates of 0%. The general industrial market is *currently* less constrained with vacancy rates of 6%, though this is anomalous versus preceding years. • There is around 88,000 sq ft of office space in the sub-area. This is in two main locations - Harringay Warehouse District and along Green Lanes. Office stock in the former is primarily within converted industrial units/factories and occupied by those within the creative sector. The latter are mainly above high street retail units.
Existing Workspace Assets	Florentia Clothing Village, N4 1TD; New River Studios, N41TD (Creative Studios); Vivid Studios, N41TD (Creative Studios); Hermitage Works Studios (Creative Studios).
Current Site Allocations	SA28: St Ann's Hospital; SA29: Arena Retail Park; SA30: Arenda Design Centre; SA31: Crusader Industrial Estate; SA32: Omega Works; SA33: Vale/Eade Road; SA34: Overbury & Eade Road; SA35: L/B Seven Sisters & Tewkesbury Roads.
Workspace Proposition	Proposition: Retain and re-invigorate the local fashion industry (inc. supporting sectors such as Wholesale) by protecting and providing space for 'messy' activities, and pursuing wider initiatives that support sector growth. Purpose: To address recent decline in an important local specialism, and point of differentiation, and to re-instate Haringey's role in London's fashion industry. Also aims to maintain the unique character, identity and heritage of this important and valued area.
Level of Priority for Workspace	High priority for specialist workspace. High priority for conventional commercial space.
Priority Sectors for Workspace	Fashion Manufacturing.
Priority Workspace Typologies	Creative Studios; Maker Spaces; Warehouse Living.
Priority Locations for Workspace	Harringay Warehouse District; Gorley Triangle.
Delivery Considerations	• Develop employment-led masterplan framework for the Harringay Warehouse District that explores opportunities to protect and intensify the existing quantum of commercial space without harming the character and economic function of the area. This will need to involve close working with General Projects who are progressing a scheme for the Florentia Clothing Village. Use masterplan to create a planning framework that gets ahead of further market intervention.

	• Explore opportunities and potential to better utilise big box retail units around Williamson Road to deliver greater economic benefit to the local area. • Continue to pursue Joint Venture scheme to intensify and diversify Gorley Triangle site, incorporating a fashion-focused workspace and education offer. As part of this seek to make a strong link with fashion businesses in the Harringay Warehouse District to increase the attractiveness of the proposition and to encourage supply chain linkages.
Design Considerations	The intensification of industrial sites in this area will need careful consideration and engagement with existing local communities, as covered in the introduction to Annex 1. Additional notes on the particular character of some areas of the Harringay Warehouse District are also covered in: • C: Live / Work- see pg. 38 of Design Guidance. Design consideration for the potential retrofitting of big box retail into workspace can be found in: • B1.2: Refurbishment / Retrofit: Retail Park – see pg. 29 of Design Guidance. Both the Harringay Warehouse District and Gourley Triangle have existing buildings with significant character that remain unprotected in terms of heritage, these add to the character of the neighbourhood. Masterplans for these areas may need to take into consideration a number of approaches including: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance. • A2: New-build employment: Modest / Micro Scale –pg. 24 of Design Guidance. • B3: Refurbishment / Retrofit: Existing Industrial Unit / Estate – see pg. 33 of Design Guidance.
Precedents	• West Norwood and Tulse Hill Manual for Delivery: The London Borough of Lambeth produced an action plan and delivery manual to support the regeneration of West Norwood and Tulse Hill, incorporating its town centre and industrial areas. This included recommendations on how to enhance the industrial areas, and policy ideas to support its protection and intensification. • Ravenside Retail Park, Prologis: Prologis has recently purchased this prominent retail park in Edmonton from M&G for conversion to warehouse units for online retailers, and to support urban logistics.

West Haringey



Description	West Haringey is in the western part of the borough, bounded to the east by the railway line serving Alexandra Palace and Hornsey Stations. It is primarily residential in character and includes the neighbourhoods of Highgate, Crouch End, Muswell Hill, Hornsey, Stroud Green and Fortis Green.
Economic Characteristics	• Headline statistics: 14,850 jobs (2020); 4,885 businesses (2021) • Most specialised employment sectors: Arts, Entertainment & Recreation (2.1); Property (1.9); Information & Communication (1.6). • Fastest growing employment sectors: Health (+650); Construction (+95); Transport & Storage (+60).
Commercial Characteristics	• West Haringey's commercial property profile is predominantly industrial in nature – there is over 300,000 sq ft of industrial and light industrial space in total which represents 81% of commercial floorspace. The area has the highest proportion of light industrial space in the borough (34% of total commercial stock). • The greatest concentration of industrial floorspace is within the Cranford Way Industrial Estate (designated as LSIS) in Hornsey. The industrial stock here is mixed, with some larger warehouse units (up to c.100,000 sqft). • Other designated industrial sites include Pinkham Way and Bounds Green Industrial Estate which is situated to the north, along the North Circular Road, and expands into the Wood Green sub-area. Note that a portion of the designated site in this sub area remains undeveloped. • There is around 186,000 sq ft of office space in total, accounting for around 20% of the total commercial mix. Most is within the district centres of Muswell Hill and Crouch End.
Existing Workspace Assets	Oxford House, N4 1QH (Serviced Office); Hornsey Works, N8 9JJ (Co-working); Reservoir Studios, N44DT (Music Studios); VocTrue Studios, N4 4QP (Music Studios); Haringey Music Studios, N6 5AH (Music Studios); The Church Studios, N8 9QH (Music Studios).
Current Site Allocations	SA38: 460-470 Archway Road; SA39: Former Highgate Rail Station; SA40: Gonnerman Antiques; SA41: Highgate School; SA42: Highgate Bowl; SA43: Summersby Road; SA44: Hillcrest; SA45: Highgate Magistrates Court; SA46: Hornsey Depot; SA47: Cross Lane; SA48: Hornsey Town Hall; SA49: 72-96 Park Road and Lynton Road; SA50: St Luke's Hospital Site; SA51: Cranwood Care Home; SA52: Alexandra Palace; SA53: Tunnel Gardens; SA 54: Coppetts Wood Hospital.

Workspace Proposition	Proposition: Diversify and grow the local economy by working with developers to provide space that caters to priority sectors. Purpose: To re-invigorate Haringey's economy and support its evolution in line with the ambitions of the emerging inclusive economy framework.
Level of Priority for Workspace	Medium for workspace. Medium for conventional commercial space.
Priority Sectors for Workspace	Professional, Scientific & Technical Activities; Music, Performance & Visual Arts; Finance & Insurance; Tech & Digital Production.
Priority Workspace Typologies	Co-Working; Managed Workspace; Incubator/Accelerator Space; Creative Studios; Maker Space.
Priority Locations for Workspace	Cranford Way Industrial Estate; Pinkham Way/Bounds Green Industrial Estate; Town Centres.
Delivery Considerations	• Work with developers as sites come forward to provide space that caters to priority sectors (e.g. co-working or creative studios as part of mixed-use development schemes). • Explore opportunities to provide workspaces in town centres that cater to both entrepreneurs *and* hybrid workers that live locally and focus on higher-value innovative economic activities. Crouch End is likely to provide the greatest opportunities due to its size, scale and market reach. • Explore opportunities for industrial intensification on the Cranford Way Industrial Estate and Pinkham Way/Bounds Green Industrial Estate.
Design Considerations	For intensification of industrial sites careful design consideration will be required to balance the needs of creative workshop / makerspace typologies with those of residential accommodation, as outlined in the below sections of the report: • A1.1: New-build mixed-use: Under residential – pg.18 of Design Guidance. • A1.2: New-build mixed-use: Separate from residential –pg. 23 of Design Guidance. • A2: New-build employment: Modest / Micro Scale –pg. 24 of Design Guidance. Workspace, or hubs to support live/work, could be provided in town centres. Further design considerations can be found in: • B1.1: Refurbishment / Retrofit: High Street – see pg. 28 of Design Guidance. • C: Live / Work- see pg. 38 of Design Guidance.
Precedents	• Deptford Foundry: Second Floor Studios run a low-cost artist studio underneath a high-end residential development in Deptford town centre. The space is owned by Second Floor Studios and was negotiated as part of a Section 106 agreement between the developer and the London Borough of Lewisham. • Clockwise Wood Green: This is a high-quality workspace in Wood Green town centre operated by the Clockwise Group. It caters to businesses undertaking higher-value economic activities, as well as hybrid and remote workers. A wide range of amenities are available including a café, meeting rooms, break out areas, office support team and unlimited high speed WiFi.

Borough-Wide Levers

9.21 These place-specific propositions provide clear insights into the 'Where?' and 'How?' of workspace delivery. There are, however, a broad range of other borough-wide levers that LBH could consider to (a) support existing workspaces to survive and proposer, and (b) catalyse workspace and employment space delivery. These levers, which provide more detail on the 'How?', are set out below and range from short-term interventions (e.g. signposting operators to financial support available to them) to longer-term actions (e.g. direct delivery of mixed-used regeneration schemes). These focus on workspace and employment space in general (including market rate workspace), though there are some that are more oriented to the delivery of 'affordable' space. These levers represent 'ideas' and a menu of options for LBH to consider as part of their long-term planning rather than a specific action plan or set of formal reccomendations.



Figure 10.1: Spectrum of Interventions to Support and Catalyse Workspace

ST: Landlord Guidance

Focus: Catalysing workspace delivery through engagement with landlords

Description: LBH could work with private landlords to understand their main drivers and ambitions. These insights could be used to create collateral explaining the benefits of leasing commercial space to workspace operators and the nature of terms they prefer, alongside training and workshop style events. Communications could also explain changes to the planning system and the opportunities this provides for flexible workspace, particularly on the high street. This could incorporate ideas and design guidance for converting space, as well as information on tenant requirements, precedents from other areas and the purpose of a workspace portal if developed. LBH could also offer a brokerage service to connect landlords with workspace operators that may be interested in taking on space using their Workspace Providers List as a basis. This guidance and proactive approach should give comfort to landowners that the Council's planning department is open to such re-purposing.

Pros and Cons:

- ✓ Guidance can be produced at a comparatively low cost.
- ✓ Could encourage landlords to consider using their assets for workspace.
- ✓ Guidance could be co-created with neighbouring boroughs to reduce costs and join up better.
- ✓ May help create stronger relationships between the LBH and local landowners.
- ✓ Could help to diversify and strengthen high streets which are undergoing macro-economic shifts.
- × Operators often require discounted rent and/or support with fit out.
- × Occupiers demands may shift rapidly over time.
- × Can be difficult to work and engage with landlords.
- × May be hard to find operators willing to take on small units.

ST: Peer-to-Peer Network

Focus: Supporting existing workspace operators through a peer-to-peer network

Description: LBH could organise borough-wide peer-to-peer network for workspace operators. This would provide operators with an opportunity to: (a) learn how others are adapting to macro-economic pressures; (b) share best practice and ideas; and, (c) build new relationships and partnerships. It would also help to establish a two-way relationship between LBH and operators allowing better intelligence on the operating models of partners to be gained. As a starting point this could involve working with operators to identify gaps in the local offer and identifying locations and places to help fill market opportunities.

This network could also signpost operators to relevant advice and funding. Many workspace operators find it challenging to keep up with changing policies, practices, legalities, opportunities and requirements at local, regional and national levels - this was particularly the case during the COVID-19 pandemic and following the Brexit referendum. LBH could use the network to provide 'live' up-to-date guidance for operators on what changes are happening, what they mean for them and what they need to do to adapt to ensure they respond appropriately to changing requirements. As part of this LBH could reach out to operators to make sure that they are aware of, and are able to access, support schemes and funding available from the Government, GLA, LEAP, banks, financiers and charitable organisations.

The network could also be used to inform operators about developments coming forward in the borough that are expected to provide a workspace component. Operators could be involved in soft market testing exercises and relationships could be brokered early on with developers. This will ensure that operators are better prepared for and aware of opportunities in the pipeline.

Pros and Cons:

- ✓ Proven and effective way to support business resilience.
- ✓ Guidance can produced at a comparatively low cost and would be relatively easy to implement.
- ✓ Could form the basis of long-term engagement and sector collaboration.
- ✓ Network could be delivered with neighbouring boroughs to reduce resource implications and encourage greater participation from operators.
- ✓ Low cost and easy to implement.
- ✓ Process may help to identify operators that are most 'at risk' and in need of additional support to adapt and survive.
- × Requires revenue funding and officer time.
- × Operators may not be willing to share information due to competitive nature of the current market.
- × Can be hard to engage operators where there no direct incentives are available.
- × Most organisations will be aware of the support available to them.
- × Limited public sector funding options currently available.
- × Expertise may be required to advise on private sector finance options.
- × Consultancy/legal support may be needed to make guidance as practical as possible.

ST: Workspace Portal

Focus: Marketing underutilised spaces to become productive employment uses

Description: LBH could build a portal to connect potential occupiers to underutilised space that is available on flexible terms across the area – this could include non-traditional space that can be leased flexibly, from storage units and old flats to garages and basement spaces. The focus could be on marketing spaces that are not normally advertised through commercial agents. There is an opportunity to trial this on the Made in Tottenham website with a focus on the creative sector before scaling up across the borough with a standalone website if successful.

Example: Open Poplar is one of the first portals of this kind available and aims to bring forward interesting commercial uses in underutilised spaces in East London. Space is available at low rates for organisations that will benefit Popular and its people, and are underpinned by a sustainable business plan.

Pros and Cons:

- ✓ Converts unused or underutilised spaces into productive assets.
- ✓ Opportunity to work with neighbouring boroughs to create a sub-regional portal.
- ✓ Requires little capital investment.
- ✓ Could bring forward a reasonable quantum of useful space.
- ✓ Requires revenue funding and officer time.
- × Needs constant updating and refreshing.
- × May be some licencing, planning and regulatory challenges.
- × Can be hard to engage positively with landlords.
- × May work better on a sub-regional rather than borough level.

ST: Workspace Programme

Focus: Developing a clear plan and programme for future workspace delivery in Haringey

Description: LBH are currently developing an Inclusive Economy Framework ('Opportunity Haringey Inclusive Economy Framework') which should integrate a plan for workspace delivery in the borough that aligns with the evidence in this report. It should set out an overarching ambition, priority actions and a resourced delivery plan. Different approaches to delivery should be covered, ranging from policy guidance to direct delivery using the council's own assets. Much of this information is in hand for specific locations and could be consolidated to form a coordinated strategy. A key link for the strategy will be to the Council's Asset Management plan.

Example: The London Borough of Brent has published an Affordable Workspace Strategy and associated Supplementary Planning Document (SPD). Based on an evidence base similar to this report, it identifies a series of broad actions that the Council will prioritise to support delivery and sets out the steps involved and rationale for each. Actions focus on catalysing workspace through planning levers, meanwhile programmes, public sector assets and provision of grants and loans.

Pros and Cons:

- ✓ There is a clear 'case for action' as set out in this report.
- ✓ Most of the evidence needed is provided in this report.
- ✓ Would add detail to the recommendations set out in this report.
- ✓ Would signal the Council's intent to deliver more workspace in the borough.
- ✓ Could raise the profile of workspace across the council.
- × Would require officer or consultant time to compile.
- × Could take some time to reach a consensus on priority actions and resourcing.

ST: Affordable Workspace Policy

Focus: Updating LBH's existing affordable workspace policy to better reflect the needs of priority sectors

Description: The preceding chapter sets out a suggested approach to defining and securing 'affordable workspace' through planning policy. The existing Affordable Workspace Policy, Policy DM38 of LBH's *Development Management DPD* (2017), could be updated as part of the Local Plan refresh to reflect these suggested changes. This would require additional viability testing to ensure that any changes

put forward are feasible. It will be important to keep the evidence base up-to-date to ensure the policy remains relevant and responsive to the context.

Pros and Cons:

- ✓ Updated policy would be more holistic and responsive to the needs of different sectors.
- ✓ Updated policy should bring forward workspace that helps address economic decline.
- ✓ Updated policy could address limitations of other affordable workspace policies.
- × Local Plan updates already well underway.
- × Will require substantial changes to existing policy.
- × Will require dedicated officer time to administer, monitor and deliver policy.

ST: Industrial Intensification Study

Focus: Identifying opportunities and options to intensify industrial areas across the borough

Description: There are number of important industrial areas across Haringey, including Brantwood Road, Tottenham Hale and Millmead Road. Many of these have opportunities for intensification, as set out in the *Haringey Employment Land Study* (2022), which could help to deliver more employment floorspace. LBH could review and update their previous industrial intensification study to identify specific opportunities for this, and to consider how increased densities could be achieved and delivered. This could form part of the evidence base of the emerging Local Plan, and inform any future design-focused Supplementary Planning Documents (SPDs), and therefore this would need to be delivered before the publication of the Local Plan.

Example: LBH commissioned Avison Young and Architecture 00 to produce an Employment Intensification Study for Northumberland Park in 2018, which investigated the current mix of activities and the design and spatial context in order to develop a forward-looking strategy to support intensification of employment over time. This type of study could be scaled up to the borough level as has been done by the London Borough of Enfield (LBE) in their Industrial Intensification study, led by Aecom and Avison Young. This study involved identifying industrial land suitable for intensification, assessing the potential for intensification on these sites, considering their potential capacity for employment uplift, and providing design steer and considerations.

A particular focus for this type of work could be to identify opportunities to deliver the larger 'standalone' spaces needed to retain/attract established and growing businesses in the borough – particularly in key sectors. It could also form part of a cross-boundary strategy for ensuring there is a sufficient pipeline of space to accommodate business relocations.

Pros and Cons:

- ✓ Would help identify industrial locations that have the greatest scope for intensification.
- ✓ Design and spatial guidance would help inform planning discussions and policies.
- ✓ Could provide steer on delivery mechanisms to secure more space.
- ✓ May encourage some landowners to consider options for intensification.
- ✓ More cost effective than direct delivery.
- × Would require funding and consultancy input to deliver.
- × Local Plan refresh is already well underway.
- × May not lead to significant gains in floorspace over the short-term.

ST: Greater Use of Employment Space Policies

Focus: Update and increase use of policies that protect valuable employment floorspace

Description: Haringey's *Local Plan* has a number of policies that protect employment floorspace in different contexts, including on employment land (Policy DM40) and in town centres (Policy DM45). The evidence presented in this report can be used to update and strengthen these policies as part of the emerging *Local Plan* to ensure that the right type of space is protected in the right locations. This is as important as delivering new space given maintaining a net positive position is needed to respond to demand. Once this is in place there is an opportunity to utilise these policies more frequently across all employment areas to ensure that there is no net loss of employment space across the borough, particularly in important clusters.

MT: Inward Investment Strategy

Focus: Undertaking proactive inward investment activity alongside the delivery of new workspace to attract businesses in priority sectors to the borough

Description: Economic growth is driven by a wide range of factors beyond the availability of employment space – example influencers include innovation, transport, digital connectivity, skills, education, amenities, and housing.

A key ambition of the Council is to attract businesses from *outside* the area to Haringey to complement the borough's existing local economy. To achieve this, it would be valuable to develop an inward investment strategy and to invest in associated initiatives. This could be particularly powerful if inward investment activities are undertaken in tandem with the delivery of new workspace via the mechanisms identified in this report. This is because efforts could focus on attracting occupiers in the 'grow' and 'attract' sectors identified in this report to take this new space (i.e. Financial & Insurance, Tech & Digital Production, Film, TV & Radio Production, Food Production & Manufacturing, and Professional, Scientific & Technical). It is also important to note that a 'build it and they will come' approach will not work for all sectors and typologies, and in these cases a strong inward investment approach can be helpful.

Pros and Cons:

- ✓ Could be used to attract businesses in priority sectors.
- ✓ Would help new workspaces and employment spaces attract occupiers.
- ✓ Can focus on diversifying and increasing the value of the local economy.
- × May displace businesses from neighbouring boroughs.
- × Requires investment in time, resources and marketing materials.
- × Inward investment is dependent on more than just the availability of space, so wider investments will be required to attract businesses to the borough.

MT: Employment Led Masterplans

Focus: Developing masterplans for employment areas to support their intensification and diversification

Description: As set out under the *'Industrial Intensification Study'* intervention, a number of Haringey's employment sites are not meeting their full economic potential and there are opportunities to support their intensification, diversification and evolution. Once steer on intensification options has been provided via an Industrial Intensification Study, and priority locations have been identified, subject to funding it would be valuable to work with partners to co-create employment led masterplans for some of these areas – notable opportunities include Brantwood Road, Tottenham Hale, Millmead Road, Station Road (Wood Green), and Wood Green Cultural Quarter. These should be holistic documents that not only focus increasing employment floorspace (with a focus on specific size and typologies), but also consider wider opportunities related to co-location, infrastructure, and supporting amenities.

Example: Crawley Borough Council commissioned Avison Young to produce an employment-led masterplan for Manor Royal, one of the largest industrial areas in the country, in 2010. The document identified a vision and objectives for the area, as well as a clear planning policy and regeneration framework. The purpose of the document was to guide future development, intensify employment, identify opportunities for expansion, and to create a more cohesive and contiguous environment. This work has been used by Crawley Borough Council over the last decade to deliver against the objectives, and the area has evolved significantly in line with the vision over this period. The masterplan also set the tone for the creation of a Business Improvement District which now manages, brands, markets and operates the area under a single name despite disparate landownership.

Pros and Cons:

- ✓ Would identify solutions that could help to address both employment and housing need.
- ✓ Holistic approach to planning that would consider other factors that influence inward investment.
- ✓ Could be used to support direct delivery, planning policy and development management
- ✓ Would focus on making better use of brownfield sites in strategic locations.
- × Could be a costly exercise, given the amount of consultancy time that would be required, depending on the number of locations prioritised.
- × Risk of friction with existing valuable businesses and incumbent occupiers.
- × Council has limited levers and funding to deliver change in some areas.

MT: Extended Opportunity Investment Fund

Focus: Use of Payment in Lieu (PIL) payments to support workspace delivery across the borough

Description: LBH currently delivers the Opportunity Investment Fund which is a loan fund available to businesses in Wood Green and Tottenham for capital building/refurbishment works and/or the purchase of equipment that leads to increased productivity and job growth. This could be extended to include loan and grant funding, fed by PIL payments received via a revised Affordable Workspace Policy, to support operators to fit out and activate new workspaces catering to priority sectors in the across the whole borough. To increase the sustainability of the workspace element of the Fund, LBH could consider (a) prioritising a loan portion and recycling revenues back into the Fund; and/or, (b) ringfencing business rates uplift received from new workspace schemes for the Fund.

Examples: The London Borough of Lambeth (LBL) has set up the *Lambeth Future Workspace Fund* which is a by-application loan and grant fund for affordable and supportive workspace providers. The purpose is to active new workspaces that will help grow sectoral clusters and enhance the affordability of space across the borough. The fund, which draws on the Council's capital fund, is worth more than £8m in total. To date LBL has awarded over £2m which has unlocked £6.9m in match funding, and is forecast to support 258 businesses each year across 69,000 sq ft of new or improved space.

Pros and Cons:

- ✓ A small amount of capital funding can unlock significant private sector investment.
- ✓ Could bring forward a significant quantum of interesting space across the area.
- ✓ Likely to appeal to a range of different stakeholders, including entrepreneurs, community groups, civic groups and developers.
- × Significant amount of capital investment required to bring space forward.
- × Various other regeneration areas in the borough competing for funding.
- × May sit better separately from the Productive Valley Fund if LBWF and LBE do not adopt a similar approach.
- × Difficult to predict how much capital funding will be made available via PIL.

MT: Workspace Business Rates Relief

Focus: Offering business rates relief to support existing operators and to encourage others to the set up new space in the borough

Description: LBH could offer discretionary business rates relief to affordable workspace providers that offer low-cost rents to occupiers - the policy could be prioritised for operators that deliver significant economic and social value. This could also be considered as a long-term initiative for affordable workspace providers, or it could be structured with tapered relief (e.g. over first two years years) in recognition of the set up costs of operating space of this nature.

LBH's Business Rates team could also take a more positive and proactive approach to support workspace operators that offer affordable space to have separate rateable hereditaments that help reduce the business rates burden on their tenants.

Example: The London Borough of Waltham Forest offer discretionary business rates relief (from 20% to 100%) for operators that are not-for-profit, reinvest surpluses into the borough and/or deliver local economic, social and environmental value.

Pros and Cons:

- ✓ Business rates are often seen as a major barrier for genuinely affordable operators.
- ✓ Policy could support workspaces focusing on specific types of businesses and organisations.
- × Loss of business rates revenue to cash-strapped councils.
- × Potential political sensitivities and implications.
- × Potential for state aid infringements if not managed carefully.
- × Difficult to define what is the 'right' type of space to receive relief.

MT: Re-Purposing Big Box Retail Units

Focus: Exploring the potential of re-purposing big box retail units for workspace uses

Description: Some big box retail parks are suffering from macro-economic shifts within the retail market. Where this is the case there may be an opportunity to re-purpose units to provide workspace, notably maker type space given retail parks typical have good road access. LBH could undertake an audit of their retail parks to identify where there are units that are both long-term vacant and in favourable locations (i.e. close to transport networks). Where this is the case, the Council could collaborate with a workspace operator to explore the potential of re-purposing a single or small number of units to test the concept of re-purposing space for different workspace types. This would need to be properly resourced and supported to give the experiment a fair chance of success.

Pros and Cons:

- ✓ Would provide a productive use for an inactive asset.
- ✓ Would generate greater economic impacts than retail space.
- ✓ Re-purposing assets is more environmentally friendly than building new.
- × Would be the first of its kind conversion, presenting risks.
- × Would require time and financial resource to properly explore the opportunity.
- × May need public realm investments to make the space suitable for different types of uses (e.g.. due to access requirements).

MT: Cross-Borough Industrial Relationship Study

Focus: Work with neighbouring authorities to identify opportunities to better locate loud, messy and noisy industries

Description: Haringey's industrial estates are home to a wide range of businesses that are essential to the day-to-functioning of both the borough and London as a whole – some of these can be loud, messy and unsightly but they bring significant benefits to both residents and the wider business community. While they provide an important function, they act as a constraint on the borough's economic growth as many are preventing comprehensive employment-led re-development schemes due to their strategic locations. There is therefore a need to consider how some of these businesses can be strategically re-located and/or supported to use sites more efficiently to benefit both businesses and the borough more broadly.

Given neighbouring boroughs are facing similar challenges it makes sense to take a cross-borough approach to tackle this issue in a joined-up way. One way to do this would be to co-commission a study that maps both businesses and land supply, and considers ideal sites for re-locations to occur based on in-depth discussions with officers and the business community. It would be helpful if this also included guidance on how this could be achieved the delivery mechanisms available. Given many of these businesses are to the east of the borough, it would be advantageous to work with the London Boroughs of Ealing and Waltham Forest on this, particularly given all three authorities are already collaborating on the Productive Valley initiative.

- ✓ Should generate more opportunity sites and more potential solutions.
- ✓ Addresses a cross-borough and pan-London issue in a joined up way.
- ✓ May support inward investment activity for different boroughs.
- ✓ Could lead to strategic moves that ensure sites are better used and create greater economic impact.
- × Politically sensitive issue given the nature of activity involved.
- × Will be difficult to implement even where viable solutions are identified.
- × Relies on business engagement and motivation.
- × May be difficult to find equitable solutions for each participating borough.

LT: Council Assets

Focus: Continued use of Council assets to deliver more workspace

Description: LBH has had much success in activating and utilising public sector assets to deliver workspace (e.g., Blue House Yard). This success could be extended by mapping council-owned assets across the borough as part of the Asset Management Plan refresh, particularly in priority areas and town centres, and identifying those which could be partially or completely repurposed to provide workspace – this has already been started as part of a *Workspace Operations Options Appraisal* which can provide the foundation for this. Future or existing capital funding could be used to activate these spaces to life. In line with the draft *Haringey Inclusive Economy Framework* council assets could focus on delivering workspace that supports 'good' jobs and town centre regeneration, though it is important to recognise that affordability is more than just providing low-cost rents as highlighted throughout this report.

To support decision-making about how public sector assets should be used it may be prudent to develop an evidence-led sifting process to select the most appropriate typologies for each specific opportunity. This could be fed by financial viability tests, economic impact assessments and socio-economic mapping as well as qualitative judgements about how well each typology aligns with corporate objectives and aspirations.

Pros and Cons:

- ✓ Easier to repurpose existing assets than purchase new buildings and sites for workspace.
- ✓ Could be in a range of different locations, from housing estates to strategic town centre sites.

- ✓ LBH would have significant control over the final outcome if procurement processes and service level agreements are used.
- ✓ Could focus more on social value than economic and social returns if LBH is willing to forgo some income.
- ✓ Activating public assets as workspaces could demonstrate the vitality and viability of the workspace market to developers and private workspace operators.
- ✓ Re-use of buildings supports green and sustainability ambitions.
- × LBH has activated several spaces in this way and there may be few remaining spaces available for this.
- × Financial return is likely to be lower than letting commercially.
- × Some capital funding is likely to be required to activate spaces.
- × Potential issues around state aid and other regulations.

LT: Aggregating Spaces

Focus: Aggregation of small spaces to make them more viable and attractive for operators to take on

Description: Workspace operators find it difficult to make small workspaces viable given the costs associated with setting up and managing space – these costs do not increase exponentially based on the size of an asset, making larger spaces more cost effective up to a point over the longer term. LBH could address this issue by becoming an 'aggregator' of workspace (including small spaces secured through policy and/or retail space suitable for workspace), creating packages of spaces that could be operated viably as a portfolio. This role would essentially position LBH as an intermediary between developers, landlords and operators. There are two main approaches to fulfilling this intermediary role:

1. LBH partner with an operator(s) at a strategic level, with the authority taking headleases on new space with back-to-back agreements in place for the operating partner to then lease and operate the space from LBH. This would provide certainty for the developer/landlord and provide the operator with a secure pipeline of long-term space against which finance can be secured to scale up operations.
2. LBH to build their own operator vehicle, taking the head lease on space *and* operating the space itself. This would have much greater resource and risk implications but would give the authority more direct control over the operation of space and how it is used to meet economic objectives.

Pros and Cons:

- ✓ Activation of small spaces.
- ✓ Greater control over the aims, outcomes and users of new workspace.
- ✓ Potential to increase workspace delivery on high streets.
- × LBH take ultimate risk on leasing space.
- × Requires significant officer time and resource.
- × Grants/loans may still be required by partner operator(s) to activate space.

LT: Council-Led Delivery

Focus: Council-led direct delivery of new workspaces where the market is unlikely to deliver an idea outcome

Description: LBH is already taking an active role in delivering workspace across five developments in the borough. This should build confidence and momentum, and also demonstrate that viability issues can be overcome. To build on this momentum a comprehensive mapping exercise should be undertaken to identify other opportunity sites that could be brought forward by the Council. Once this has been done a prioritisation framework could be developed to identify sites to be pursued for direct intervention. This could involve defining a series of parameters (or 'Critical Intervention Factors') that

are scored based on local knowledge, information presented in this report and discussions with relevant stakeholders (e.g. landowners, operators, businesses, councillors etc).

Once additional priority sites have been identified LBH could undertake feasibility work for each and develop a clear overarching delivery strategy. This should be informed by engagement with landowners, operators, businesses and important local stakeholders. Typical activities undertaken ahead of delivery include: landowner engagement; soft market testing; site valuation; due diligence; developing design, delivery and planning strategies; exploring funding and finance options; and, undertaking business and operating model analysis. Given the expense and resource required it will be important to focus delivery on a small number of sites and to only intervene where the market is unlikely to deliver an ideal outcome. We understand that work of this nature has already been undertaken for several council-owned sites.

As part of this, LBH could consider setting up a council-owned development company focused on purchasing property, land and vacant space to deliver new workspace. This would involve the development company purchasing assets, delivering new space and leasing space to operators or directly to occupiers.

Example: The London Borough of Enfield (LBE) recently funded and delivered BloQs, a 30,000 sq ft maker space, as part of their Meridian Water regeneration programme. The workspace, which is run by an external operator, is effectively a large workshop that supports makers and creators undertake a range of activities, from engineering and wood to metal, digital and additive technology. Workers have access to over £1m worth of light industrial equipment, which they are able to use flexibly, as well as skills training workshops, a shop, café and event space.

Pros and Cons:

- ✓ Council would have complete control over the type of space that comes forward.
- ✓ Investment could be targeted to areas where it would be most impactful.
- ✓ Potential to provide a new income stream to the Council.
- ✓ Can demonstrate the vitality and viability of the market to developers and private workspace operators.
- × Could be slow and complex to implement.
- × Would need to raise significant capital finance to fund projects.
- × Requires significant time and resource to deliver.
- × Risks related to cost, demand and viability.
- × Risks associated with being a landlord and asset owner.

LT: Council-Led Mixed-Use Regeneration

Focus: Delivery of workspace as part of new mixed-use regeneration schemes

Description: LBH is currently delivering and/or supporting a wide range of highly-complex mixed-use regeneration schemes across the borough. There is a clear opportunity to 'bake-in' workspace considerations into schemes like these as and when they come forward - as has been done as part of the High Road West scheme. While areas close to existing employment areas should be prioritised for workspace, the rise in hybrid working presents opportunities to provide workspace in more residential areas particularly where they are well connected to public transport. Where large commercial schemes come forward it will be important for LBH to ensure that their proposals align with the requirements of an updated Affordable Workspace Policy.

Pros and Cons:

- ✓ Inclusion of workspace in regeneration schemes supports placemaking and vitality objectives.

- ✓ 'Baking in' workspace considerations should not add significantly to officer time or costs which are usually committed up front as part of scheme feasibility.
- × May impact viability and the Council's return on investment.
- × May impact on provision of other non-residential assets (e.g. community uses).

LT: Estate Regeneration

Focus: Inclusion of workspace as part of estate regeneration schemes

Description: LBH owns and manages a large number of housing estates across the borough, some of which are earmarked for future regeneration and re-development. As part of these schemes there is an opportunity to provide low-cost and accessible workspace that offers intensive support to help local residents set up, start-up, run, manage and grow local enterprises. Inclusion of space close to where people live is likely to encourage participation due to its proximity and visibility to residents.

Example: Glows is a low-cost workspace on the Tulse Hill Estate in Lambeth that provides the space and support that entrepreneurs living on or close to the estate need to set up, grow and establish businesses. Support is generally targeted at empowering unemployed people, and all businesses using the space have been supported to start up from scratch. The space is a former council estate office owned by the London Borough of Lambeth which has been leased to Tree Shepherd, a charity set up to help people establish their own enterprises.

Appendix I: Sub-Area Economic Analysis

Table A1: Employment and Business Count by Sub-Area (2020 and 2021)

Sub Area	Employment Count (2020)	Business Count (2021)
South Tottenham	16,000	4,885
Wood Green	15,250	2,575
West Haringey	14,950	2,225
North Tottenham	11,750	1,695
Central Haringey	8,750	1,480
Total	66,700	12,860

Source: ONS. *Business Register and Employment Survey (2021)*

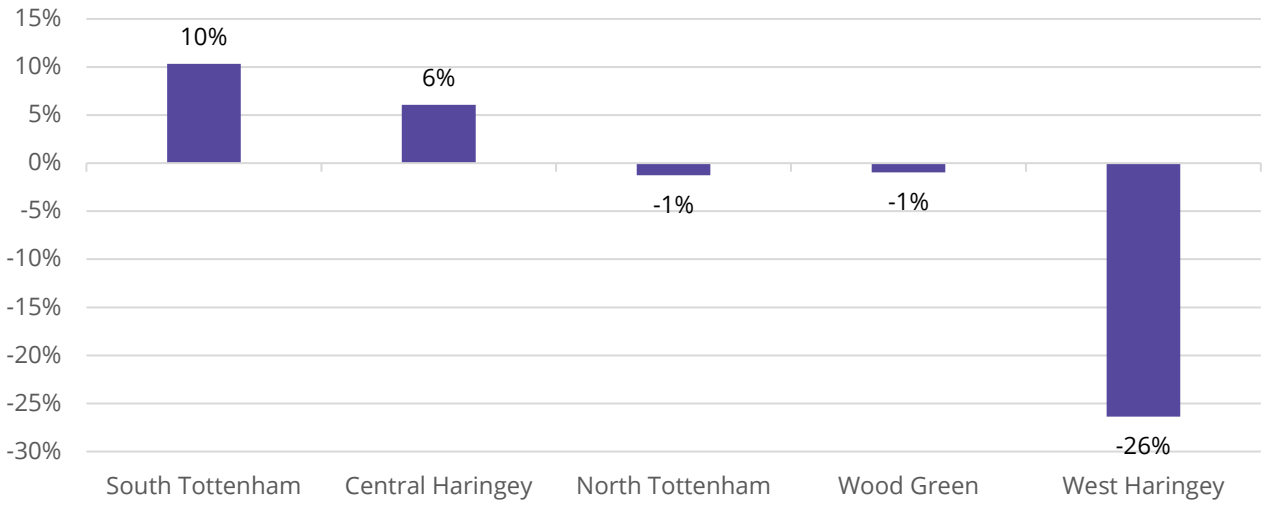


Figure A1: Employment Change by Sub Area, 2015-2020

Source: ONS. *BRES* (2021)

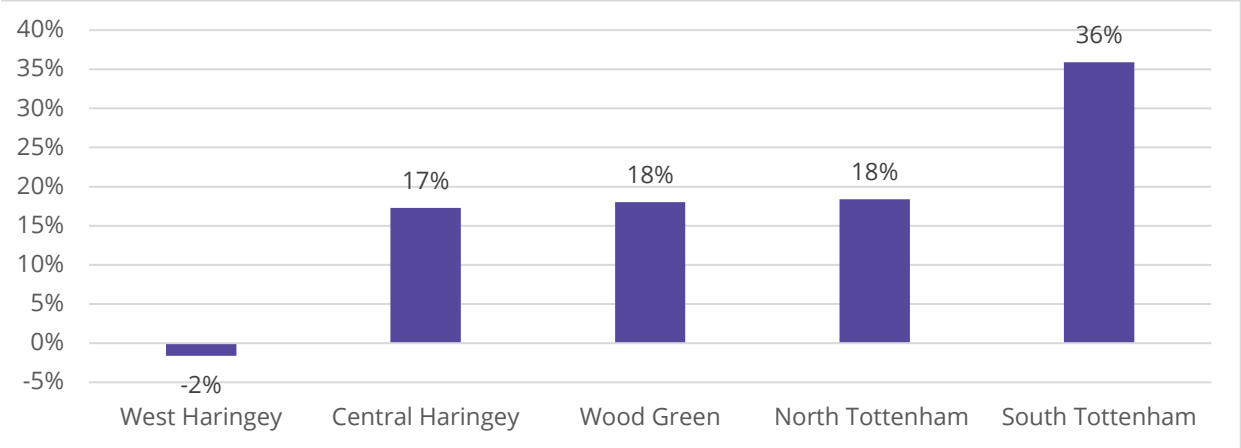


Figure A2: Business Change by Sub Area, 2015-2021

Source: ONS. *UK Business Count* (2021)

Table A2: Top Three Employment Growth Sectors By Sub-Area (Proportional) (2015-2020)

	Sectors (2015-2020 %)		
Sub Area	**1**	**2**	**3**
West Haringey	Transport & Storage (+21%)	Construction (+8%)	Health (+11%)
Central Haringey	Professional, Scientific & Technical (+56%)	Health (+47%)	Construction (+44%)
South Tottenham	Accommodation and Food Services (+80%)	Construction (+68%)	Property (+49%)
North Tottenham	Transport & Storage (+116%)	Wholesale and Construction (+32%)	Professional, Scientific & Technical (+29%)
Wood Green	Property (+138%)	Construction (+69%)	Professional, Scientific & Technical (+45%)

Source: ONS. Business Register and Employment Survey (2021)

Table A3: Top Three Employment Growth Sectors By Sub-Area (Absolute) (2015-2020)

	Sectors (2015-2020 Absolute)		
Sub Area	**1**	**2**	**3**
West Haringey	Health (+250)	Construction (+95)	Transport & Storage (+60)
Central Haringey	Health (+650)	Professional, Scientific & Technical (+215)	Transport & Storage (+125)
South Tottenham	Transport & Storage (+700)	Construction (+310)	Property (+300)
North Tottenham	Wholesale (+410)	Transport & Storage (+185)	Construction (+165)
Wood Green	Property (+475)	Professional, Scientific & Technical (+310)	Construction (+245)

Source: ONS. Business Register and Employment Survey (2021)

Table A4: Top Three Declining Employment Sectors By Sub-Area (Proportional) (2015-2020)

	Sectors (2015-2020 %)		
Sub Area	**1**	**2**	**3**
West Haringey	Agriculture, Forestry & Fishing (-100%)	Business Administration & Support Services (-50%)	Education (-30%)
Central Haringey	Education (-40%)	Manufacturing (-34%)	Financial & Insurance (-29%)
South Tottenham	Mining, Quarrying & Utilities (-30%)	Business Administration & Support Services (-25%)	Motor Trades (-23%)
North Tottenham	Public Administration & Defence (-79%)	Arts, entertainment, recreation & other services (-26%)	Education (-22%)
Wood Green	Arts, entertainment, recreation & other services (-27%)	Wholesale (-25%)	Manufacturing (-21%)

Source: ONS. Business Register and Employment Survey (2021)

Table A5: Top Three Declining Employment Sectors By Sub-Area (Absolute) (2015-2020)

	Sectors (2015-2020 Absolute)		
Sub Area	**1**	**2**	**3**
West Haringey	Education (-1110)	Business Administration & Support Services (-755)	Arts, entertainment, recreation & other services (-210)
Central Haringey	Education (-320)	Manufacturing (-285)	Arts, entertainment, recreation & other services (-70)
South Tottenham	Business Administration & Support Services (-325)	Education (-280)	Mining, Quarrying & Utilities (-130)
North Tottenham	Education (-420)	Arts, entertainment, recreation & other services (-315)	Manufacturing (-235)
Wood Green	Arts, entertainment, recreation & other services (-290)	Retail (-275)	Business Administration & Support Services (-235)

Source: ONS. Business Register and Employment Survey (2021)

Table A6: Top Three Employment Specialisms by Sub-Area (2020)

	Specialisms		
Sub Area	**1**	**2**	**3**
West Haringey	Arts, entertainment, recreation & other services (2.1)	Property (1.9)	Information & Communication and Education (1.6)
Central Haringey	Retail (1.9)	Health (1.8)	Wholesale (1.5)
South Tottenham	Transport & Storage (3.5)	Property (2.9)	Mining, Quarrying & Utilities (1.7)
North Tottenham	Wholesale (3.8)	Accommodation & Food Services (2.3)	Arts, entertainment, recreation & other services (1.8)
Wood Green	Public Administration & Defence and Property (2.7)	Retail (2.2)	-

Source: ONS. Business Register and Employment Survey (2021)

Appendix II: Affordable Workspace Policy Deep Dives

London Borough of Haringey (LBH)

Development Management DPD (2017) and Planning Obligations SPD (2018)	***Ambition***	LBH aim to provide affordable workspace in mixed-use schemes that facilitate renewal and regeneration.	***Fit Out Requirements***	Power, basic lighting, floor finished, WC, kitchenette
	Space Requirements	Developers must undertake viability studies for major mixed-use developments in Local Employment Area – Regeneration Areas to determine the proportions of conventional employment space, affordable workspace, and residential uses to provide.	***Payment In Lieu***	No mention of payment in lieu
	Percentage Discount	Rents should be based on lower quartile rents being achieved for second hand stock as confirmed by a reputable commercial agent.	***Approved Providers***	LBH have an approved workspace provider list. They are allowed to sub-let space that is up to twice the value of the head lease rent.
	Duration of Lease	Lease to be for a term of 20 years with tenant only breaks every 5 years Smaller spaces let directly to SMEs can be shorter periods.	***Supporting Documents***	N/A
	Nature of Lease	Priority is to lease space to tenants whose premises are to be redeveloped. Space over 500m2 to be let to workspace operators. Small spaces to be directly leased to start ups.	***Other***	Space that is led to tenants or workspace operators not on the approved list can be sub-let at no more than the rent payable on the head lease with no premium on the sub-lease.

Policy Observations

- Level of resource required is comparatively low as developers are responsible for leasing space
- Focuses on specific areas rather than the whole borough
- Ensures that affordable rates are passed through to occupiers
- Prioritises and protects existing businesses and enterprises maximising local impact
- Fit out expectations are not as stringent as elsewhere
- Looks at lower quartile rents rather than discount to market rate

London Borough of Islington (LBI)

Affordable Workspace Strategy (2018)	***Ambition***	LBI's Corporate Vision is to make the borough fairer and create a place where everyone has the same opportunity to reach their potential and enjoy a good quality of life. LBI's approach to affordable workspace feeds into this as the aim is to create the space needed for entrepreneurs and small businesses to thrive, deliver good jobs and generate Social Value for local people and businesses.		
	Objectives	To support local micro and small businesses by increasing the supply of affordable space. To ensure affordable workspaces deliver real opportunities for local people to access high quality jobs and training and start their own businesses. To encourage resilience and growth within the local economy by supporting Islington's established and emerging business clusters. To ensure that wealth and resources remain within Islington for the benefit of local people and micro and small businesses, by supporting the development and implementation of a local wealth-building approach.		
	Approach	LBI's Affordable Workspace strategy sets out a wide range of actions to meet their objectives. These include securing workspace through the planning system, delivering affordable workspace using Council assets and securing external funding to deliver new workspace.		
Affordable Workspace Policy[45] (2018)	***Ambition***	LBI aim to use the planning system to help create an economy where the benefits of economic success are shared across different parts of society	***Fit Out Requirements***	Workspace should be built to at least CAT A and should provide a high standard of amenity for occupiers
	Space Requirements	Developments with 1,000+ sqm of B floorspace must provide 5% affordable space Applies to CAZ, Bunhill and Clerkenwell, CAZ Fringe Spatial Strategy Areas, Priority Employment Locations and Town Centres	***Payment In Lieu***	Off-site contributions for affordable workspace may be sought in exceptional circumstances. These will only be used where the LBI is not satisfied with the proposed size or quality of the space Off-site contributions are ring-fenced for the delivery of affordable workspace
	Percentage Discount	Space to be leased to LBI at a peppercorn rent	***Approved Providers***	LBI run open tender processes to find operators which includes distribution to a list of preferred suppliers
	Duration of Lease	Developments that provide 1,000-10,000 sqm to provide space for at least 20 years Developments over 10,000 sqm to provide space for over 10 years or in perpetuity	***Supporting Documents***	Developers complete an Affordable Workspace Statement with planning application LBI is working on an Affordable Workspace Specification which provides additional guidance on quality and fit-out requirements
	Nature of Lease	Developer leases space directly to LBI LBI then procure an affordable operator that delivers well-defined social outputs rather than paying rent[46]	***Other***	LBI's draft Affordable Workspace Policy, which is being considered as part of the Local Plan Review, suggests increasing floorspace requirements to 10%
Policy Observations	• Council has control over the nature and focus of the affordable workspace provided • Peppercorn rents allow the provision of genuinely affordable space • Tendering process allows social value obligations to be secured from operators in exchange for peppercorn rents which helps to spread the benefits of economic growth • A healthy pipeline of space has been generated since the policy was introduced in 2018 • Very resource intensive for the Council to undertake and manage • Council takes on a high level of financial risk by taking on the head lease • Several small spaces that are difficult to let to operators have come forward • Business rates continue to be very high in Islington which is prohibitive for some operators • As of June 2021, the council has secured (i.e. signed s106 with the developer) just under 4000 sqm of affordable workspace • There is around 660 sqm of potential affordable workspace in the planning pipeline			
Example Spaces Delivered	• Better Space: A 6,000 sq ft social enterprise hub run by City, University of London in the new LinkedIn building in Farringdon (secured through planning policy). • Space4: An affordable workspace for technology activists and social innovators run by Outlandish in Finsbury Park (Islington secured the lease on the building using Good Growth Fund money and their own capital funding).			

[45] Islington Local Plan: Strategic and Development Management Policies (2018) - Policy B4 Affordable Workspace

[46] Examples include business mentoring in local area; apprenticeships; employability programmes for local residents, especially for women, Black, Asian and minority ethnic communities and residents with disabilities; prioritising local suppliers; provision of childcare; or, networking opportunities.

London Borough of Camden (LBC)

Draft Affordable Workspace Strategy (2020)	***Ambition***	*"We will increase the number of affordable workspaces in the borough, supporting micro and small and medium enterprises (SMEs) to gain a foothold and to grow. We will use all our levers and assets as a planning authority, and through our Community Investment Programme, to deliver high-quality flexible workspaces that can respond to our growth sectors and changing patterns of employment"*		
	Objectives	Continue to secure affordable workspace through planning policy Work with applicants and developers, including the Council through the Community Investment Programme, to ensure that that workspace responds to local business need Develop meanwhile space strategies that increase support for affordable workspace Work to involve communities in identifying and bringing forward ideas for the use of space, as well as encouraging small businesses to actively negotiate temporary occupancy Explore options to use the Council's own commercial and residential land portfolios to increase the supply of suitable and affordable workspace for small business, bringing vacant land and buildings such as car parks, garages, sheds and washrooms back into productive use Explore options to use lease granting processes as an opportunity to secure social value for residents where appropriate and proportionate		
Affordable Workspace Policy (2017)[47]	***Ambition***	LBC is committed to using the planning system to secure local employment and training initiatives and affordable workspace	***Fit Out Requirements***	LBC ask developers to provide CAT A space
	Space Requirements	LBC look to secure affordable workspace from employment developments over 1,000 sqm+ No specific space requirements set out but example quantums from previous negotiations provided	***Payment In Lieu***	Payment in Lieu will be considered in Hatton Garden where spaces are too small to be viable
	Percentage Discount	No specific discounts set out but examples provided to guide negotiations[48] 50% of additional commercial space in Hatton Garden to be provided as affordable Jewellery space	***Approved Providers***	N/A
	Duration of Lease	No specific timescales are set out but examples are provided to guide negotiations	***Supporting Documents***	LBL require applicants to submit a 'statement' on how they propose to implement affordable workspace which should also demonstrate that service charges are reasonable/proportionate[49]
	Nature of Lease	Factors around space, discounts and duration agreed through negotiations with LBC Space directly leased to an end user or operator agreed with the council	***Other***	LBL are considering adding greater clarity to future affordable workspace policy in response to feedback from developers The affordable workspace strategy is currently being updated and will include a greater focus on social value
Policy Observations	• Level of resource required is comparatively low as developers are responsible for leasing space • Flexibility has allowed LBC to see what works and to have site-by-site conversations with developers • One of the first affordable workspace policies to come forward in London and has helped catalyse a significant amount of affordable space • Flexibility has facilitated proactive and creative discussions with developers • Developers have requested greater clarity and certainty around discounts and duration • Has been difficult to negotiate positive terms and outcomes with some developers due to the policy's lack of specificity • Difficult to secure additional social value obligations given open nature of current policy			

[47] Camden Planning Guidance: Employment Sites and Business Premises – Affordability

[48] Examples set out include: 20% of workspace to be provided at 50% of comparable market values; An element of the floorspace to be offered to an affordable workspace provider (to be approved by the council) at a peppercorn rent; 20% of the desks in the open workspace (hot-desking) area to be offered at 50% of market value; and, an average of market rents paid by tenants in the area occupying an equivalent type and quality of space.

[49] Statement to provide a brief summary of parameters, such as the model of affordable workspace (membership for free-floating 'desk' space or annual lease, etc.), sectors to be targeted, lengths of tenancy, possible management arrangements and how the space is 'affordable'.

London Borough of Hackney (LBH)

Affordable Workspace Policy (2020)[50]	***Ambition***	LBH aim to secure affordable and low cost workspace to support the needs of start-ups, SMEs, cultural/creative enterprises, charities and social enterprises	***Fit Out Requirements***	New business floorspace should incorporate flexible design features to provide future adaptability for a range of uses and occupants
	Space Requirements	New major schemes with 1,000+ sqm of employment space in employment areas, the CAZ or town centres should provide 10% of the total employment floorspace for affordable[51] or low-cost workspace[52] If new major schemes redevelop existing low cost floorspace this should be re-provided at equivalent rents and service charges If re-provided floorspace equates to less than 10% of gross new employment space additional space should be provided so that at least 10% of space is affordable or low cost	***Payment In Lieu***	Only in exceptional circumstances where it can be demonstrated robustly that this is not appropriate A payment-in-lieu will only be accepted where it has demonstrable benefits in furthering affordable workspace in the borough
	Percentage Discount	Shoreditch Priority Office Area: No more than 40% of market rent subject to viability Remaining Priority Office Areas, the CAZ and town centres: No more than 60% of market rent subject to viability	***Approved Providers***	LBH maintains an approved providers list which operators tender to be on The procurement exercise is undertaken biannually by a workspace panel
	Duration of Lease	Affordable and low-cost workspace to be provided in perpetuity	***Supporting Documents***	Developers provide affordable workspace statements that are approved by regeneration officers Applicants submit leases with operators ahead of occupation to ensure commitments in workspace statements have been adhered to
	Nature of Lease	Preferred approach is for workspace to be leased directly to a council-registered provider with discounts passed onto end users Low-cost workspace to be leased back to existing tenants where space is being re-provided	***Other***	LBH require monitoring statements to be supplied annually to ensure that benefits to end-users are maintained LBH are implementing a number of non-policy interventions to deliver affordable workspace (e.g. Hackney Workspace Programme and Garage to Workspace Programme)
Policy Observations	• Level of resource is comparatively low as developers are responsible for leasing space to operators and/or tenants • Ensures any existing low-cost space is retained and protected • Some major and large-scale affordable workspace schemes are now in the pipeline • Have managed to secure a large quantum of workspace • Developers often prefer to lease affordable space to their preferred operators or to run it themselves • Less control over outcomes than other more prescriptive policies			
Example Spaces Delivered	• Acme Studios, an approved provider, operate over 2000 sqm of affordable workspace for artists at Matchmakers Wharf in Homerton, secured through the superseded Local Plan. • Approved provider The Brew run over 1000 sqm of affordable workspace on City Road for start-ups, SMEs and entrepreneurs across a range of sectors, secured through the superseded Local Plan.			

[50] Hackney A Place for Everyone: Hackney Local Plan 2033 – LP29 Affordable Workspace and Low-Cost Employment Space.
[51] Affordable workspace is defined as "new-build employment floorspace, providing affordable space for small businesses, predominantly within the B1 use class, to occupy, often operated and managed by a workspace provider".
[52] Low-cost workspace is defined as "employment floorspace which may be secondary or tertiary in nature, of a lower quality or specification, with cheaper rents or leases, often providing space for start-ups, creative or light industrial occupiers such as artists or makers' spaces".

London Borough of Tower Hamlets (LBTH)

Affordable Workspace Policy (2020)[53]	***Ambition***	LBTH aim to use planning policy to provide a range of workspaces, particularly affordable workspace as small-and medium enterprises and microbusinesses are seen as a vital element of the borough's overall economic mix	***Fit Out Requirements***	All new employment space in the borough must provide supporting infrastructure to avoid long term vacancies arising from high fit out costs[54]
	Space Requirements	Developments that comprise 1,000 sqm+ must provide *at least* 10% affordable space	***Payment In Lieu***	In exceptional cases, where an occupier requires exclusive use of a property, such as a global headquarters building, LBTH may consider implementing the development with alternative affordable workspace provision
	Percentage Discount	Space should be let at an affordable rate that is *at least* 10% below the market rate	***Approved Providers***	There is no formal list of approved providers
	Duration of Lease	Space should be provided at the discounted rate for *at least* 10 years	***Supporting Documents***	The Planning Obligations SPD, which has been approved for adoption, sets out that developers have to produce an Affordable Workspace Strategy at least 12 months before occupation of the development
	Nature of Lease	Developers to work with nominated representative within LBTH's Growth and Economic Development Division to identify an appropriate affordable workspace operator to lease the space to Developers can choose to manage the space themselves or with an alternative provider with consent from LBTH	***Other***	A Planning Obligations SPD, which has been approved for adoption, adds detail to the Local Plan policy
Planning Obligations SPD (2021)[55]	***Ambition***	• LBTH's policies related to affordable workspace aim to address the rising demand for small office space and the broader trend of increasing rents and loss of employment land in the borough.		
	Additional Guidance	• Where the amount of committed affordable floorspace is under 300 sqm LBTH will support applications to let the space to local start up and SME businesses rather than through an operator • Developers are encouraged to engage with the Council's New Business Growth Team at the pre-application stage to discuss discounts, floorspaces, durations, operators and end users • Any discount to the operator must flow through to the end users • Developers have to produce and agree an Affordable Workspace Strategy with the developer at least 12 months before the occupation of the development • An Affordable Workspace Template is provided which covers a range of topics including the proposed type of occupier, the proposed discount, the proposed operators, costs that the operator will incur and marketing strategy		
Policy Observations	• Policy was only implemented in 2020 and there is a clear pipeline of space coming forward • Level of resource is comparatively low as developers are responsible for leasing space directly to operators • Potential to leverage a significant amount of space from major development opportunities • Some areas of the borough are so expensive that a 10% discount to the market rate may not make new space affordable for start-ups and small businesses • Maker spaces, artist studios and other niche typologies operate on tight margins and require much heavier discounts to market rates • Can be difficult to attract operators with a focus on social value due to the discount level on offer • No specific focus on priority and target sectors			

[53] Tower Hamlets Local Plan: Managing Growth and Sharing Benefits – Policy D.EMP2 New Employment Space
[54] For example, developments should provide sufficient cycle spaces, appropriate levels of natural light, a range of shared services and facilities appropriate to the size and scale of the unit and digital connectivity
[55] Tower Hamlets Planning Obligations Supplementary Planning Document: Final Draft For Adoption – Chapter 5 Affordable Workspace

London Borough of Waltham Forest

Affordable Workspace Policy (2020)	***Ambition***	LBWF state that the aim of delivering new low-cost affordable workspace is to keep, seed and grow business in the borough.	***Fit Out Requirements***	To be decided following forthcoming affordable workspace study.
	Space Requirements	To be provided as part of the delivery of new employment floorspace of 1000m2 or greater in SIL, LSIS, BEA and in town centres, where viable; OR as part of major mixed-use developments in town centres, in Strategic Locations or as part of regeneration schemes, where viable. Space expectations to be decided following forthcoming affordable workspace study and Planning Obligations SPD.	***Payment In Lieu***	Considered acceptable where not viable to provide affordable space in preferred locations.
	Percentage Discount	To be decided following forthcoming affordable workspace study and Planning Obligations SPD.	***Approved Providers***	To be decided following forthcoming affordable workspace study and Planning Obligations SPD.
	Duration of Lease	To be decided following forthcoming affordable workspace study and Planning Obligations SPD.	***Supporting Documents***	To be decided following forthcoming affordable workspace study and Planning Obligations SPD.
	Nature of Lease	To be decided following forthcoming affordable workspace study and Planning Obligations SPD.	***Other***	N/A

Notes

The policy set out above is provided in the Proposed Submission Local Plan (2020-2035) so is not yet adopted. A Planning Obligations SPD is expected to be produced provide more detail on this, which will be based on a new affordable workspace strategy and study being undertaken in 2022. The brief for this piece of work requests the following from suppliers:

- Provide research, strategy, and recommendations to protect, and increase production of new affordable workspace and support Policy 33 in the local plan.
- Develop a methodology which the council can use to appraise offers made as part of planning applications and provide support for planning application and S106 negotiations and agreements.
- Identify and define where the clusters of emerging business sectors are, the cultural and economic value they offer, including recommendations for the size, specification and design typology required for each.
- Recommendations for the levels of discount required to make workspaces affordable (% of market rent that should be applied), how it may vary across different districts and industry typologies across LBWF, and how and when it should be updated.
- Provide recommendations for developing a 'preferred workspace provider list to help develop a strong consortium of workspace providers operating in the borough.
- Identify what finish / fit out that developers should provide on completion and when/how to engage with workspace providers on the requirements of the affordable space required. ie. Types of ventilation / ventilation rates, need for certain lighting conditions, number of spaces, sink / drainage requirements, loading conditions.
- Provide recommendations (using examples where necessary) of how developers can work collaboratively with the local authority and workspace providers to achieve permanent affordable workspace.

LBWF has signed up to Mayor's workplace pledge and notes this within their workspace policy. The Mayor has pledged to support workspaces for start-ups, small businesses and artists in London. The pledge has four aims:

1. limiting the conversion of office space to residential space through permitted development rights.
2. encouraging the provision of affordable workspace through planning policy and good practice.
3. ensuring new developments include non-residential space suitable for the needs of small businesses.
4. seeking funding and partnerships to create new space for start-ups, small businesses, the creative industries and artists.

Policy Observations

- Policy not yet implemented as is in the Proposed Submission Local Plan (2020-2035).
- LBWF is currently in the process of commission an Affordable Workspace Strategy which will underpin a Strategic Planning Obligations SPD which has yet to be developed.
- The borough has been successful in directly delivering workspace via direct delivery and without planning policy in recent years (e.g. Switchboard Studios and Central Parade).
- LBWF have introduced a range of other incentives and programmes to support affordable workspace in the borough that are not directly related to planning policy – E.g. via the Blackhorse Lane CEZ and business rates discounts to workspace operators serving charities and social enterprises.

Appendix III: Workspace Distribution In Detail

9.22 South Tottenham has the greatest number of workspaces (18) and corresponding floorspace (c.360,455 sqft). There is a high presence of creative workspace, but a small number of other types of workspaces are also present (e.g. managed workspaces and serviced offices).

9.23 Wood Green has the second highest number of workspaces (8), with over 178,000 sqft of floorspace. Unlike South Tottenham, Wood Green's offer is more varied with a high presence of managed workspace. Central Haringey primarily has creative workspaces (4). All three locations benefit from the legacy of the existing employment areas providing the right stock to support schemes coming forward in converted Industrial / Office properties.

9.24 Whilst North Tottenham does benefit from having industrial stock, the nature of the activity in this location is inherently different. The presence of larger, distribution, manufacturing and production activities and corresponding warehouses does not necessarily lend itself to being the most suitable accommodation for workspace providers. Many providers tend to favour small to medium properties which can be easily partitioned.

9.25 West Haringey, in contrast, is mainly residential in nature and therefore has limited commercial stock to support new workspaces coming forward. Reservoir Studios for example is situated in a converted house. Hornsey Town Hall is a relatively new provision, delivered though comprehensive redevelopment of the existing asset, whilst Oxford House is a refurbished existing office. Therefore, intervention may be required to support workspace schemes to come forward in this sub area in other properties such as retail units.

Table C1 Distribution Across Sub Areas

Sub Area / Typology Split	Count of Type	Sum of Area	% distribution based on total sqft
Central Haringey	**4**	**43,270**	**6%**
Creative Studios	4	43,270	6%
North Tottenham	**1**	**28,847**	**4%**
Serviced Office/Co-working spaces	1	28,847	4%
South Tottenham	**18**	**360,455**	**51%**
Creative Studios	12	212,790	30%
Incubators/Accelerators	1	36,168	5%
Managed Workspace	4	102,027	14%
Serviced Office/Co-working spaces	1	9,470	1%
West Haringey	**3**	**94,290**	**13%**
Creative Studios	1	8,395	1%
Serviced Office/Co-working spaces	2	85,895	12%
Wood Green	**8**	**178,031**	**25%**
Creative Studios	2	30,892	4%
Incubators/Accelerators	1	0	0%
Managed Workspace	3	132,824	19%
Serviced Office/Co-working spaces	2	14,315	2%
Total	**34**	**704,893**	

***** Please note that there is no sqft attributed to the Business Lounge in Wood Green, due to this being not within the public domain.

Source: Avison Young, Costar, 2022

9.26 In terms of sector-specific workspace distribution across the sub areas, South Tottenham has the most creative workspace schemes (9) totalling 110,000 sq ft. Conversely, Wood Green has four creative workspace schemes but the greatest total floorspace (c.146,602 sqft). This is mainly due to the Chocolate Factory (c.112,804 sqft) which is set to expand. Overall, South Tottenham's offer is extensive with a diverse range of different sector-specific (and non-specific) workspace.

9.27 West Haringey's offer is driven by Hornsey Town Hall's redevelopment, which provides over 73,000sqft of new workspace, arts and cultural facilities. Similarly, Central Haringey's offer is predominantly due to a handful of schemes (both for the creative sector) – Florentia and Manor House. The latter of which is based in a converted warehouse in the Warehouse District and advertised to support the 'artist community.'

Table C2 Sector Distribution Across Sub Areas

	Count of Sector	Sum of Area	% distribution based on total sqft
Central Haringey	**4**	**75,770**	**11%**
Creative	2	65,007	9%
Music Recording / Production	2	10,763	2%
North Tottenham	**1**	**28,847**	**4%**
Multiple	1	28,847	4%
South Tottenham	**18**	**360,455**	**51%**
Creative	9	110,102	16%
Multiple	1	35,800	5%
Music Recording / Production	4	104,838	15%
Not Sector Specific	4	109,715	16%
West Haringey	**3**	**94,290**	**13%**
Creative	1	73,302	10%
Music Recording / Production	1	8,395	1%
Not Sector Specific	1	12,593	2%
Wood Green	**8**	**178,031**	**25%**
Creative	4	146,602	21%
Not Sector Specific	4	31,429	4%
Grand Total	**34**	**737,393**	**6%**

Source: Avison Young, Costar, 2022

Contact details

Enquiries

Patrick Ransom
(0)20 7911 2106
patrick.ransom@avisonyoung.com

Visit us online
avisonyoung.com

Avison Young

65 Gresham Street, London EC2V 7NQ

Copyright © 2022 Avison Young. Information contained in this report was obtained from sources deemed reliable and, while thought to be correct, have not been verified. Avison Young does not guarantee the accuracy or completeness of the information presented, nor assumes any responsibility or liability for any errors or omissions therein. All opinions expressed and data provided herein are subject to change without notice. This report cannot be reproduced, in part or in full, in any format, without the prior written consent of Avison Young.