

Report for: Cabinet 6th March 2018
Item number: To be added by the Committee Section
Title: Appropriation and disposal of land at Bernard Road, Tottenham
Report authorised by: Helen Fisher, Interim Strategic Director of Regeneration, Planning and Development
Lead Officer: Steve Carr, Interim Assistant Director Economic Regeneration and Growth
Ward(s) affected: Tottenham Green

**Report for Key/
Non Key Decision:** Key

1. Describe the issue under consideration

- 1.1 This report seeks authority to declare the Council owned site at Bernard Road N17 (outlined in red on the plan in Appendix 1) as surplus to requirements. It also seeks authority to appropriate the site for planning purposes (subject to planning permission being granted) and to dispose of the freehold of the site to GCAP Investments Limited, a developer who owns the neighbouring land parcel. The disposal will facilitate a workspace-led scheme across the combined sites.
- 1.2 With plans to deliver 4,000 jobs by 2020, the Council has set out an ambitious vision for economic and employment growth in Tottenham. In order to achieve this vision, it is imperative that local employment land is fully maximised and complements the growing business sectors.
- 1.3 Tottenham has always been a place that entrepreneurs and small businesses have been proud to call home, and is becoming an increasingly attractive choice to a rapidly growing cluster of creative businesses and start-ups. A strengthened local employment and business portfolio contributes to higher wages, local perception of the area, inward investment, and a range of employment opportunities for local people.
- 1.4 However, with a substantial demand for workspace in Tottenham, and a limited vacancy, the cost of employment land is rapidly rising, and businesses are at risk of being priced out of the area.
- 1.5 Structural weaknesses in the market make new supply of workspace in Tottenham largely unviable. However, the Council are able to positively contribute to the supply and suitability of workspace through the use of Council-owned assets.
- 1.6 The proposed scheme from GCAP Investments Limited represents a fundamental shift of emphasis in a mixed-use development. It will bring forward high quality and affordable workspace on a currently under-used site, accommodating 40 local

businesses, and providing up to 225 jobs. It also provides an opportunity to combine the sites to provide a more comprehensive development scheme than if developed separately.

- 1.7 Once the development is completed, a locally based workspace operator will manage and let the units to local craftspeople, and start-up businesses for 25 per cent below market average. The workspace will be sub-leased to the operator for a minimum period of 50 years, providing increased assurance that the space will remain in use as high quality, managed workspace.
- 1.8 The residential development will comprise 89 units for private sale, with an additional 12 units providing 'tethered residential', where the units will be leased at 75 per cent of market rate to local businesses that are renting workspace on the site. The proportion of affordable housing provision is below the borough wide target of 40% due to the financial viability of delivering a workspace-led scheme reflected in the design and massing on the site. This is consistent with the site designation in the Tottenham AAP, which prioritises the provision of workspace and its affordability over the provision of affordable housing. The policy recognises the role of private residential provision in enabling other policy objectives, such as employment space.

2. Cabinet Member Introduction

- 2.1 Taking a pro-active approach to employment and business growth is essential to the successful future of the borough, and sits at the core of our plans for the regeneration of Tottenham.
- 2.2 Tottenham has an increasingly diverse businesses portfolio. Bespoke mirrors, high-end contract furniture and military tunics are examples of products contributing to a home grown 'Made in Tottenham' brand. As the number of small and creative businesses continue to rise, they will make Tottenham a more prosperous and resilient place.
- 2.3 However, it is becoming increasingly hard to find fit for purpose business premises at an affordable rate. Given the pressures for residential space, and obstacles in the market, the Council's policy base identifies areas to positively contribute to the supply and suitability of workspace.

3. Recommendations

- 3.1 Cabinet are asked to:
 - a) Confirm that the piece of land held for Housing purposes (vertical hatching in the plan attached as Appendix 1a) and the piece of land held in the General Fund (grey shading in the plan attached as Appendix 1a) are no longer required for the purposes for which they are held and declare them surplus to requirements.

- b) Agree, subject to the approval of the submitted planning application (planning reference HGY/2017/3584), to the appropriation of both pieces of land (as shown edged black in the plan attached as Appendix 1a) for planning purposes under section 122 of the Local Government Act 1972, so that such land shall have the benefit of section 203 of the Housing and Planning Act 2016.
- c) Agree the disposal of the Council's freehold interest in the land (as set out in the plan edged black in Appendix 1a) to GCAP Investments Limited for a sum set out in Part B of this report and set out in the Heads of Terms attached in Appendix 2 of this report.
- d) Agree to place the sum set out in Part B of this report of the capital receipt into a reserve to cover the eventuality of the Council's guarantee being called upon.
- e) Delegate to the Council's section 151 officer authority to review and amend the amount so reserved at the rent review period to ensure that it is in line with the potential liability under the guarantee.

4. Reasons for Decision

- 4.1 The limited supply of workspace in the borough gives significant strategic rationale for the Council to consider means of accelerating the delivery of affordable workspace.
- 4.2 The disposal of the site will enable an innovative workspace-led, mixed use scheme across two interconnected land ownerships. Both plots of land are too small to independently deliver viable schemes, which provide high quality workspace and positively contribute to the surrounding community.
- 4.3 Without Council intervention, the proposed scheme would not be delivered. Valuations and residual appraisals undertaken by both sides show the proposed development scheme as being marginal and less than the combined existing use value for both sites.
- 4.4 The Tottenham Area Action Plan (AAP) sets out a number of site designations which are designed to see the area thrive and intensify as a location for businesses and jobs. The AAP identifies this site as being appropriate for such development and encourages a joint approach.
- 4.5 The Tottenham AAP recognises that the site, in its current configuration, does not positively contribute to the local environment. The current workspace is in poor condition, causes noise pollution and fails to meet the demand of local businesses. The Council's site also incorporates a small green space, which is to be reprovided for. Furthermore, there are clashes between movements in the existing road network, where industrial traffic is directed through residential streets. These factors will be addressed through the proposed development scheme.

5. Alternative options considered

5.1 As the Council is part landowner within this site, a number of delivery scenarios were considered:

Option 1: Do nothing

5.2 A 'do nothing' option, whereby the Council does not facilitate the development of the site, would fail to meet the Council's policy and strategic objectives for workspace, predominantly set out in the Tottenham AAP. Without Council intervention, the site would continue to provide underused and inadequate workspace, and would not positively contribute to the local environment.

Option 2: Disposal of LBH Interest on the open market, or placing the site into the Haringey Development Vehicle

5.3 Alternative options of disposing of the Council's site on the open market or putting it into the Haringey Development Vehicle were considered. These were discounted on the basis that there was clear value to be achieved through working with the neighbouring land owner, and unlocking the potential of both sites.

Option 3: Entering into a Joint Venture with GCAP Investments Limited

5.4 Consideration was given as to whether the Council might enter into a Joint Venture, or similar partnership with GCAP Investments Limited. This would have given the Council greater control over the outcome of the development and a potential share of the profits involved. This route was discounted on the basis that the volume of legal and other professional costs of setting up a Joint Venture are significant and were viewed as disproportionate for a development of this scale where the Council's interests could be protected via other means.

Option 4: Acquisition of freehold and disposal of long leasehold

5.5 The Council explored acquiring the freehold interest in GCAP Investments Limited land holding, and the Council then granting a 250-year lease to GCAP Investments Limited for the combined site on the basis of it being redeveloped. This option was discounted, as it was agreed that the overarching lease would not provide the Council with sufficiently more robust control than a freehold disposal which was subject to S106 obligations. This option would also give rise to additional Stamp Duty Land Tax (SDLT), and a lower capital receipt than existing use value representing less than best consideration.

Option 5: Direct Disposal of LBH freehold to GCAP Investments Limited

5.6 The option outlined in this report sees the Council interest being disposed of directly to GCAP Investments Limited. This approach is the simplest disposal option, gives rise to a lower Stamp Duty Land Tax (SDLT) and a significant capital receipt. The Council are also able to sufficiently control the management and pricing of the workspace for a minimum period of 50 years through the planning system, and the initial conditions of the disposal.

6. Background Information

Strategic Context

6.1 The Tottenham Strategic Regeneration Framework 2014 (SRF) sets out a vision for Tottenham Hale to be London's next great neighbourhood – a bustling new centre with an international transport hub, residential quarter and thousands of new job opportunities.

6.2 With plans to deliver 5,000 homes and 4,000 jobs by 2020, the District Centre Framework 2015 (DCF) sets out a comprehensive delivery framework for Tottenham Hale. This document is based on extensive engagement with the community, stakeholders and landowners.

6.3 These two documents, alongside the Tottenham Area Action Plan (AAP) strive for large scale economic and employment growth in Tottenham Hale. In order to achieve this, it is imperative that local employment land is fully maximised.

6.4 The rising demand for workspace in Tottenham reflects the wider London landscape, where based on average take-up, there are just eight months of supply remaining. Protecting the affordability and availability of workspace is recognised as a priority in the London agenda. With Tottenham being one of the few remaining refuges in London of relatively affordable space, the lack of available workspace is viewed as a significant risk to London's economic and cultural vitality.

6.5 With significant private and public investment, Tottenham's land values are climbing alongside demand for both workspace and residential. As the area transforms, the Council is seeking that whilst growth is accommodated, there is capacity to retain and enhance a varied economic portfolio, inclusive of both existing businesses and communities.

6.6 There are limited levers at a borough level which are able to address structural weaknesses in the market, and thus the impact of rising land values. However, the Council are able to positively contribute to the supply and suitability of workspace through robust planning policies and direct provision, most notably through the use of Council-owned assets.

Bernard Road site

6.7 The site discussed in this report is shown edged black on the plan attached as appendix 1a. It is located between Herbert Road and Ashby Road, within the South Tottenham Employment Area ("STEA"). The STEA sits at the heart of Tottenham's

maker and small business community, and the Tottenham AAP sets out a clear ambition for the area provide high quality and rationalised workspace.

- 6.8 The site is designated under development site TH12, 'Herbert Road', where the key aim is to maximise employment generating uses. The site also permits residential use in order to cross-subsidise the development of new employment provision.
- 6.9 The Council commissioned GVA to undertake a review of delivery options on the cluster of Council land around Bernard Road and Herbert Road. The report supported an approach which would see the Council's land being brought together with the adjoining land owner, GCAP Investments Limited.
- 6.10 The Council owned site consist of a piece of open land held historically for housing purposes and land held in the General Fund, as outlined in appendix 1a, is made up of a low quality warehouse unit and associated parking fronting the north-south alignment of Herbert Road. The warehouse is currently sub-let to the Mill-Co Project under a tenancy at will on a meanwhile basis, at a peppercorn rent, and they in turn are leasing it out to a number of businesses.
- 6.11 The proposed development also incorporates a section of Herbert Road and Bernard Road, which are Adopted Highways maintained by the Council (see Appendix 1b). The designation in the AAP recognises the current clash between road uses and movement. It envisages the removal of the parallel roadways at Ashby Road/Bernard Road, and removing commercial traffic from Herbert Road (an existing residential street).
- 6.12 GCAP Investments' neighbouring site, as outlined in the plan attached as appendix 1c is 20,579 sqft in size, and consists of warehouse accommodation which is currently sub-let to a number of small businesses.

Community Engagement

- 6.13 GCAP Investments Limited submitted a planning application in December 2017. The proposed scheme is due to go to Planning Committee in March 2018. The Quality Review Panel have responded favourably to the most recent iteration of the design, and its response to the local environment.
- 6.14 In advance of submitting the planning application, significant engagement was carried out by the developer, including letter distribution, three-community drop in sessions, 1 to 1 meetings with residents, and ongoing communication with Ward Councillors. A Development Forum was also held by the Planning Authority.
- 6.15 Throughout the community engagement, the developer pro-actively altered elements of their scheme in order to respond to concerns. Iterations in response to community feedback include a reduction in the overall development height, and

an amended design of the road layout in order to preserve the cul-de-sac on Ashby Road.

Workspace Offer

6.16 The 25,000 sqft of new workspace is expected to be in high demand, however will be prioritised for local businesses and residents, and will be in line with the criteria below:

- 1) Are Tottenham residents (then Haringey residents)
- 2) Run Tottenham based businesses (then Haringey based businesses)
- 3) Run a business in the creative industries
- 4) Run a business that has a social impact (not-for-profit businesses will take priority over for profit ones)

6.17 Clauses will also be written into contracts meaning tenants will be legally obliged to give back to the local community through local apprenticeships, work placement schemes and additional community projects.

6.18 12 of the residential units, either studio flats (x8) or two bedroom flats (x4), will also be 'tethered live-work', where the units will be leased at 75 per cent below market rate to businesses which are renting workspace on the site. By supporting businesses to both work and live in the local area, they are able to positively contribute to the local community, and add to a more prosperous local economy.

6.19 For the smaller units, 12-month licenses will be offered. There will be longer three-year leases for larger workspace units tied to the two bed accommodation units, intended for people who have more established businesses and are supporting families. The leases and licenses will be monitored annually to ensure that people in the tethered housing are in need of their workspace.

6.20 The remaining residential units will be private sale. The proportion of affordable housing provision is below the borough wide target of 40% due to the site's designation in the AAP which prioritises the provision of workspace and its affordability over the provision of affordable housing. The policy recognises the role of private residential provision in enabling other key strategic objectives, such as workspace. The viability appraisal has been scrutinised by the Council's commercial property advisors and confirm that the development scheme has maximised its contributions and would not be viable if further affordable housing was provided in addition to the current quantum and pricing of workspace.

Protection of the Scheme

6.21 The management and pricing of the workspace will be primarily controlled through a robust S106 agreement. The draft S106 proposes capping the rent of the serviced workspace at £17.50 per sqft, assessed at 75% of current market value, for a period of 50 years. The rent reviews will be in line with RPI, no more than every three years. In the event that the workspace operator defaults within the 50 years,

GCAP Investments Limited will be required to provide a new workspace management plan for the Council's approval.

6.22 In order to protect the delivery and quality of the scheme, conditions of the sale of the site will include:

- A planning consent being obtained for the development
- Signed contract for construction of development in accordance with planning consent
- Grant of lease to a Workspace Operator on approved terms
- A buyback options if the scheme is not started and/or completed by specified dates
- Overage for the development including if the site is sold on rather than developed

6.23 The site disposal will also incorporate a Deed of Guarantee, whereby in the event that the workspace operator defaults within the first 10 years of operation, LBH will pay GCAP Investments Limited a sum equivalent to the difference between the rent payable under the lease and rents received from occupational subtenants for the following 12 months.

6.24 If the Deed of Guarantee comes into effect, GCAP Investments will be obligated to seek to secure an alternative Workspace Operator to take on the overarching lease of the premises. If a new operator is secured within the 12 months, the Council's liability for rent shall end.

6.25 In the event that the workspace lease is forfeited, the Council will also have an option to take a 5-year lease of the commercial premises. This ensures that the Council have ongoing control of the workspace, and are able to ensure the ongoing management of the workspace to a high standard.

6.26 The rental guarantee provides GCAP Investments Limited with more financial security, thus providing their funders with further confidence, given the relative infancy of the creative workspace market, and the lack of a mature market.

Appropriation

6.27 The act of appropriating land for planning purposes can engage Section 203 of the Housing and Planning Act 2016. In order to engage Section 203, the Council must exercise its powers under section 122 of the Local Government Act 1972 (Section 122 LGA 1972) to appropriate the land for planning purposes. The Council has the power under Section 122 LGA 1072 to transfer the allocation of land from one purpose to another.

6.28 Once the land is appropriated for planning purposes, the effect of triggering Section 203 HPA is that private rights of interests and restrictive covenants affecting the development are overridden and converted into a claim for damages. As a result of

this the developer has requested subject to planning permission for the scheme being granted that the Council exercises its statutory powers to override easements and other rights under section 203 HPA in carrying out the Development to overcome potential injunctable third party rights that may present an obstacle to delivery of the scheme.

6.29 Section 203 HPA can be used to override any easement, liberty, privilege, right or advantage annexed to land and adversely affecting other land. An easement is a right of light, or right of way or interest in land which entitles a neighbouring landowner to enjoy such rights over the adjoining site. Any development which interferes with that right may be the subject of an injunction preventing the development from going ahead. Section 203 converts that injunctable right to one of compensation only.

6.30 In order for the Council to appropriate the Bernard Road Site for planning purposes, the key procedural points under Section 122 of the Local Government Act 1972 are as follows:-

- (a) The land must already belong to the council
- (b) The land must be no longer required for the purpose for which it is currently appropriated; and
- (c) The purpose for which the council is appropriating must be authorised by statute

6.31 The land is currently used for commercial letting and part is an open space and the appropriation seeks to change the designation for planning purposes.

6.32 GCAP Investments will provide an indemnity to the Council in respect of any residual liability that may fall to the Council as a result of GCAP Investments relying on Section 203 to override third party interests during development.

Best Consideration

6.33 The mixed nature of the scheme proposed has proven to be financially challenging in terms of providing a high quality scheme, which provides both affordable workspace and affordable tethered residential units. The viability is also influenced by the site and it's surroundings with the design and massing reflecting pre application discussions and consultation with the local community.

6.34 The report sets out a number of options that were considered in terms of the delivery of the development. This included the option of the Council acquiring the freehold of the adjacent site and then leasing the whole site to GCAP Investments Ltd. This option valued both Council and GCAP sites as being less than Existing Use Value. On this basis the Council would have received less than best consideration. In addition the Council would have a Stamp Duty Land Tax obligation as an additional cost.

6.35 The Council's advisers G L Hearn have undertaken a valuation report for the disposal of the freehold sale and have confirmed the price agreed (and set out in the Heads of Terms in part B to this report) represents best consideration to the Council and in terms of value is the best option considered. Further comment is set out in part B of this report.

7. Contribution to strategic outcomes

7.1 The disposal of the Council site will facilitate an innovative workspace-led development. This development aligns with the Council's Economic Development Strategy, the Tottenham Strategic Regeneration Plan, and the Tottenham Area Action Plan, all of which set out ambitious targets for employment and economic growth.

7.2 The intervention outlined in this report will most notably contribute towards priority 4 in the Corporate Plan:

- Priority 4 – Sustainable housing, growth and employment: Drive growth and employment from which everyone can benefit. (Transport, broadband, skills, carbon reduction, strategic development)

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance

8.1 This report seeks to dispose of the Council's interest in the Bernard Works site to further the Council's strategic regeneration objectives in the area. A range of options to achieve the Council's objectives have been considered and are described in the report. A critical factor in the decision making process is the adjacency of the Emyrean site which is owned by GCAP Investments Limited as this site, when combined with the Council's land holding, provides a greater opportunity to further the Council's strategic objective for the area.

8.2 The recommendation to appropriate the land from housing purposes to planning purposes will have the effect of reducing the overall level of debt within the HRA and increase the overall level of debt within the GF. This in turn will reduce the interest burden on the HRA, increase the headroom within the HRA (thus allowing more investment) and increase the debt servicing costs within the GF. In addition, the GF will lose rental income of £15k. These financial effects are common to all the options except the do nothing one. As such they are not discussed any further.

8.3 Option 1: Do nothing. This option would have left the current tenant in-situ with a tenancy at will and a passing rent of £15k per annum. This option has been

discounted as not contributing to the Council's strategic objectives for the area, would be inconsistent with the AAP and fail to generate a capital receipt.

- 8.4 Option 2: Open market disposal or placing the site in the HDV. The advice from the Council's appointed valuation adviser was there was greater value to be achieved by engaging with the adjacent land owner, GCAP Investments, due to the marriage value arising from combining the two parcels of land. In this scenario it is anticipated that the Council would receive less from an outright disposal and a similar amount from the HDV process.
- 8.5 Option 3: Entering into a Joint Venture with GCAP Investments Limited. The transaction costs associated with the creation of a JV arrangement were considered prohibitive given the overall size of the transaction and the Council's likely need to invest funds given the difference in land values between the Council's land and GCAP Investment's land. No capital value was ascribed to this option.
- 8.6 Option 4: Acquisition of freehold and disposal of long leasehold. This structure would see the Council acquire the freehold of the GCAP Investments land and then grant a lease of 250 years to GCAP Investments.
- 8.7 Option 5: Direct Disposal of LBH freehold to GCAP Investments Limited. This is the recommended route for the disposal and the achievement of the Council's objectives for the area. The offer from GCAP Investments is for the Council to dispose of its land by way of a freehold disposal for a sum set out in part B to this report on the basis of the heads of terms (HoT's) appended to this report. This route has the advantage that it does not incur any SDLT liability for the Council. The recommended HoT's include provision for the Council to *inter alia* guarantee the rent for the work units when completed. This provision is explored below.
- 8.8 According to GCAP Investments, the requirement to provide and sustain the level of workspace units that the Council wishes to create via the S106 agreement on the site is placing a strain on their financing of the project. In particular, their position is that their funders are viewing the workspace element of the development as "speculative" and thus riskier than other elements of the development. In investment terms, risk is reflected in both the availability and price of funds: the higher the risk the higher the likelihood of no funds or the cost of funds rises.
- 8.9 An additional complicating factor is that the operation of the type of workspace envisaged in this scheme is not the core business of GCAP Investments so they are proposing to lease the work space to a specialist work place operator. This entity will find the tenants, collect the rent and service charge and remit the agreed rent to GCAP Investments. From an investment funding perspective this interjects further risk into the project.
- 8.10 To alleviate this issue, GCAP Investments have asked that the Council underwrite a maximum of 12 months of rent if their appointed work space operator should forfeit

their lease within the first ten years after commencement of operation of the work space. The relevant financials are set out in Part B of this report.

Legal

- 8.11 Under section 122 of the Local Government Act 1972 the Council may appropriate for any purpose any land which belongs to the Council and is no longer required for the purpose for which it is held immediately before the appropriation; but the appropriation of land by a Council by virtue of this subsection shall be subject to the rights of other persons in, over or in respect of the land concerned.
- 8.12 The land consist of land which is used a s a green space, the Council may not appropriate any land consisting or forming part of an open space unless before appropriating the land it causes a notice of its intention to do so, specifying the land in question, to be advertised in two consecutive weeks in a newspaper circulating in the area in which the land is situated, and consider any objections to the proposed appropriation which may be made to them.
- 8.13 Where the Council appropriates land for planning purposes and section 203 of the Housing and Planning Act 2016 is engaged, the Council would retain residual liability if the developer fails to pay any compensation under section 204 to any one whose their party right has been infringed as a result of the development. It is proposed that the developer provides the Council with an indemnity. The appropriation is subject to planning permission being granted, once appropriated the land will be held for planning purposes. The disposal is subject to the developer obtaining planning permission for the scheme. The Council can dispose of the land pursuant to section 233 of the Town and Country Planning Act 1990 to such person, in such manner and subject to such conditions as appear to them to be expedient in order—
- (a) to secure the best use of that or other land and any buildings or works which have been, or are to be, erected, constructed or carried out on it (whether by themselves or by any other person), or
 - (b) to secure the erection, construction or carrying out on it of any buildings or works appearing to them to be needed for the proper planning of the area of the Council.
- 8.14 The disposal must also be for best consideration otherwise the consent of the Secretary of State is required.
- 8.15 Members should note that the Council would be providing a guarantee for the rent of the workspace as set out in paragraph 6.23 of this report.

Equality

8.16 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

8.17 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.18 The Council has set out an ambitious vision for economic and employment growth in Tottenham. This is in response to known economic inequalities between the population in Tottenham and the rest of Haringey and London as a whole. This is particularly with regards to median income, qualifications and skills levels, and career paths:

- Median hourly pay in the Tottenham wards is substantially lower than in the rest of Haringey and in London as a whole. The median hourly income of people living in Tottenham parliamentary constituency (£11.40) is far below that amongst people living in the rest of Haringey (£16.90) and London's top quartile (£16.60).
- The percentage of pupils with 5 A*-C grades at GCSE (including English and Maths) is significantly lower in North Tottenham (43.3%) and South Tottenham (46% than in the rest of Haringey (66.3%) and London's top quartile (70%).
- 26% of adults in North Tottenham and 23% of adults in South Tottenham have no qualifications, roughly double that of those outside of Tottenham (13%).
- The proportion of 16-18 year olds who are Not in Education, Employment or Training (NEET) is higher in Tottenham than the rest of Haringey (Tottenham Green- 3.8%).

8.19 This land transaction will enable the mixed- use development of residential units and workspace, primarily for small and medium sized businesses in the creative industries. This will create more job opportunities and workspace for local businesses in the creative industries. Compared to the rest of Haringey, Tottenham has a much lower proportion of more high skilled jobs. The Creative Industries offer a higher proportion of more highly skilled jobs.

8.20 However, it is known that particular groups with protected characteristics who are overrepresented in Tottenham are underrepresented in these sectors. It is notable that women, older people, and people with disabilities are underrepresented among employees in the creative industries; and that women, older people and BAME

people are significantly underrepresented in SMEs and start-ups. People with disabilities, BAME people, and women are overrepresented in the populations of the eight Tottenham wards. These groups will be targeted by Skills and Employment initiatives, in order to reduce existing barriers to employment.

8.21 Clauses will also be written into contracts meaning tenants will be legally obliged to give back to the local community through local apprenticeships, work placement schemes and additional community projects.

8.22 The businesses on site reflect the predominant demand in South Tottenham for light industrial space. This development will increase supply of light industrial space which aligns with the Council's adopted policies (the Tottenham AAP, the local plan, and the Economic Development Strategy). Local businesses and residents will be prioritised for the new work-units. The Council will monitor the equalities profile of new businesses occupying the new space to ensure residents in Tottenham are benefitting from the new opportunities being created.

9. Use of Appendices

Appendix 1a: Plan of Council land to be disposed of the GCAP Investments

Appendix 1b: Plan of Area showing Adopted Public Highway

Appendix 1c: Plan showing current land ownership of GCAP Investments

Appendix 2: Heads of Terms – See Part B to this report.

[NOT FOR PUBLICATION by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972. This report is not for publication as it contains information classified as exempt under Schedule 12A of the Local Government Act 1972 in that it contains information relating to the financial or business affairs of any particular person (including the authority holding that information).]

10. Local Government (Access to Information) Act 1985

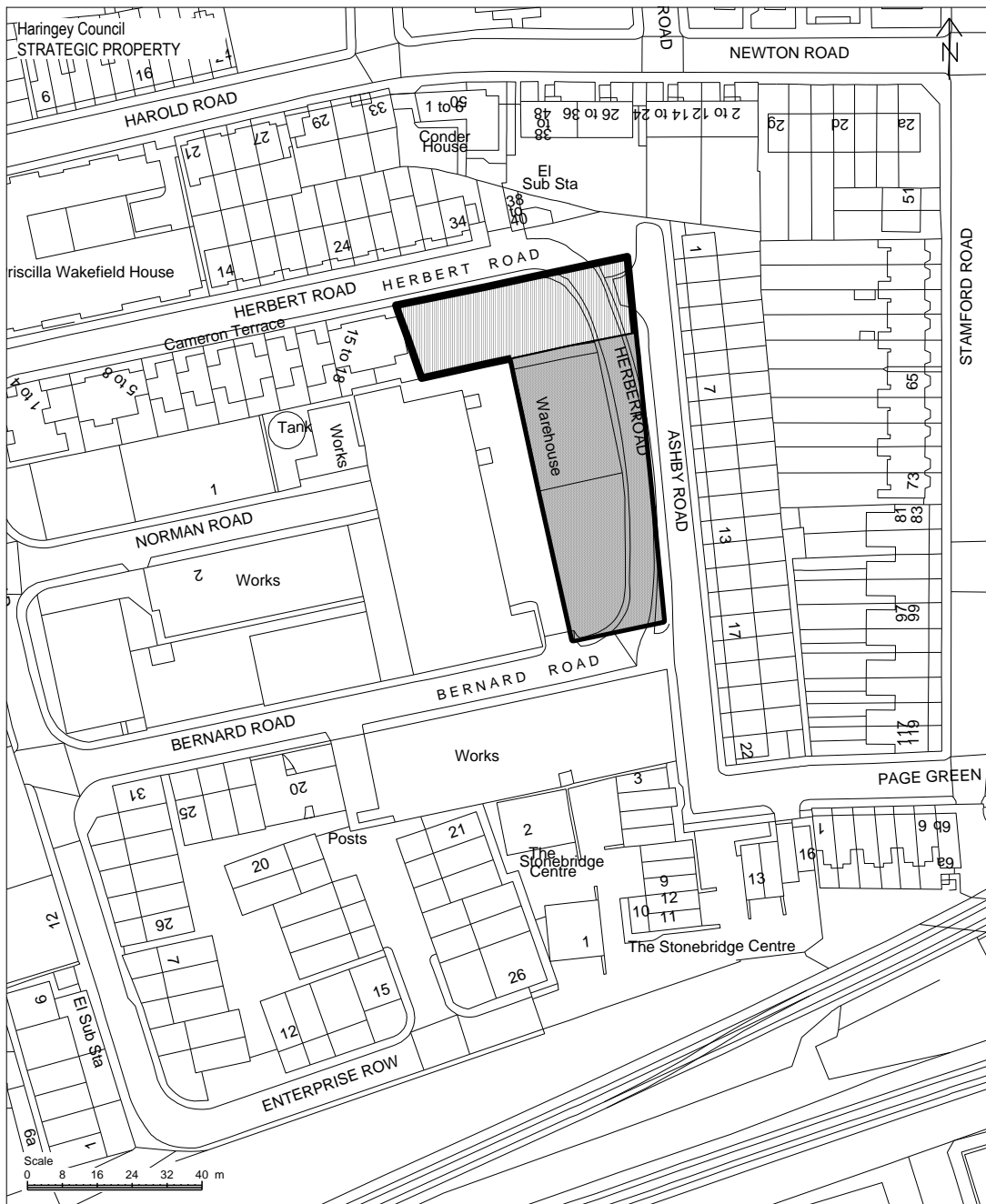
8.23 Tottenham Area Action Plan

<http://www.haringey.gov.uk/planning-and-building-control/planning/planning-policy/local-plan/tottenham-area-action-plan>

8.24 Tottenham Hale District Centre Framework

<https://tottenham.london/explore/tottenham-hale/new-centre-tottenham-hale>

Appendix 1a: Plan of Council land to be disposed of the GCAP Investments



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Development site
 Bernard Rd/Herbert Rd
 Tottenham
 LONDON
 N15

Black verging - extent of Haringey Council ownership
 Black vertical hatching - title no. NGL327591 HRA
 Grey shading - title no. MX48732 GF

CPM No. Commercial file ref :

Overlay : CorpMisc. + TerAcq

Plan produced by Janice Dabinett on 20/02/2018

Deed document no. : 5355, 16kq

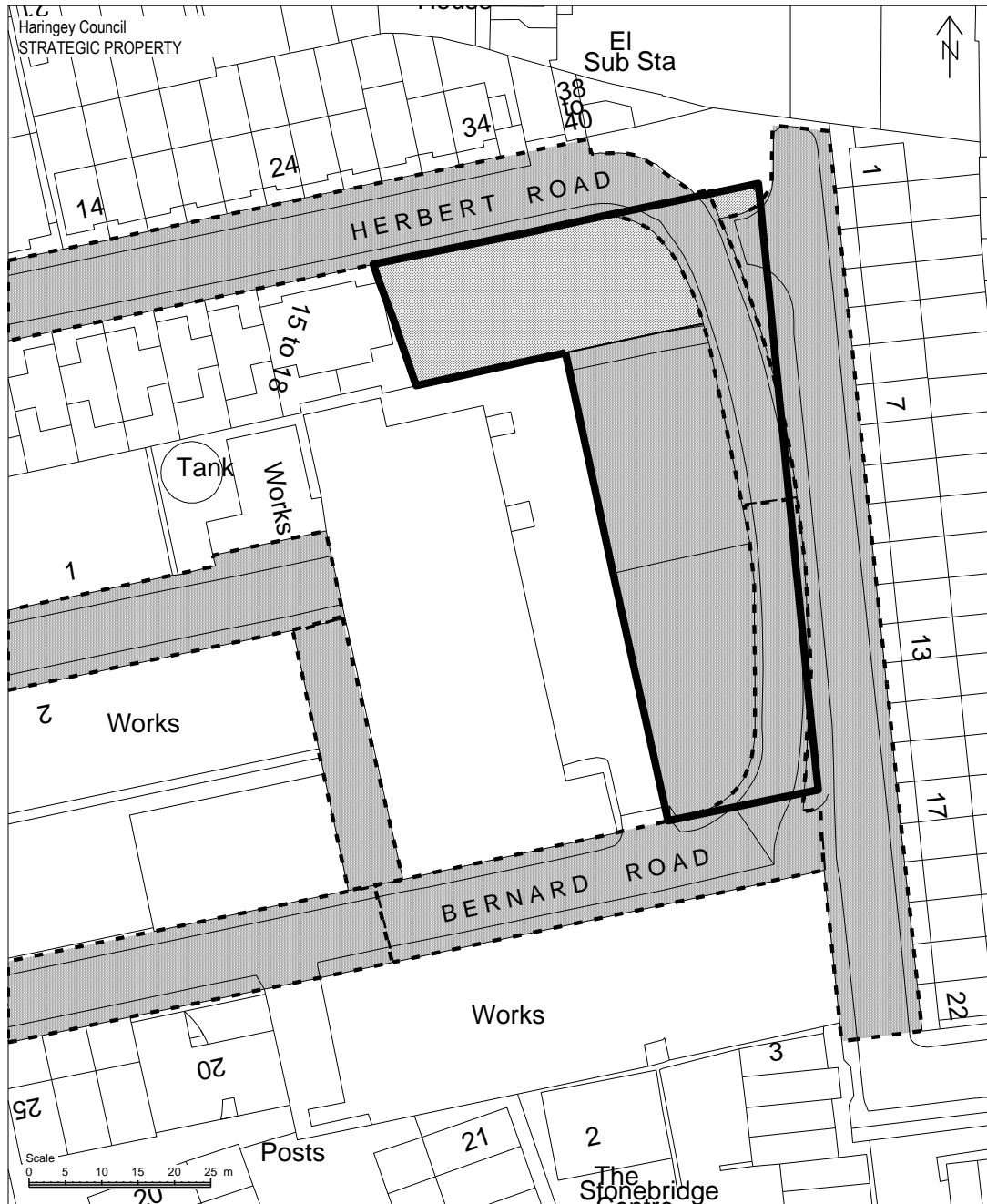
LR title no. : NGL327591, MX48732

Site Area (hectares) : 0.1825 ha

Scale 1:1250

Drawing No. BVES A4 1790k V3

Appendix 1b: Plan of Area showing Adopted Public Highway



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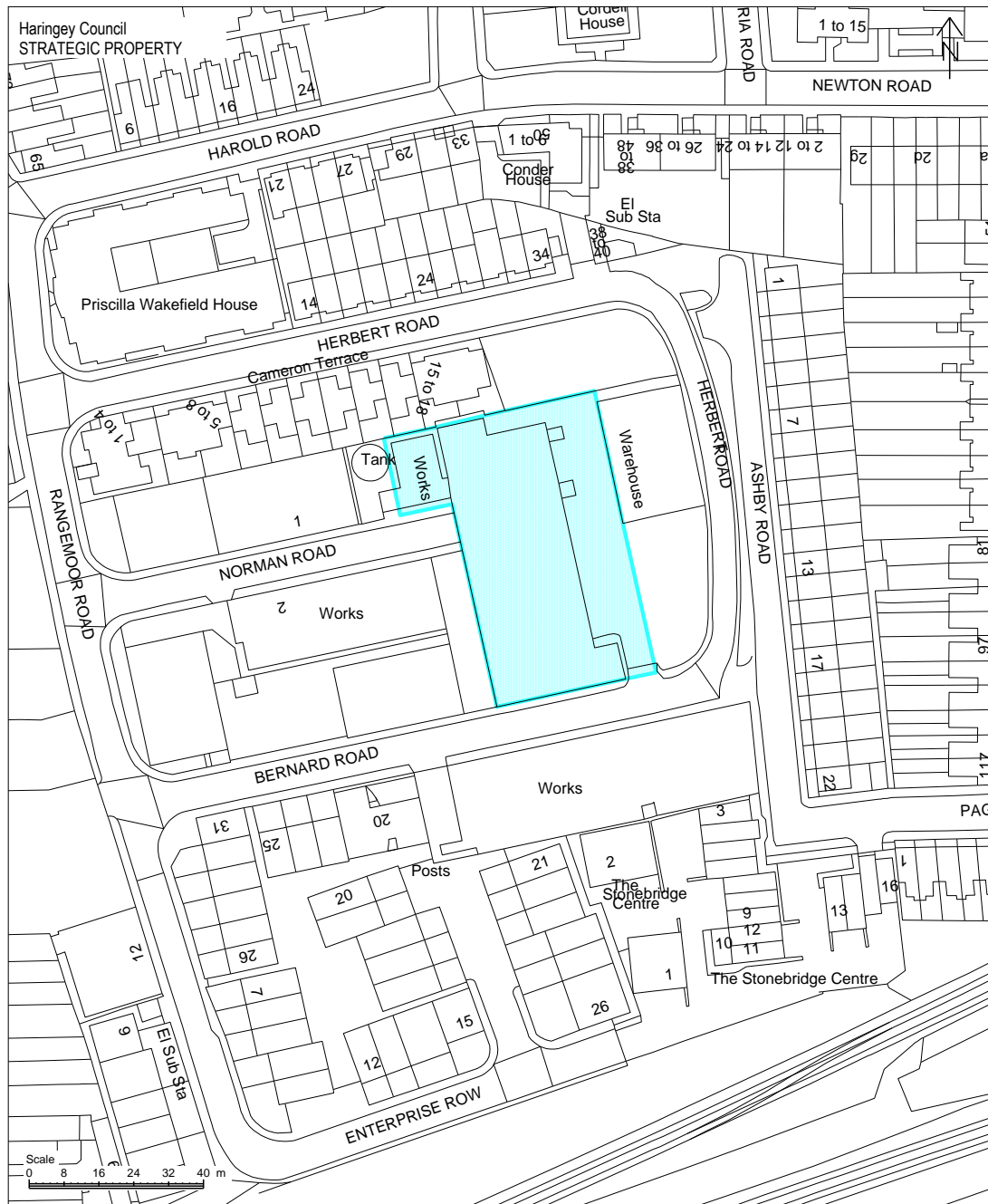
Development site
 Bernard Rd/Herbert Rd
 Tottenham
 LONDON
 N17

Black verging - Site boundary
 Grey shading - Haringey Council title MX48732 GF
 Brick shading - Haringey Council title NGL327591 HRA
 Pecked verging with vertical hatching - Adopted highway

Overlay : CorpMisc. & TerAcq
 Plan produced by Janice Dabinett on 19/02/2018

Scale 1:750
 Drawing No. BVES A4 misc.

Appendix 1c – Plan showing current ownership of GCAP Investments land



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Development site - GCAP ownership
 Bernard Rd/Herbert Rd
 Tottenham
 LONDON
 N17

Blue shading - Private ownership title P37621

Overlay : TerAcq

Scale 1:1250

Plan produced by Janice Dabinett on 15/02/2018

Drawing No. BVES A4 1790m