

# 9 Economy

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# INTRODUCTION

- 9.1 The Borough needs to plan for the creation more job opportunities to meet the needs of our growing population. This plan sets out a strategy to make the most of the potential of urban sites, which includes mixed use and intensification, before exploring the limited and selective development of Green Belt sites. The ELP’s evidence strongly suggests that we need to provide for more, rather than less, employment floorspace.
- 9.2 Ensuring that employment land and premises are appropriately protected while also providing new spaces to meet the evolving needs of businesses is key to maximising Enfield’s economic potential. Enfield has a relatively buoyant supply of industrial land and floorspace, which is in high demand. This demand is intensified due to growing competition from other land uses, in particular residential development. Notable employment clusters are situated along major transport routes like the Upper Lee Valley corridor and the Great Cambridge Road (A10). It is imperative to protect these sites to meet needs and support Enfield’s pivotal role as a strategically important economic hub.
- 9.3 The presence of Strategic Industrial Locations (SIL) in the Lee Valley and Southbury is testament to Enfield’s strategically important role in London’s business supply chains. Enfield accommodates the second largest stock of industrial space in London and its location in the UK Innovation Corridor positions the Borough well for capitalising on growth in a range of sectors extending from London to Cambridge.
- 9.4 Protecting and managing these sites is important, as they provide a range of local employment opportunities for Enfield residents, situated in close proximity to their homes. Moreover, with other Boroughs also facing space constraints, local firms are increasingly competing with new firms for the remaining available properties.
- 9.5 More strategically, the Borough’s sites play a vital role in ensuring the efficient operation of London as a whole. Enfield’s strategic location, offering access to the M25, North Circular Road and A10, makes it highly attractive to businesses seeking to service a large part of London. Therefore, the choices Enfield makes regarding its stock of sites have greater impacts that extend beyond the boundaries of the Borough.

9.6 Enfield’s office spaces primarily cater to local markets, although businesses like Metaswitch in Enfield Town have a more extensive reach. Protecting employment spaces and providing for an uplift in floorspace is crucial in supporting economic opportunities and addressing spatial disparities. These policies set out an approach to planning for employment that builds on Enfield’s key strengths and capitalises on the Borough’s prospective growth. They



Launch of Silverpoint, Angel Edmonton



aim to expand Enfield’s position as the ‘workshop of London’, as outlined in the ELP’s vision.

- 9.7 Engagement regarding the vision for the ELP has revealed support for meeting some or all of the Borough’s employment need. This means that, at the very least, the Borough must plan for an uplift of employment floorspace over the plan period. Respondents support the idea of building a broad-based economy which focuses new growth sectors as well as traditional strengths, and protects small scale workplaces situated close to where people live.
- 9.8 This plan supports the realisation of Enfield’s Economic Development Strategy’s objective of expanding the business base. This encompasses growth in sectors like film and television, and low carbon industries, as well as longstanding strengths in manufacturing and logistics activities.
- 9.9 The policies set out in this chapter strive to provide an uplift in the supply of employment space whilst realising wider spatial objectives. Nevertheless, Enfield faces choices regarding the extent to which it wishes to accommodate employment growth and where such growth should be accommodated.

## NEED FOR LAND AND FLOORSPACE IN ENFIELD

### Industrial and logistics

- 9.10 London Plan Policy E4 requires the Borough to provide sufficient supply of land and premises to meet current and future demands for industrial and related functions. This considers strategic and local employment land reviews, industrial land audits and the potential for intensification, co-location and substitution.
- 9.11 In line with the London Plan, the Council has assessed the Borough’s need for industrial land and floorspace, drawing insights from the Employment Land Review (ELR) prepared in 2023. This review has identified a minimum need of an additional net 304,000 sq. m of floorspace for industrial and logistics uses.
- 9.12 Reflecting the general principle that the Borough needs to make the best and most efficient use of Enfield’s industrial land significant work has been undertaken to understand the scope to intensify existing employment sites.
- 9.13 The evidence demonstrates that there is scope for significant industrial intensification in Enfield, although the viability and deliverability of such intensification remains an issue for

some purposes. In certain parts of the Borough, fragmented land ownerships can hinder intensification, especially for the most intensive formats, including multi deck warehousing, which often need a large footprint.

- 9.14 The policies in this plan are fully supportive of appropriate industrial intensification, and the Council will work with landowners interested in assembling sites for industrial intensification.
- 9.15 It is worth noting that this policy approach alone may not be sufficient to meet all the needs within the urban area. This is particularly relevant to the freight and logistics sector, which has been a major growth sector and recognised in national policies, including the Government’s Future for Freight strategy. This strategy emphasises (in paragraph 5.4) the need for ‘sites that support freight activities like ports, lorry parks, refuelling stations and infrastructure, as well as distribution centres. These sites often require large amounts of land and should be strategically situated near transportation links, functioning across local authority boundaries and using both the local and national transport networks to move goods.

9.16 For this reason, the plan recognises the case for exceptional circumstances for Green Belt release at or near key M25 motorway junctions, primarily for the logistics sector and key supporting infrastructure. The release of these sites is contingent upon significant infrastructure improvements.

### Offices

9.17 Enfield is not a significant office location and London Plan Policy E1 does not direct strategic scale growth in office floorspace to the Borough. As per the 2023 ELR, the review recommends the plan provides for an uplift in the provision of office floorspace of 40,000 sq m. The ELR recommended that this should be addressed in the Borough's town centres including through mixed use development.

9.18 The Government has amended the use class order (UCO) and continues to encourage the conversion of office space to residential uses. These UCO adjustments do not change the evaluation of need. There is still a 'need' for new office space, regardless of its use class. However, wider changes to the market and national policies will continue to complicate the Borough's ability to positively plan for office space. This includes the continuation of permitted development rights that enable the conversion of smaller

office units into other uses, primarily residential).

9.19 The policies in the ELP addresses the Borough's need, assessed to be 40,000 sq. m, for new office space by encouraging new provision, including through mixed-use development, using a sequential approach to encourage additional provisions in the town centres.



Metaswitch offices, Enfield Town



## STRATEGIC POLICY

# E1 : EMPLOYMENT AND GROWTH

1. To ensure the provision of additional employment floorspace (as set out in SS1[3]) to support business growth up to 2041, the Council will work with landowners to deliver:
  - a. intensified development of industrial, logistics and related functions in existing employment areas;
  - b. the provision of new sites for industry and logistics and related functions (including mixed use developments) in urban areas accessible to the strategic road network alongside new locations for industrial and logistics development in appropriate parts of the Green Belt; and
  - c. an uplift in office floorspace in Enfield's designated centres (see **Table 10.1**).
2. Sites set out in **Table 9.1** are allocated for employment-led development and defined on the Policies Map. Further information on site allocations is presented on the site proformas in Appendix C. The proformas carry the status of policy and indicate key requirements and considerations that need to be taken into account as sites come forward for development.

**Table 9.1:** Sites allocated for employment related uses

SITE ALLOCATION REF	SITE ADDRESS	ESTIMATED ADDITIONAL CAPACITY (SQ.M)
<b>Southbury (PL2)</b>		
SA2.2	Heritage House	22,060
SA2.7	Crown Road Lorry Park	8,213
SA2.8	Land and buildings north of Lincoln Road	26,328
<b>Meridian Water (PL5)</b>		
SA5.7	Ravenside Retail Park	32,500
SA5.8	Kenninghall Industrial Area (Metals and Waste)	0
SA5.6	Meridian East (Harbet Road)	84,430
<b>Other sites outside of the place making areas</b>		
URB.30	Land to the south of Millmarsh Lane, Brimsdown Industrial Estate	76,669
URB.34	6 Morson Road	2,600
URB.31	Montagu Industrial Estate	17,902
URB.33	Claverings Industrial Estate	3,219
RUR.03	Land West of Rammey Marsh	70,200
RUR.04	Land East of Junction 24	30,550

SITE ALLOCATION REF	SITE ADDRESS	ESTIMATED ADDITIONAL CAPACITY (SQ.M)
RUR.05	Land to the North West of Innova Park	16,445
URB.29	Land and buildings south east of Stockingswater Lane	80,753
URB.32	Snowbird Foods extension	3,289
URB.36	Riverwalk Business Park	924
URB.35	5 Picketts Lock Lane	2,296

## EXPLANATION

- 9.20 Enfield has identified a net additional need for both industrial/ logistics and office space over the plan period. This means the Borough needs to provide for more rather than less employment floorspace going forward. This presents the challenge of how best to accommodate this anticipated growth.
- 9.21 An assessment of potential development sites has demonstrated that the Borough could meet the needs for industrial and logistics space within the urban area if intensification potential is optimised. The total urban supply is anticipated to be 305,315 sq. m. over the plan period<sup>49</sup>. However, the vast majority of this supply (approximately 197,460 sq. m) comes from anticipated intensification. However, by confining industrial and logistics development to the urban area, Enfield would risk both under-delivery if sites are not intensified as anticipated, and a lack of delivery in the early years of the plan, when prospects for the realistic delivery of intensified formats are less certain.
- 9.22 Duty to Cooperate (DtC) discussions with local authorities within Enfield's Functional Economic Market Area (FEMA) have revealed, unsurprisingly, that many of them face the same challenges to Enfield and are unable to provide industrial capacity on the Borough's behalf.

- 9.23 Developing selected Green Belt sites in addition to urban sites offers a more reliable means of supporting delivery, especially within the early years of the plan period. Two specific sites, namely: RUR.03: Land West of Rammey Marsh and RUR.04: Land East of Junction 24 of the M25 – have the most potential for delivering an uplift in floorspace.



Storage Sheds in Enfield

<sup>49</sup> This figure excludes supply anticipated to come forward as part of mixed-use schemes.



## STRATEGIC POLICY

# E2: PROMOTING JOBS AND INCLUSIVE BUSINESS GROWTH

1. The Council will support a growing and diversifying economy, enabling development in our industrial heartlands and thriving town centres. Sustainable economic growth is key to addressing the climate emergency and tackling deprivation. Planning policies will be used to realise the opportunities set out in the Economic Development Strategy and enable good growth throughout the Borough.
  - b. diversification of town centre activities, including making space for knowledge intensive and creative industries;
  - c. intensification of employment generating activities in SILs and LSIS;
  - d. improved skills and training opportunities; and
  - e. encouraging a broad-based economy which serves the needs of residents and businesses, including through supporting growth in health, education and other ‘foundational economy’ sectors.
2. Proposals which support, protect and enhance the role and function of the Borough’s employment locations (as defined on the Policies Map) and maximises the provision of employment floorspace (through the intensification of existing sites/floorspace) will be supported in line with the framework set out in Table 9.2.
3. Proposals will be supported which provide opportunities to maximise and deliver investment and job creation in the Borough through the following measures:
  - a. property development and investment to enable economic development in employment areas, major and district centres and Meridian Water, including developing the UK Innovation Corridor;
  4. Proposals will be supported which provide opportunities to promote the creation of a growing and diverse economy through ensuring availability of a range of workspaces and unit sizes, start-up space, co-working space and ‘grow-on’ space and protecting existing floorspace and encouraging the provision of new floorspace.

**Table 9.2:** Employment locations

DESIGNATION	ROLE AND FUNCTION	LOCATION
Strategic Industrial Locations (SIL)	Strategically important industrial locations critical to the effective functioning of London’s economy. These will be safeguarded in accordance with London Plan policies and intensification will be encouraged.	As set out on the Policies Map.
Locally Significant Industrial Sites (LSIS)	Locally important industrial locations, complementing SILs in meeting local business needs. These sites can deliver a broader range of activities than SILs, but the business function of these sites will be safeguarded and intensification will be encouraged.	As set out on the Policies Map.
Enfield’s town centres	The most accessible and sustainable locations for jobs, town centres have the potential to accommodate diverse employment activities. These are areas where will look to encourage new office uses and make the most efficient re-use of surplus retail space.	Defined on the Policies Map
Other employment sites	These are employment sites or units outside of the areas described above. Taken together they provide significant floorspace and accommodate a range of jobs across a variety of sectors. Many of our mixed used site allocations will provide new employment opportunities.	Throughout the Borough
Co-working and remote working	Ranging from serviced co-working spaces in established employment areas to more local co-working hubs servicing local communities, and infrastructure to support home working.	Throughout the Borough

**EXPLANATION**

- 9.24 This policy sets out the Borough’s approach to enabling a growing and diversified economy. It involves designating employment locations and creating favourable conditions for investment and job creation, contributing to the delivery of 137,000<sup>50</sup> jobs by 2041 and secure a more diverse employment base.
- 9.25 Enfield’s large supply of industrial and logistics sites allows it to meet the needs of a wide range of successful and growing sectors. Many industrial and logistics firms are willing to pay a market premium to locate themselves in the borough due to its strategic location. However, providing cost efficient space is important for fostering innovation and entrepreneurship within Enfield. Overall, the combination of available sites and properties in Enfield positions it as an outstanding business and investment proposition.
- 9.26 **Part 1** of this policy supports economic diversity in Enfield, highlighting the significant role that industrial areas and town centres will play in achieving sustainable economic growth.
- 9.27 **Part 2** designates and protects Strategic Industrial Locations (SIL) and Locally Significant Industrial Sites (LSIS) to support the long-term growth

of industrial businesses and related services in the Borough. Town centres can offer smaller spaces that cater to needs of a range of businesses.

- 9.28 **Part 3** sets out the means for supporting a diverse and thriving economy, involving key partnerships at both the local and strategic level, diversifying town centres to meet the changing needs of the Borough’s growing population, optimising the performance and maximising the benefits of agglomeration in the Borough’s industrial areas through intensification, and planning for and valuing the foundational economy sectors (such as health, social care and education) that are crucial to the everyday needs of both existing and future residents<sup>51</sup>.
- 9.29 **Part 4** describes how development should contribute to meeting the Borough’s long-term objectives of supporting investment and job creation by delivering space to meet the needs of a range of businesses, thereby enhancing economic resilience.
- 9.30 For the purposes of this plan, employment uses are defined as office, research and development, light industrial, general industrial and storage and distribution uses (comprising those uses falling within classes E(g),

B2 and B8 of the Use Classes Order), as well as related sui generis uses, such as secondary materials, waste management and aggregates, utilities infrastructure, and wholesale markets, as detailed in London Plan Policy E4 part a.

<sup>50</sup> GLA Economics ‘London Long Term Labour Market Projections’

<sup>51</sup> The English planning system frames employment as ‘B-class’ uses. It is, however, recognised that much foundational economy activity takes place outside this space. Sectors such as education and health are supported by other policies in this plan (such as SC2: Protecting and enhancing social and community infrastructure).



Brimsdown Area



## STRATEGIC POLICY

# E3: STRATEGIC INDUSTRIAL LAND

1. The Council will safeguard the Borough’s Strategic Industrial Locations (SIL) as identified in the London Plan and on the Policies Map to meet strategic economic needs and accommodate increases in employment floorspace.
2. SIL is reconfigured across the remaining parts of the Meridian Water area (Meridian Hinterlands) to broadly maintain the quantum of SIL designated land through ‘land swaps’ (in line with London Plan paragraph 6.7.3). See placemaking policy PL5.
3. General and light industrial, storage and distribution, research and development and related sui generis uses (such as wholesale markets, waste management, utilities infrastructure) are encouraged in SIL, alongside ancillary office use and land for sustainable transport functions. Small scale food and drink and leisure uses which meet the day-to-day needs of workers and do not adversely affect the industrial status or operation of the area will be supported. Residential uses are not permitted in SIL.
4. Proposals which result in a net loss of light and general industrial, storage and distribution, research and development and related sui generis floorspace in SILs will be refused.
5. Proposals within or adjacent to SILs should not compromise the integrity or effectiveness of these locations in accommodating industrial type activities and their ability to operate on a 24-hour basis.
6. Proposals within designated SIL are supported where they meet the above criteria. Where sites are redeveloped scope for intensified industrial floorspace should be prioritised over other forms of development.



Makers at Bloqs

## EXPLANATION

9.31 This policy seeks to protect and increase the capacity of Strategic Industrial Locations (SILs). These sites benefit from good access to the road network and enjoy good links to local and regional supply chains, as well as access to an appropriately skilled workforce. They are of regional importance and accommodate activities essential to the functioning of London's economy. The policy also seeks to safeguard Locally Significant Industrial Sites (LSISs) and non-designated industrial sites, which serve Borough-wide and local needs. These sites contribute to local supply chains and provide employment opportunities close to where people live.

9.32 The policy promotes and protects SILs for industrial-type activities. This includes related sui generis uses such as waste management facilities, utilities and transport depots, along with additional support facilities like office uses, provided they are ancillary in scale and function. It is crucial that these uses are compatible with the industrial function of SILs and do not compromise the ability of businesses to carry out intensive, round-the-clock industrial activities within SILs.

9.33 For the avoidance of doubt, it should be noted that banqueting suites are not permitted in SILs or LSIS. Instead, they will be directed to areas with good access to public transport, as set out in other policies in the Plan.



Greggs Bakery in Enfield



Amazon logistics facility in Enfield



## STRATEGIC POLICY

# E4: SUPPORTING OFFICES

1. Proposals for new office floorspace will be supported in town centre locations, including at Meridian Water.
2. Proposals which result in the net loss of office floorspace in designated centres will be resisted unless there is no current or future market demand for the site as evidenced through a period of at least 24 months of active marketing for office employment uses at realistic market rates. Applicants should seek to maximise the re-provision of office floorspace as part of any redevelopment scheme.

### EXPLANATION

- 9.34 The Employment Land Review (ELR 2023) indicates we need to plan for around 40,000 square metres of net additional floorspace by 2041<sup>52</sup>. This policy seeks to support the delivery of new office floorspace while preventing any reductions. The ELR (2023) found a very low level of available stock supporting the need for floorspace. Part 1 of the policy encourages the provision of new office floorspace in town centres including Meridian Water, which are well connected locations where office growth can be accommodated sustainably, and where office workers can provide the footfall needed to help these places to thrive.
- 9.35 In line with the London Plan, Enfield Town and Southgate are locations where small office capacity is to be protected. Given the Borough's identified need for office floorspace, the Council will apply a protectionist stance across the Borough. Part 2 of this policy, in line with the London Plan requires robust marketing efforts to justify the release of existing office stock. This evaluation should emphasise the Borough's strengths as an affordable office location and reflect the value that secondary stock has in the Borough.

- 9.36 At the time of drafting, Permitted Development rights allow the loss of some office space into housing without the need for planning consent. In cases where planning permission is required, and proposals meet the requirements set out in Part 2 of the policy, applicants should demonstrate that they have maximised the opportunity to provide replacement office floorspace on site, including through the provision of small units suitable for small and medium enterprises (SMEs).

<sup>52</sup> <https://new.enfield.gov.uk/services/planning/enfield-employment-land-review-report-aecom-planning.pdf>

## STRATEGIC POLICY

# E5: TRANSFORMING INDUSTRIAL SITES

1. The intensification of industrial uses within SILs and LSIS through the more efficient use of space, higher plot ratios, the development of multi-storey schemes, and the assembling of sites within designated employment areas to assist with the delivery of more intensive formats will be supported.
  - a. as a minimum result in a net increase in employment floorspace and seek to maximise industrial development potential;
  - b. are phased to secure the completion and operation of the employment components of the scheme before first occupation of any non-employment uses;
  - c. are conceived with proactive engagement with the local planning authority and Greater London Authority;
  - d. are informed by engagement with existing businesses to seek to retain them on site where possible, implement effective transitional arrangements, and provide support for any businesses that cannot be incorporated to relocate off site; and
2. Proposals involving the intensification of industrial uses within SILs and LSISs will be supported where proposals:
  - a. involve effective mitigation of potential negative impacts on surrounding areas (including increased noise and traffic resulting from intensified development), especially to nearby residential occupiers. Proposals should utilise high quality and innovative design approaches to create a buffer and separation between any heavy or intensive uses (especially B2 or B8) and nearby sensitive uses. The Agent of Change principle applies.
3. Proposals within SILs and LSIS should provide environmental improvements, including walking and cycling links and improved amenities for workers, and take opportunities to incorporate urban greening and SuDS, and integrate with and enhance blue and green networks.

### EXPLANATION

- 9.37 The Borough’s stock of sites for Strategic Industrial Locations (SIL) and Locally Significant Industrial Sites (LSISs) is one of the Enfield’s most important assets. Enfield plays a major role in securing industrial intensification and successfully implementing policy E7 of the London Plan. Maintaining these policy designations is essential to supporting the delivery of floorspace through industrial intensification.
- 9.38 Development proposals which seek to intensify industrial and logistics activities within SILs and LSISs will be supported in principle. AECOM and Stantec’s studies on industrial intensification for the Council have identified several sites with significant potential to provide intensified space, reducing the reliance on new land to meet economic needs<sup>53</sup>.
- 9.39 The evidence base for the ELP highlights that larger sites offer the most scope for accommodating intensive formats, and the Council encourages developers to work with us to formulate schemes which can deliver substantial increases in floorspace while aligning with wider spatial planning objectives.
- 9.40 All proposals for intensification should actively explore options for vertical extension and maximise the employment development potential of

<sup>53</sup> <https://new.enfield.gov.uk/services/planning/evidence-base/>



the sites. These proposals must align with the London Plan and associated guidance, such as the Mayor of London's Industrial intensification and co-location through plan-led and masterplan approaches practice note<sup>54</sup>. The Mayor of London's Intensification Primer can helpfully signpost promoters to the types of intensified formats that the Council, in applying London Plan Policy E7, would expect promoters to explore<sup>55</sup>.

9.41 The ELP's evidence can provide valuable insights for those seeking the most effective ways intensify space. The evidence base sets out the type of intensified formats that may be most suitable in the Enfield context, as well as where intensification is most viable and deliverable. However, this approach should not stifle innovation and the encouragement of new formats which meet the Borough's business needs is encouraged.

9.42 Proposals aimed at improving environmental quality and making SILs and LSISs more attractive and competitive to businesses are strongly supported. In particular, these proposals should take opportunities to introduce environmental enhancements to the industrial areas, aligning with the plan's vision to 'green the industrial valley'. More broadly, there is scope for better

placemaking and improved walking and cycling links, to create thriving business hubs. Proposals should explore ways to improve connections to blue and green networks and incorporate biophilic design principles, such as planting, trees and green roofs, to integrate employment areas into wider networks. Furthermore, redevelopment proposals should consider providing improved amenities for workers, including places for employees to eat and drink and nursery/creche facilities.



industrial intensification scheme in Greenwich. Image by Fred Howarth

<sup>54</sup> [https://www.london.gov.uk/sites/default/files/practice\\_note\\_-\\_industrial\\_intensification.pdf](https://www.london.gov.uk/sites/default/files/practice_note_-_industrial_intensification.pdf)

<sup>55</sup> <https://www.london.gov.uk/sites/default/files/industrialintensificationprimer>

Economy

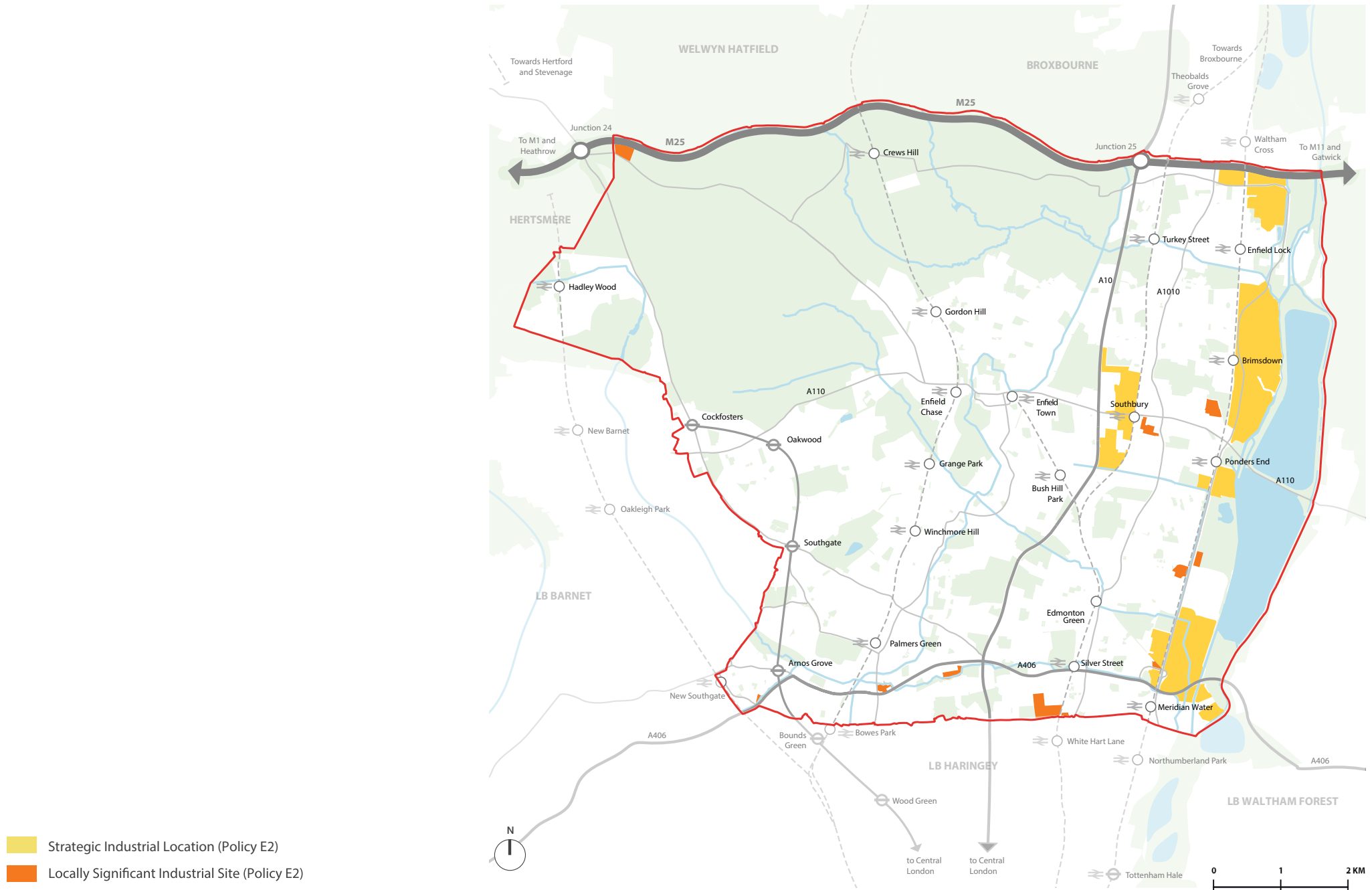


Figure 9.1: Employment designations



## STRATEGIC POLICY

# E6: LOCALLY SIGNIFICANT INDUSTRIAL SITES

1. Locally Significant Industrial Locations (LSIS), as shown on the policies map, are safeguarded to meet local business needs.
2. General and light industrial, storage and distribution, research and development and related sui generis uses are encouraged in LSIS. Proposals for non-industrial type uses in LSIS must not compromise the business function of the site and must have regard to the agent of change principle.
3. Proposals which result in a net loss of light and general industrial, storage and distribution, research and development and related sui generis floorspace in LSISs will be refused.
4. Proposals within areas of LSIS are supported where they meet the above criteria. Where sites are redeveloped scope for intensified industrial floorspace should be prioritised over other forms of development.

### EXPLANATION

- 9.43 This policy promotes and protects Locally Significant Industrial Sites (LSIS) as suitable employment locations for industrial-type activities. While LSIS primarily support industrial-type uses, this policy allows a broader range of uses, including non-ancillary office and residential uses, subject to compliance with other policies in this Plan. Proposals for uses other than light and general industrial, research and development and storage and distribution in LSISs must ensure that they do not compromise existing industrial-type activities within the LSIS, in line with the Agent of Change approach.
- 9.44 For mixed use redevelopment schemes in LSIS, it is imperative that the scheme's implementation is carefully phased to ensure the completion and operation of the employment-related components of the scheme before first occupation of non-employment uses.

## DEVELOPMENT MANAGEMENT POLICY

# E7: NON-DESIGNATED INDUSTRIAL SITES

1. Within non-designated industrial sites, general and light industrial, storage and distribution, research and development and related sui generis uses will be protected. Any proposals involving the net loss of such floorspace should meet the requirements set out in policy E5 part B.
  - a. there is no current or future market demand for the site as evidenced through a period of at least 24 months of active marketing for industrial employment uses at realistic market rates;
  - b. there is a strategy in place to deal with the relocation requirements of existing businesses that cannot be incorporated within the redevelopment and all reasonable efforts have been made to secure a suitable alternative site(s), including transitional arrangements;
- c. redevelopment will not compromise the function, access, servicing or operation of any remaining or neighbouring employment uses; and
- d. in town centre locations, efforts have been made to accommodate employment floorspace as part of any redevelopment scheme. Applicants should seek to maximise the provision of replacement employment space where it is viable and practical to do so.

### EXPLANATION

- 9.45 Non-designated sites accommodate a network of firms including those like garages and motor repair services, which are highly regarded by local residents for their proximity to their communities. However, not all non-designated industrial sites are ideally located and many are in need for renewal. There may be cases where, through a robust development management process, a compelling case can be made to release sites for other uses.
- 9.46 Considering the ongoing demand for industrial sites, we will continue to protect industrial space as an integral part of the vibrant mix of activities in the town centres. However, recognising the Borough's need for office floorspace, redevelopment or conversion of industrial space to office uses in town centres will also be supported, where proposals meet the requirements of Part 2 of the policy.

## DEVELOPMENT MANAGEMENT POLICY

# E8: PROVIDING FOR WORKSPACES

1. Proposals involving new workspace will be supported where they provide:
  - a. a range of unit sizes, including co-working, incubator and accelerator space; and
  - b. spaces that are flexible, suitable for subdivision and a range of configurations.
2. The provision of affordable workspace will be supported, having regard to:
  - a. the viability of the development (taking account of prevailing market conditions);
  - b. the nature of the occupants; and
  - c. the quality and size of the proposed units.
3. Proposals that result in the net loss of affordable workspaces will be resisted.
4. The provision of co-working spaces will be supported in Enfield’s centres. Larger residential schemes should consider the provision of shared workspaces to meet resident’s needs. Residential units should be designed to support home working.

### EXPLANATION

- 9.47 Workspaces, for the purpose of this policy, refer to as places of work, i.e. premises occupied for commercial purposes. Workspaces typically accommodate various functions, including offices, research and development, light industrial, general industrial, and storage and distribution.
- 9.48 Given the importance of microbusinesses to Enfield’s economy, Part 1 of this policy supports the provision of a range of workspaces to meet the needs of entrepreneurs and small and growing businesses. London Plan Policy E3 encourages the use of affordable workspace policies to secure a supply of space which is maintained below the market rate for that space for a specific social, cultural, or economic development purpose.
- 9.49 Building on the findings of the 2023 Employment Land Review, developments proposing more than 1,000 square metres in net additional employment floorspace should assess whether 10% of the proposed net additional floorspace could viably be delivered as affordable workspace (i.e. available at a minimum 10% below market rates). If the viability assessment

suggests this quantum of affordable workspace can be sustained, the applicant will be required to provide this amount of affordable workspace in perpetuity, either on-site or elsewhere within the London Borough of Enfield.

- 9.50 Where affordable workspace is part of the proposal, the applicant must submit an affordable workspace statement setting how it will be delivered, including evidence of engagement with affordable workspace providers and address each of the criteria set out in part 2 of this policy. Consideration should be given to prioritising affordable space for the priority sectors set out in the forthcoming Enfield Inclusive Economy Strategy (or any updated successor).

- 9.51 To support future economic resilience, part 4 of the policy supports co-working and remote working. Larger co-working spaces can form part of a mix of uses in town centres, contributing to increased footfall and vitality which supports the diversity of these centres. There is also scope for smaller co-working hubs serving local neighbourhoods and larger residential developments. The potential for home and remote working should be considered in the design of homes, including considerations for access to digital infrastructure.



## DEVELOPMENT MANAGEMENT POLICY

# E9: LOCAL JOBS, SKILLS AND LOCAL PROCUREMENT

1. Proposals comprising ten or more residential units or on sites of 0.5 hectares in size will be required to secure local employment at both the construction and end-use phases and provide appropriate work-based training/apprenticeships through section 106 obligations where appropriate. In such circumstances, applicants will be required to submit a site-specific employment and skills plan alongside the planning application setting out how they will engage with local contractors/subcontractors, how many trainees will be employed on site and how many weeks training will be provided per trainee.
2. Proposals that results in a net loss of employment (land, floorspace, uses or jobs) where there is a justification to approve the scheme will be required to enter into a section 106 agreement. In such cases, developers will be expected to:
  - a. relocate the existing businesses to suitable premises in the locality; or
  - b. provide the equivalent number of jobs elsewhere within the Borough; or
  - c. make a financial contribution towards industrial land regeneration projects, employment training schemes, job brokerage services or business support initiatives (which will be calculated on the basis of the formula set out in Appendix D).

### EXPLANATION

- 9.52 This policy seeks to ensure that new development in the Borough make a positive contribution towards employment and training initiatives. These initiatives are designed to help support those sections of the local workforce, particularly young people and those who have been unemployed for an extended period who are struggling to access jobs arising from the lack of skills, lack of qualifications or limited work experience.
- 9.53 For the purposes of this policy, employment and training initiatives include various activities such as:
- offering work experience placements;
  - supporting apprenticeships;
  - providing direct employment opportunities;
  - offering training in employment-related skills;
  - facilitating job brokerage;
  - engaging with local supply chains;
  - providing assistance to small and medium enterprises; and
  - implementing measures to mitigate the loss of employment, including the regeneration of industrial land.

9.54 Section 106 agreements and planning conditions will be used, as appropriate to secure contributions from developments that support local training and employment initiatives in the Borough. The specific nature and extent of these contributions will be determined during the pre-application stage and prior to the determination of the planning application.

9.55 The employment and skills plan must explain how the developer intends to achieve the following:

- ensure at least 25% of the workforce comprises local labour both during the construction or demolition phase and for the initial two years following end-use occupation of the development;
- employ at least one apprentice or trainee for every £3 million of contract value. If this is not feasible, financial contributions will be required in lieu of direct provision to support other training and employment initiatives; and
- procure at least 10% of the total value of goods, services and supplies from local businesses.

9.56 Additional work placement or apprenticeship opportunities may arise during the decoration of newly-constructed developments and the fitting of appliances etc. Further, back-office functions like business

administration could offer further work placements and training opportunities.

9.57 Developments that meet the threshold criteria in part 1 of this policy will be required to prepare a site-specific employment and skills plan alongside the submission of a planning application. This plan will outline the site-specific measures that will be used to facilitate training and employment opportunities arising from the proposed development, subject to prior agreement before commencing construction works. Adherence with an agreed employment and skills plan may be secured through conditions, or alternatively, the submission and approval of such a plan may be dealt with through a Section 106 (S106) agreement.

9.58 Employment and skills plans are instrumental in raising the skill levels of the workforce in the Borough, thereby increasing their employability in the labour market. It is equally important to build on the economic strengths of the Borough and ensure that local residents have the right skills and training to access both existing and emerging growth sectors, particularly advanced manufacturing, sustainable construction and digital businesses.

9.59 For the purposes of this policy, local

labour refers to workers who live within the Borough. Maximising local labour will help reduce the need to travel and reduce the risk of unnecessary or unforeseen delays. During the demolition and construction phases of the development, developers will be expected to make best efforts to employ local contractors, subcontractors and local trainees. They should also create apprenticeship placements which are available to local residents as well as employ local businesses in the supply chain or in its end use, including the provision of materials, goods and services.

9.60 Moreover, developments should also ensure that, as far as is practicable, the workforce employed on site reflect the diversity of Enfield's communities. Demographic information about Enfield is accessible through the Council's website and Office for National Statistics (ONS).

9.61 All apprenticeships must be safeguarded against the possibility that the development will finish before the apprenticeship period ends. Where possible, developers should seek opportunities to accommodate the apprenticeships in house. If this is not possible, developers should work with a suitable apprenticeship training agency with accreditation from the

National Apprenticeship Service to secure the successful completion of the apprenticeship.

9.62 Enfield has agreements with neighbouring London boroughs to share apprenticeships, particularly for meeting S106 targets. This cooperation allows developers to place apprentices on sites across different boroughs, ensuring the completion of apprenticeships or higher apprenticeships even beyond the lifetime of the construction phase of a development.

9.63 Where it is not possible to provide apprenticeships on the construction site, developers will be required to make a financial contribution to support training, employment and local procurement initiatives (based on the activities defined above). This contribution aims to enhance the prospects for using local employment during the construction or demolition of the development. Apprenticeships are expected to have a minimum duration of at least 12 months, in line with the relevant qualification being obtained. Where this is not possible, a contribution will be sought to help fund our job brokerage service, in-lieu of creating apprenticeships.

9.64 In the event where employing a trainee for a full-year is not possible, a fee will be charged for each week in which a trainee placement was not provided on site, equivalent to the current London Living Wage, calculated on the formula set out in Appendix E.

9.65 Part 2c of this policy sets out a requirement to either relocate business affected by the loss of employment or jobs resulting from development to suitable premises in the Borough, provide the equivalent number of jobs elsewhere within the Borough or make a financial contribution based on the number of jobs lost. The assessment of loss will be calculated at the point of submission of the planning application (see Appendix E). Where development involves the loss of vacant employment space, employment densities, evidence on vacancy periods and marketing efforts will be used to establish the potential number of jobs lost.

9.66 This policy applies to major developments, but opportunities for local employment and training will also be sought within smaller developments where such opportunities arises.

9.67 Once construction has started, developers will be required to monitor and report on the progress of the training and employment initiatives set out in the employment and skills plan. This reporting should be in line with the targets set out in the signed Section 106 agreement and include details about relevant workers, total number of workers and details of the relevant apprentices, apprenticeship placements and apprenticeship courses.



Constructional skills training in local area