



Nathaniel Lichfield
and Partners

Planning Design Economics

**London Borough of
Harrow Employment
Land Review**

November 2010

FINAL REPORT AND
APPENDICES

Nathaniel Lichfield
and Partners
14 Regent's Wharf
All Saints Street
London N1 9RL

nlplanning.com

© Nathaniel Lichfield & Partners Ltd 2010. Trading as Nathaniel Lichfield and Partners.
All Rights Reserved.
Registered Office:
14 Regent's Wharf
All Saints Street
London N1 9RL

This document has been formatted for double-sided printing

All plans within this document produced by NLP are based upon Ordnance Survey mapping with the permission of Her Majesty's Stationery Office. © Crown Copyright reserved. Licence number AL50684A

Contents

1.0	Introduction	1
2.0	Policy Context	5
3.0	Economic Overview	11
4.0	Overview of Commercial Property Market	23
5.0	Review of Current and Potential Employment Sites	35
6.0	Future Employment Space Requirements	51
7.0	The Demand/Supply Balance	69
8.0	Strategy and Policy Implications	77
9.0	Overall Conclusions	85

Figures

Figure 1.1	Study Methodology	3
Figure 3.1	Job Growth 1998-2007, by Local Authority (% change)	12
Figure 3.2	Change in Employee Jobs 1998-2007	13
Figure 3.3	% Growth of Employment in Economic Sectors 1998-2007	14
Figure 3.4	Claimant Unemployment	15
Figure 3.5	Qualification Levels in Harrow, London and Great Britain	15
Figure 3.6	Comparison of Resident and Workplace Earnings	16
Figure 3.7	Location Quotient and Growth Rates for Harrow Key Sectors	18
Figure 3.8	Harrow Public Sector Employment by Type	19
Figure 3.9	UK GDP Change by Sector, 2008-2009	20
Figure 4.1	Stock of Commercial Floorspace, 2008	24
Figure 4.2	Change in Commercial Floorspace 1998-2008	25
Figure 4.3	Office Floorspace and Vacancy	25
Figure 4.4	Storage & Distribution Floorspace and Vacancy	26
Figure 4.5	Net Development of B-class Floorspace in Harrow, 2004-08	27
Figure 4.6	Age of Industrial Stock	28
Figure 4.7	Age of Office Stock	29
Figure 5.1	Office development at Marlborough Hill	38
Figure 5.2	Harrobian Business Village	39
Figure 5.3	Small office units, College Road	40
Figure 5.4	Whitefriars Industrial Estate	43
Figure 5.5	Business Use Railway Arches, Brember Road	44
Figure 5.6	Bovis Lend Lease, Northolt Road office area	44
Figure 5.7	Honeypot Lane/Dalston Gardens	45
Figure 5.8	Imperial Drive	47
Figure 6.1	GLA Employment Projections for Harrow	52
Figure 6.2	Comparison of Estimated Space Requirements for Harrow to 2026	62

Tables

Table 1.1	B-class Employment Land Definitions	2
Table 3.1	Proportion of Knowledge-based Businesses, 2008	14
Table 3.2	Commuting Flows, 2001 and 2008	17
Table 4.1	Percentage Change in Commercial Floorspace, 1998-2008	24
Table 5.1	Employment Sites by Broad Location	36
Table 5.2	Employment Sites by Type	37
Table 5.3	Ranking of Employment Sites	48
Table 6.1	Forecast Employment Change in Harrow 2007-2026 (rounded)	53
Table 6.2	Job Forecast Based Employment Space Requirements, 2007-2026	55
Table 6.3	VOA based Employment Space Requirements, 2007-2026	56
Table 6.4	Higher Forecast Employment Change in Harrow 2007-2026 (rounded)	61
Table 6.5	Higher Job Forecast based Employment Space Requirements, 2007-2026	61
Table 6.6	Range of Estimated Employment Space Requirements, 2007-2026	62
Table 6.7	Gross Employment Floorspace Requirements, 2007-2026	64
Table 6.8	Gross Employment Land Requirements, 2009-2026	64
Table 6.9	Harrow Job Change for Key Sectors, 1997-2008	65
Table 6.10	Comparison of NLP/RTP Sector Forecasts, 2007-2026	66
Table 6.11	Comparison of estimated employment floorspace requirements	67
Table 7.1	Overall Demand/Supply for Employment Space 2007-2026	71
Table 7.2	Demand/Supply Balance for Different B-class uses	72
Table 7.3	Worse Case Demand/Supply 2009-2026	73

Appendices

Appendix 1	Organisations Consulted
Appendix 2	Site Assessment Criteria
Appendix 3	Assessment of Employment Sites
Appendix 4	Employment Forecasts

1.0 Introduction

1.1 The London Borough of Harrow commissioned Nathaniel Lichfield and Partners (NLP) to review and update the Council's Employment Land Study prepared in 2006 to inform the Council's Local Development Framework (LDF).¹ In summary, the Council's brief requires:

- a review of the existing study, methodology, conclusions and recommendations; and
- to provide evidenced advice to update the methodology, conclusions and recommendations in light of the current recession.

1.2 A two-stage approach has been adopted for this purpose. The first stage involved a critical review of the 2006 study to provide recommendations to the Council on updates and identify the need for supplementary analysis. This process identified the following areas where the existing evidence needed to be revisited:

- 1 updating the economic baseline position, including taking account of the impacts of the current recession within the Borough;
- 2 an overview of commercial property market issues in the Borough, not considered as part of the 2006 study;
- 3 undertaking new assessments of the Borough's existing employment sites, to provide comments on individual sites rather than the 'clusters' approach used in the 2006 study;
- 4 use of the latest GLA employment forecasts for B-class sectors with appropriate sensitivity testing; and
- 5 discussion of policy and strategy implications as they relate to the emerging Core Strategy.

1.3 It is therefore beyond the scope of this study to:

- provide a detailed review of the policy requirements set out in the London Plan, adopted Harrow Unitary Development Plan (UDP) or emerging Core Strategy;
- conduct any new surveys of businesses;
- provide a detailed analysis of the Borough's wider economic potential or the needs of non B-class sectors;
- undertake any detailed assessment of future potential allocations or other sites for employment needs if required.

1.4 The study is not a policy or strategy document *per se*, but instead provides technical evidence on employment land issues in the Borough. An important

¹ London Borough of Harrow Employment Land Study, URS Corporation with GVA Grimley, November 2006

consideration for any work of this type is that it is inevitably a point-in-time assessment that cannot entirely reflect very recent changes in circumstances; this is clearly the case regarding the period of national recession during 2007-2009. This study has incorporated the data and other evidence available at the time of preparation in early 2010, but has not been able to reflect on all developments in what is a rapidly changing period of economic change. At some point a line has to be drawn under what has been produced within the scope of this study, with the recognition that more recent changes may need to be examined through updates or supplements to this study as appropriate.

Approach and Methodology

1.5 The study’s approach follows Government guidance on undertaking employment land reviews.² The study was commissioned and the majority of its analysis was undertaken prior to the publication of *Planning Policy Statement 4: Planning for Sustainable Economic Development*, and therefore it focuses on employment space needs for the group of B Use Classes indicated in Table 1.1. It does not consider the future land needs of other employment generating uses such as retail, tourism, healthcare and education, although it is of course recognised that these sectors perform a critical role in providing local employment and economic growth opportunities.

1.6 The needs of both B class employment land and floorspace are considered in the study, and references to “employment space” are intended to mean both these elements. Industrial space in this report includes both manufacturing and distribution uses.

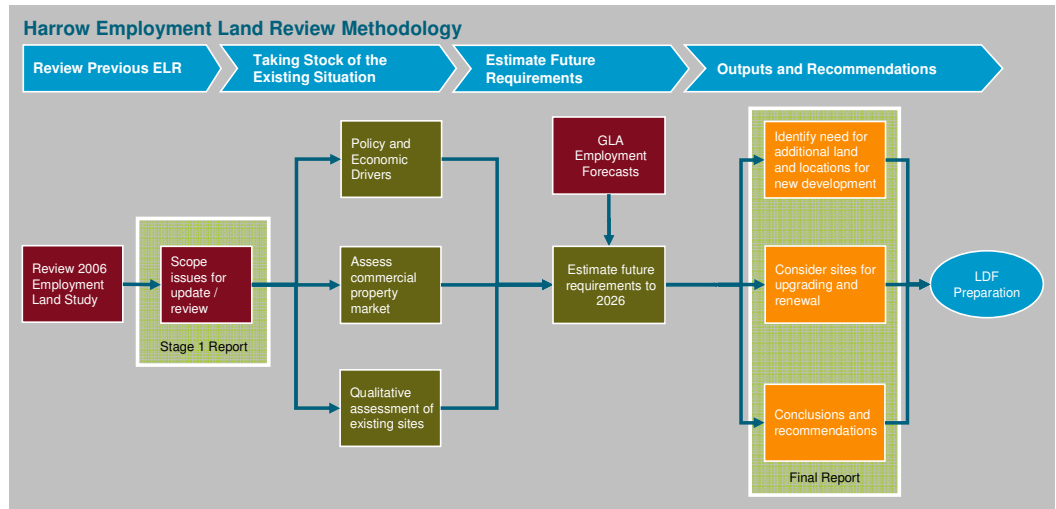
Table 1.1 B-class Employment Land Definitions

B1	<p>Business</p> <ul style="list-style-type: none"> • (a) Offices other than in a use with Class A2 • (b) Research and development - laboratories and studios • (c) Light industry
B2	<p>General Industrial</p> <ul style="list-style-type: none"> • General industry (unless in B1)
B8	<p>Storage and Distribution</p> <ul style="list-style-type: none"> • Storage or distribution centres - wholesale warehouses, distribution centres and repositories

1.7 The overall process by which employment needs have been assessed, and how these would feed into the LDF process, is illustrated by Figure 1.1. Appendix 1 contains a list of consultees who provided inputs to the study.

² *Employment Land Reviews Guidance Note*, ODPM, 2004

Figure 1.1 Study Methodology



1.8 A key issue underlying the study concerned how the current recession in the wider economy and its implications for the commercial property market should be reflected in the analysis. However, it should be emphasised that the Council’s LDF process will be planning for longer term needs to 2026. Therefore, the analysis is based not only on where the Harrow commercial property market has been historically but also a view based on current evidence of how it is likely to recover and perform in future. It is intended to take a longer term perspective of employment land needs.

1.9 The report is structured as follows:

2. Policy Context	A brief review of the direction of travel of emerging policy and evidence base documents as they relate to employment land issues.
3. Economic Context	An overview of current economic conditions and
4. Overview of Commercial Property Market	A quantitative assessment of the current stock of employment space in the Borough, and a review of the commercial property market, particularly demand for and supply of different types of employment space and any gaps in provision.
5. Review of Current and Potential Employment Sites	A review of existing or allocated employment sites in the Borough in terms of their quality and adequacy to meet future needs.
6. Future Employment Space Requirements	Estimates of future employment space requirements on employment forecasts and other factors.
7. The Demand/Supply Balance	An assessment of the balance of supply/demand of
8. Strategy and Policy Implications	Consideration of policy and other measures needed to support economic growth in Harrow.
9. Overall Conclusions	Presents conclusions and key messages for the

2.0 Policy Context

- 2.1 This section provides a brief review of the key strategic policy or evidence base documents which will influence the way the in which the Borough plans for employment needs in the future through the Local Development Framework. It is not intended to be an exhaustive review of current national, regional or local policies, but rather to consider the broad “*direction of travel*” of emerging policies (many at early draft or consultation stage) as they relate to employment land issues in Harrow.

Planning Policy Statement 4 (PPS4): Planning for Sustainable Economic Growth

- 2.2 PPS4 was published in December 2009, to replace the policies on economic development contained in PPG4, PPG5 and PPS7, and incorporating the town centre and retail policy statements previously covered in PPS6.
- 2.3 The statement seeks to consolidate and streamline national policy on economic development, and makes clear that there is now an expectation that the planning system will have a greater role in achieving economic objectives and supporting recovery from the current recession.
- 2.4 Notably, a much wider definition of economic development, in terms of development which provides employment opportunities, generates wealth and/or economic growth. This includes B-class uses (offices, industry and storage/distribution), town centre retail and leisure uses, public and community uses and other development which achieves these objectives.
- 2.5 The guidance highlights the need to maintain up-to-date evidence on land for economic development. Additional emphasis is provided on the need to plan proactively for office development in town centres, in conjunction with assessments of retail and leisure needs.

The London Plan: Consultation Draft Replacement Plan

- 2.6 The London Plan provides the spatial development strategy for London, setting the policy framework for the development and use of land in London, within which the London boroughs must set their detailed local planning policies. The draft replacement London Plan was published for consultation in October 2009, and will cover the period to 2031.
- 2.7 The Mayor’s vision, as set out in the Plan, is that: “*Over the years to 2031 and beyond, London should excel among global cities - expanding opportunities for all its people and enterprises, achieving the highest environmental standards and quality of life and leading the world in its approach to tackling the urban challenges of the 21st century, particularly that of climate change*”.

2.8 The Plan divides London into four sub-regions for strategic policy purposes. Harrow forms part of the West London sub-region, along with Hammersmith and Fulham, Brent, Ealing, Hillingdon and Hounslow. Specific policies relating to Harrow include:

- Harrow town centre (along with Ealing, Hounslow and Uxbridge) is identified as a “metropolitan centre” in the western sub-region. It is classified as category B in office terms, which states that, “*some office provision could be promoted as part of wider residential or residential and retail/leisure mixed use development. This would be likely to entail long-term net loss of overall office stock, partial renewal on the more commercially attractive sites and managed change of use of provision on less attractive sites.*” Stanmore and Wealdstone are identified as smaller “district” centres where a similar approach is advocated.
- Harrow and Wealdstone is identified as a new “area for intensification”, providing the impetus to regenerate Wealdstone and rejuvenate Harrow town centre. Capacity is identified to deliver substantial employment growth through an uplift in retail, office and hotel development within the town centres and the intensification of industrial and other business use within the Wealdstone Industrial Area. An indicative employment capacity of 2,000 jobs and 1,500 dwellings is provided.
- Harrow contains two designated “*strategic industrial locations*” which, because of their scale and relatively homogenous character, mean they can accommodate activities which elsewhere might cause tensions with other land uses. The Wealdstone Industrial Area is identified as a “*preferred industrial location*” and “*Honeypot Lane, Stanmore*” is defined as an “*industrial business park*”.³

2.9 Consistent with the approach set out in the London Plan, the Mayor’s Industrial Capacity Guidance identifies Harrow as a “*limited transfer*” borough.⁴

Rising to the Challenge: The Mayor’s Economic Development Strategy for Greater London

2.10 Published for consultation in October 2009, the draft Economic Development Strategy (EDS) sets out the Mayor’s ambitions for the economic development of the capital; provide the Greater London Assembly and other strategic organisations with a clear vision and policy directions for achieving those ambitions; and to clarify roles and responsibilities with other stakeholders who make a major contribution to developing London’s economy.

2.11 The key objectives and relevant proposals are:

³ PILs are suited to firms with less demanding environmental requirements, principally B1(c), B2 and B8 uses some sui generis industrial activities (e.g. car breaking, metal recycling); IBPs are for firms that require better quality surroundings, and are usually B1(b/c) and high-value B2 activities; IBPs are not intended for primarily B1(a) office development.

⁴ Industrial Capacity Supplementary Planning Guidance, Mayor of London, March 2008.

- *Objective 1: to promote London as a city that excels as a world capital of business;*
- *Objective 2: to ensure that London has the most competitive business environment in the world, including promoting cost effective business support programmes for businesses, particularly SMEs (Proposal 2A);*
- *Objective 3: to drive London's transition to a low carbon economy and to maximise the economic opportunities this will create, including encouraging projects to cut carbon such as the creation of a Green Enterprise District and Low Carbon Zones (Proposal 3C);*
- *Objective 4: to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers; and*
- *Objective 5: to maximise the benefits to London from investment to support growth and regeneration, and from the 2012 Olympic and Paralympic Games and its legacy, including strengthening the economy across London including removing barriers outer London fulfilling its potential, and to support the development of town centres in outer and inner London as hubs for their communities and local economies (Proposal 5A).*

The Mayor's Outer London Commission

2.12 The Mayor's Outer London Commission (OLC) was established to consider: (1) the extent to which Outer London has potential to contribute to the economic success of London as a whole; (2) identify the factors which are holding its back from making that contribution; and (3) make recommendations on policies and mechanisms which will enable it to do so. Harrow is classified as an 'Outer London' borough, and the OLC published its final report in June 2010.

2.13 Specific recommendations include:

- 1 Outer London's existing spatial structure should be developed as necessary to support its future development and regeneration. The development of outer London should be modelled on a "star and cluster" structure focused on the existing town centre network. The concept of strategic outer London development centres is supported which will accommodate the scale and nature of growth likely to occur.
- 2 The opportunity/intensification area designations in the London Plan are endorsed; the process of preparing planning frameworks for them should be accelerated and opportunities for designation of new areas should be considered.
- 3 Greater weight should be given to policy managing outer London's diminishing stock of industrial land and suggest that more attention should be given to ways of determining its future and improving its quality and accessibility to ensure it can make a real contribution to outer London's success.

- 4 More attention should be given to ensuring effective cross-boundary work on issues like realising the potential of growth and coordination corridors and transport.
- 5 The Mayor, boroughs and other agencies should work together to develop sub-regional working arrangements, in particular to identify opportunities to improve cost-effectiveness and add value in service delivery at this level, including through Multi Area Agreements.
- 6 All those concerned with planning for outer London should work together to identify, and then realise, opportunities for development and regeneration arising from national, regional and local transport and other infrastructure investment.

London Office Policy Review, 2009

- 2.14 The London Office Policy Review (LOPR) 2009 was published in November 2009, and is the latest in a series of LOPR reports produced by the GLA at two yearly intervals.
- 2.15 Reflecting the impact of the recession on the latest employment projections which form the basis of the long-term office demand projections, this study takes a more cautious view than previous LOPR reports. For Financial and Business Services (FBS) employment, where previous projections saw growth from 2006-2026 of 605,000 jobs, the revised projection is for growth of 428,000 jobs 2007-2031. Based on an annual rate of change this is a reduction of 40%. The implied rate of growth in FBS jobs is 10,000-20,000 per annum, roughly half the rate of recent decades.
- 2.16 Of particular relevance to Harrow are the LOPR's conclusions in terms of Outer London (OL) centres generally. The LOPR highlights that many OL centres are marginal performers in the sense that they lack a critical mass and become less attractive when market conditions are less favourable. In some cases, the office market in these centres has been stagnant, if not in decline, over recent years, notwithstanding that in policy terms they are expected to perform as office centres. The key issue is viability, with the evidence suggesting that very few locations commanded sufficient rental values to support development even at the peak of the market. The LOPR recommends that a realistic view is taken of the OL centres recognising that many have no significant role to play in the London office market other than to provide for local needs.
- 2.17 For Harrow more specifically, the report notes that Harrow's centres (Stanmore, Edgware and Wealdstone) all have a history as office markets, but none on a particularly large scale. It characterises these centres as "*overdue for refurbishment or redevelopment*" and concludes:
"Efforts to concentrate office development in this area are unlikely to be fruitful and we reiterate our recommendation of LOPR04 to concentrate on residential-led mixed use regeneration."

Summary

2.18

Based on the above, the overarching themes that characterise the direction of travel of emerging policies and evidence can be summarised as follows:

- 1 economic development is not confined to B-class sectors, but an up-to-date evidence base on employment land should be maintained;
- 2 emerging evidence highlights the potential greater economic role of Outer London, in particular the need to support town centres as the focus of growth alongside investment in strategic infrastructure, and to better manage the diminishing stock of industrial land;
- 3 the two strategic industrial locations in Harrow at Honeypot Lane and Wealdstone are maintained at the draft stage;
- 4 the managed change approach to office provision is continued for Harrow “metropolitan” centre, and Stanmore and Wealdstone “district” centres at the draft stage;
- 5 there is new emphasis at the draft stage on the growth potential of Harrow and Wealdstone through “area for intensification” status, with an estimated capacity for 2,000 jobs;⁵ and
- 6 latest evidence suggests a pragmatic approach to the Borough’s role in the office market should be taken in view of wider trends across London and the historic under-performance of the Borough’s centres.

⁵ It should be noted that the draft Harrow Core Strategy seeks higher growth of 3,000 jobs within the proposed intensification area.

3.0 **Economic Overview**

- 3.1 This chapter establishes the economic context for the study by reviewing recent economic conditions and trends within Harrow in the context of neighbouring London boroughs, the London region and the national economy. This is important in identifying the existing strengths and weaknesses of the Harrow economy, and the factors likely to influence the nature and level of future demand for employment space within the Borough.

Geography and Connections

- 3.2 Harrow is located in Greater London, some 15 km north west of the centre. The Borough is mostly suburban in character with a population of around 225,400.⁶ Harrow town centre is the largest centre and is defined as a metropolitan centre in the London Plan. There are nine district centres: Wealdstone, South Harrow, Rayners Lane, North Harrow, Pinner, Stanmore, Edgware, Burnt Oak and Kingsbury and local centres, including Kenton, Sudbury Hill, Hatch End, Harrow Weald, Belmont and Queensbury. Parts of Edgware, Burnt Oak and Kingsbury district centres and Kenton local centre extend beyond Harrow and lie in adjoining Boroughs.
- 3.3 The Borough is bounded to the north by the Hertfordshire districts of Hertsmere and Three Rivers and on other sides by the London Boroughs of Hillingdon, Ealing, Brent and Barnet. The northern part of the Borough marks the edge of the London conurbation and contains areas of Metropolitan Green Belt. In general the Borough is regarded as a prosperous and attractive area to live.
- 3.4 In terms of accessibility, the Borough enjoys good access to the M1 or M40 and is close to the M25, although generally less direct than nearby locations such as Watford or Uxbridge. Public transport links to the centre include regular rail services from Harrow and Wealdstone mainline station (to London Euston, Watford Junction and Clapham Junction via London Overground, London Midland and Southern services), services to London Marylebone via the Chiltern Line, as well as the Bakerloo, Jubilee, Metropolitan and Piccadilly underground lines and numerous bus routes. London Heathrow airport is around 15 km south west of the Borough.
- 3.5 The University of Westminster has a campus nearby in the adjoining Borough of Brent which accommodates the School of Communication & Creative Industries, the Harrow Business School and the Harrow School of Computer Science - a total of around 5,000 students and 400 staff. In addition, the University of London colleges including Imperial, University College London and the London School of Economics are all accessible from the Borough.

⁶ ONS 2008 mid-year population estimates

3.6 The larger private sector employers in the Borough include Kodak, Bovis Lend Lease, Racal and ColArt in Wealdstone, Ladbrokes in Rayners Lane and GE Money in Harrow. Harrow Council and the Clementine Churchill Hospital are also significant local employers.

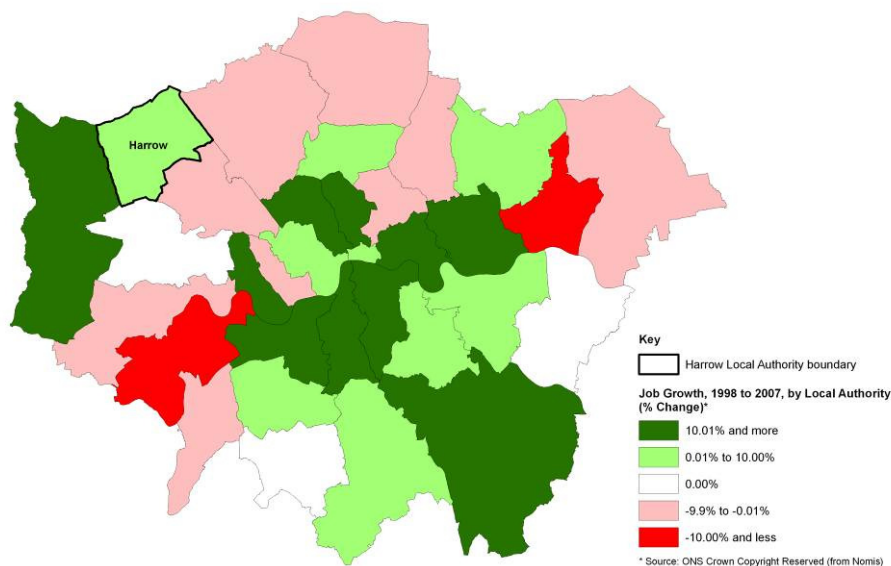
Economic Trends

3.7 Recent economic trends in the Borough are summarised below. These allow the recent performance of the local economy to be compared with that of London and Great Britain.

Employment Growth

3.8 Figure 3.1 illustrates that Harrow delivered a modest net increase in jobs between 1998-2007 (i.e. pre-recession), registering marginally higher growth than some other North London boroughs.

Figure 3.1 Job Growth 1998-2007, by Local Authority (% change)

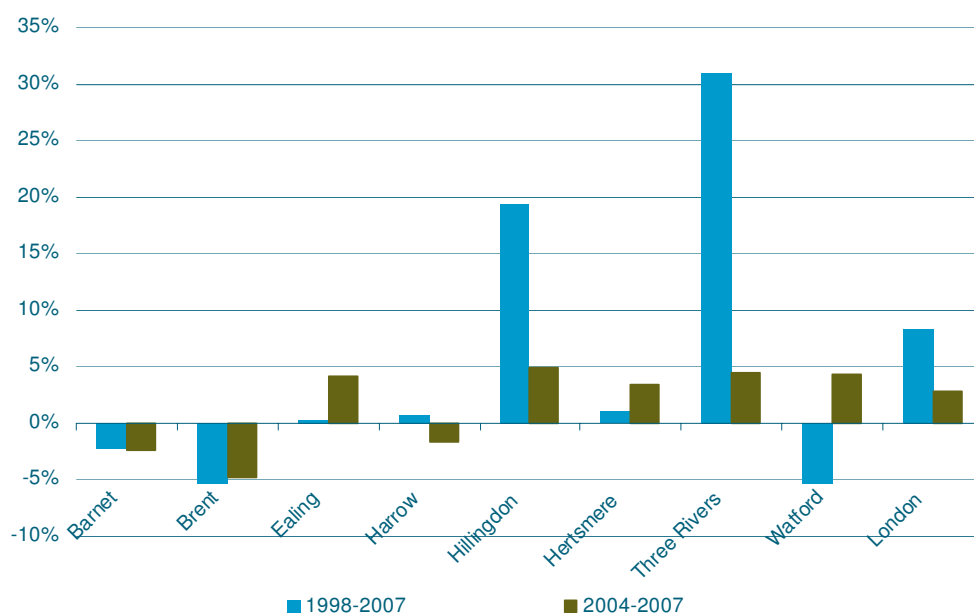


Source: Annual Business Inquiry

3.9 Figure 3.2 shows employment change in Harrow and surrounding authorities over the period since 1998, with a more detailed breakdown for more recent employment change since 2004. Over the longer time series, Harrow's growth of 0.7% was much lower than the London average of 8%, and it is worth noting that employment declined by 1.6% in the more recent period since 2004. The Borough's overall growth was however comparable to other Outer London Boroughs such as Ealing (0.2%), while both Barnet and Brent recorded overall losses. Hillingdon recorded very high growth of 19.3%, reflecting the presence of Heathrow and the prime West London commercial corridor, including office growth in Uxbridge.

3.10 By comparison, the fringe areas of Hertfordshire to the north of Harrow had mixed performance; Watford lost jobs overall, but has seen growth since 2004. Employment growth was far highest in Three Rivers (19.3%) but this has slowed in the past few years.

Figure 3.2 Change in Employee Jobs 1998-2007

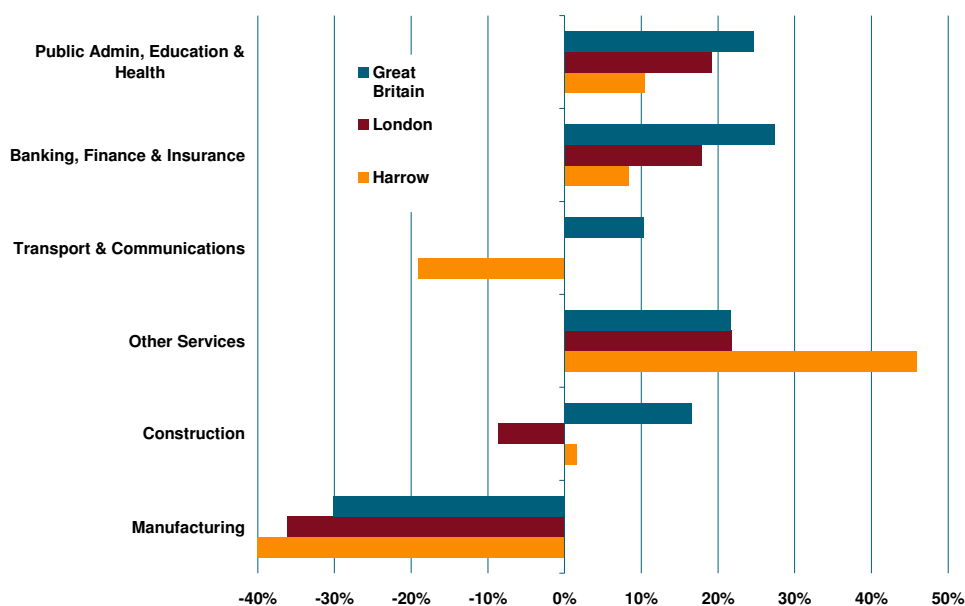


Source: Annual Business Inquiry

3.11 As Figure 3.3 shows, the fastest growing sectors in Harrow over the period 1998-2007 were banking, finance & insurance (+8%), public administration, health & education (+10%) and other services (+46%), although only the latter of these grew at rates above the national and regional averages. Within the category of ‘other services’, particular sub-sectors with strong growth included recreational, cultural and sporting activities, computer and related activities, and real estate. Construction experienced some modest growth (+2%), although this was below the national average whilst transport and communications contracted by some 19% despite a national trend of growth. Manufacturing also contracted by around 40%, a rate of decline slightly above that of London and Great Britain.

3.12 Between 1994 and 2008 the number of VAT registered firms in the Borough grew by around 26% which is comparable with the national rate of 25% but is below the average for London (42%) and Outer London (31%). With 70 VAT registrations per 10,000 population in 2007, the Borough’s recent level of new business formation is above that of Outer London (53) and Great Britain (42) suggesting above average entrepreneurial activity locally.

Figure 3.3 % Growth of Employment in Economic Sectors 1998-2007



Source: Annual Business Inquiry

Knowledge-Based Employment

3.13

Knowledge-based industries are sectors of the economy where value added is derived from the intensity and accumulation of knowledge, often fostered through innovation and increasing use of technology. Firms within this sector are considered an important indicator of an economy's competitiveness and future growth prospects as they tend to grow faster and have greater future potential than other sectors. Harrow has a similar proportion of knowledge-based industries to the London average, but is higher than adjoining boroughs and parts of Hertfordshire (Table 3.1).

Table 3.1 Proportion of Knowledge-based Businesses, 2008

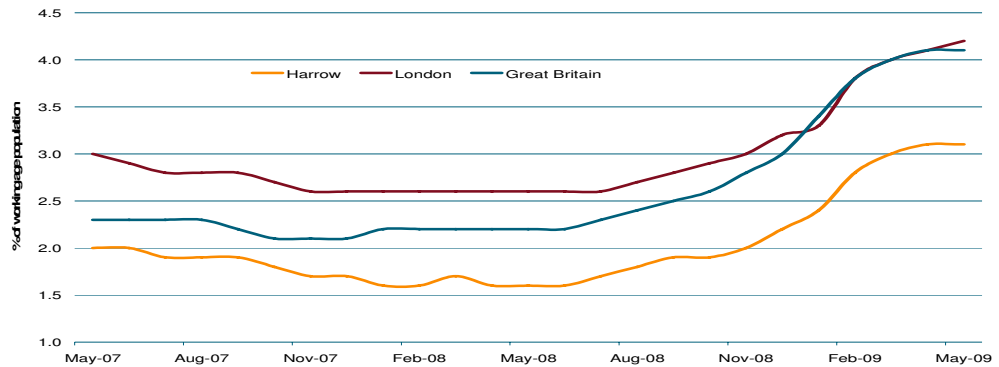
	Proportion of businesses which are knowledge based (%)
Harrow	31.3
Barnet	27.2
Brent	24.3
Ealing	27.0
Hillingdon	23.6
Hertsmere	28.3
Three Rivers	29.6
Watford	26.3
London	30.9
Great Britain	21.8

Source: UK Competitiveness Index 2010

Workforce and Skills

- 3.14 Claimant unemployment in Harrow is currently 3.1% of the working age population⁷, has suffered a significant rise in unemployment over the last 12 months reflecting the national recession. However, the Borough's unemployment remains well below the London (4.1%) and national (4.2%) rates (Figure 3.4).

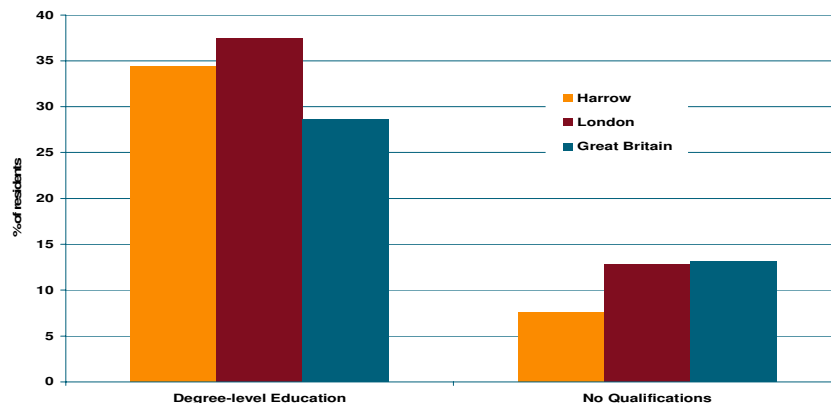
Figure 3.4 Claimant Unemployment



Source: NOMIS

- 3.15 Levels of economic activity in the Borough are average with 76.5% of the working-age population being economically active, a rate below the British (78.8%) but above the London (75.7%) rates.
- 3.16 The local workforce has above average level of job skills with the Borough having a higher proportion of graduates than the national average, albeit slightly lower than London's. The proportion of unskilled workers is also below both the London and national averages, as shown in Figure 3.5.

Figure 3.5 Qualification Levels in Harrow, London and Great Britain



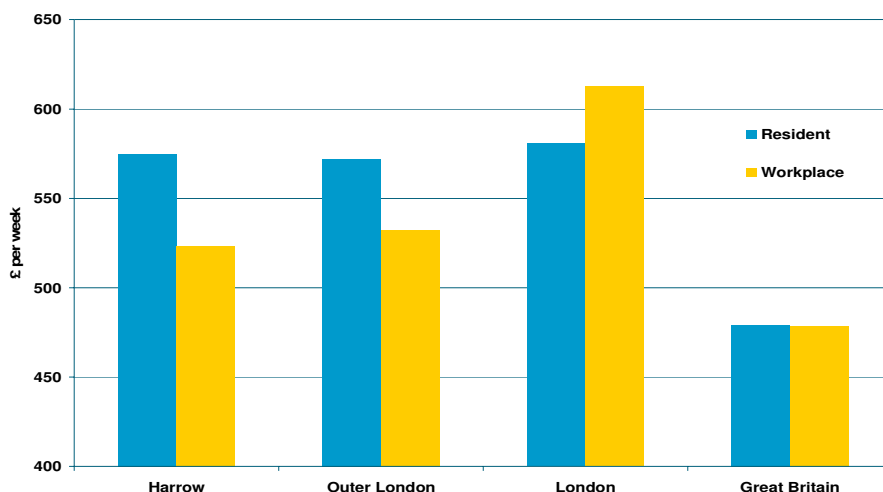
Source: Annual Population Survey

⁷ Source: NOMIS, May 2009

3.17

Reflecting the relatively higher-skilled local workforce, resident wages per week for full-time workers in Harrow (£575) are well above the national average (£479) but similar to the London average (£581). As is typical for outer London Boroughs, average wages for those who work in Harrow are lower (£523) than those who live there, although this difference is particularly large in Harrow indicating a large number of workers commute out of the Borough to well-paid jobs elsewhere (Figure 3.6).

Figure 3.6 Comparison of Resident and Workplace Earnings



Source: Annual Survey of Hours and Earnings

Deprivation

3.18

Harrow has generally low levels of deprivation, and is ranked as the 205th most deprived local authority in England by the 2007 Indices of Deprivation. This places the Borough in the least deprived half of all local authority areas.⁸ Some areas of the Borough, such as Headstone Lane and Roxeth have pockets of more concentrated deprivation although this is not considered severe by national standards with only seven out of 137 'Super Output Areas' (SOAs) in the Borough being among the 25% most deprived nationally, and none in the most deprived 10%.⁹

Commuting Flows

3.19

Table 3.2 summarises the 2001 and latest 2008 commuting data which indicates the major flows of residents and workers into and out of the Borough. This indicates that about 31% of Harrow residents worked within the Borough, a slight decline overall from 35.9% in 2001. The most common destinations for out-commuters include Southwark (15.2%), Brent (10.6%) and Hillingdon (6.3%). At the same time, about 46% of workplace jobs in Harrow were filled by

⁸ As measured by the 2007 Index of Multiple Deprivation

⁹ Lower-layer Super Output Areas (LSOAs)

in-commuters. The majority of in-commuters originated from the adjoining boroughs of Hillingdon (12.3%), Brent (10.5%) and Ealing (5.7%).

Table 3.2 Commuting Flows, 2001 and 2008

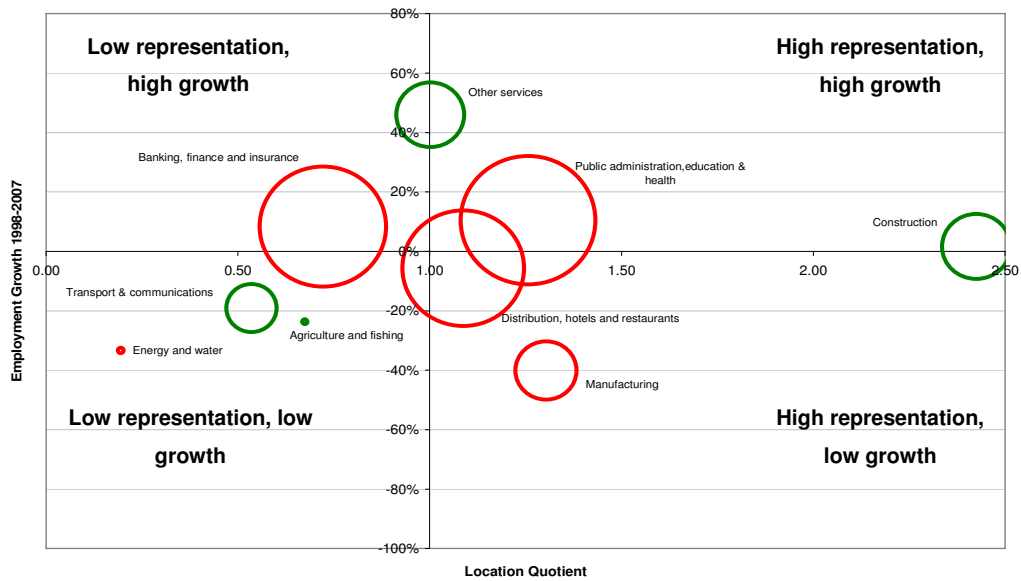
Place of Work for Harrow Residents			Place of Residence for Harrow Workers		
Borough	2001 flow	2008 flow	Borough	2001 flow	2008 flow
Harrow	35.9%	31.1%	Harrow	50.2%	45.8%
Southwark	1.6%	15.2%	Hillingdon	7.7%	12.3%
Brent	10.6%	10.6%	Brent	11.0%	10.5%
Hillingdon	4.3%	6.3%	Ealing	4.6%	5.7%
Barnet	8.8%	4.8%	Hertsmere	3.1%	
Ealing	3.5%	3.7%	Watford	2.8%	2.6%
City of London	7.4%	3.5%	Camden	..	1.4%
Westminster	5.2%	3.3%			
Watford	2.3%	2.8%			
Hammersmith and Fulham	1.9%	1.7%			

Source: Local Labour Force Survey, 2001; Annual Population Survey, 2008

Impacts of Recession on the Harrow Economy

- 3.20 The earlier analysis highlighted that Harrow's economy is reasonably well balanced, with particular growth seen in business services, health and education sectors. This pattern generally reflects national trends and the increased investment in public services since 1997. The Borough also has strengths in terms of levels of entrepreneurship and in the creative industries.
- 3.21 Detailed statistics on the impact of the recession in Harrow are not yet available. However, the analysis in Figure 3.7 of current over or under-representation of jobs in specific sectors provides some guidance in terms of those sectors affected by the recession in which the Borough is most exposed and more importantly those which have potential to provide a platform for growth in the future. This plots the location quotient for different sectors (i.e. degree of representation in Harrow compared to the London average) against growth over the period 1998-2007. The size of the circle reflects the amount of employment in each sector, while green indicates above average growth (or below average decline), and red indicates below average growth.

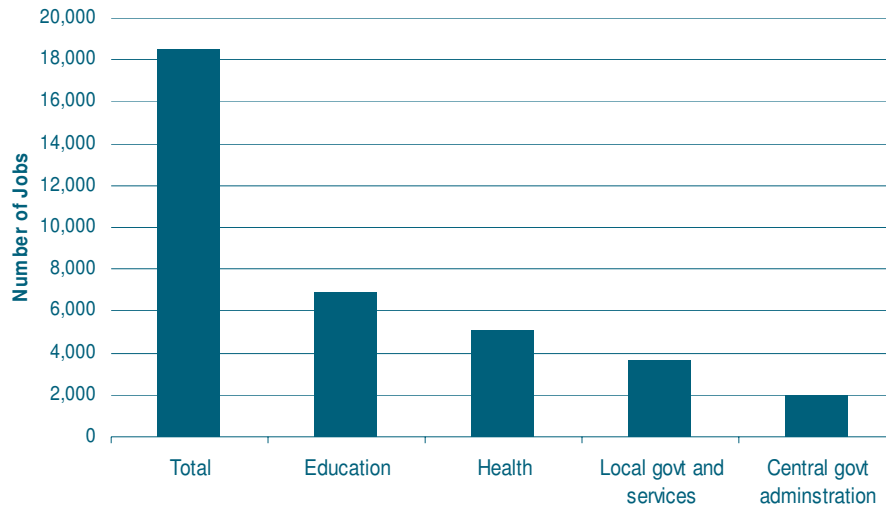
Figure 3.7 Location Quotient and Growth Rates for Harrow Key Sectors



Source: ABI/NLP analysis

- 3.22 This underlines that Harrow’s growth has been strongest in service sectors, although only ‘other services’ has been significantly higher than the London average. While public administration, education and health is over-represented, the typically more dynamic sector of banking, finance and insurance is under-represented, but registering some growth. This is not surprising in the London context and, at a time of restructuring and consolidation within this sector, might be perceived as an advantage. However, in the longer-term, Harrow’s under-representation in this sector is likely to be a potential weakness, particularly as public sector growth will likely be more constrained in future due to tighter public finances.
- 3.23 Public administration, education and health are the largest sector of Harrow’s economy. More detailed analysis of this sector indicates education and health are the major components (Figure 3.8). In the future, central and local government services may be more sensitive to potential future spending cuts in a tighter public sector environment.

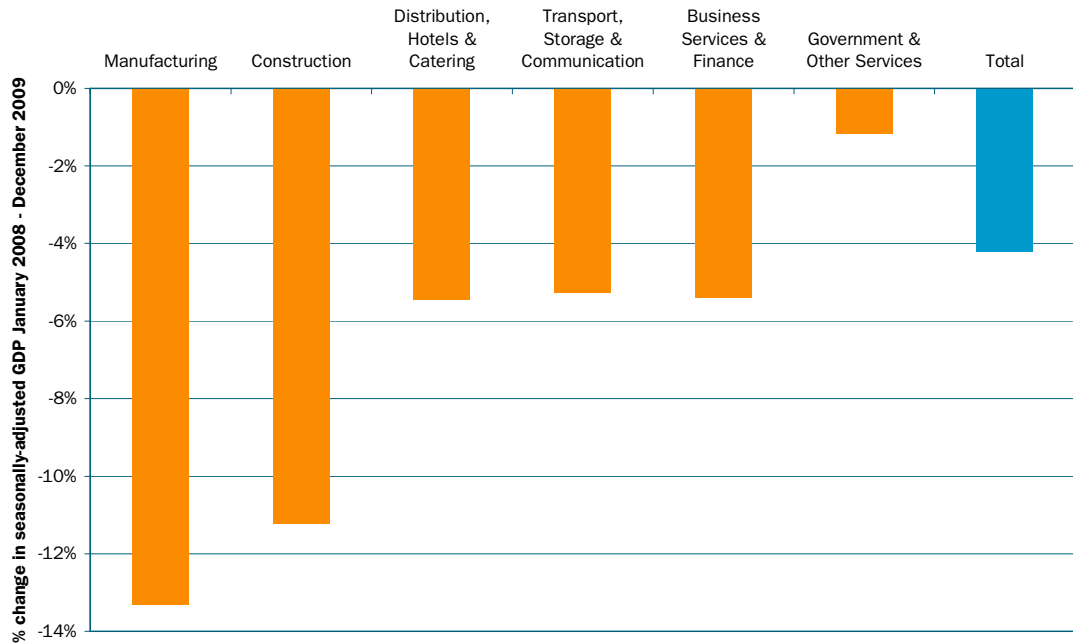
Figure 3.8 Harrow Public Sector Employment by Type



Source: ABI/NLP analysis

- 3.24 The construction sector is highly over-represented in Harrow, but this can be partly accounted for by the presence of Bovis Lend Lease, who moved into the Borough in 2006, and represent a major employer although only a small proportion of their UK workforce are permanently based in Harrow. Manufacturing is over-represented in Harrow, partly reflecting the Kodak manufacturing plant, and declining faster than the London average.
- 3.25 The evidence shows comparatively modest contraction of the financial and business services at the national level during the recession, with the most severe impacts of the recession being felt in more traditional manufacturing sectors and construction (Figure 3.9). However, one impact of the recession may be a period of more subdued growth in financial and business services industries, as well as in construction and consumer-related activities than has occurred in the recent past, and highlights the relative exposure of Harrow (and other parts of London) in some of these more vulnerable sectors.

Figure 3.9 UK GDP Change by Sector, 2008-2009



Source: ONS/NLP analysis

3.26

In the longer-term, it is worth emphasising that financial services is an area in which London is a global leader and, with the prospect of a period of slower global growth in the coming years, London will be reliant on those industries where it holds a comparative advantage to maintain living standards. The sector also enjoys close links to other parts of the economy. Business services, in particular, has been one of the fastest growing sectors over recent years, partly as a result of financial services growth, and the prospects for areas such as legal and accountancy are linked to the performance of financial services more generally. Harrow's growth in these sectors has underperformed the London average over the past decade, the locational requirements of which typically include access to a skilled workforce, high quality transport links and modern office space, as well as some quality of life factors such as good housing and cultural facilities.

Conclusions

3.27

Overall, these indicators suggest that Harrow has a relatively strong local economy which performs well even by London standards. The economic strengths of the area, which will influence its ability to support new employment space in future, are:

- good public transport accessibility by rail and tube, and reasonable strategic road connections;
- generally high rates of new business formation and entrepreneurship;
- a highly qualified workforce; and

- a high proportion of knowledge-based businesses.

3.28

Weaknesses and potential threats include:

- high exposure to vulnerable sectors, particularly manufacturing and public sector activities;
- high housing and wage costs;
- high levels of out-commuting, potentially limiting local labour supply; and
- low levels of economic activity by national standards.

4.0 Overview of Commercial Property Market

4.1 This section provides an overview of the current stock of employment space in the Borough, and recent trends and changes to the supply of space. It then describes current property market conditions in the Borough, based on consultation with a number of local commercial property agents and various economic development and business organisations active in the area.

Current Stock of Employment Space

4.2 Both the amount of employment land and the quantity of built employment floorspace are considered across the main types of employment uses - primarily offices (use class B1(a)), warehousing/distribution (B8) and manufacturing industry (B1(c)/B2). Trends in the supply of employment space in the Borough were assessed from the following sources:

- commercial floorspace data from the ONS and Valuation Office Agency (VOA);
- Harrow Council's annual monitoring data on commercial space; and
- the EGi Property Link database and other commercial property sources.¹⁰

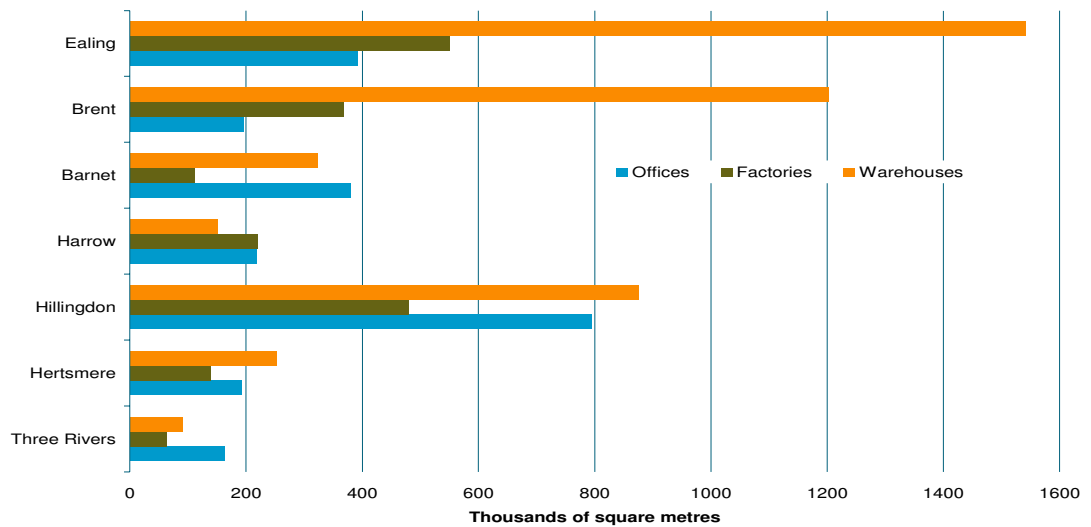
Stock of Employment Floorspace

4.3 The total amounts of B-class employment floorspace in 2008 by main uses in Harrow and surrounding local authorities are shown in Figure 4.1. This shows that the Borough's stock is relatively evenly split between the main types of space with factories taking the largest share (37%) followed by offices (37%) and warehousing (26%).

4.4 Overall, the Borough has a relatively modest supply of floorspace with less office and warehousing space than the surrounding London Boroughs, although the Hertfordshire districts of Hertsmere and Three Rivers generally have smaller stocks. It is also worth noting that the greater stock of employment space in some adjoining boroughs includes large concentrations of industrial space at Park Royal (Ealing and Brent) and warehousing space in close proximity to Heathrow (Hillingdon)

¹⁰ Differences between datasets and data collection methods means individual values may not be comparable, particularly stock figures derived from the VOA and Harrow Council monitoring data.

Figure 4.1 Stock of Commercial Floorspace, 2008



Source: VOA/NLP analysis

4.5 As shown in Table 4.1, Harrow has lost factory (-6%) and particularly office accommodation (-21%) over the last decade whilst seeing modest growth in warehousing (+13%). The loss of office space is particularly unusual given that all surrounding districts except for Brent gained this type of space over the period, and was significantly higher as a proportion of total stock. By comparison, the loss of manufacturing space was the lowest of all adjoining boroughs as a proportion of total space.

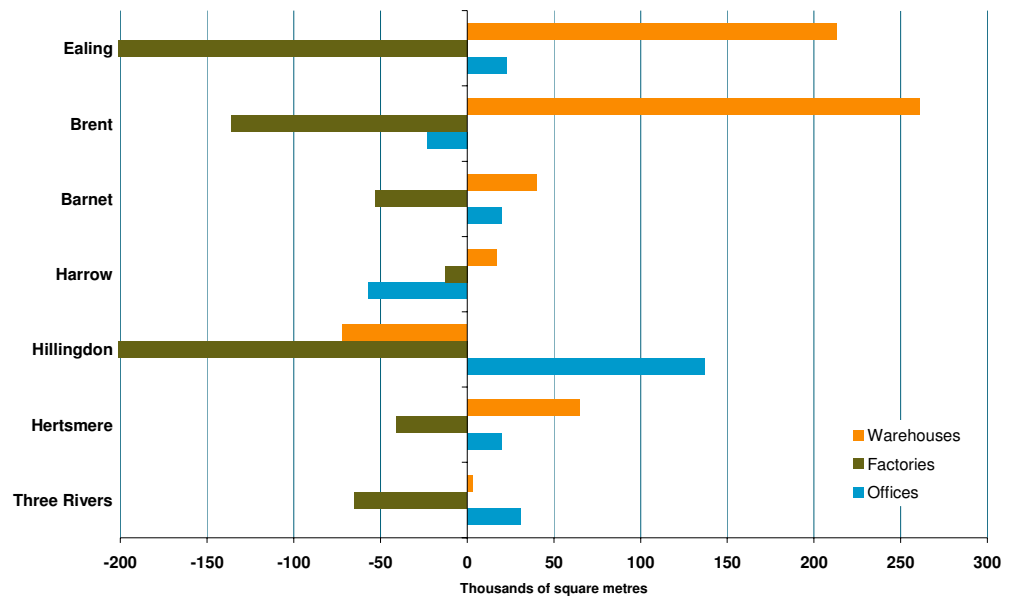
Table 4.1 Percentage Change in Commercial Floorspace, 1998-2008

Borough	Offices	Factories	Warehouses
Three Rivers	23%	-50%	3%
Hertsmere	12%	-23%	35%
Hillingdon	21%	-83%	-8%
Harrow	-21%	-6%	13%
Barnet	6%	-32%	14%
Brent	-11%	-27%	28%
Ealing	6%	-42%	16%

Source: VOA/NLP analysis

4.6 However, in absolute terms, the loss in factory space was actually smaller than all surrounding districts (Figure 4.2).

Figure 4.2 Change in Commercial Floorspace 1998-2008



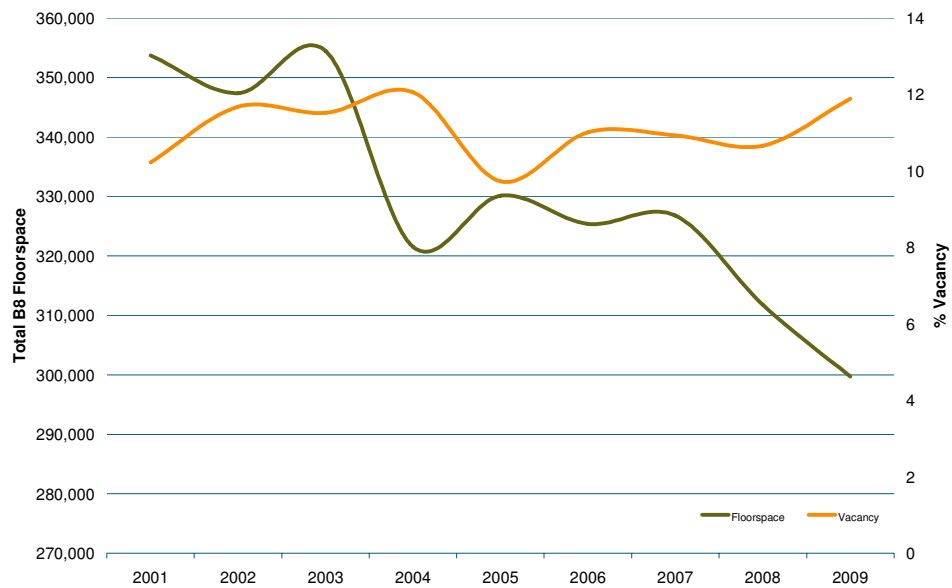
Source: VOA/NLP analysis

Property Availability/Vacancy Levels

4.7

Data compiled through the Harrow Annual Monitoring Report indicates that office vacancy rates have remained stable in recent years at around 10-12%, albeit the overall stock of floorspace has dropped markedly since 2007, and has been in longer term decline since at least 2003, as shown in Figure 4.3.

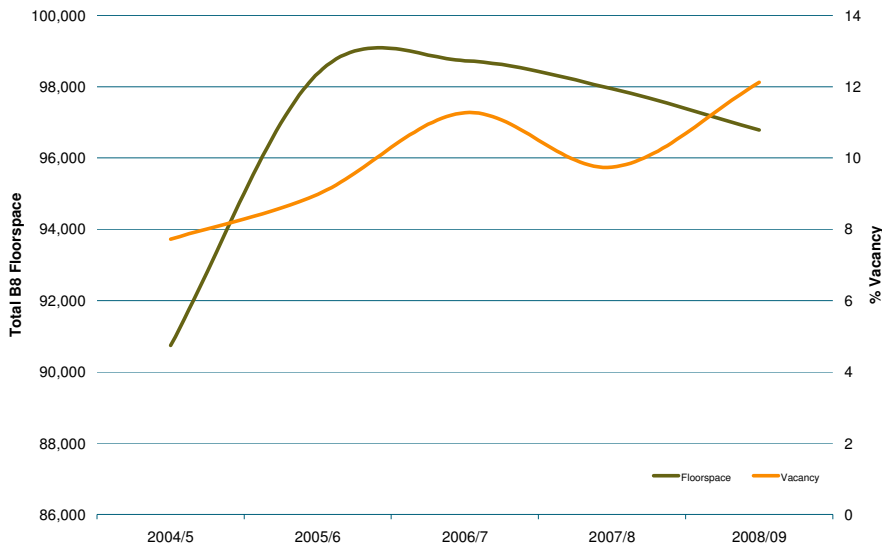
Figure 4.3 Office Floorspace and Vacancy



Source: LB Harrow Annual Monitoring Report 2007/08

4.8 For storage and warehousing uses, the latest monitoring data indicates there has been a 6% increase in the amount of floorspace in the Borough since 2004/05 (Figure 4.4). Vacancy rates have been gradually increasing (except in 2007/08), although are close to the average in normal market conditions.

Figure 4.4 Storage & Distribution Floorspace and Vacancy



Source: LB Harrow AMR

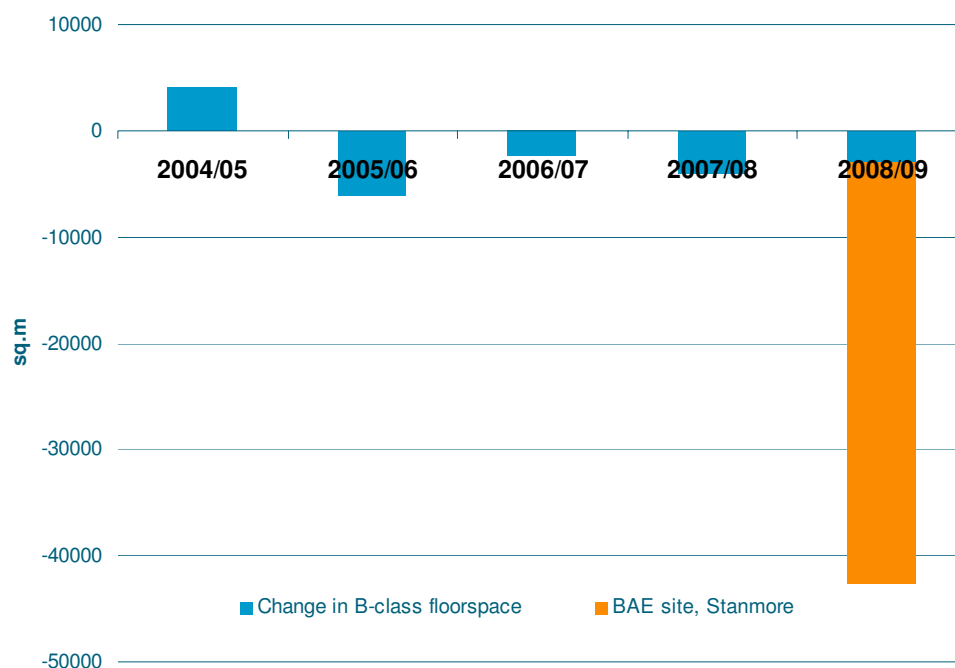
Emerging Supply of Employment Space

4.9 There is very little emerging supply of employment space within the Borough. Council monitoring data indicates there was 1.4 ha of land with planning permission available for B-class development in April 2008. This comprised 1.3 ha of land currently in B-class use with permission for redevelopment and 0.1 ha of land with permission for B-class development which is not currently in that use. The majority of this supply (0.8 ha) is for B1(a) office development. No detailed breakdown of what types of development and where they are located is available.

Losses

4.10 Council monitoring data indicates that there has been a net loss of B-class floorspace within Harrow in recent years, amounting to an overall loss of 55,168 m² over the last four years (Figure 4.5). Annual losses of employment land have generally been relatively small-scale in Harrow, the only notable exception being in 2008/09 when redevelopment of the BAE Systems site in Stanmore for housing was allowed on appeal resulting in the significant loss of 39,778 m².

Figure 4.5 Net Development of B-class Floorspace in Harrow, 2004-08



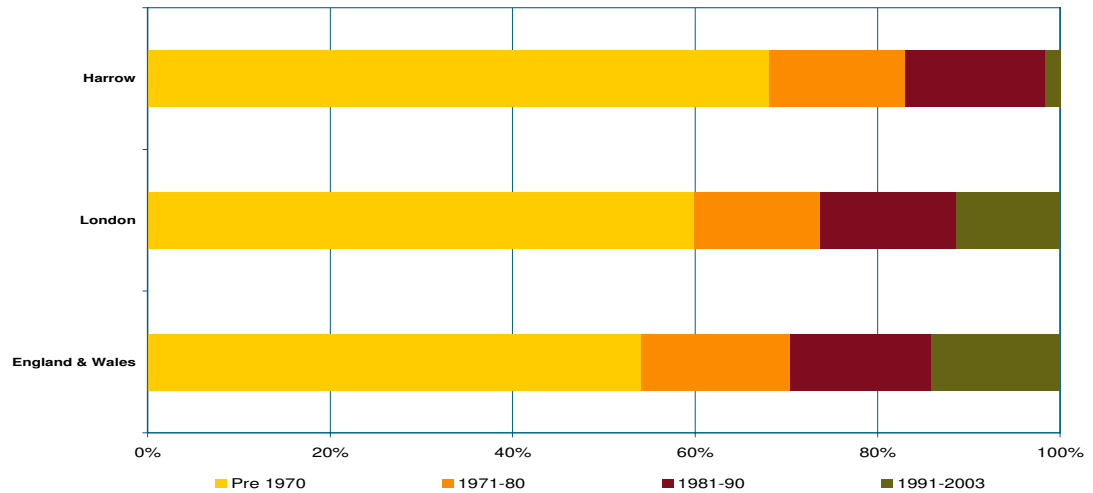
Source: LB Harrow AMR

Industrial Market

Supply

- 4.11 Most of Harrow's industrial stock is small in scale and situated on industrial estates, often situated in suburban locations and therefore closely surrounded by residential property. The small and often dispersed nature of these estates means that there are no locations with a particularly high level of critical mass other than the large single-occupier sites such as Kodak. This lack of critical mass means that the Borough lacks an identifiable or recognised industrial product which can be marketed.
- 4.12 The vast bulk of supply is of small units around 1,000 m² in size with little stock being above this threshold. In addition, the Borough's industrial stock is rather dated, with around two-thirds dating from before 1970, a significantly higher proportion than found in London as a whole, and nationally (Figure 4.6).
- 4.13 In general terms, Stanmore has a good supply of small industrial space but there is a much more limited supply in the centre of the Borough. Across the Borough, the low levels of vacancy and lack of new supply is considered to be a restraint on the market.

Figure 4.6 Age of Industrial Stock



Source: VOA/ODPM

Demand

- 4.14 Local agents considered there to be strong locally-generated demand in the Borough for smaller industrial/warehousing units up to around 500 m² in size. This demand is primarily driven by the strong entrepreneurial culture, particularly amongst the local ethnic population, with many trading businesses being set up and expanded within the Borough which require storage space.
- 4.15 The vast majority of demand is locally generated with very few requirements arising from more regional inward investment markets. In general, these local businesses prefer to own such property freehold, although there is also demand for space which can be rented flexibly on easy-in, easy-out licences.
- 4.16 Vacancy rates in industrial estates are in general very low, despite the often poor quality of the stock indicating generally buoyant demand for small industrial premises. In November 2009, there was only 12,600 m² of industrial space advertised as available within the Borough, including a number of larger units at Waverley Industrial Park in Wealdstone.¹¹ This was equivalent to a vacancy rate of about 3%.
- 4.17 Harrow is not regarded as a major distribution location or one which is suited to larger industrial uses despite a legacy of some manufacturers such as Kodak. Demand for larger distribution and industrial space is focused away from Harrow, generally preferring locations closer or with more direct access than Harrow to strategic routes such as the M25 or the A40. As a result, Brent, Ealing and Hillingdon are much more popular distribution locations. Constrained local road access to many of Harrow's main employment locations through residential areas compound these disadvantages.

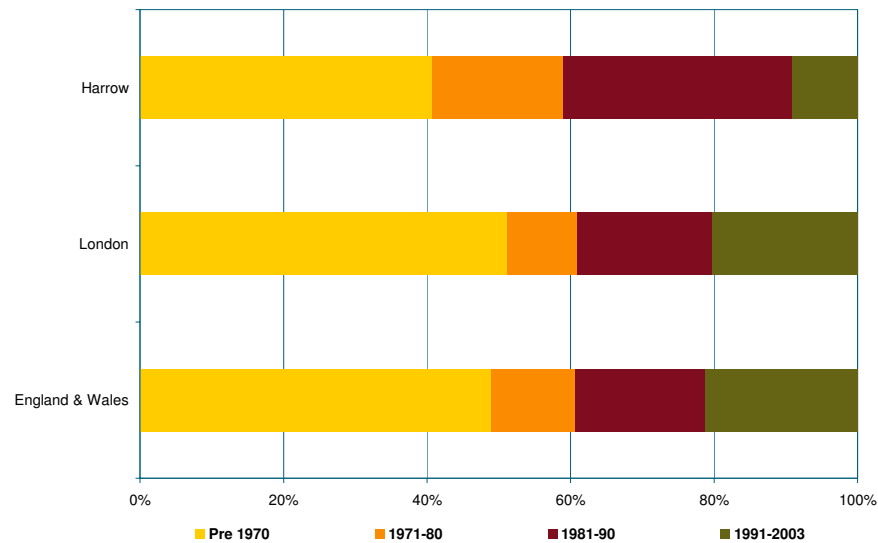
¹¹ Based on EGi Property Link industrial availability database

Office Market

Supply

4.18 As with industrial space, the vast majority of office stock within Harrow is now rather dated and there is a lack of modern, high specification space. As Figure 4.7 shows, there were high rates of office development in the 1970s and 80s but a very limited amount has been developed since.

Figure 4.7 Age of Office Stock



Source: VOA/ODPM

4.19 Many of the large office buildings were developed around this time for public and private-sector single occupiers and have since proved extremely difficult to let, even following refurbishment. Many suffer from a poor specification, difficult sub-division to smaller-scale space, low levels of car parking and a poor external image and as a result office vacancy is concentrated in these buildings.

4.20 Unlike industrial property, much of the Borough's office space is concentrated in fewer locations in Harrow town centre and along Northolt Road, which include the largest floorplate office accommodation. Other parts of the Borough provide some limited office supply concentrated in smaller premises.

4.21 There is also a large and generally good quality supply of managed / start-up office space within the Borough. Examples include Evans House in Pinner and the Kingshott Business Centre in Harrow, whilst the recently opened Avanta serviced business centre above Harrow-on-the-Hill station provides over 4,000 m² of available space. Agents now believe that this market segment is well provided for.

Demand

- 4.22 Local agents indicated that the vast majority of demand for office space in the Borough is for smaller-scale space up to around 500 m² in size. Demand has generally been steady in this size band in recent years although as with most segments of the market demand has declined significantly in the recession, with many firms previously occupying space either going into administration or moving back into home working arrangements.
- 4.23 However, some of the more modern, larger floorplate office space in close proximity to Harrow-on-the-Hill station (e.g. the Hygeia building) has been seen a reasonable level of demand from firms looking to relocate HQ or back office functions from locations in the West End or City of London which are up to five times more expensive per square foot. This demand is driven primarily by the fast journey times to Central London on the Metropolitan Tube Line and accessibility to a large, well skilled and relatively cheap workforce (by London standards) in the Borough. The locality of Harrow and Wealdstone station was considered to be a potential secondary location for such space although it lacks critical mass at present, but does offer convenient rail connections. Accessibility is considered to be significantly worse from other stations which makes Harrow town centre, and to a lesser extent Harrow and Wealdstone and at Northolt Road, the only locations in the borough which can realistically cater for this type of demand.
- 4.24 Notwithstanding this, the majority of office occupiers looking for larger amounts of space in Outer London tend to search in the larger centres of Uxbridge and Watford which, despite being more expensive than Harrow, retain a considerable cost advantage over Central London locations. Both of these centres have a significant critical mass of larger and, significantly, more modern office space. Crucially, these locations also benefit from more direct road access via the M25 and tend to have higher levels of car parking which is much in demand from occupiers.
- 4.25 In the past there has been significant demand for small units available for freehold purchase, such as those at Harrovia Business Village although there are doubts about whether this will continue in the future given the changes to pension legislation which was previously a motivating factor in the purchase of such units. While there is now a reasonable supply of starter / managed office space, the more general small-medium freehold office segment is generally perceived to be in short supply in the Borough at present.
- 4.26 In November 2009, there was some 38,500 m² of office space advertised as available within the Borough. The largest concentration of vacant space was at Hygeia (College Road) and Eaton House and Townsend House (both Northolt Road). This was equivalent to a vacancy rate of about 18%, but to some extent reflected depressed overall market conditions at that time.¹²

¹² Based on EGI Property Link office availability database

- 4.27 Overall, however, local agents did not perceived sufficient office demand in Harrow in order to fill all the currently vacant space, even if more buoyant economic conditions were to return in the near future. Whilst demand may be higher if some of the older stock were to be redeveloped to a higher specification, there is little evidence of rental levels being sufficiently high to encourage developers to do this.

Rental Levels

- 4.28 Office rents within the Borough vary between about £10/ft² and £18/ft². The highest rents in this range are achieved by the most modern space in close proximity to Harrow-on-the-Hill station, although levels approaching this can also be achieved by smaller, freehold premises in areas of limited supply such as Stanmore. Older buildings in Harrow town centre, albeit still with a reasonable specification tend to achieve around £12-14/ft² whilst more peripheral parts of the Borough will only achieve about £10/ft². In comparison, rents of £20-25/m² are usually achieved by modern space in Uxbridge and Watford town centres.
- 4.29 For industrial property, rents are typically between £6/ft² and £8/ft² in Harrow. This level is generally lower than Watford (£9/ft²) and the A40 corridor in west London (£9-10/ft²) although the differential is rarely enough to justify the movement of firms, this being more dependant on local customer bases and labour supply.

Gaps in the Property Portfolio

- 4.30 Most property types for which there is demand in the Borough are well provided for with oversupply becoming a problem in some sections of the market. However, those agents interviewed did perceive there could be potential for an improved supply of the following types of property:
- small, high quality freehold offices similar to those at Harrovia Business Village;
 - some medium-sized, high quality office space close to Harrow-on-the-Hill that could help diversify the Borough's office product and be marketed to attract larger office occupiers; and
 - modern small industrial units, particularly in Central Harrow, where supply is currently more restricted.

Potential Future Growth

- 4.31 Those local agents interviewed did not consider there to be any factors which were likely to significantly change the commercial property market in Harrow in the next 20 years and there are no significant transport proposals which could alter the accessibility of the Borough. However, it is also important to recognise that to varying extents, Harrow forms part of the wider London market

and that developments in adjoining areas will impact the Borough's future demand levels. For example, Wembley which lies immediately adjacent to the southern border of the Borough and where major office development is currently in the pipeline could increasingly compete with both Harrow town centre and the Northolt Road office area for occupiers. Further afield, the Brent Cross–Cricklewood area is the focus of significant new development and regeneration, where outline planning permission was recently granted to include 460,000 sq.m of B1-B8 floorspace, including a new office district and significant new transport improvements, and could have a major effect on the North West London property market more generally in future years.¹³

- 4.32 The main opportunity for future growth of the commercial property stock in Harrow was perceived to be the Kodak site which lies in a good location close to the mainline station and could accommodate a wide range of commercial property types.

Conclusions

- 4.33 Harrow contains a wide range of employment premises with a relatively even split by floorspace, offices and warehousing and overall a relatively modest supply of floorspace with less office and warehousing space than the surrounding London Boroughs. Over the last decade, Harrow has lost factory and office space whilst seeing modest growth in warehousing. Vacancy rates for industrial space are very low at around 3%, but are considerably higher (18%) for office accommodation.
- 4.34 Much of the office stock is old in comparison to London and national averages and there is a general over-supply of large, older office space, particularly in Harrow town centre. This, in part, explains why office vacancy levels are therefore high. Modern office premises are not being provided by the market due to low rental levels. This partly reflects that most office demand is locally generated and is for small units, with very limited interest from larger office occupiers who tend to be attracted to competing centres such as Watford and Uxbridge which provide a better supply of modern office accommodation, more established locations, and also have more direct access to strategic road routes than Harrow does.
- 4.35 Harrow is not a major industrial or warehousing location due to its relatively poor access to the strategic road network and constrained sites. As with offices, most demand is locally generated and is for small units, with strategic needs tending to locate in more established and accessible locations such as Park Royal where greater critical mass and incentive for investment exists. However, the localised industrial demand that does exist appears reasonably strong and there are very low vacancy rates in the majority of the Borough's industrial estates despite relatively old premises and the proximity of residential dwellings in some cases.

¹³ Barnet Council resolved to grant planning permission for the Brent Cross-Cricklewood project in November 2009, expected to create up to 27,000 jobs.

4.36

In addition to a perceived under-supply of high-quality modern office space, there are also shortages of small, modern freehold offices and small modern industrial units in the Borough.

5.0 **Review of Current and Potential Employment Sites**

- 5.1 This section assesses the characteristics and quality of existing and allocated employment sites in Harrow and their suitability to meet future employment development needs. This assessment is based on sites identified by the Council, each inspected and assessed by NLP. Locations of these sites are shown on Plan 5.1. A total of 28 developed, allocated and potential employment sites have been assessed, amounting to 70.5 ha in total area. These sites comprise a sample of the main employment sites and allocations, as agreed with Harrow Borough Council, but do not include every employment site in the Borough.
- 5.2 An assessment was made on each site's suitability for employment use by scoring against the criteria listed below, which reflect those in the ODPM Guidance on Employment Land Reviews, and are detailed further in Appendix 2:
- 1 strategic and local road access;
 - 2 accessibility to public transport and services;
 - 3 compatibility of adjoining uses;
 - 4 internal environment, including the quality and condition of existing buildings;
 - 5 site size and potential development constraints; and
 - 6 attractiveness to the market, including vacancy and market activity on sites.
- 5.3 Each site was assessed against these criteria and, for each factor, given a score between 1 (poor) and 5 (best). This information and scoring for each site, along with comments to explain the score achieved, can be found on sheets for each individual site contained in Appendix 3.
- 5.4 Overall scores for each site were then totalled and used to rank sites within each sub-area of the district. In addition, the types of uses for which each site was considered most suitable, and any constraints on delivering them, were noted. It should be noted that the site areas referred to in the table are total site areas; clearly in certain instances, i.e. where a site will be developed for mixed use with a non-employment land component, the available employment land will be considerably less than the gross figure.
- 5.5 Although these site rankings give a good indication of site quality and suitability, other considerations will also need to be taken into account in identifying a portfolio of sites such as their potential for a particular type of use and deliverability/timescale factors. In addition, not all businesses require a site which performs well on all these criteria, for example meeting rural/local

needs. A broader commentary is therefore provided on each site to supplement the formal scoring exercise.

5.6 The following sections consider the sites in the Borough’s main geographical locations: the Proposed Harrow and Wealdstone Intensification Area, South Harrow, Stanmore, Edgware and Rayner’s Lane. It should further be noted that the site assessment process looks solely at the potential for new employment floorspace on each site where reasonable opportunity exists, whereas in reality some may be developed for mixed-use.

Overview of Sites

5.7 The broad location of employment sites in the Borough assessed as part of this study are illustrated in Table 5.1. This indicates that a high concentration of employment land lies within the proposed Harrow and Wealdstone Intensification Area (70.5% of land supply), followed by Stanmore (12%) and South Harrow (11%).

Table 5.1 Employment Sites by Broad Location

Location	Number of Sites	Total Site Area (ha)	% of Total Site Area
Intensification Area	18	49.7	70.5%
South Harrow	4	7.8	11%
Stanmore	2	8.8	12%
Edgware	2	1.8	3%
Harrow Weald	1	1.4	2%
Rayners Lane	1	1.0	1%
Total	28	70.5	100%

5.8 Table 5.2 provides an indication of the range of employment sites assessed by type. This shows that warehousing, light industrial and office sites account for the largest proportion of employment land (36%) followed by manufacturing sites (25%) including the Kodak Manufacturing site.

Table 5.2 Employment Sites by Type

Type	Number of Sites	Total Site Area	% of Total Site Area
Established office sites	7	14.0	17
Warehouse/distribution	7	8.4	12
Mixed office/	9		36
Council depot	1	3.1	4
Light industrial	1	1.2	2
Total	28	70.5	100%

5.9 Individual sites are considered in the following sections, with reference numbers and site areas indicated in brackets.

Proposed Harrow and Wealdstone Intensification Area

- 5.10 **The Crystal Centre [5]** (2.2 ha) is a medium-sized industrial and warehousing estate located to the east of Harrow Town Centre. Access to the site via Elmgrove Road is reasonable, although is shared with residential traffic and has on-street parking. The site is situated close to residential areas, but is self-contained with its own access road (Crystal Way), and borders the adjacent Hawthorn Centre industrial estate. A significant number of the existing units (almost 50%) are vacant, and while the existing units are of average condition there is currently evidence of fly tipping and a generally poor quality environment. Overall its current market attractiveness and poor environmental quality weigh against this site, exhibiting one of the highest concentrations of vacant industrial space in the Borough. On other criteria, the site does score reasonably, and therefore offers scope for upgrading and renewal to improve its overall performance and contribution to meeting future needs.
- 5.11 **The Hawthorn Centre [6]** (0.9ha) is a small industrial estate located adjacent to the Crystal Centre site. It is bounded by the mainline railway line to the east. Local road access is via Elmgrove Road, shared with residential traffic and on-street parking, although the site itself has good parking provision and delivery space. The existing buildings are in good condition with low vacancy, although overall the site is a low profile location. Overall, this is an average quality industrial site which appears to meet the requirements of existing occupiers.
- 5.12 **Marlborough Hill and Phoenix Industrial Estate [9]** (2.6 ha) comprises a mixed office, general industrial and warehousing site on the edge of Wealdstone. It is a constrained site of irregular shape, bounded by residential to the south and west and railway line to the north east. Part of the site is a high quality, attractive 1990s office building occupied by Health Aid, with associated

distribution space, accessed from Marlborough Hill/Ferndale Terrace. The remainder of the site accessed from Rosslyn Crescent comprises smaller, older industrial premises. These are generally in poor condition, but fully occupied and well utilised. A small office building known as 'The Pavillion' also forms part of the site. Taken together, this is a constrained site which wraps around residential areas, and access to the industrial estate via Rosslyn Crescent is particularly poor. However, the site is fully occupied, and the site generally performs fairly well to meet local needs.

Figure 5.1 Office development at Marlborough Hill



- 5.13 **Harrow Council Central Depot [24]** (3.1 ha) is currently in use as a recycling facility with large areas of open storage, parking and some small-scale Council depot/office uses. The site is bounded by the mainline railway line to the south-west, the Christchurch industrial centre to the north and residential areas to the east. There are few low-quality existing buildings on the site, and the overall environment is poor. The site is currently accessed from Forward Drive, shared with the Christchurch site. Overall, this is currently a lower quality employment site, but if the existing Council activities were to be relocated or consolidated, then the site could offer some potential for intensification on the areas of open land, taking account of adjoining residential uses and constrained local road access.
- 5.14 **Neptune Road Industrial Estate [22]** (1.8 ha) is a good quality warehouse site located close to the edge of Harrow town centre in close proximity to local services and public transport routes. A self-contained, fully developed site, it comprises warehouse and storage uses with some trade counters, in older buildings which have been sub-divided. The buildings are in reasonable condition relative to the needs of their existing occupiers. The site's main constrain is that its local road access is shared with residential properties and a busy junction onto Pinner Road, although the site does operate an internal one-way system. Overall, with the exception of this, the site performs well against a number of the assessment criteria, reflected by its high occupancy rate.

- 5.15 **Harrovian Business Village [23]** (0.7 ha) is a small, fully developed, high quality office development on the edge of Harrow town centre, within 10-15 minutes walking distance of local services and public transport, as well as good local road access. The site adjoins residential properties, including a designated Conservation Area to the east, but is generally self-contained. It benefits from a well-maintained environment, with the majority of the units let to small office occupiers and a low vacancy rate. Refurbishment of the few vacant units indicates that the site is in strong demand. One disadvantage is the apparent shortage of car parking provision and circulation space within the site. However, overall, this is a good quality employment site suited to its existing small-scale B1 use on the edge of the town centre.

Figure 5.2 Harrovian Business Village



- 5.16 **Harrow Council Civic Centre [25]** (4.6ha) is a large, self-contained site comprising the main offices for London Borough of Harrow and reference library facilities, in a high profile location fronting onto the A409. It is located outside of Harrow Town Centre, but is close to Wealdstone and benefits from good local access to public transport connections and other local services. The site includes a significant amount of open car parking, some of which could be redeveloped to accommodate more intensive employment uses. Although currently not allocated, no restrictive designations apply and there are no obvious development constraints. Overall, this has the potential to be a high quality employment site that performs well against the site assessment criteria, and one of the few sites within the Borough with significant potential for future redevelopment or intensification.
- 5.17 **76-132 College Road [27]** (0.7 ha) comprises a number of small 3-4 storey office buildings along College Road on the edge of Harrow town centre. The majority of the buildings date from the 1970/80s, are of average quality, but generally dated in appearance particularly in the context of newer office accommodation located nearby. About 20% of the accommodation appears to be vacant, and it is less clear how well this older office space meets modern occupier needs. However, the site scores highly given its proximity to local

services and public transport connections, and some off-street parking is provided to the rear. Overall, reflecting its town centre location this is considered to be a reasonably good quality employment site capable of meeting small-scale office needs seeking a town centre location. However, there is potential for some upgrading or refurbishment of the existing accommodation, or even for new space to be provided as part of a mixed-use development.

Figure 5.3 Small office units, College Road



- 5.18 **Equitable House, Lyon House, Congress House and Signal House [28]** (1.8 ha) comprises a collection of large 1960/70s office blocks in Harrow Town Centre, located on either side of Lyon Road. This is a fully developed, high profile B1 employment site, with a significant amount of on-site car parking and in close proximity to local services in Harrow town centre. While reasonably maintained, some of the existing buildings are dated in appearance and may require upgrading or renewal in the near future. The existing office leases in these buildings expire in 2010, and Equitable House is subject to an outstanding planning permission for part change of use to 32 residential units, retaining 1,920 sq.m of office accommodation. As a town centre office site, this is one of the highest scoring employment sites within the Borough that performs well against the majority of the site assessment criteria. While renewal should be encouraged, wholesale loss to other uses should be resisted.
- 5.19 **Barrett Way Industrial Estate [1]** (0.9 ha) is a small site containing warehousing and distribution uses. Proximity to local services in Wealdstone is reasonable, but local road access via Tudor Road passing through residential areas and is constrained via a width restriction for HGVs. The quality of the employment space is average with a number of the units currently vacant. Overall this is an average quality employment site with some constraints, which competes to some extent with the adjacent Whitefriars Industrial Estate and also smaller units provided at Tudor Enterprise Park.
- 5.20 **Christchurch Industrial Centre [2]** (3.9 ha) is divided by Masons Avenue and in essence functions as two small industrial/warehousing sites approximately

0.75km from the town centre. Both sites lie immediately adjacent to residential areas. The northern site comprises small units with a mix of lower quality operators with limited car parking provision and access is from a busy residential route. Any redevelopment of this part site would need to address potential flood risk issues, and take into account adjoining residential properties. The southern half of the site is a single operator use, with generally good quality buildings and on-site security provision. Access to this part of the site is via Forward Drive shared with the Council Depot site. Overall, the site is an average employment site with a mix of operators and users, but the northern part of the site is more constrained.

- 5.21 **Tudor Enterprise Park [3]** (0.2 ha) is a very small warehousing and storage site with some trade counters on the edge of Wealdstone town centre. It is located between two other employment sites - Barrett Way Industrial Estate and the Former British Rail Goods Yard. As with Barrett Way, access to the site is via a residential road subject to heavy traffic and there is limited car parking provision on-site. The existing units are small in size, but generally perform well as there are few vacancies on site and are in average condition. Overall this is an average employment site constrained by its access and size but appears to be meeting the needs of existing users.
- 5.22 **Colart Fine Art and Graphics [4]** (2.4 ha) is a medium-sized single-occupier manufacturing, office and distribution facility situated in a suburban area close to Harrow & Wealdstone train station and Wealdstone High Street and thus offers good access to services and public transport. However, residential properties surround the site tightly on all sides which could be incompatible with on-going industrial use, and a secondary school is located directly to the north of the site. The site also suffers from restricted local road access, a low profile and an irregular shape. If this poor quality employment site were to be vacated by its current occupiers, it could have some potential for B1 redevelopment, taking account of the constraints that apply to this site.
- 5.23 The **Kodak Site [7]** (15.2 ha) is a large single-occupier manufacturing facility, identified as a Strategic Industrial Location in the London Plan. The site lies close to Harrow & Wealdstone train station and Wealdstone High Street and thus offers good access to services and transport. The Kodak operations on the site are consolidating, and the site now has some surplus areas which have been cleared and are currently being marketed for open storage. It is understood that surplus areas at the south of the site (about 5 ha) will be promoted for development in the near future.¹⁴ Residential uses adjoin the site on three sides which could present some constraints to potential future development, although the fourth side adjoins an industrial estate. The site's generally poor strategic road access means that it is less suited to large-scale employment uses but it offers potential to accommodate a range of smaller industrial and / or office users due to its proximity to public transport connections and local services. Overall, this is a high scoring average quality

¹⁴ Land Securities have entered into a development agreement with Kodak for the southern portion of the site.

employment site which offers capacity which could provide for a range of potential employment uses.

- 5.24 **Palmerston Road/Oxford Road Industrial Estate [8]** (3.7 ha) is a large, fully developed site comprising warehousing, offices, industrial and some retail uses in a range of building types. The buildings are in reasonable condition, and vacancy levels appear low. The main disadvantage of the site is its irregular shape restricted by its surrounding residential use and limited on-site car parking provision. However, the majority of the site is occupied and vacancy is low, and the site benefits from access to the main routes (A409) into Harrow and Wealdstone and close proximity to local services and public transport. Overall, this is an average quality site which appears to be functioning well to meet local needs.
- 5.25 **Waverley Industrial Estate [10]** (3.2 ha) is one of the larger industrial warehousing and distribution and office sites in Wealdstone, located on Hailsham Drive. The majority of the site is in good condition with a range of high quality occupants including Tchibo Coffee International and Racal Acoustics. It meets a number of criteria in respect of its location to the town centre, car parking provision and local road access. As such, vacancy rates are generally low, although a unit formerly occupied by Mercedes-Benz was advertised to let at the time of the site assessment. Overall this is one of the higher quality employment sites in the Borough which scores well against the majority of the assessment criteria.
- 5.26 **Former British Rail Goods Yard [12]** (0.8 ha) is a small, narrow site located between the mainline railway line and a residential on the edge of Wealdstone town centre. The site benefits from close proximity to local services and public transport, however it suffers from congested local road access. The majority of the site is in open storage use for construction machinery/vehicles and containers. The overall environmental quality and appearance is poor, and the site may present some amenity issues for nearby residential properties. However the southern part of the site has recently been redeveloped with a new business and light industrial building demonstrating recent investment on the site. Overall, reflecting the constrained nature of the site, it scores relatively low but appears to be meeting the needs of its current users.
- 5.27 **Whitefriars Industrial Estate [11]** (1.0 ha) is a regular shaped 1980s industrial/warehouse estate on the edge of Wealdstone town centre approximately 1km from town centre uses. The site comprises small units in good condition, and vacancy is low. Change of use of a unit from industrial to Class D1 engineering skills and training use was recently approved. Like other sites on Tudor Road it suffers from local road access restrictions but has adequate provision of on-site car parking. Although the site does not perform well against some site assessment criteria, vacancy is low and the site appears to meet local need for its current occupiers for low cost units.

Figure 5.4 Whitefriars Industrial Estate



South Harrow

- 5.28 The **Industrial Use Railway Arches [15]** (0.2 ha) comprises a series of workshops and car repair services located within railway arches. The main disadvantage of the site is its restricted site access, in part due to on-street parking and the narrow access road. Approximately a quarter of the units were vacant at the time of the assessment, and the overall condition of many of the units is poor. Overall, while the site scores poorly against most conventional site assessment criteria, it does appear to perform an important function in the local economy to provide low cost, low quality space for car repair and workshop activities unlikely to be provided by the market in new-build developments. There may however be scope to improve the existing access and parking arrangements, and to encourage some refurbishment of the existing accommodation.
- 5.29 The **Business Use Railway Arches [16]** (0.2 ha) comprises a number of recently refurbished office and studio units located underneath railway arches. The site is in close proximity to local services and transport, but is located adjacent to residential uses including the recent housing development on part of the Brember Road Industrial Estate. The units were vacant at the time of the assessment reflecting recent completion, so it is difficult to assess their market attractiveness. Overall, the site is of average quality and provides one of the few examples of modern small office/studio accommodation in the Borough.
- 5.30 **Brember Road Industrial Estate [20]** (2.2 ha) is an industrial and warehousing site which has been partly redeveloped for residential use. The remaining industrial occupants are generally low quality, although the majority of units are occupied. The site benefits from its proximity to local services but is constrained by its irregular shape and poor local road site access via a dead-end residential road (Stanley Road). In addition, the existing buildings are of only poor to average quality, and a hazardous substances tank is located within the estate. Overall, this is an average quality employment site, limited by its local road access, shape and surrounding residential areas.

Figure 5.5 Business Use Railway Arches, Brember Road



5.31

The **Northolt Road office area [19]** (4.0 ha) refers to ribbon office development along Northolt Road, split into parts. The northern part of the site is a mix of new build residential, existing community uses (e.g. police station) but now only limited office accommodation. The southern part forms a more contiguous office development, comprising at least six individual buildings dating from the 1970-90s, including the Bovis Lend Lease headquarters building. These buildings are generally in good condition, but vacancy levels are high. This location scores highly due to its close proximity to local services including a Waitrose supermarket and public transport links. Overall, this site is one of the highest scoring employment sites in the Borough reflecting its location and strong sustainability credentials, although in market terms appears to be under-performing with high levels of vacancy and is under pressure from other uses.

Figure 5.6 Bovis Lend Lease, Northolt Road office area



Stanmore

5.32

Honeypot Lane/Dalston Gardens [13] (3.0 ha) is a regular shaped, fully developed site bounded by a residential on three sides and its main access route the A4140 Honeypot Lane on the other. The site is generally of poor quality environment, with a mix of pre-1970s offices, warehousing and

distribution and retail uses of low quality operators. The largest unit, once occupied by BMW car dealership is now vacant as are a number of other units on the site, with a general lack of investment apparent. The key constraints are limited car parking provision and its incompatibility with surrounding residential uses. Overall, the site does not score well against a number of the assessment criteria including proximity to surrounding uses, access and quality of buildings.

Figure 5.7 Honeypot Lane/Dalston Gardens



5.33

Honeypot Business Centre, Parr Road/Garland Road [14] (5.8 ha) is the second largest employment site within the Borough consisting mainly of warehousing and industrial uses along with an office building and some trade counter uses on the A4140 Honeypot Lane. It forms part of the Honeypot Lane preferred industrial location identified in the London Plan. The key advantage of the site is its location and proximity to strategic access routes and general size of the site. However internal access is restricted, subject to heavy HGV use and limited on-site parking. Although the environment is poor, and buildings are of adequate quality, there are some higher quality operators including Royal Mail and Safestore. The site is identified as being at risk of flooding. Overall, despite the quality of environment and access constraints, the site generally performs well with some high quality users but mainly meets lower quality local need.

Edgware

5.34

Ballard Mews, Edgware Road [17] (0.7 ha) is a small mixed-use site comprising some offices and ground floor retail uses. Reasonable quality at the front of the site gives way to small poor quality industrial units for car repair and servicing to the rear. The key benefit of the site is its proximity to local services in Edgware town centre and transport links including a bus stop outside the site. However it has a number of disadvantages including an irregular shape, poor quality environment, limited internal access route and parking provision. This is reflected in the low quality operators and vacancy of the office floorspace. Overall, this is a lower ranking employment site.

5.35 **Spring Villa Park [18]** (1.1 ha) is a small office site situated on the edge of Harrow Borough within 500m of Edgware town centre services including shopping centre and local bus and underground services. The majority of the site is fully occupied with high quality and attractive surroundings including well maintained landscaping and security provision. Sufficient car parking for offices is provided within the site, particularly given its good access to public transport. The site is allocated for business use but is identified as an area of flood risk. The site performs well against the assessment criteria, with its low vacancy rate indicating that it meets local office requirements.

Harrow Weald

5.36 **Chantry Place [21]** (1.4ha) is a small industrial site located on the northern edge of Harrow Weald. The is bounded by the mainline railway line along it's western edge, and is in close proximity to residential areas immediately to the north and east. However, the site is reasonably self-contained with its own internal estate road, with good access from Headstone Lane via Chantry Place. The largest unit on the site is modern and occupied by a self-storage company, with other occupiers including the headquarters of APT Controls Group as well as a number of other smaller industrial and distribution occupiers. The units are generally in good condition, and vacancy appears to be low, with no obvious opportunities for additional development. Some local services are available on Headstone Lane, which is well served by bus routes. Overall, this is a good quality employment site that performs well against the site assessment criteria.

Rayners Lane

5.37 **Imperial Drive [26]** (1.0 ha) comprises a number of offices and Regent College education uses developed either side of Imperial Drive (A4090). The key advantages of the location are its proximity to local services in Rayners Lane with good local road access and public transport links. The offices are in reasonable condition; with higher quality occupiers including Ladbrokes. However, the site currently shows evidence of available office space and is, in part restricted by level changes for access and proximity to residential uses. Overall this is an average office employment site which is performing reasonably well.

Figure 5.8 Imperial Drive



Overall Ranking of Sites

- 5.38 Table 5.3 shows the relative ranking and quality of the site assessed. It should be emphasised that these rankings and categorisations are purely indicative to provide an estimation of the overall quality of sites. Sites indicated as ‘poor’ are not automatically candidates for release to other uses.
- 5.39 The assessment process confirms that the majority of the sites are of average quality with only a few higher quality sites. However, the majority of the lower quality sites appear to be performing well to meet local needs. Reflecting the geography of a London borough, many of the higher scoring sites are those close to Harrow town centre and other district centres, while many of the poorer quality sites are characterised by constrained local road access and proximity to residential areas. However, from the assessment, the majority of sites appeared to be functioning and meeting local needs at some level, with no clear examples of sites no longer fit for purpose.

Table 5.3 Ranking of Employment Sites

Site Name (Ref)	Location	Size (ha)	Potential Uses	Score (out of 30)	Rank
Equitable House, Lyon House, Congress House, and Signal House (28)	Harrow	1.8	B1 (a)	23	Good quality
Northolt Road office area (23)	South Harrow	4.1	B1 (a)	23	
Waverley Industrial Estate (10)	Wealdstone	3.2	B1, B2, B8	22	
76-132 College Road (22)	Harrow	0.7	B1 (a)	22	
Harrow Civic Centre site (21)	Harrow	4.6	B1 (a)	22	
Chantry Place (21)	Harrow Weald	1.4	B1, B2, B8	21	
Spring Villa Park (18)	Edgware	1.1	B1 (a)	21	
Kodak Manufacturing Plant (7)	Wealdstone	15.2	B1, B2, B8	20	
Harrovia Business Village (23)	Harrow	0.7	Offices	20	
Christchurch Industrial Centre (2)	Wealdstone	3.9	B1, B2, B8	19	
The Hawthorn Centre (6)	Harrow	0.9	B1, B2, B8	19	
Various offices, Imperial Drive (26)	Rayners Lane	1.0	B1 (a)	19	
Neptune Road Industrial Estate (22)	Harrow	1.8	B1, B2, B8	19	
Honeypot Business Centre/Parr Road (14)	Stanmore	5.8	B1, B2, B8	18	
Palmerston Road/Oxford Road Industrial Estate (8)	Wealdstone	3.7	B1, B2, B8	18	
Whitefriars Industrial Estate (11)	Wealdstone	1.0	B1, B2, B8	18	
Business Railway Arches, 9-17 & 62-73 The Arches (16)	South Harrow	0.2	B1 (a)	17	
The Crystal Centre (5)	Harrow	2.2	B1, B2, B8	17	
Brember Road Industrial Estate (20)	South Harrow	2.1	B1, B2, B8	17	
Tudor Enterprise Park (3)	Wealdstone	0.2	B1, B2, B8	17	Poor quality
Marlborough Hill and Phoenix Industrial Estate (9)	Harrow	2.6	B1, B2, B8	17	
Barrett Way Industrial Estate (1)	Wealdstone	0.9	B1, B2, B8	17	
Former British Rail Goods Yard (12)	Wealdstone	0.8	B1, B2, B8	16	
Harrow Council Depot (24)	Wealdstone	3.1	B1, B2, B8	16	
Colart Fine Art and Graphics (4)	Wealdstone	2.4	B1, B2, B8	15	
Ballard Mews (17)	Edgware	0.7	B1, B2, B8	15	
Industrial use railway arches, 20-60 The Arches (15)	South Harrow	1.2	B2	14	
Honeypot Lane / Dalston Gardens (13)	Stanmore	3.0	B1, B2, B8	14	
Total Site Area		70.5			

Source: NLP analysis

Conclusion

- 5.40 The study has examined a total of 28 sites in the Borough of which nine (32%) were considered to be of good quality (32.8 ha), 13 to be of average quality (26.3 ha) and six of lower quality (11.2 ha).
- 5.41 The majority of the better performing sites in terms of the assessment process are located in Harrow and Wealdstone town centres where they have easy access to services or public transport. However, given the location of the town centres, and hence, the majority of the sites in the Borough, access to strategic roads is generally within 10km of most sites but often by indirect or constrained routes.
- 5.42 Many of the lower quality sites are older, lower value warehousing and industrial sites, some of which are constrained by their urban location with incompatible surrounding uses such as residential areas and poor quality environments. Whilst many of these sites perform less well on the assessment criteria, many of these appear to meet local needs for low cost spaces and smaller-scale activities. This is reflected in the significantly lower vacancy rates for industrial floorspace than for offices within the Borough.

6.0 Future Employment Space Requirements

6.1 This section assesses the amounts of additional employment space likely to be needed in Harrow up to 2026. It also considers the types of space required. It is important to emphasise that the assessment of future needs for employment land in this chapter does not take into account existing commitments and as such does not represent the amount of additional land required. The quantity of any additional employment land and sites required is considered in the following section.

6.2 To estimate the broad scale and type of further employment land required in the future, a number of different indicators and factors have been considered. The main approaches commonly used in assessing future employment land needs are based on:

- forecasts of employment growth in the main B-class sectors;
- projecting forward past take-up trends for employment land, with adjustments if necessary to reflect changing future conditions; and
- considering future growth of local labour supply and the amount of jobs and employment space that this can support.

6.3 All these approaches have some limitations and careful thought needs to be given as to how appropriate each is to circumstances in the Borough. Possible economic futures could include lower development rates of employment space than in the past with a taking account of the effects of the recent recession, or a more optimistic view of the local economy with strong recovery and return to recent growth levels over the longer term.

Factors Affecting Future Employment Space Needs

6.4 The implications of the different approaches to assessing the area's future employment land needs and the factors affecting these are now considered.

Employment Growth

6.5 Forecasts of employment growth provide one indicator of future demand for employment space. The latest employment forecasts for Harrow up to 2026 produced by the GLA to inform the review of the London Plan have been considered for this purpose.¹⁵ Such forecasts tend to be more reliable at regional and national scales than at the local economy level, but can indicate the broad scale and direction of economic growth in different sectors and provide some guidance to assess future land requirements. The GLA forecasts provide a strategic overview that, importantly, takes account the relationships between individual Boroughs in a London-wide context. It is worth noting here that these forecasts are regularly updated, and the Council is advised to make

¹⁵ Economic Evidence Base, GLA, October 2009

use of the latest version of the forecasts when reviewing and monitoring employment land needs in the future.

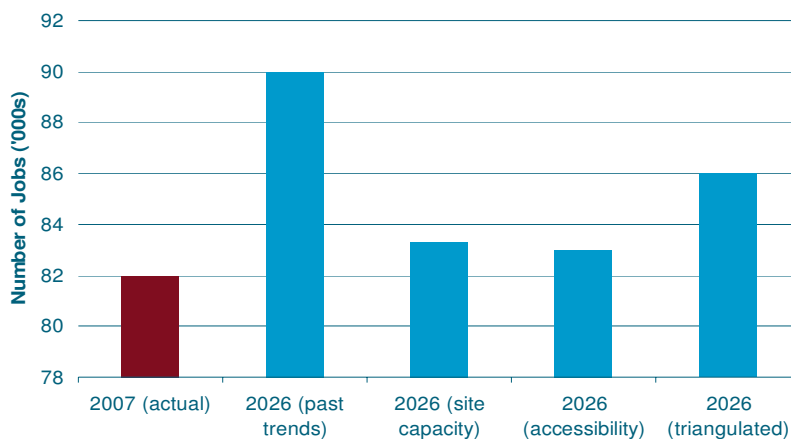
6.6 It is also important to recognise that there is not always a clear cut relationship between employment change and employment land needs. Additional employment space can be needed even if employment itself is falling, for example if a manufacturing firm requires more space to enable greater automation and achieve job reductions through productivity gains. Conversely, greater efficiency in design or more flexible working practices can mean that less space is required to accommodate the same or even increased levels of employment.

6.7 The GLA employment projections are derived from a number of methods:

- 1 Historic trends: reflecting past preferences of firms for locating in the Borough; these are largely based on projections at a London level and how economic sectors in the Borough have fared relative to the London's growth in the past;
- 2 Site capacity: reflecting the expected availability of sites to accommodate new employment;
- 3 Accessibility: reflecting the relative attraction of individual boroughs, taking account of planned investment in transport infrastructure.

6.8 Each of these methods produces different estimates of future employment growth, so the GLA combines these to produce a “triangulated” projection for each Borough. Figure 6.1 illustrates the results of each method for Harrow.

Figure 6.1 GLA Employment Projections for Harrow



Source: GLA/NLP analysis

6.9 It is important to emphasise that these employment figures relate to **total employment** (i.e. not just B-classes) and the number of **workplace jobs** in Harrow (i.e. not just employees who live in Harrow) which includes in-commuters. However, it highlights that the trend-based projection is significantly higher than the site capacity and accessibility estimates, and

consequently that these latter two methods have a significant moderating effect in terms of the producing the triangulated forecast.

- 6.10 The disadvantage of the site capacity and accessibility-based methods is that they involve judgements made at a single point in time about the availability of sites or planned improvements in transport infrastructure. To some extent, these are “policy on” scenarios which reflect existing policies and investment decisions, but may be subject to change over the LDF period. Therefore, for the purposes of this study, it has been agreed with the Council that some sensitivity testing of the GLA’s trend-based projections be considered which broadly correlate to the range of 86,000 (triangulated) - 90,000 (trend-based) total jobs estimated for the Borough by 2026.
- 6.11 The GLA trend-based forecasts are calculated using long-term historic employment trends in London since 1982, and uses 2007 as a base year as the most recent actual data point at the time of preparation. Through analysis of the historic trend data for each sector in each Borough, an average growth rate is estimated which best represents the likely future trend. For *de minimis* reasons, forecasts are only modelled on sectors which account for more than 10% of the Borough’s employment.¹⁶
- 6.12 The total projected employment change in Harrow resulting from these forecasts is shown in Table 6.1 along with expected job growth in the main B-class sectors. This includes an allowance for jobs in other non B-class sectors that typically utilise industrial or office space, such as some construction activities, vehicle repairs, courier services, road transport and cargo handling and some public administration activities.

Table 6.1 Forecast Employment Change in Harrow 2007-2026 (rounded)

	No. of Jobs		Change 2007 26
	2007	2026	
	7,770	5,630	- 2,140
Distribution (B8)**	6,300	5,730	- 570
	21,380	22,830	+ 1,450
	35,460	34,190	- 1,260
	82,000	88,650	+ 6,640

Source: GLA/NLP analysis Note: totals rounded so individual figures may not sum

Note: * includes vehicle repair and some construction activities ** includes parts of transport & communications sectors that use industrial land *** includes publishing and proportion of government offices

- 6.13 These forecasts suggest a decline in B-class employment over the period to 2026, with growth in office-based activities outweighed by significant losses in manufacturing, and to a lesser extent, distribution activities. This is within the context of overall job growth of 6,640 jobs in the Borough.

¹⁶ For Harrow, the GLA produces individual growth rate forecasts for the retail, business services, education and health sectors; for other sectors London average growth rates have been applied as there is insufficient information about the relative prospects for these sub-sectors to project forward with any significant degree of confidence at Borough level.

- 6.14 These job forecasts for Harrow can then be converted to future employment space requirements assuming typical ratios of jobs to floorspace for the different B uses.¹⁷ To estimate space needs, a ratio of 1 job per 31 sq.m gross is assumed for manufacturing space. For distribution, 1 job per 40 sq.m is assumed for general, smaller scale warehousing, with large scale, lower density strategic units assumed unlikely in Harrow. Business and financial services jobs are taken as the main requirements for B1 office space, at a ratio of 1 job per 13.8 sq.m. This is consistent with the density ratio of 1 job per 13.8 sq.m used for calculating overall office floorspace requirements in the London Office Policy Review. The lower density Outer London ratio of 1 job per 20.6 sq.m (gross) is considered less applicable in the context of more flexible working practices and cost considerations that are likely to drive up companies' efficiency in the use of office space in coming years.
- 6.15 In addition, where job change is forecast to be negative, as occurs in the manufacturing and distribution sectors, the floorspace loss associated with this is reduced by half. This is to reflect the fact that, in many cases, a firm can lose workers while continuing to operate in exactly the same building. Lastly, 10% is added to all positive floorspace requirements to reflect a normal level of vacancy in this new employment space.
- 6.16 To estimate land requirements, an average plot ratio of 0.4 is assumed in most cases, so that a 1 ha site would be needed to accommodate 4,000 m² of employment floorspace. For office uses, an initial assumption is made that future provision will be in higher density town centre developments at a plot ratio of 2.0. It should be emphasised however that actual plot ratios that can be achieved will depend on the local context of a particular site or area, its built form, character, plot size, and other factors.
- 6.17 On this basis, the job forecasts indicate a need for significantly less manufacturing and distribution floorspace by 2026, but a potential requirement for additional office space which runs counter to recent trends in the Borough noted in Chapter 4. Overall, to accommodate these job forecasts, some 22,600 m² less B class employment space would be needed to 2026, equivalent to an 10.1 ha reduction of employment land (Table 6.2).

¹⁷ ODPM Guidance Note on Employment Land Reviews notes there is no one correct employment density figure. It provides sample densities of 31 m² per manufacturing/industrial job, 40 m² per warehousing job and 78 m² per high bay warehouse job.

Table 6.2 Job Forecast Based Employment Space Requirements, 2007-2026

	2007 2026	
	Net Floorspace Needs (m ²)	Net Land Needs (ha)
Total B-class space		

Source: NLP analysis

Note: totals rounded so individual figures may not sum

- 6.18 An employment forecast based approach would therefore imply a future need for significantly less employment space in Harrow than now, but with new space being made available for office uses. However, the amounts appear much lower than the net gains in distribution space (1,700 m² p.a.) in Harrow and the sizeable losses of both office and manufacturing space (7,000 m² p.a. in total) over the past decade. For these reasons, a cautious approach needs to be taken towards basing future land needs only on job forecasts and other approaches need to be considered.

Past Take-up Rates

- 6.19 Because they reflect market demand and actual development patterns on the ground, long term take-up rates of employment land can provide an alternative basis for informing future land needs. Completions over a period such as 10 years or more should even out demand fluctuations over a business cycle and normally provide a reasonable basis for estimating future needs provided land supply has not been unduly constrained. Whereas employment forecasts show growth in net terms, past trends-based assessments take account of development that has made up for the redevelopment of employment sites and from the recycling of sites.
- 6.20 Detailed data on the take-up of employment land is not available for the Borough over a long time series. Therefore, Valuation Office Agency (VOA) data on the net change in employment floorspace over the period 1998-2008 has been considered instead, as detailed in Chapter 4. This source is based on changes in the amount and type of employment floorspace that is eligible for business rates. The figures for office space relate to commercial office floorspace only. For the period 1998-2008 the average net annual change in floorspace in the Borough was:
- commercial offices: - 5,700 sq m p.a.
 - factories: - 1,300 sq m p.a.
 - warehouses: + 1,700 sq m p.a.
- 6.21 One picture of future growth in Harrow could simply assume that past development rates continue at the same rate as the past decade. This would assume that past trends of industrial and office losses continue. However, it

seems unlikely that losses of office space can continue indefinitely at previous high rates, if only because the stock of older outdated office space which has given rise to high levels of losses is reducing over time.¹⁸ An initial assumption might be that future office space losses are half that over the past ten years, but average changes in industrial and warehousing space continue to reflect past long term trends.

6.22 Applying these rates over the next 19 years would equate to a negative requirement for B-class space of 46,550 sq.m, predominantly offices, by 2026. The negative office requirement could be even greater in the absence of the 50% moderating factor that has been applied. This compares to a smaller negative requirement indicated by the employment forecast-based approach (22,600 sq.m). This past take-up method results in lower levels of industrial losses, but a reverse picture in terms of both office and warehousing compared to the employment forecasts approach (Table 6.3).

6.23 This approach would give an alternative picture of future employment space requirements but relies on various assumptions about how completion rates will change in the future.

Table 6.3 VOA based Employment Space Requirements, 2007-2026

	Historic Net Floorspace Change p.a. (m ²)	Assumed Net Floorspace Change p.a. (m ²)	Net Floorspace Needs 2007 26 (m ²)	Net Land Needs 2007 26 (ha)
Manufacturing space (B1c/B2)	-1,300	-1,300	-24,700	-6.2
Distribution space (B8)	+1,700	+1,700	+32,300	+8.1
Office space (B1)	-5,700	-2,850	-54,150	-2.7
Total B-class space	-5,300	-2,450	-46,550	-0.8

Source: NLP analysis

Note: totals rounded so individual figures may not sum

Labour Supply-Based Requirements

6.24 In an area of constrained land supply, it is also important to consider how many jobs, and hence employment space, would be broadly needed to match forecast growth of the Borough's resident workforce. Any significant increase of employment space above that amount could potentially increase in-commuting or increase demand for new housing in the Borough, creating further pressures on Green Belt and land supply.

¹⁸ At past rates of losses, and assuming no new space is developed, the current stock of office space in the Borough recorded by the VOA would be exhausted in about 38 years.

- 6.25 Based on the GLA's latest population projections, Harrow's economically active population is projected to increase by 2,200 between 2007-2026.¹⁹ About 40%, equivalent to 880 workers, would typically seek B-class jobs.
- 6.26 The Harrow Draft Core Strategy indicates that the Council will target delivery of 5,345 new homes by 2026, and planning for continued housing delivery thereafter.²⁰ This potentially implies up to 6,400 economically-active, working age residents. Assuming current levels of out-commuting for these workers (about 69%), this could generate in the order of 800 workers seeking B-class jobs locally. To avoid double counting, it is assumed that this increase includes most of the demographic change in labour supply.
- 6.27 The GLA employment forecasts expect office-based sectors to grow in Harrow, with ongoing losses of industrial jobs. As an illustration, to provide office-based jobs for this overall increase of up to 900 workers would require about 12,400 sq.m of new office space – less than implied by the baseline employment forecasts. Based on the same assumptions about the location and density of new office space used for the other approaches, this could mean about 0.6 ha of employment land required for office uses, excluding scope to re-use any surplus industrial land.
- 6.28 This simple analysis ignores the possibility that providing more employment space could provide more local jobs and help reduce the scale of out-commuting by residents to some extent, although particularly in the London context, a degree of out-commuting is inevitable. Some residents will also take up existing jobs in the area that others have left (e.g. through retirement) and no additional space will be needed for these. No account is also taken of the proportion of existing jobs filled by in-commuters to the Borough, although providing more employment space which simply meets the needs of in-commuters is unlikely to be a policy aim for the Borough.
- 6.29 Overall, and ignoring such factors to give an order of magnitude indication of need, future employment space requirements based purely on meeting the job needs of additional local residents could mean in the order of 12,400 sq.m of office space. This is less than the requirement implied by the job forecasts and the opposite trend to what is indicated by past development rates, but provides a useful basis for comparison with other approaches.

Other Factors

- 6.30 Given the differing pictures indicated by the forecast-based estimates and past-take-up trends, a range of other indicators have also been reviewed to inform a judgement on where the best estimate of future needs should lie. Some of these factors pull in different directions and a balance has to be drawn between them.

¹⁹ 2009 Round Demographic Projections for the London Plan (Revised), August 2010

²⁰ Harrow Core Strategy Preferred Option, November 2009

- 6.31 Levels of new business registrations provide an indication of the number of new firms starting-up or expanding in the Borough, and this will influence the amount and type of employment space required in future. Formation rates of new businesses in Harrow have been higher than the London average. This suggests some continuing growth in demand for additional employment space as new firms start up although the amount required is likely to be modest in overall terms.
- 6.32 The need to replace land or premises lost (or released) to other uses to maintain the level of the current stock of employment space has been considered. Over the last four years, losses of employment land have been generally small-scale in the Borough, averaging about 2,000 sq.m per annum. This excludes the former BAE Systems major development site in the Green Belt (12 ha), which is assumed to be an exceptional case. Some replacement of any space lost to housing or other uses could be needed if the current level of stock is to be maintained, or if any further large sites are to be released to other uses, but protection policies are likely to continue to limit losses to residential uses.
- 6.33 Vacancy levels and floorspace availability provide another indicator of the balance between current supply and demand for employment space. A typical vacancy rate in a normal market would be around 8-10%, to allow for movement and expansion of firms, and a choice of locations. Vacancy rates for offices in Harrow currently stand well above normal rates, while industrial vacancy rates are significantly below. At face value, this would indicate that the current oversupply of office space could meet a significant part of future needs, although as noted in Chapter 4, much of Harrow's vacant office space is accounted for by older, outdated space no longer attractive to the market. Therefore, there is an underlying need to provide for modern office space. Market views indicated continued strong demand for industrial premises, and this is reflected in the currently low vacancy levels.
- 6.34 Other factors which could moderate future levels of employment space needed include the growing trend to relocate certain business operations to lower-cost locations overseas, often referred to as "off-shoring". The industries with the highest propensity for this have typically included communications, banking and finance, and some business services, in which Harrow has relatively high representation. While most impacts of this factor may already have occurred, they are still happening to some extent. At the same time, over recent years industrial firms have tended to move manufacturing operations to lower cost countries while maintaining UK distribution functions, although this factor is less likely to affect Harrow's small manufacturing base. Over time, these trends could reduce employment space needs in Harrow although the likely scale is unclear.
- 6.35 The amount of additional employment space needed in the future could also be reduced by "smart or spaceless growth" - the ability to achieve economic growth without corresponding increases in demand for employment space or labour. This could reflect increased automation, labour productivity

improvements, hot-desking, working from home, or more overtime working by current staff. The London Office Policy Review does highlight the trend of firms using less space than in the past as growing numbers of organisations change the way in which they and their staff make use office buildings, and accordingly is taken into account by the 1 job per 13.8 sq.m job density adopted when translating job forecasts into space requirements. The other aspect of this would be to reduce employment land requirements through more efficient use of existing sites, including higher rise office development. This appears particularly important in a Borough with constrained land supply.

- 6.36 Competition to economic growth in Harrow from other boroughs/districts and larger metropolitan centres could also constrain future demand and hence the scale of employment land provision. Major developments and land supply in adjoining areas (e.g. Wembley, Brent Cross, Watford) are likely to compete for larger office schemes, and industrial investment to a lesser extent. In particular, this factor may moderate the levels of any office growth that Harrow could expect to attract in future.
- 6.37 On balance, the scale of future space needs to be considered in the context of recovery from the national economic recession, competition from development in nearby areas and potentially some pressure for more intensive use of existing land and the changing nature of occupier requirements.

Growth Scenarios

- 6.38 Drawing the above analysis together, some of these factors point different ways although most suggest a need for some additional employment land over the period to 2026. However, there is nothing to suggest a major step change in future employment space needs, but rather continued modest growth particularly in the office based sectors. Several different growth scenarios/estimates of future needs reflecting these different approaches can be considered. This is to identify the potential range of employment land needs against an uncertain economic future and to help understand the implications of different assumptions on future demand.

1. Baseline Job Growth Estimate

- 6.39 This estimate is based on the GLA trend-based employment forecasts detailed above, which indicates a net decrease of about 22,600 m² (10.1 ha) of employment space being needed in future. This anticipates declines in industrial and warehousing space but with a modest positive requirement for office space.

2. Higher Job Growth Estimate

- 6.40 It seems prudent to also test a more aspirational job growth scenario, particularly reflecting the emerging Outer London Commission agenda to enhance the role of Outer London centres and the designation of Harrow and Wealdstone as an “*intensification area*” where new job creation will be

supported. In addition, Harrow's forthcoming Economic Development Strategy intends to focus on a number of individual sectors identified as having growth potential, including:

- 1 promoting professional business support services;
- 2 maximising linkages with the Indian sub-continent and the role of Harrow's Asian business community;²¹
- 3 building on Harrow's strong education offer, for example Harrow School and Harrow College;
- 4 health and medicine activities associated with hospitals;
- 5 hospitality and hotels.

6.41 Taking account of the above factors, some adjustments to the GLA trend-based projections have been considered:

- as reported in Chapter 3, business services growth in Harrow lagged behind the wider London during over the past decade, and there may be some scope for the Borough to generate more jobs in this sector. The sector has been severely impacted by the recession, but this estimate could reflect a stronger recovery from recession and the Borough performing closer to the London average in future. Therefore, a higher job growth rate of 50% of the London average (about double the Borough's existing growth rate) was assumed for this sector;²²
- reflecting that over the next 19 years, the rate of industrial decline in the Borough may start to stabilise following a period of rapid decline in the past, and to some extent that Harrow's Asian business community is reported by commercial property agents as helping to generate demand for industrial/warehousing property (although not necessarily significantly increasing employment), the forecast declines in industrial and warehousing sectors have been reduced by 25%;
- with significant public sector funding constraints likely over the short to medium term, it appears difficult at the present time to justify any increase in the modest growth expected in the Borough's health, education and other public sector activities than is already forecast in the baseline scenario.

6.42 The implication of these changes on the Borough's job forecast is set out in Table 6.4. Under this scenario, business/financial service job growth is higher, and in net terms there is almost parity with the losses of manufacturing and distribution jobs.

²¹ Along with Ealing, Brent, Hounslow and Redbridge, the Indian community is highly represented in Harrow comprising about 22% of the Borough's population. In total there are over 10,000 Indian-owned businesses in London, employing 49,000 people generating turnover equivalent to 5% of London's economy (Source: Think London, 2006).

²² GLA trend-based employment forecasts indicate 0.3% growth rate in Harrow business services sector in medium-term; the London figure is 1.4%

Table 6.4 Higher Forecast Employment Change in Harrow 2007-2026 (rounded)

	No. of Jobs		Change 2007 26
	2007	2026	
			1,820
Business/financial services (B1)***	21,380	23,630	+ 2,240
Jobs in All Sectors (Total Employment)	82,000	89,860	+ 7,850

Source: NLP analysis based on GLA projections Note: totals rounded so individual figures may not sum

Note: * includes vehicle repair and some construction activities ** includes parts of transport & communications sectors that use industrial land *** includes publishing and proportion of government offices

- 6.43 Because of differences in densities, the combined effect of these adjustments still results in negative requirement of 3,600 sq.m equivalent to -7.7ha (Table 6.5). However, this produces the highest estimate of demand for employment space overall, with a 55% higher office requirement than the baseline scenario.

Table 6.5 Higher Job Forecast based Employment Space Requirements, 2007-2026

	2007 2026	
	Net Floorspace Needs (m ²)	Net Land Needs (ha)
Manufacturing space (B1c/B2)	28,300	-7.1
Distribution space (B8)	-9,400	-2.4
Office space (B1)	34,000	1.7
Total B-class space	-3,600	-7.7

Source: NLP analysis

Note: totals rounded so individual figures may not sum

3. Past Development Rates Continue

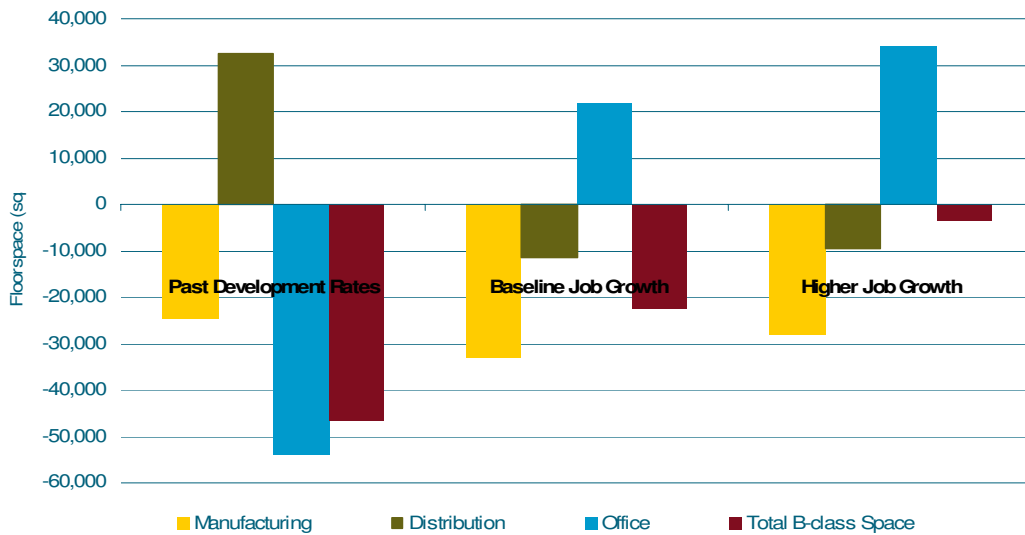
- 6.44 This estimate simply assumes that future rates of completion and losses of employment space, as noted above, up to 2026 are not much different from those over the last 10 years, but with losses of office space to continue at 50% of past rates for the reasons noted above. However, this estimate indicates a significant negative requirement for office space.
- 6.45 Table 6.6 and Figure 6.2 compare the space requirements arising under these three different approaches. This indicates a total space requirement varying between -46,500 m² and -3,600 m². There is clearly significant variation between the different estimates, reflecting the different approaches used.

Table 6.6 Range of Estimated Employment Space Requirements, 2007-2026

	Past Development Rates Continue (m ²)	Baseline Job Growth (m ²)	Higher Job Growth (m ²)
Manufacturing space (B1c/B2)	- 24,700	-33,200	- 28,300
Distribution space (B8)	+ 32,300	-11,500	- 9,400
Office space (B1)	- 54,150	+ 22,000	+ 34,000
Total B-class space	- 46,550	-22,600	- 3,600

Source: NLP analysis Note: totals rounded so individual figures may not sum

Figure 6.2 Comparison of Estimated Space Requirements for Harrow to 2026



Source: NLP analysis

6.46 Other combinations of growth patterns are possible, including more optimistic estimates for future job growth, or office development continuing at past rates while industrial losses half. However, the three scenarios used provide a reasonable range of future demand estimates that would encompass many other variations.

Planning Requirement for Employment Land

6.47 To identify the amount of employment space that should actually be planned for in Harrow, it is normal to provide some additional allowance on top of the initial estimate of needs. This reflects several factors:

- 1 to provide a margin for error given the uncertainties in the forecasting process, and avoid under-provision;
- 2 to allow developers and occupiers a reasonable choice of sites;

- 3 to give a reasonable vacancy level that enables normal market movement, turnover of firms and upgrading of older premises;
- 4 to give some flexibility and decanting space while older premises are redeveloped and new premises are coming forward; and,
- 5 to offset some allocated or permitted sites not coming forward and some redundant industrial sites not being suited to new employment uses.

6.48 In a location like Harrow, there is a need to ensure a reasonable but not over-generous additional allowance that provides for some flexibility but avoids over-provision of scarce land in an area of constrained land supply and with significant other development pressures. However, it also needs to reflect that there may be potential delays in some of the Borough's larger development sites coming forward for development.

6.49 In a typical market, a minimum 8-10% margin is needed to allow for some property availability and movement of firms, often referred to as 'churn'. Offices are the only B-class use where there is a positive floorspace requirement under two scenarios. Two years' worth of requirement would equate to a margin of about 10% under both of these scenarios. This amount seems appropriate in an area with a large supply of vacant office space (currently about 18%). For distribution uses, a positive requirement emerges under the past development rates scenario. Two years' of past net development rates (3,400 sq.m) would equate to an added margin of 10%. On balance, given the relatively strong demand and fast development context of London, an overall safety margin of two years requirement has been assumed but only where the floorspace estimate is positive. For manufacturing, a negative requirement is indicated under all scenarios, so no safety margin has been applied.

6.50 The resulting gross employment space requirements to 2026 including this safety margin are summarised in Table 6.7. Manufacturing and distribution requirements, which use the same type of sites, can be combined into a requirement for industrial space. Two (job based) estimates indicate a need for much less industrial space than now, and one for slightly more industrial space (take-up based). For offices, the job based estimates indicate a positive requirement of between 24,000-37,000 sq.m of space required.

Table 6.7 Gross Employment Floorspace Requirements, 2007-2026

	Past Development Rates Continue (m ²)	Baseline Job Growth (m ²)	Higher Job Growth (m ²)
Industrial space (B1c/B2 / B8)	11,000	-44,600	-37,700
Office space (B1)	-54,150	24,100	37,300
Total B-class space	-43,150	-20,500	-340

Source: NLP analysis Note: totals rounded so individual figures may not sum

Note: Safety margin of two years requirements included except where figures negative; totals rounded

6.51 Table 6.8 broadly indicates the areas of land associated with these gross floorspace requirements, using the plot ratios indicated earlier. These land estimates make an assumption that all office space would be built on town centre or edge of centre sites at a fairly dense, average plot ratio of 2:1.²³ This reflects the urban characteristics of much of the Borough, the policy imperative at all levels to locate new office development within town centres, and fewer lower density business park locations or sites available in the Borough.

6.52 Across all scenarios there is a negative or minimal requirement for employment land overall, but this masks the fact that the job based forecasts indicate a need for some additional land for office space.

Table 6.8 Gross Employment Land Requirements, 2009-2026

	Past Development Rates Continue (ha)	Baseline Job Growth (ha)	Higher Job Growth (ha)
	2.8	-11.2	-9.4
Office space (B1)	-2.7	1.2	1.9
Total B-class Land	+0.1	-9.9	-7.5

Source: NLP analysis Note: totals rounded so individual figures may not sum

Reality Check

6.53 Overall, the range of forecasts of employment space requirements, with the safety margins incorporated, are considered to provide an appropriate basis for future planning taking into account of the various uncertainties involved. However, given the significant differences between some of the different estimates, it is important to test how reasonable each appears against other factors and how sensitive they are to different assumptions, and how they compare with other estimates.

²³ i.e. 20,000 m² of floorspace could be accommodated on a 1ha (10,000 m²) site

Historic Employment Trends

- 6.54 It is useful to compare the employment growth implied by these amounts of land with employment growth actually achieved in the Borough in recent years. The baseline job forecasts imply a net increase of only about 350 jobs (-66 B-class jobs) per year in total up to 2026. This is much less than historic job growth in the Borough. Drawing on the GLA's historic employment data, over the 25 year period between 1982-2007, Harrow's employment increased by 14,000 jobs (a 21% increase), equivalent to some 560 additional jobs per annum. The adjustments made in the higher job forecast result in a net increase of about 415 jobs (-50 B-class jobs) per year in total up to 2026, which is closer to the long-term trend.
- 6.55 Harrow's slower rate of predicted job growth partly reflects forecast employment declines in the public administration, education and health sectors. It also takes account of an expected deceleration in employment growth in the business services sector. At a national level, this is due to rising productivity but also due to much lower growth in the working-age population in future, partly because of an ageing population. It has also been affected by the recession. Business services, which boomed in the past decade, have been severely impacted, particularly those orientated towards consumer services, manufacturing and construction.
- 6.56 These forecasts can be compared with recent employment trends in the Borough. Although compiled on a different statistical basis, Annual Business Inquiry data confirms that over the most recent economic cycle (1998-2007), Harrow's growth in business services and public sector activities was generally counterbalanced by losses in manufacturing and banking and insurance (Table 6.9).

Table 6.9 Harrow Job Change for Key Sectors, 1997-2008

Sector Gains (jobs)	Sector Losses (jobs)
Other business services (+2,458)	Manufacture of chemicals/chemical products (-1,250)
Health and social work (+1,763)	Banking and insurance (-1,020)
Other services (+1,483)	Post and telecommunications (-862)
Transport (+244)	Wholesaling (-796)

Source: NLP analysis

- 6.57 The GLA forecasts suggest that these patterns will broadly continue, but without the support of public sector job growth and a slower rate of business services growth than in the recent past. The adjustments made in the higher growth forecast allow for stronger business and financial services growth, but can only partly compensate for the overall trend.

London Employment Time Series

6.58 It is worth noting that recent analysis undertaken by Roger Tym and Partners (RTP) has sought to provide a more detailed sectoral breakdown of the GLA employment forecasts into office, industrial and other types of employment, but was published subsequent to the analysis presented in this study.²⁴ A comparison of the figures resulting from the RTP analysis and the analysis undertaken in this report is shown in Table 6.10. For industrial uses, the projections are similar, but for offices the NLP baseline figure is lower. The RTP figure is closer to the NLP higher growth forecast. The differences arise for a number of reasons, but in particular because the RTP analysis is based on the GLA triangulated forecasts, whereas the GLA trend-based forecasts have been adopted in this study for the reasons set out at para 6.10. Overall, the differences are considered to be within acceptable tolerances given the range of scenarios that have been considered through this study.

Table 6.10 Comparison of NLP/RTP Sector Forecasts, 2007-2026

Sector	NLP Baseline Scenario *	NLP Higher Growth Scenario *	RTP London Employment Time Series
			2,600
Office	+ 1,450	+ 2,240	+ 2,100

Source: NLP analysis

* Note: based on GLA trend-based projections

London Office Policy Review

6.59 The office requirements can also be compared with the London Office Policy Review (LOPR) 2009. The report projects a gross office floorspace of 37,999 sq.m for Harrow by 2031. If this is prorated over the shorter period to 2026, it implies a requirement of about 30,000 sq.m over the next 19 years. This lies between the baseline (24,100 sq.m) and higher growth (37,300 sq.m) scenarios considered above. By implication, it suggests that the higher job growth scenario estimate for office space - in line with its more aspirational assumptions about sector growth - is a less likely picture of future needs. Future LOPR reports produced by the GLA may provide one source for monitoring the outlook for office requirements in the Borough.

2006 Employment Land Review

6.60 It is also useful to compare the land requirements from these different estimates with the earlier employment land review undertaken for the Council in 2006 by URS. This covered only a ten year period (2006-2016), and was based on a different methodological approach to arriving at employment floorspace

²⁴ London Employment Time Series, Technical Report, Roger Tym and Partners for GLA, March 2010

and land estimates, although similar assumptions in terms of densities and plot ratios apply.

- 6.61 All of the estimates in this current study indicate a lower overall employment floorspace requirement than the 2006 study, even though the 2006 study covered a much shorter period (Table 6.11). This is to be expected given the very different economic circumstances in which the studies have been prepared. The higher office requirement in the current study is about half of the lower estimate in the 2006 study. For industrial and distribution space, the studies are similar in estimating either a negative or low requirement, depending on which scenario is compared.

Table 6.11 Comparison of estimated employment floorspace requirements

	NLP Estimates 2010			URS Estimates 2006	
	Past Development Rates (ha)	Baseline Job Growth (ha)	Higher Job Growth (ha)	Low Scenario (ha)	High Scenario (ha)
Industrial space (B1c/B2)	-6.2	-8.3	-7.1	-3.0	3.0
Distribution space	8.9	-2.9	-2.4	-3.0	0.0
Office space (B1)	-2.7	1.2	1.9	4.0	6.0
Total B-class Land	0.1	-9.9	-7.5	-2.0	9.0

Source: NLP and URS studies Note: totals rounded so individual figures may not sum

- 6.62 In general, the job estimates and resulting land requirements contained within this study are considered to better reflect current economic conditions than those in the 2006 study as they draw on the latest 2009 GLA employment forecasts and data on development rates, as opposed to estimates derived from 2006. However, as noted earlier, the GLA forecasts are regularly updated, and the Council is advised to make use of the latest version of the forecasts when reviewing and monitoring employment land needs in the future, particularly in the context of recovery from the recession.

Conclusions

- 6.63 Based on consideration of various factors, three different estimates of future employment space requirements have been prepared, using different approaches. There is also divergence between what is implied by local data (i.e. take-up rates) and regional data (i.e. GLA forecasts). However, most of these reflect lower assumptions on future economic growth than in the recent past.
- 6.64 The overall space requirements related to these different futures range from -43,150 to -340 m² of all types of employment space, but between -54,150 and 37,300 m² for office space. Because of potential large losses of industrial

space, and relatively high density assumptions about how future office space will be accommodated, this implies a need for between -9.9 ha and +0.1 ha of employment land in net terms, although this would assume all surplus industrial land can be redeveloped for office uses. Otherwise, land needs could be higher for those scenarios which indicate a positive office requirement.

6.65 Given a very uncertain economic outlook, it is difficult to select the preferred or most likely option to occur from these alternative growth scenarios. All three scenarios expect a negative industrial requirement of between 6-8 ha overall, but for distribution and office uses, the scenarios point in different directions. The past development rates probably overstates future losses of office space and therefore underestimates overall employment space needs, but the higher growth scenario may appear optimistic given the current economic outlook. For distribution uses, it seems unlikely that recent significant gains in floorspace can continue indefinitely, and so the past development rates scenario is probably at the upper end of the range of likely needs. By comparison, both the job growth scenarios forecast a negative requirement, but these appear somewhat inconsistent with past trends in the Borough and current market views of demand amongst local agents.

6.66 Overall, the baseline job growth scenario appears to be the most robust basis for planning purposes. This provides for a middle level of office growth along with a modest overall loss of industrial space. However, given the wide range and degree of current economic uncertainty, all three estimates of demand are taken forward for comparison with available land supply.

7.0 The Demand/Supply Balance

- 7.1 This section draws together the forecasts of future employment needs and the appraisal of current and allocated supply of employment sites to identify any need for additional provision, or surpluses of land, in both quantitative and qualitative terms.

Quantitative Balance

- 7.2 The previous section identified a need for between -43,150 and -340 sq,m of employment space up to 2026, including a modest safety margin to provide adequate choice and flexibility. The net land requirements associated with these amounts of employment floorspace were estimated at between -8.8 ha and +0.1 ha, but within this, positive requirements were identified for distribution uses (under the past development rates scenario) and office uses (under the two job forecast scenarios). The net overall requirement could also increase if surplus industrial land cannot be developed for office use. Furthermore, there may be important qualitative reasons for new employment development and to help diversify and enhance the Borough's portfolio of employment sites.

Pipeline Supply

- 7.3 Committed employment space in the Borough that is not started can help to meet this future requirement. According to Council monitoring figures, there is very little emerging supply of employment space, with 1.4 ha of land with planning permission available for B-class development in April 2008. This comprised 1.3 ha of land currently in B-class use with permission for redevelopment, but only 0.1 ha of land with permission for B-class development which does not involve recycling of existing B-class space. The majority of this supply (0.8 ha) is for B1(a) office development.

Vacant Space

- 7.4 In addition, there is substantial vacant employment space available, amounting to 38,500 m² of office space (18% of total office supply) against a normal market vacancy level of 8-10%. Such vacant space could either be available for future occupation or, for older space, potentially available to be redeveloped to provide new accommodation. Because vacant office space is at an abnormally high level, a significant proportion of it (19,000 m²) has been added to current supply.²⁵ Vacancy levels for industrial space are currently considerable lower (about 3%) than the market norm, so have not been added to the potential supply.

²⁵ 19,000 m² amounts to the proportion of vacant office space above a 'normal' market level of 8-10%

Potential Development Sites

- 7.5 Although there is some 70 ha of employment land across all the sites assessed in Chapter 5, very limited undeveloped land was identified as available within these sites for potential redevelopment. Most potential new capacity therefore comes from the redevelopment and intensification of existing employment sites. The two sites with the most significant potential development capacity are Kodak manufacturing plant (15.2 ha) and the Harrow Council Civic Centre site (4.6 ha). The future status of these sites remains uncertain at the time of drafting, and their inclusion within the assessment is purely for capacity testing purposes only, without prejudice to any options or policy choices taken as part of the Council's emerging LDF, or the future availability or form of development on these sites.
- 7.6 The Kodak manufacturing plant has been subject to recent downsizing in operations. An area on the southern part of the site (5.3 ha) accessed from Headstone Drive is subject to a development agreement between Kodak and Land Securities. This site area could accommodate in the order of 21,000 sq.m new employment space, or in the event that the entire site became available for development, in the order of 60,000 sq.m of employment floorspace.²⁶
- 7.7 Harrow Borough Council has identified the existing Civic Centre site has having some potential for redevelopment in the event that the existing Council offices were to be redeveloped or relocated. There appears to be potential to develop the northern part of the site, which could accommodate up to 50,000 sq.m of floorspace in modern three storey blocks.
- 7.8 There are some other potential sources of new office and industrial space from identified sites which exhibit scope for development or intensification opportunities. For the following sites a broad estimate of potential capacity for new space was made:
- redevelopment of vacant BMW building at **Honeypot Lane/Dalston Gardens** with a three storey modern office block similar to that at the Honeypot Business Centre. This could yield in the order of 1,500 sq.m additional office space, although it should be noted this is not a sequentially preferable site in PPS4 terms;
 - replacement of the existing **Lyon House and Equitable House** office building with modern six storey modern office block. This could yield up to 20,000 sq.m if the entire site were to be developed for office uses, although mixed-use development may be more likely; and
 - replacement of a number of buildings on the **Harrow Council Depot** site with modern warehousing and distribution uses. This would yield in the order of 5,000 sq.m additional B2/B8 floorspace.
- 7.9 From these sources here appears to be some potential to increase the supply of office and light industrial/warehousing space within the Borough, equivalent

²⁶ Based on applying an average plot ratio of 0.4 to site area in line with ODPM Guidance note indicative plot ratios for employment use.

to about 136,000 sq.m. Clearly all of this potential maximum amount would be unlikely to come forward for employment uses, as several of these sites may also be required to accommodate other land uses. It is important to emphasise here that the above site capacity estimates are identified only as illustrations of how future capacity could emerge to help test different demand/supply balances. Any policies to identify sites where new employment development should take place will need to be considered as part of the Council's LDF and subject to more detailed site capacity estimates.

Overall Balance

- 7.10 Drawing these various sources of supply together, there appears to be potential to achieve about 159,000 sq.m of new employment (primarily office) space from currently identified sites.²⁷ It should be noted that this is based on total site areas assuming an entire site is developed for employment uses. In reality, for larger development sites such as the Kodak and Civic Centre sites where mixed-use development may be likely, then the quantum of employment space provided could be considerably less than implied by these figures which are simply used for testing purposes.
- 7.11 A broad comparison of estimated demand against all currently identified supply, as shown in Table 7.1, implies that, for all estimates of future employment requirements, the Borough would appear to have a significant surplus of employment space in quantitative terms up to 2026. However, this assumes that any employment site can be suitable for all types of B class uses, which may not be realistic.

Table 7.1 Overall Demand/Supply for Employment Space 2007-2026

	Past Development Rates Continue (m ²)	Baseline Job Growth (m ²)	Higher Job Growth (m ²)
	-43,150	-20,500	-340
	159,000	159,000	159,000
shortfall (-)	+ 202,150	+ 179,500	+ 159,300

Source: NLP analysis

Note: totals rounded so individual figures may not sum

- 7.12 In terms of meeting the Borough's needs over a 19 year timescale, the majority of the committed supply has planning permission and therefore should come forward in the short to medium term to address any short term employment space shortages. A significant element of the supply is vacant office space in existing buildings. Much of this ought to provide readily available supply although some older premises may require redevelopment, which delay their

²⁷ Supply estimate based on 19,000 sq.m vacant office space, 60,000 sq.m Kodak site, 50,000 sq.m Civic Centre site, 1,500 sq.m Honeypot Lane/Dalston Gardens, 20,000 sq.m Lyon House/Equitable House, 5,000 sq.m Council depot and 3,200 pipeline commitments based on Harrow AMR.

contribution to meeting future needs. However, much of the potential supply assumes redevelopment on the Kodak and Civic Centre sites, both of which have longer-term delivery timescales. Careful monitoring will be required to ensure adequate phasing of any new employment space over the Core Strategy period.

Needs of Different Employment Uses

- 7.13 Ensuring an adequate choice of location and types of sites is also important even if there is adequate supply in quantitative terms. This is necessary to meet needs of different employment uses and the aims for diversity of employment opportunities at different skill levels, as well as providing a reasonable choice of types of site in different locations. Potential supply of employment space for both industrial and office uses was therefore compared with estimated requirements for these uses.
- 7.14 Looking first at office space, with the current oversupply of vacant office space taken into account, Table 7.2 indicates that there is more than enough office space supply to meet need arising from the two positive growth estimates.
- 7.15 For industrial uses, as there is forecast to be a very modest positive or potentially negative requirement over the next 19 years, the existing potential supply is more than sufficient. Effectively, there is no requirement for more land for industrial uses and some scope for any surplus land to be redeveloped for other employment uses.

Table 7.2 Demand/Supply Balance for Different B-class uses

	Past Development Rates Continue (m ²)	Baseline Job Growth (m ²)	Higher Job Growth (m ²)
Industrial space requirement (B1c/B2/B8)	11,000	-44,600	-37,700
Potential supply of	36,500 *		
	+ 25,500	+ 81,100	+ 74,200
	-54,150	24,100	37,300
Potential supply of	122,000 **		
Surplus (+) / shortfall (-)	+ 176,150	+ 97,900	+ 84,700

Source: NLP analysis

Note: totals rounded so individual figures may not sum

Notes: * includes more intensive development of the Honeypot Lane/Dalston Garden and Council depot sites, and half of potential employment space at Kodak site; ** includes redevelopment of Lyon House/Equitable House, Civic Centre site and half of potential floorspace at Kodak site, plus existing commitments and vacant office space above normal market vacancy rate.

7.16 Testing a worse case situation in which neither the Kodak nor Civic Centre sites delivered any new employment space, the balance becomes much tighter across a number of the scenarios (Table 7.3). There would be a small shortfall of industrial space under the past development rates scenario, but a surplus for all other scenarios including the higher job growth scenario for offices.

Table 7.3 Worse Case Demand/Supply 2009-2026

	Past Development Rates Continue (m ²)	Baseline Job Growth (m ²)	Higher Job Growth (m ²)
	11,000	-44,600	-37,700
	6,500 *		
Surplus (+) /	- 4,500	+ 51,100	+ 44,200
Office space requirement (B1a)	-54,150	24,100	37,300
Potential supply of office space	42,000 **		
Surplus (+) / shortfall (-)	+ 96,150	+ 17,900	+ 4,700

Source: NLP analysis

Note: totals rounded so individual figures may not sum

Notes: * includes more intensive development of the Honeypot Lane/Dalston Garden and Council depot sites; ** includes redevelopment of Lyon House/Equitable House, plus existing commitments and vacant office space above normal market vacancy rate.

7.17 Overall, Harrow has a sufficient supply in quantitative terms to meet its future employment land needs. For office uses, there is enough potential supply by some margin if future growth is similar to past rates or follows baseline job growth, but would become tighter if the Borough achieves higher levels of growth and office space is not forthcoming on the Borough's major development sites. In terms of industrial needs, depending on the approach used, there is a large surplus of space in most cases, but this could become much tighter if certain development sites do not provide some industrial space.

Qualitative Factors

7.18 What this demand/supply balance means in terms of any need for additional sites or reduction in any oversupply is now considered. Even where there is no quantitative shortfall of space, in some circumstances additional land may be needed for qualitative reasons, for example to provide a better choice of provision for occupiers, to meet gaps in the supply of particular types of premises or to improve or modernise the quality of current provision and so help attract more occupiers. Qualitative needs are considered for each broad property type/area individually.

Offices

- 7.19 In terms of meeting future market and developer needs and providing adequate choice, there are a limited number of sites available in Harrow with potential for new office development, and indeed about 70% of the potential supply is concentrated on two larger sites - Kodak and the Civic Centre - which are unlikely to come forward for employment uses in their entirety.
- 7.20 There is also currently a high level of vacant office space, part of which adds to available choice but not all of it may be attractive to the market or suitable to meet future needs. While there are also a number of smaller urban sites, there are no sizeable town centre sites available based on those assessed as part of this study, other than Lyon/Equitable House, which limits the types of office provision possible.
- 7.21 For a relatively dense urban location such as Harrow, the above may constitute a reasonable choice of types of office development sites, particularly within the context of an area with land supply and Green Belt constraints. However, there may be some benefits in an increased choice of types of office sites to meet the needs of a wider range of firms.
- 7.22 It is possible that some future office needs could be met by the re-use of part of the significant amount of surplus industrial land that is indicated by most of the demand estimates. However, much of this may be in unsuitable locations for office development, for example being outside of the Metropolitan Centre and other town centres, or in fragmented plots that are difficult to redevelop and should not be relied on to meet all future office needs.

Industrial

- 7.23 From the above analysis, there is no quantitative requirement for additional industrial space, and in most cases a significant surplus. However, in one scenario (past development rates) the position is tighter. Furthermore, this to some extent obscures that while there is no overall quantitative requirement, the Borough's industrial stock is going through a process of restructuring, in which some older, legacy industrial sites will need to be replaced by smaller, more modern premises better suited to the needs of the Borough's current industrial occupiers.
- 7.24 Currently vacancy levels for industrial space are well below normal market levels, and market views indicated some shortage of small, modern industrial units.
- 7.25 Some of the industrial supply is dated, and there also appears a very limited choice of industrial locations with space remaining, other than on the Kodak site. Some new space would be beneficial for qualitative reasons, particularly provision of some more, small, modern industrial units that could be provided for as part of any larger development sites.

- 7.26 While there may not be a need for any new industrial sites, it will be important to protect the best existing sites and make better use of existing supply by gradual upgrading of the industrial stock through redevelopment, sub-division or re-cladding of older industrial premises to ensure that provision meets future market requirements. This is considered further in Chapter 8.

Start-up Space

- 7.27 There appears to be some supply of small, serviced office units for small start-up firms. The large supply of older office premises in the urban areas, some of which could be sub-divided into smaller units, could lead to further supply of such space.
- 7.28 For small industrial firms, supply of start-up units is less certain and there appears good demand for small, modern industrial units. While there may be a need for more such space, this would probably not require new land given the potential to re-use older industrial units.
- 7.29 To make adequate provision for new space of this type, with small scale, managed, flexible units with easy-in/out arrangement to accommodate indigenous start-ups and firms moving out of dwellings, some specialist provision may also be needed. Something similar to a Basepoint centre, catering for both office and workshop needs, could be encouraged but also relatively low cost alternatives, perhaps involving subdivided older buildings rather than new space. Some of this space could be in the form of conversions of existing buildings and some new build. New start-up space will add greatest value where it is well located to demand and/or can be formally linked to education/training providers or other business-support initiatives, rather than simply developed in isolation.

Knowledge-based Activities

- 7.30 To support higher value jobs and knowledge-based activities in the Borough, some provision of premises suited to higher technology activities and research and development would be important. Some of these needs could be met in normal office premises or higher-end industrial units. However, other than some serviced office facilities, there does not appear to be much provision of small start-up units in dedicated incubation or innovation centres, as found in other areas strong in such activities. Demand is not clear but educational establishments in the area could form a focus for spin-off businesses and create a need for some space which may initially be met within the campus. Otherwise, some new provision of this type could be encouraged within any major new developments.

Strategic Distribution

- 7.31 Although there is very limited supply of large-scale, strategic distribution premises to serve regional/national needs in Harrow at present, and there is no obvious need for new provision. In any event, finding suitable, large,

unconstrained, sites near strategic routes would be very difficult. Other areas nearby closer to motorway routes would be better placed to meet any strategic distribution needs for the wider area.

Conclusions

- 7.32 The above analysis suggests that there could be more than an enough quantitative supply of all employment space to meet future needs up to 2026, under the different estimates of future demand considered when set against currently identified sites.
- 7.33 For industrial needs, depending on the approach used, there will be a large surplus of existing space over the next 19 years, although this could become much tighter if certain development sites do not provide some industrial space. In any event, a qualitative need for some more modern, small industrial units and small starter-units generally is indicated. The amount of new provision required should not require sizeable new sites, and can be accommodated through a combination of some intensification or redevelopment on existing sites and some new provision on the Borough's major development sites.
- 7.34 In terms of future office space requirements, there is more than enough potential supply against all future estimates of demand. However, there could be a qualitative need for some further office provision to support the role of Harrow town centre as a "*Metropolitan Centre*" in the London Plan, extend the choice of types of space and locations, and to provide for start-ups.
- 7.35 Because this point-in-time analysis takes place against a background of economic uncertainty, with different approaches indicating differing levels of future need, the Council should adopt a plan, monitor and manage approach to help provide some contingency to deal with higher than expected levels of demand in future or to allow for some development sites not coming forward/being delayed.

8.0 Strategy and Policy Implications

- 8.1 This section considers appropriate policy approaches in relation to employment space for the Borough's Core Strategy as well as other measures which may be required to support Harrow's wider economic development objectives.

Policy Approaches

- 8.2 The forecasts considered in previous chapters indicate the broad scale and type of growth in terms of jobs as a basis for estimating floorspace/land requirements, but they are to some extent arbitrary because much of this demand is footloose across Borough boundaries. However, the Council's policy approach should aim to fully meet Harrow's employment land needs so that economic growth in the Borough is not unduly constrained, recognising that developments in adjoining areas will also be a key influence.
- 8.3 In a tightly developed area such as Harrow, planning for employment needs will need to be balanced against pressures from other land uses, as well as other Core Strategy objectives such as housing targets. B-class employment development also competes with non B-class uses such as retail, leisure and community uses, some of which may also generate local economic benefits. This requires choices in the LDF about which sites to protect or allocate for employment development, or which to consider for release to other uses. The judgement should, however, take account of the local benefits of B-class sectors, and the outcomes if these become displaced. Approaches to providing for the different B-class uses are considered below.

Office Uses

- 8.4 Harrow's office market is relatively localised in nature, with only limited representation from larger corporate occupiers. The key challenge the Council must seek to manage is the shift from older, outdated space (which has prompted significant recent losses) to providing new space which meets modern business needs, and supports other Core Strategy objectives such as the role of Harrow town centre as a Metropolitan Centre. Providing that at least the minimum office requirement can be achieved, which is slightly below the recommendations of the latest London Office Policy Review (LOPR), the level of office space that the Core Strategy should plan for is – to some extent – a policy choice for the Council to consider in both planning and economic development terms. However, it needs to be based on a practical assessment of what the market can deliver.
- 8.5 It is recognised that Harrow's office market has not traditionally been as well established as some other locations, and indeed the latest LOPR suggests it is "*unlikely to be fruitful*" to focus on office development other than as part of mixed-use regeneration schemes. However, this in part reflects the lack of attractive office accommodation to draw office occupiers to the Borough, which is in turn a reflection of the lack of rental values to support new office

development. The growth prospects of many office-based sectors appear perhaps less favourable in the immediate post-recession climate, and development economics may continue to count against developer interest for offices in the Borough. For the most part, the Borough's office market is driven by local market requirements and it is likely that this will continue, although there may also be some potential for Harrow to capture a greater share of the modest Outer London office market than it has achieved in the recent past.

8.6 To be realistic, the scale of ambition may be relatively modest, recognising that Harrow is predominantly a local office market. The Borough is unlikely to, for example, become a genuine competitor to an established and successful Outer London office centre such as Uxbridge, which has attracted a range of corporate occupiers based on large, high quality office buildings with generous parking ratios, or an Outer Metropolitan centre such as Watford with its larger critical mass of office floorspace and more direct strategic road/rail connections. The focus for Harrow may be more about retaining existing local office employers and allowing for their expansion, rather than necessarily attracting significant numbers of new office-based firms into the Borough.

8.7 The Core Strategy could help support a greater office role for Harrow by providing clarity and certainty for investors about potential development sites, and encouraging a range of sites and premises to meet office needs. The London Office Policy Review makes some overall observations about how to support the role of Outer London centres generally (see below), and there may be scope to explore these issues further in the Harrow context.

London Office Policy Review – Some Pointers for Outer London Centres

- 1 Transport infrastructure is critical in adding value to these centres. Policy to encourage or promote improvement to the infrastructure can help to support office demand in these centres;
- 2 Technology infrastructure to support other specialisations and branding of locations should be encouraged and perhaps supported with public investment. Planning flexibility may also be the key to enabling branded locations to emerge;
- 3 The implications of parking ratios should be considered for their impact on land value and demand for office space;
- 4 Office occupiers place significant emphasis on quality of environment in decision making, and the conclusion is that OL centres must improve their public realm and quality of stock if they are to attract significant occupiers;
- 5 Many Outer Metropolitan (and some Outer London) centres have managed business parks that create a high quality and secure working environment, together with support services and high quality buildings. Many are not on greenfield sites (e.g. Chiswick Park). If Outer London centres are to compete successfully for modern office occupiers, then such opportunities should be sought out.

Source: London Office Policy Review, 2009

- 8.8 Although current supply appears capable of meeting most likely future needs, it may be desirable to provide greater choice of office sites that would also allow for higher future growth than expected, and also improve the range of types of location to better match demand. In line with the objectives of the London Plan, with a general aim to make best use of existing employment land and achieve more productive use of it, re-use of existing urban sites or available brownfield land would be the first option. While there may be scope to redevelop some surplus industrial land that comes available, this may not always be in suitable locations for new office development of the type required.
- 8.9 From the site assessments, the most immediate option would be more intensive redevelopment of the Lyon House/Equitable House site in Harrow town centre for office uses. The site functions reasonably well at present, but the existing buildings are somewhat dated and it is understood that some are due to be vacated soon. From the sites considered as part of this study, it appears to be one of the few sequentially preferable sites for office development.
- 8.10 In terms of other, more substantial redevelopment sites, at present these are the Kodak manufacturing site and Civic Centre site. Achieving this would depend on these sites becoming available over the next 19 years or so to coincide with the timeframe of the Core Strategy. The large, available Kodak site could provide some increased choice of office provision, although it is not a sequentially preferable site in PPS4 terms. However, as part of a large, mixed use development with other facilities and services, it is possible that limited office provision could be made on this site to meet local needs. This could contain some small, individual office units close to transport routes and local shopping facilities, as well as servicing any new housing development. There could also be a small office park development, perhaps as part of mixed employment area, which would meet wider needs, having regard to the overall development viability and mix of the site.
- 8.11 Redevelopment of the existing Council Civic Centre site could provide an alternative, although the availability and timescale for this site is currently much less certain.

Industrial and Distribution Uses

- 8.12 For industrial uses, while the forecasts point to continued decline and lower land requirements in quantitative terms, the reality is invariably more complex. The market analysis indicates a reasonably healthy industrial market, with low vacancy and some reported shortages for particular types of units. Thus, while industrial employment may be in longer-term decline, and older industrial space gradually is becoming redundant, this does not necessarily mean there is no requirement for some new industrial space in the future.
- 8.13 Improving the supply of more modern, small to medium sized industrial units could possibly be achieved through redevelopment, subdivision and refurbishment of existing units on industrial estates. However, this can often be deterred by fragmented land ownerships, amenity concerns from adjoining

residential areas, as well as pressure from higher value uses. Industrial development may also be less likely in the short to medium term when developers are going to be fairly risk averse. Policy encouragement to such improvements would nevertheless support such changes.

- 8.14 Provision of some new industrial space elsewhere could also have the effect of freeing up some older premises on established industrial areas and facilitate redevelopment/upgrading of existing premises, or potentially the release of poorer sites to other uses. One option to provide new industrial space would be on part of the Kodak site, probably as part of a mixed employment area. The site would appear adequate for the types of industrial firms that do not need very good strategic road access. This would, however, require careful masterplanning and may not be delivered by the private sector unless required by LDF policies for the site, taking account of the wider development potential and feasibility issues that apply to that site.
- 8.15 At the same time, the Council should seek to carefully manage losses of industrial space, encouraging renewal and recycling so that outdated buildings are upgraded or replaced, particularly to take account of the strong recent growth of distribution space which may continue in future at some level. The Borough's 2006 employment land study suggested that some of this distribution demand was effectively being 'imported' from the more traditional distribution markets of Brent, Ealing and Hillingdon, where greater land value and supply constraints were effectively displacing demand to Harrow. While it is not clear if this trend will continue, retaining and providing for industrial and distribution activities is important to support the efficient functioning and sustainability of the Borough's economy, and to support diversity of employment opportunities for local people. Potential policies to guide releases of employment land are considered in more detail below.

Provision for Small Businesses/Start-ups

- 8.16 Large employers remain important to Harrow's economy, and attracting others may be desirable to support an increased office market in the future. Targeted interventions to understand their needs and interventions may be necessary. However, Harrow also benefits from a strong indigenous small business base, so there appears to be a need for more premises suited to start-up and move-on firms in the Borough. Examples of existing provision include the units provided by Workspace Group at Barratt Way Industrial Estate, which have proved popular.
- 8.17 This would not necessarily require much more land. As indicated above, some premises of this type could potentially be achieved through sub-division and/or upgrading of older industrial units or, for studios and small offices, larger office buildings. Again, policy encouragement could be provided for this, for example similar to Policy EM12 contained in the previous 2004 UDP. However, some interventions may also be needed to overcome ownership issues and market disincentives.

- 8.18 However, there is also scope to seek some provision of smaller industrial units within larger mixed use or office schemes, perhaps as planning gain. These could be flexible business units, able to accommodate small office or workshop functions, that might better fit within residential or office areas. The Kodak site could usefully include some provision of this type, but other sites could also be considered.

More Effective Use of Current Supply

- 8.19 As noted in Chapter 5, a significant proportion of Harrow's existing employment sites comprise traditional industrial areas with some older premises unsuited to modern needs or in poor condition, but with potential for renewal or intensification. A process of gradual upgrading should be encouraged to allow for these sites to make a positive contribution to meeting some of the Borough's future industrial needs. The Outer London Commission specifically recommends greater weight is given to managing the diminishing stock of industrial land, with more attention given to ways of determining its future and improving its quality and accessibility. This has specific relevance to the Borough's two designated strategic industrial locations at Honeypot Lane and Wealdstone. Enhancing and increasing the economic contribution of these sites may necessitate some intervention by the GLA/LDA if these designations are to remain justified in the future.
- 8.20 Appropriate measures that might help address this issue could include re-cladding, gradual redevelopment of individual sites, and sub-division of larger units. Current barriers to owners doing this include low rents, the more limited premises needs of many lower cost occupiers in Harrow and sometimes multiple ownerships of sites. Such approaches could particularly apply to a number of the poorer-quality sites such as Honeypot Lane/Dalston Gardens and the former British Rail Goods Yard. These could comprise lower-cost initiatives such as re-cladding or repainting of industrial units, and making environmental improvements to existing estates. Encouragement for owners/developers to do this may be necessary, and would be aided by:
- 1 an LDF policy encouraging such forms of development;
 - 2 local initiatives to publicise to local firms case studies of improvements to business premises, including costs, local contractors involved and rental or other benefits achieved; and
 - 3 exploring potential sources of grant aid to enable small/medium firms to upgrade premises if the market does not deliver these improvements;
 - 4 establishment of an industrial Business Improvement District (BID) for larger estates;
 - 5 more intensive use of Council owned or managed sites, potentially through joint ventures with commercial developers.
- 8.21 It will also be important to ensure some balance is achieved between renewal of Harrow's older, more established employment areas, and any new

employment development. The latter can provide more modern and potential better quality space, but the incentive to build speculative new industrial units may be diminished by too much emphasis on upgrading. At the same time, any significant decanting of firms to new sites could undermine the future employment role of existing sites.

Release of Employment Land

- 8.22 The predicted oversupply of industrial and office space in quantitative terms creates potential for releasing some employment land to other uses. However, any releases need to be undertaken in a managed way reflecting the need to balance the nature of quantitative requirements based on employment forecasts (which will be subject to change and revision over time), and qualitative factors such as the need in wider economic development terms to ensure diversity and choice, the Borough's constraints on finding new development sites in future, reported shortages of particular types of premises, and the reality that once these types of sites are lost some may be difficult to replace. These are ultimately judgements to be made within the Core Strategy, but it is recommended that appropriate policies of protection be included, potentially similar in nature to those previously included in the 2004 UDP (Policies EM13 and EM14), which include reference to the London Plan strategic employment designations and the Borough's "*limited transfer*" status set out in the Industrial Capacity SPG.
- 8.23 For industrial space, the Borough's stock has been declining in recent years and there is probably a minimum level required to support the sustainable functioning of other parts of a local economy. Otherwise, repair services and distribution of goods would need to be provided from facilities located some distance from local markets. In addition, as noted above, a positive requirement for distribution space is identified in one of the scenarios. In an area of constrained land supply, the implication is that any surplus industrial land could be important as a potential source of some new distribution, or to a lesser extent office space, and therefore retained for alternative employment uses unless clearly unsuited for these.
- 8.24 The stock of office floorspace in the Borough has been in sharp decline over recent years, with significant losses of generally older space, less suited for modern needs. Vacancy levels remain high, and it appears likely that some losses will continue to occur in future years. In the first instance, these sites could be considered for either refurbishment or redevelopment for new office accommodation so that they continue to provide for future needs in the context of the more general conclusions about Harrow's future office role outlined earlier, and in line with the "*managed change*" approach advocated by the draft Replacement London Plan.
- 8.25 Against that background, the assessment of existing and allocated sites in Chapter 5 did not identify any sites that were clearly unsuited to continued employment use at some level. Many of the sites that perform poorly are characterised by isolation from strategic roads, constrained local road access

and proximity to residential areas. However, this does not mean that such sites are not meeting some local needs, and indeed, the site assessments conducted as part of this study did not indicate any clear examples of sites no longer fit for purpose. Sites that meet specific economic needs or are well occupied are strong candidates to be retained. Only when a site has a combination of high vacancy, serious adverse environmental impacts from its operation or is inherently unlikely to be able to perform an employment role in future should release to non-employment uses be considered.

8.26 This situation could be monitored regularly and the status of sites reviewed in the light of the future balance of demand/supply or if a strong need emerges to release lower quality employment land for other uses. At the present time, no specific release of the existing employment sites assessed by this study is recommended on the basis of any of these sites not being suited to on-going employment use. Furthermore, there should be no assumption that sites not specifically considered as part of this study are necessarily candidates for release.

8.27 If the Council wished to release some employment sites in future, criteria to be considered could include:

- 1 the overall quality of the site as an employment location, drawing on the rankings in this study;
- 2 whether the site could be redeveloped for other B class uses;
- 3 levels of occupation/vacancy by employment uses on the site;
- 4 any adverse impacts on adjoining area from employment operations on the site;
- 5 the scope to relocate existing uses on the site; and
- 6 whether using the site for alternative uses would achieve important planning benefits.

Monitoring

8.28 It will be important to monitor future change in the demand and supply of employment space to identify changing patterns and inform any policy responses required. Specific items to be monitored would include:

- a) the level of future demand for office/industrial space and which of the study's estimates of future requirements this best relates to;
- b) how much of the currently identified supply of employment space is likely to come forward and whether any new sites emerge;
- c) the extent and type of any losses of existing employment land to non B uses, particularly waste management;
- d) any on-going deficiencies in provision for specific types of employment premises e.g. small, low cost, business or industrial units.

8.29

In addition, this Employment Land Review was prepared at a time of major economic change in the UK, following a severe recession. While the study has made some allowances for this, it is possible that national economic recovery will change the current picture of current supply and future requirements for employment space. For these reasons, it is recommended that this study be updated within a reasonable period, such as 4-5 years from now.

9.0 Overall Conclusions

9.1 The following key conclusions can be drawn from this study.

Policy Context

9.2 The overarching themes that characterise the direction of travel of emerging policies and evidence that will influence how the Borough plans for employment space can be summarised as follows:

- 1 economic development is not confined to B-class sectors, but an up-to-date evidence base on employment land should be maintained;
- 2 emerging evidence highlights the potential greater economic role of Outer London, in particular the need to support town centres as the focus of growth alongside investment in strategic infrastructure, and to better manage the diminishing stock of industrial land;
- 3 the two strategic industrial locations in Harrow at Honeypot Lane and Wealdstone are maintained at the draft stage;
- 4 the managed change approach to office provision is continued for Harrow “metropolitan” centre, and Stanmore and Wealdstone “district” centres at the draft stage;
- 5 there is new emphasis at the draft stage on the growth potential of Harrow and Wealdstone through “area for intensification” status, with an estimated capacity for 2,000 jobs²⁸; and
- 6 latest evidence suggests a pragmatic approach to the Borough’s role in the office market should be taken in view of wider trends across London and the historic under-performance of the Borough’s centres.

Economic Context

9.3 Harrow has a relatively strong local economy which performs well even by London standards. The economic strengths of the area, which will influence its ability to support new employment space in future, are:

- good public transport accessibility;
- generally high rates of new business formation and entrepreneurship;
- a highly qualified workforce; and
- a high proportion of knowledge-based businesses.

9.4 Weaknesses and potential threats include:

²⁸ It should be noted that the draft Harrow Core Strategy seeks higher growth of 3,000 jobs within the proposed intensification area.

- high housing and wage costs;
- high levels of out-commuting, potentially limiting local labour supply;
- low levels of economic activity by national standards;
- lack of recent commercial property investment due to low rental levels; and
- potential for increased competition from established centres such as Watford and Uxbridge, and in the longer term emerging centres such as Wembley and Brent Cross / Cricklewood.

Commercial Property Market

- 9.5 Harrow contains a wide range of employment premises with a relatively even split by floorspace, offices and warehousing and overall a relatively modest supply of floorspace with less office and warehousing space than the surrounding London Boroughs. Over the last decade, Harrow has lost factory and office space whilst seeing modest growth in warehousing. Vacancy rates for industrial space are very low at around 3%, but are considerably higher (18%) for office accommodation.
- 9.6 Much of the office stock is old in comparison to London and national averages and there is a general over-supply of large, older office space, particularly in Harrow town centre. This, in part, explains why office vacancy levels are therefore high. Although there is some demand for modern office premises, this is not being provided by the market due to low rental levels, and as a result most occupiers prefer Watford and Uxbridge which also have better road access than Harrow. Most office demand is therefore locally generated and is for small units.
- 9.7 Harrow is not a major industrial or warehousing location due to its poor access to the strategic road network and as with offices, most demand is locally generated and is for small units. However, this type of demand is strong and there are very low vacancy rates in the majority of the Borough's industrial estates despite relatively old premises and the proximity of residential dwellings in some cases.
- 9.8 In addition to a perceived under-supply of high-quality modern office space, there are also shortages of small, modern freehold offices and small modern industrial units in the Borough.

Review of Current and Potential Employment Sites

- 9.9 The study has examined a total of 28 sites in the Borough of which nine (32%) were considered to be of good quality (32.8 ha), 13 to be of average quality (26.3 ha) and six of lower quality (11.2 ha).
- 9.10 The majority of the better performing sites in terms of the assessment process are located in Harrow and Wealdstone town centres where they have easy access to services or public transport. However, given the location of the town

centres, and hence, the majority of the sites in the Borough, strategic access is adequate with the M1 and A406 North Circular generally within 10km of most sites, but often by constrained routes.

- 9.11 Many of the lower quality sites are older, lower value warehousing and industrial sites, some of which are constrained by their urban location with incompatible surrounding uses such as residential areas and poor quality environments. Whilst many of these sites perform less well on the assessment criteria, many of these appear to meet local needs for low cost spaces and smaller-scale activities. This tends to reflect the lower vacancy rates for industrial floorspace than for offices within the Borough.

Future Employment Space Requirements

- 9.12 Based on consideration of various factors, three different estimates of future employment space requirements have been prepared, using different approaches. There is also divergence between what is implied by local data (i.e. take-up rates) and regional data (i.e. GLA forecasts). However, most of these reflect lower assumptions on future economic growth than in the recent past.
- 9.13 The overall space requirements related to these different futures range from -43,150 to -340 m² of all types of employment space, but between -54,150 and 37,300 m² for office space. Because of potential large losses of industrial space, and relatively high density assumptions about how future office space will be accommodated, this implies a need for between -9.9 ha and +0.1 ha of employment land in net terms, although this would assume all surplus industrial land can be redeveloped for office uses. Otherwise, land needs could be higher for those scenarios which indicate a positive office requirement.
- 9.14 Given a very uncertain economic outlook, it is difficult to select the preferred or most likely option to occur from these alternative growth scenarios. All three scenarios expect a negative industrial requirement of between 6-8 ha overall, but for distribution and office uses, the scenarios point in different directions. The past development rates probably overstates future losses of office space and therefore underestimates overall employment space needs, but the higher growth scenario may appear optimistic given the current economic outlook. For distribution uses, it seems unlikely that recent significant gains in floorspace can continue indefinitely, and so the past development rates scenario is probably at the upper end of the range of likely needs. By comparison, both the job growth scenarios forecast a negative requirement, but these appear somewhat inconsistent with past trends in the Borough and current market views of demand amongst local agents.
- 9.15 Overall, the baseline job growth scenario appears to be the most robust basis for planning purposes. This provides for a middle level of office growth along with a modest overall loss of industrial space. However, given the wide range and degree of current economic uncertainty, all three estimates of demand are taken forward for comparison with available land supply.

The Demand/Supply Balance

- 9.16 The analysis suggests that there could be more than an enough quantitative supply of all employment space to meet future needs up to 2026, under different estimates of future demand and based on currently identified sites.
- 9.17 For industrial needs, depending on the approach used, there will be a large surplus of existing space over the next 19 years, although this could become much tighter if certain development sites do not provide some industrial space. In any event, a qualitative need for some more modern, small industrial units and small starter-units generally is indicated. The amount of new provision required should not require sizeable new sites, and can be accommodated through a combination of some intensification or redevelopment on existing sites and some new provision on the Borough's major development sites.
- 9.18 In terms of future office space requirements, there is more than enough potential supply against all future estimates of demand. However, there could be a qualitative need for some further office provision to support the role of Harrow town centre as a "Metropolitan Centre" in the London Plan, extend the choice of types of space and locations, and to provide for start-ups.
- 9.19 Because this point-in-time analysis takes place against a background of economic uncertainty, with different approaches indicating differing levels of future need, the Council should adopt a plan, monitor and manage approach to help provide some contingency to deal with higher than expected levels of demand in future or to allow for some development sites not coming forward/being delayed. In addition, the GLA employment forecasts are regularly updated, and the Council is advised to make use of the latest version of the forecasts when reviewing and monitoring employment land needs in the future, particularly in the context of recovery from the recession.
- 9.20 The potential to redevelop or make more intensive use of existing employment sites was also considered at this stage, purely for testing purposes. There appears to be significant potential for new office development on town centre sites and as part of mixed-use developments, but less scope for industrial/warehousing space. While not all of this capacity will necessarily come available for new employment uses, it provides a pool of capacity which could be drawn on if more employment space is needed.

Strategy and Policy Implications

- 9.21 The range of forecasts considered in this study indicate the broad scale and type of growth in terms of jobs as a basis for estimating floorspace/land requirements, but they are to some extent arbitrary because much of this demand is footloose across Borough boundaries. However, the Council's policy approach should aim to fully meet Harrow's employment land needs so that economic growth in the Borough is not unduly constrained, recognising that developments in adjoining areas will also be a key influence.

- 9.22 Harrow's office market is relatively localised in nature, with only limited representation from larger corporate occupiers. The key challenge the Council must seek to manage is the shift from older, outdated space (which has prompted significant recent losses) to providing new space which meets modern business needs, and supports other Core Strategy objectives such as the role of Harrow town centre as a Metropolitan Centre. There may be scope for Harrow to capture a greater share of the modest Outer London office market than it has achieved in the recent past. To be realistic, the scale of ambition may be relatively modest, but the Core Strategy could support this by providing clarity and certainty for investors about potential development sites, and at the same time encouraging a range of sites and premises to meet office needs.
- 9.23 For industrial uses, while the forecasts point to continued decline and lower land requirements in quantitative terms, the reality is invariably more complex. The market analysis indicates a reasonably healthy industrial market, with low vacancy and some reported shortages for particular types of units. Thus, while industrial employment may be in longer-term decline, and older industrial space is becoming redundant, this does not necessarily mean there is no requirement for new industrial space in the future. However, a significant proportion of Harrow's existing employment sites comprise traditional industrial areas with some older premises unsuited to modern needs or in poor condition, but with potential for renewal or intensification. Improving the supply of more modern, small to medium sized industrial units could be achieved through a combination of redevelopment, subdivision and refurbishment of existing units on industrial estates. Policy support should be provided to encourage this.
- 9.24 The predicted oversupply of industrial and office space in quantitative terms creates potential for releasing some employment land to other uses. However, any releases need to be undertaken in a managed way reflecting the need to balance the nature of quantitative requirements based on employment forecasts (which will be subject to change and revision over time), and qualitative factors such as the need in wider economic development terms to ensure diversity and choice, the Borough's constraints on finding new development sites in future, reported shortages of particular types of premises, and the reality that once these types of sites are lost some may be difficult to replace. It is therefore recommended that appropriate policies of protection are contained within the Core Strategy, and criteria be established to assess where release of employment sites are contemplated. At the same time, processes of gradual upgrading and renewal should be encouraged across poorer sites to allow these sites to make a positive contribution to meeting some of the Borough's future industrial needs.

APPENDICES

**APPENDIX ONE:
ORGANISATIONS CONSULTED**

ORGANISATIONS CONSULTED

Steve Keenan, Ferrari Dewe

David Wilson, David Wilson & Co

Kieren Mitchell, Manager, Barratt Way Industrial Estate (Workspace Group)

David Sklair, Regeneration Project Manager, London Borough of Harrow

**APPENDIX TWO:
SITE ASSESSMENT CRITERIA**

HARROW EMPLOYMENT LAND REVIEW - SITE ASSESSMENT CRITERIA

The criteria for assessing the quality/condition of existing employment sites, reflecting the particular circumstances of Harrow are set out below. These criteria mainly relate to the inherent value of a site rather than current conditions on it, although such characteristics would also be noted. Additional criteria would apply to undeveloped allocated/development sites although ownership and availability information may not be possible to obtain in many cases and a judgement may need to be made on these.

Each site would be given a score of between 1 and 5 against each criterion (1 = poor, 5 = very good). No individual weightings would be attached to different criteria.

EXISTING DEVELOPED EMPLOYMENT AREAS

1. Access to strategic road network:

5 = **very good:** within 2 Km of strategic road junction/ via good unconstrained roads

1 = **poor:** over 5 Km from junction/access, and/or through constrained/local roads, and/or through town centre or residential areas etc

2. Local road access including congestion and quality of roads;

5= **very good local access:** via free moving good roads avoiding residential areas/difficult junctions;

1 = **poor:** difficult/narrow road access, via residential roads, difficult junction, congested roads;

3. Public transport access;

5 = **very good:** near centre of urban area, close to range of frequent public transport linking residential areas and services.

1 = **poor:** remote site, poor infrequent public transport access;

4. General location in terms of proximity to urban centres, and ease of access to labour and services;

5 = **very good:** near town, district centre, good access to residential areas and services

1 = **poor:** remote site, no services or residential areas nearby;

5. Proximity to incompatible uses:

5 = within larger employment area/ no incompatible surrounding land use

2-4 = B1 use adjoining residential/other sensitive uses;

1 = B2/B8 adjoining residential/other sensitive uses;

6. Site characteristics including topography, size, profile, development constraints etc:

5= **very good:** generally level site, regular shape, over 3 ha in size; no significant other constraints on development,

1 = **poor:** sloping/uneven site; under 0.5 ha, irregular/narrow shape, other severe constraints;

7. Vacancy levels

5 = under 10% vacant,

1 = over 25% vacant space/buildings

8. General attractiveness of the location:

5= **very good:** high profile/high quality appearance, environment and quality of occupiers

1 = **poor:** low profile; poor/run-down unattractive appearance/location; attracts lower end users;

9. Market Perceptions

5= viewed as attractive by agents/occupiers; recent activity, strong demand, units rarely available

1 = low demand, difficult to attract occupiers/needs heavy marketing

OTHER FACTORS TO BE NOTED

Age/ of Premises

- Pre-1970
- 1970-90
- 1990 -2000
- Post 2000

Condition of Premises

- Poor
- Average
- Good

Amount of land still available

- Under 10% of site undeveloped
- Over 50% of site undeveloped

Potential for alternative employment use

- good for bad neighbour or niche uses
- potential to sub-divide for starter units
- scope to upgrade for employment use
- remove undesirable use

**APPENDIX THREE:
ASSESSMENT OF EMPLOYMENT SITES**

Existing Site:

BARRETT WAY INDUSTRIAL ESTATE, TUDOR ROAD

Reference

1

Area (ha)

0.9



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small warehousing and distribution units	
<i>Strategic Access</i>	The closest strategic routes are the M1 (7km) and A406 North Circular (7km) accessed via local A roads.	2
<i>Local Road Access</i>	The site is on a residential road on the edge of Wealdstone town centre. It is subject to HGV use. Tudor Road has a width restriction reducing HGV traffic to one direction.	2
<i>Proximity to urban areas, and access to labour & services</i>	Within a residential area with industrial and business uses to the east (Whitefriars Industrial Estate) and south east (Tudor Enterprise Park). The main local services are within 1km of the site in Wealdstone town centre, with small parade of local shops on Tudor Road.	3
<i>Proximity to incompatible uses</i>	Residential area and college to the east of the site. Site is bounded by industrial and business uses to the north west and south east and merchant's yard and playing fields to the east. The railway line runs parallel to the rear of the site.	4
<i>Site characteristics and development constraints</i>	A small, linear site; fully developed site with no obvious development constraints. Limited car parking is provided on site.	3
<i>Market attractiveness</i>	Average quality industrial estate occupied by a number of small low quality occupiers. Limited car parking available on site, although some on-street parking on Tudor Road. Public transport is approximately 1km from the site in Wealdstone town centre. Some evidence of vacancies, possible due to more attractive Whitefriars Industrial Estate opposite.	3
<i>Planning Factors</i>	An allocated industrial and business site outside of Wealdstone town centre. No other planning factors identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

17

Existing Site:

CHRISTCHURCH INDUSTRIAL CENTRE

Reference

2

Area (ha)

3.9



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	The site comprises offices, warehousing and retail uses.	
<i>Strategic Access</i>	The nearest main routes are the M1 (8.5km) to the north and A406 North Circular to the south east (7km).	2
<i>Local Road Access</i>	The site is divided by Masons Avenue/Christchurch Avenue which is a key east west borough distributor route for Wealdstone and subject to high volume of traffic.	3
<i>Proximity to urban areas, and access to labour & services</i>	Located within a residential area on the edge of Wealdstone. Local services are within 0.75km in Wealdstone town centre and 1.5km to Harrow town centre. Harrow leisure centre is in close proximity.	4
<i>Proximity to incompatible uses</i>	Residential areas are to the north, east and west of the site. The railway line runs along the south part of the site. The Council Depot is to the east of the southern part of the site.	3
<i>Site characteristics and development constraints</i>	A large, fully developed level site divided by a main road. The northern part of the site comprises a mix of warehousing and trade counter units. The southern part is dominated by one operator. The eastern part of the northern site is identified at risk of flooding.	3
<i>Market attractiveness</i>	Good quality with no vacancies identified. The southern part of the site is dominated by a single operator, with northern half of the site occupied by lower end users	4
<i>Planning Factors</i>	The site is allocated for industrial and business uses. Part of the site is identified as being at risk of flooding.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

19

Existing Site:

**TUDOR ENTERPRISE PARK,
TUDOR ROAD**

Reference

3

Area (ha)

0.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small warehousing and trade counter units	
<i>Strategic Access</i>	The closest strategic routes are the M1 (7km) and A406 North Circular (7km) accessed via local A roads.	2
<i>Local Road Access</i>	The site is on a residential road on the edge of Wealdstone town centre. It is subject to HGV use.	2
<i>Proximity to urban areas, and access to labour & services</i>	Located within a residential area with industrial and business uses to the north west and south east. Local services are within 1km of the site in Wealdstone town centre.	3
<i>Proximity to incompatible uses</i>	Residential area and college to the east of the site; industrial and business uses to the north west and south east and merchant's yard to the east. The railway line runs parallel to the rear of the site.	3
<i>Site characteristics and development constraints</i>	A small, linear shaped, fully developed site with no development constraints.	4
<i>Market attractiveness</i>	Good quality enterprise park occupied by a number of small occupiers. Limited car parking available on site, although some on-street parking on Tudor Road. Public transport is approximately 1km from the site in Wealdstone town centre.	3
<i>Planning Factors</i>	An allocated industrial and business site outside of Wealdstone town centre. No other planning factors identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 17

Existing Site:**COLART FINE ART & GRAPHICS****Reference****4****Area (ha)****2.4**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Single-occupier manufacturing site with some ancillary office space	
<i>Strategic Access</i>	8 km to M1 J4 via suburban A-roads through residential areas	2
<i>Local Road Access</i>	Narrow road junctions onto High Road and Whitefriars Avenue and are surrounded by residential dwellings	2
<i>Proximity to urban areas, and access to labour & services</i>	Within Harrow urban area and adjacent to residential areas; approximately 900 m to Harrow & Wealdstone Station and several bus services pass the site; a variety of services are available on Wealdstone High Street adjacent to the site	4
<i>Proximity to incompatible uses</i>	Surrounded on all sides by residential dwellings which could be incompatible with on-going industrial use	1
<i>Site characteristics and development constraints</i>	Large, flat and fully developed site, although slightly irregular in shape; no obvious constraints to development	4
<i>Market attractiveness</i>	Of potential interest to some office and/or industrial occupiers although may be limited by poor road access, backland location and low profile	2
<i>Planning Factors</i>	Allocated as Industrial and Business Use Area	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 15

Existing Site:**THE CRYSTAL CENTRE,
ELMGROVE ROAD****Reference****5****Area (ha)****2.2**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small industrial/warehousing estate	
<i>Strategic Access</i>	An edge of town centre site. The A406 North Circular is located to the south (within 7.5km) and M1 (10km) to the north via good local roads.	2
<i>Local Road Access</i>	The A409 runs to the west of the site via Elmgrove Road, a residential street constrained for large vehicles. The site has its own access road from Elmgrove Road (Crystal Way).	3
<i>Proximity to urban areas, and access to labour & services</i>	Harrow town centre is 1 km to the west of the site and provides good access to local services and public transport. Local bus service runs along A409 Station Road. Residential areas located nearby.	3
<i>Proximity to incompatible uses</i>	Employment uses are located to the north (Marlborough Hill and Phoenix Industrial Estate) and east (Hawthorn Centre). Residential areas to the south, separated by Elmgrove Road.	4
<i>Site characteristics and development constraints</i>	A small, fully developed site with a slight slope to the east. No obvious constraints identified.	3
<i>Market attractiveness</i>	The site is of average quality 1980s construction; high vacancy rate of 40-50%. Evidence of fly tipping within the site. Adequate parking facilities provided on site.	2
<i>Planning Factors</i>	Allocated site; no other planning designations	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 17

Existing Site:

THE HAWTHORN CENTRE

Reference

6

Area (ha)

0.9



Criteria	Comment	Score (out of 5)
Current Use	Industrial estate with some retail trade counters	
Strategic Access	An edge of town centre site. The A406 North Circular is located 7km to the south and M1 is 8.5km to the east via good local roads.	2
Local Road Access	The A409 runs to the west of the site via Elmgrove Road, a residential street constrained for large vehicles. A railway line underpass links the site with the Council Depot and a pedestrian underpass passes the entrance of the site.	3
Proximity to urban areas, and access to labour & services	Residential located to the south and west of the site. Harrow town centre is 1 km to the west of the site and provides good access to local services and public transport. Local bus service runs along A409 Station Road.	3
Proximity to incompatible uses	Employment uses are located to the west of the site (Marlborough Hill and Phoenix Industrial Estate and Crystal Centre). Residential areas to the south of Elmgrove Road. The east of the site is bounded by the railway line.	4
Site characteristics and development constraints	A small, fully developed site with a slight slope to the east. No obvious constraints identified.	4
Market attractiveness	The site is of average quality 1980s construction, generally in good condition but in a low profile location. The majority of the site is occupied and is in single ownership. Ample car parking provided on site.	3
Planning Factors	The site is brownfield and an allocated employment site. No other planning constraints are identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

19

Existing Site:

KODAK MANUFACTURING PLANT

Reference

7

Area (ha)

15.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Large, single-occupier manufacturing site	
<i>Strategic Access</i>	8 km to M1 J4 via suburban A-roads through residential areas	2
<i>Local Road Access</i>	Good turnings from the site onto Headstone Drive and Harrow View suitable for HGVs	4
<i>Proximity to urban areas, and access to labour & services</i>	Within the Harrow urban area and adjacent to residential areas; around 1 km to Harrow & Wealdstone Station and several bus services pass the site; a variety of services are available on Wealdstone High Street	4
<i>Proximity to incompatible uses</i>	Adjacent to residential on three sides which could be incompatible with on-going manufacturing use; otherwise surrounded by other industrial uses and the railway which are compatible with all employment uses	2
<i>Site characteristics and development constraints</i>	Large, flat site; large cleared area currently being marketed for open storage; no obvious constraints to development	5
<i>Market attractiveness</i>	Large site, likely to be attractive to wide range of industrial and particularly office users due to proximity to station; however, potentially demolition/remediation costs could limit investor attractiveness	3
<i>Planning Factors</i>	Allocated as a designated Industrial Area	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:	20
---------------------	-----------

Existing Site:

**PALMERSTON ROAD/OXFORD ROAD
INDUSTRIAL ESTATE**

Reference

8

Area (ha)

3.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mix of warehousing, offices, education, retail and industrial uses.	
<i>Strategic Access</i>	The nearest main route is the M1 (within 5km of site) with access via local roads.	3
<i>Local Road Access</i>	Accessed via a residential road on the edge of Wealdstone town centre. The A409 divides part of the site in a north south direction. The local road is subject to heavy traffic including HGV and bus route.	2
<i>Proximity to urban areas, and access to labour & services</i>	Located on the edge of Wealdstone town centre. A local bus runs past the site and train services are in close proximity. Local shops and car parking are adjacent to the site and within Wealdstone town centre.	4
<i>Proximity to incompatible uses</i>	The site is incompatible with a number of its surrounding uses including residential to the north and south. Part of the site bounds the railway line.	2
<i>Site characteristics and development constraints</i>	A large, slightly sloped, irregular shaped site which has been fully developed for a mix of different uses. The western part of the site is within the town centre boundary.	3
<i>Market attractiveness</i>	Range of pre and post 1970s buildings, generally in good condition; limited car parking provision is provided at the various units. Vacancy rate is relatively low across the whole site	4
<i>Planning Factors</i>	Part of the site is located within the town centre boundary; the whole site is allocated for industrial and business uses.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 18

Existing Site:

MARLBOROUGH HILL & PHOENIX INDUSTRIAL ESTATE

Reference

9

Area (ha)

2.6



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mixed use industrial estate including office, general industrial and warehousing site	
<i>Strategic Access</i>	The A406 North Circular is located to the south (within 7.5km) and M1 (10km) to the north via good local roads.	2
<i>Local Road Access</i>	The A409 runs to the west of the site. The surrounding roads are residential and unsuitable for heavy road traffic. The entry to Health Aid is located on a bend in Marlborough Hill. Other entrances to the site are from a residential road with on-street parking.	3
<i>Proximity to urban areas, and access to labour & services</i>	Harrow and Wealdstone train/underground station is located approximately 600m and walking distance to the north-west of the site. Bus services run along the A409 Station Road. Local services are within walking distance to the site, and in close proximity to residential areas.	4
<i>Proximity to incompatible uses</i>	Surrounded by residential areas to the south and west and railway line to the north east of the site.	2
<i>Site characteristics and development constraints</i>	An irregular shape on generally level land. The site is not in the floodplain and no other obvious constraints are identified.	3
<i>Market attractiveness</i>	Health Aid is located in a high quality, prominent post 1990 office building with associated warehousing. The remainder of the site is low profile occupiers in industrial/warehousing accommodation and small 'Pavillion' office building. Approximately 10% vacancy.	3
<i>Planning Factors</i>	Allocated employment site. No other planning constraints are identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 17

Existing Site:

**WAVERLEY INDUSTRIAL ESTATE,
HAILSHAM DRIVE**

Reference

10

Area (ha)

3.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Warehousing and distribution units, light manufacturing, offices and trade counters.	
<i>Strategic Access</i>	The closest strategic routes are the M1 (7km) and A406 North Circular (7km) accessed via local A roads.	2
<i>Local Road Access</i>	Direct access from Headstone Drive (a borough distributor road) which is suitable for heavy traffic movement.	4
<i>Proximity to urban areas, and access to labour & services</i>	On the edge of Wealdstone town centre within 5-10 minutes walking distance of local services including shops, bus and train services (Harrow and Wealdstone). Residential area to the south of the site for access to local labour.	4
<i>Proximity to incompatible uses</i>	Large industrial site to the west (Kodak Manufacturing) identified for future redevelopment. Railway line to the east of the site. Large residential area to the south beyond Headstone Drive. Crown Court situated on the corner entrance to the site.	4
<i>Site characteristics and development constraints</i>	A regular shaped, generally level, fully developed industrial estate with no obvious development constraints.	4
<i>Market attractiveness</i>	The majority of the site is in good condition with a range of occupiers including some high quality occupants (Tchibo Coffee International Ltd, Racal Acoustics Ltd). Low vacancy rate. Ample car parking provision on site but good public transport.	4
<i>Planning Factors</i>	An allocated industrial and business site on the edge of Wealdstone town centre. No other planning factors identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

22

Existing Site:

WHITEFRIARS INDUSTRIAL ESTATE, TUDOR ROAD

Reference

11

Area (ha)

1.0



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small warehousing and distribution units	
<i>Strategic Access</i>	The closest strategic routes are the M1 (7km) and A406 North Circular (7km) accessed via local A roads.	2
<i>Local Road Access</i>	Accessed via residential road on the edge of Wealdstone town centre. It is subject to HGV use. Road has a width restriction reducing HGV traffic to one direction.	2
<i>Proximity to urban areas, and access to labour & services</i>	Local services are within 1km of the site in Wealdstone town centre including transport and retail services. Residential areas nearby.	3
<i>Proximity to incompatible uses</i>	Located within an area of a range of uses including residential to the north, education to the east and south and industrial and business uses to the west (Barratt Industrial Estate).	3
<i>Site characteristics and development constraints</i>	A regular shaped, generally level, fully developed industrial estate with no development constraints.	4
<i>Market attractiveness</i>	An average quality 1970s/1980s industrial estate, occupied by a number of small occupiers. Recent approval for change of use of a unit from industrial to Class D1 engineering skills and training use. All units would be fully occupied. Adequate car parking provided on site for an industrial site.	4
<i>Planning Factors</i>	An allocated industrial and business site outside of Wealdstone town centre. No other planning factors identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

18

Existing Site:**FORMER BRITISH RAIL GOODS YARD,
CECIL WAY****Reference****12****Area (ha)****0.8**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Business and light industrial uses.	
<i>Strategic Access</i>	The closest strategic routes are the M1 (7km) and A406 North Circular (7km) accessed via local A roads.	2
<i>Local Road Access</i>	The site is accessed via a residential road on the edge of Wealdstone town centre; subject to HGV use.	2
<i>Proximity to urban areas, and access to labour & services</i>	Within the urban area of Wealdstone within 0.5km from the town centre. No local bus service along Cecil Way; however, the site is within 1km of Wealdstone Station.	4
<i>Proximity to incompatible uses</i>	Residential area to the north of the site and railway line to the rear. Industrial uses are located along Cecil Road/Tudor Way.	3
<i>Site characteristics and development constraints</i>	A small, narrow shaped site which has been subject to recent redevelopment for office and light industrial uses. No development constraints are identified.	2
<i>Market attractiveness</i>	Two operators within the site; the southern half is recently built business and light industrial uses of good appearance and environment. The northern part is industrial and of an unattractive appearance.	3
<i>Planning Factors</i>	An allocated proposal site for business uses. No other planning constraints identified.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**16**

Existing Site:**HONEYPOT LANE/DALSTON GARDENS****Reference****13****Area (ha)****3.0**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mix of warehousing, distribution and storage units, offices and retail uses.	
<i>Strategic Access</i>	The nearest main route is the M1 (5.5km) via good local road links.	3
<i>Local Road Access</i>	The site has its own access road from the A4140 Honey Pot Lane providing access to the western units. The eastern units are accessed from Dalston Gardens which also serves residential properties.	2
<i>Proximity to urban areas, and access to labour & services</i>	Local bus services run along Honey Pot Lane. The nearest underground station is Canons Park (0.75km away) where there are also some local services. Local services are within 0.75km of the site at Queensbury. Residential areas nearby.	3
<i>Proximity to incompatible uses</i>	Surrounded by residential area within immediate proximity of the site. Bounded by the A4140 Honey Pot Lane to the west.	2
<i>Site characteristics and development constraints</i>	A small regular shaped, generally level, fully developed site. The site is constrained by residential uses and the A4140.	2
<i>Market attractiveness</i>	Poor quality site with a mix of lower end users. A number of the units are vacant including the former BMW car dealership. The buildings are generally of an unattractive appearance subject to a lack of investment. Limited car parking restricted mainly to on-street parking or in front of buildings.	2
<i>Planning Factors</i>	An allocated industrial and business site between Canons Park and Queensbury.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**14**

Existing Site:

HONEYPOT BUSINESS CENTRE, PARR ROAD/GARLAND ROAD

Reference

14

Area (ha)

5.8



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Warehousing, distribution and storage units, light industrial offices and trade counters.	
<i>Strategic Access</i>	The nearest main route is the M1 (5.5km) via good local road links.	3
<i>Local Road Access</i>	Internal access road from A4140 Honeypot Lane with reasonable junction for HGV use, but some on-street parking and narrow in width. Turning circle within the site. Site access shared with St Edward Homes redevelopment on adjacent site.	3
<i>Proximity to urban areas, and access to labour & services</i>	Large residential estate being developed adjacent to and to the east of the site. Some local shops within walking distance at Canons Park; however Stanmore (2km) and Queensbury (1km) are the nearest centres. Local bus services pass the site and Canons Park underground station is 1km away.	3
<i>Proximity to incompatible uses</i>	Large residential estate being constructed to the north and east of site. Underground line is also to the east of the site. Other nearby uses include recreation ground to the west and industrial and business uses to the south.	3
<i>Site characteristics and development constraints</i>	A regular shaped, generally level, fully developed industrial estate. The majority of the site is identified at risk of flooding.	3
<i>Market attractiveness</i>	Mix of some high and lower quality operators; evidence of some vacancies across the site.	3
<i>Planning Factors</i>	An allocated industrial and business site between Canons Park and Queensbury. The site is allocated for industrial and business uses but has been in part redeveloped for housing. The majority of the site is at risk of flooding.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

18

Existing Site:

**INDUSTRIAL USE RAILWAY ARCHES, 20-60
THE ARCHES**

Reference

15

Area (ha)

1.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mix of workshops and car repair services in railway arch accommodation	
<i>Strategic Access</i>	The nearest main routes are the A406 North Circular to the south (3.5km) and M1 (10.5km) to the north.	3
<i>Local Road Access</i>	Limited access from Roxeth Green Avenue which is designated as a borough distributor road. Limited access along The Arches due to on-street parking and narrow road.	2
<i>Proximity to urban areas, and access to labour & services</i>	The site is within 10-15 minutes walking distance of South Harrow town centre for local services including a supermarket and local bus and underground services (South Harrow). Some residential to the north and south of the site	3
<i>Proximity to incompatible uses</i>	The site is surrounded by residential uses to the north and south including recent residential development at Brember Road Industrial Estate.	2
<i>Site characteristics and development constraints</i>	This is a linear shaped site with small units located underneath the overhead railway arches.	2
<i>Market attractiveness</i>	This is a low profile low quality site which is of poor visual appearance. There are a number of different occupiers comprising workshops and car repair/MOT services. However, a number of the units are occupied with only about 25% vacancy rate.	2
<i>Planning Factors</i>	The site is designated for industrial and business uses.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

14

Existing Site:

**BUSINESS USE RAILWAY ARCHES,
9-17 & 62-73 THE ARCHES**

Reference

16

Area (ha)

0.2



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	The site comprises new office and studio units under a railway line.	
<i>Strategic Access</i>	The nearest main routes are the A406 North Circular to the south (3.5km) and M1 (10.5km) to the north.	3
<i>Local Road Access</i>	Good local road access in a residential area for business uses. The site is accessible from a borough distributor road to the north and residential road from the east. Car parking is provided on site.	3
<i>Proximity to urban areas, and access to labour & services</i>	The site is within 10-15 minutes walking distance of South Harrow town centre for local services including a supermarket and local bus and underground transport. A new residential development is situated opposite the site.	4
<i>Proximity to incompatible uses</i>	The site is surrounded by residential uses either side of the railway. Industrial business uses are to the north.	2
<i>Site characteristics and development constraints</i>	This is a linear shaped site with small units located underneath the overhead railway arches.	2
<i>Market attractiveness</i>	This is a recent refurbishment of the railway arches for new business and studio uses. Car parking provision is provided on-site. All units are current vacant.	3
<i>Planning Factors</i>	The site is designated for industrial and business uses with potential good spaces for new business and studio type uses.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

17

Existing Site:

**BALLARD MEWS,
EDGWARE ROAD**

Reference

17

Area (ha)

0.7



Criteria	Comment	Score (out of 5)
Current Use	Offices, car repair, retail and residential uses	
Strategic Access	The nearest main route is the M1 (within 5km of site) with access via local roads.	3
Local Road Access	Good local road access from A5. Access road within site is narrow with limited opportunity for turning, and inadequate junction with access to the site over pedestrian footpath.	2
Proximity to urban areas, and access to labour & services	Good access to local shops and services including local shopping centre in Edgware. Bus services run past site and Edgware underground station within 0.5km. Residential areas nearby	4
Proximity to incompatible uses	Situated within a residential area.	2
Site characteristics and development constraints	A small, irregular shaped site which has been fully developed. Site is located within an archaeological priority area.	2
Market attractiveness	The majority of this site is in poor condition pre-1970s buildings, with a poor environment and evidence of vacancies. Limited car parking facilities on site and on main road (A5).	2
Planning Factors	An allocated business use area close to Edgware town centre.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

15

Existing Site:

**SPRING VILLA PARK,
EDGWARE**

Reference

18

Area (ha)

1.1



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small office development	
<i>Strategic Access</i>	The nearest main route is the M1 (within 5.5km of site) with access via local roads.	3
<i>Local Road Access</i>	Good local road access from A5, with dedicated access road and adequate internal layout.	4
<i>Proximity to urban areas, and access to labour & services</i>	Located on main road with office uses and some surrounding residential to the north and west. Good access to local shops and services including local shopping centre in Edgware. Bus services run past site and Edgware underground station within 0.5km.	4
<i>Proximity to incompatible uses</i>	Residential area to north and west and Edgware Town Football Club to the south. Mainly offices and retail units on A5 Edgware Road.	3
<i>Site characteristics and development constraints</i>	A small irregular shaped site which has been fully developed. Site is located within an archaeological priority area and is at risk of flooding.	3
<i>Market attractiveness</i>	The majority of this site is fully let for office uses including job centre well maintained and with landscaping. Level of car parking provision for offices appears reasonable particularly given good public transport.	4
<i>Planning Factors</i>	An allocated business use area close to Edgware town centre. The site is within an archaeological priority area and identified as at risk of flooding.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

21

Existing Site:

**NORTHOLT ROAD OFFICE AREA,
NORTHOLT ROAD**

Reference

19

Area (ha)

4.1



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	The site is divided in two; the northern site comprises residential, police station and community uses; the southern site is offices.	
<i>Strategic Access</i>	The nearest main routes are the A406 North Circular to the south (3.5km) and M1 (10.5km) to the north.	3
<i>Local Road Access</i>	The site is located on the A312 on the edge of South Harrow town centre. The local road access is subject to heavy traffic flow as it is a key town centre route.	3
<i>Proximity to urban areas, and access to labour & services</i>	The site lies on the edge of South Harrow town centre and is adjacent to local services including a supermarket, small retail park, and community uses. Recent residential development has taken place on the northern site with residential area to the east and west. The site is on a key bus route and walking distance to South Harrow underground station.	5
<i>Proximity to incompatible uses</i>	This is a mixed use area of residential, retail, office and industrial uses. A petrol filling station is also located between the northern and southern site.	4
<i>Site characteristics and development constraints</i>	Large, generally level, fully developed site. It is a fairly regular linear shape. The site is allocated for business uses.	4
<i>Market attractiveness</i>	Good quality site with some quality occupiers and evidence of recent investment. The older 1970/80s office uses are less attractive and mainly vacant.	4
<i>Planning Factors</i>	The site is allocated for business uses but has been subject to residential development.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 23

Existing Site:**BREMBER ROAD INDUSTRIAL ESTATE****Reference****20****Area (ha)****2.1**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mixed office, industrial and warehousing.	
<i>Strategic Access</i>	The nearest main routes are the A406 North Circular to the south (3.5km) and M1 (10.5km) to the north.	3
<i>Local Road Access</i>	Site is accessed from a dead end residential road. The site has its own access road; however circulation is limited with two dead end cul-de-sacs; layby for delivery loading.	2
<i>Proximity to urban areas, and access to labour & services</i>	Within 10-15 minutes walking distance of South Harrow town centre for local services including a supermarket and local bus and underground transport. The south west part of the site has been redeveloped for residential. There is also residential to the north and south and supermarket and small retail park to the east.	4
<i>Proximity to incompatible uses</i>	This is a mixed use area of residential, retail, office and industrial.	3
<i>Site characteristics and development constraints</i>	Irregular shaped industrial estate due to redevelopment of part of the site for residential use and Waitrose supermarket to the east.	3
<i>Market attractiveness</i>	Low profile, fully developed site comprising a mix of uses. Current operators are low quality, although there is low vacancy. Hazardous substance located on site.	2
<i>Planning Factors</i>	The site is allocated for industrial and is a proposal site. This has been built for residential use.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**17**

Existing Site:**CHANTRY PLACE****Reference****21****Area (ha)****1.4**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Small industrial estate and self-storage uses	
<i>Strategic Access</i>	8 km to M1 J4 via suburban A-roads through residential areas	2
<i>Local Road Access</i>	Good turnings from the site onto Headstone Lane via Chantry Place, partly shared with access to residential properties.	4
<i>Proximity to urban areas, and access to labour & services</i>	Adjacent to residential areas; around 2 km to Harrow & Wealdstone Station and bus services pass the site; small parade of shops at Long Elmes	3
<i>Proximity to incompatible uses</i>	Self-contained site, bounded by railway line along western edge, with residential areas immediately to north and east, but separated by roads	4
<i>Site characteristics and development constraints</i>	Medium-sized site, generally level and regular in shape; fully developed; no obvious development constraints	4
<i>Market attractiveness</i>	Existing units in good condition and vacancy appears to be low; isolated from other employment areas	4
<i>Planning Factors</i>	Allocated as Industrial and Business Use Area	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**21**

Existing Site:

NEPTUNE ROAD INDUSTRIAL ESTATE

Reference

22

Area (ha)

1.8



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	An industrial estate comprising predominantly warehouse and storage use	
<i>Strategic Access</i>	The nearest main route is the M1 to the north (8.5km) and A406 North Circular to the south (5km) accessed via good local roads.	2
<i>Local Road Access</i>	Located on the edge of the town centre on the A404, which is identified as a distributor road. The access junction to the site is poor for large vehicles. Neptune Road is shared with residential with on-street parking. A one-way system operates around the industrial estate.	2
<i>Proximity to urban areas, and access to labour & services</i>	The site is located in a residential area on the edge of Harrow town centre. Local services including shopping centre, bus and train services (Harrow-on-the-Hill and West Harrow) are within 10-15 minutes walking distances.	4
<i>Proximity to incompatible uses</i>	The site is self contained; however it is surrounded by residential development to the north and the railway line to the south. Warehousing is to the east of the site with access through Neptune Road Industrial Estate.	3
<i>Site characteristics and development constraints</i>	A regular shaped small, fully developed site with no obvious development constraints.	4
<i>Market attractiveness</i>	Existing buildings in reasonable condition with range of quality occupiers. Ample car parking is provided on site.	4
<i>Planning Factors</i>	Located on the edge of Harrow town centre, the site is allocated for industrial and business uses.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

19

Existing Site:

HARROVIAN BUSINESS VILLAGE

Reference

23

Area (ha)

0.7



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	A small business park comprising office uses.	
<i>Strategic Access</i>	The nearest main route is the M1 to the north (8.5km) and A406 North Circular to the south (5km) accessed via good local roads.	2
<i>Local Road Access</i>	Located on the edge of the town centre on the A312, which is identified as a distributor road and provides access to the town centre. The local road access is good for a business/office park of this size.	4
<i>Proximity to urban areas, and access to labour & services</i>	Situated in a residential area on the edge of Harrow town centre. Local services including a shopping centre, bus and train (Harrow-on-the-Hill) services are within 10-15 minutes walking distances.	4
<i>Proximity to incompatible uses</i>	The site is self contained; however surrounded by residential areas including a designated Conservation Area to the east.	3
<i>Site characteristics and development constraints</i>	A small, fully developed site with no obvious development constraints except for the Conservation Area to the rear. The buildings have been designed so that they are sympathetic to the surrounding area.	3
<i>Market attractiveness</i>	This is a high quality office site which is well maintained with mature trees and adequate on-site car parking. The majority of the accommodation is let with good quality occupiers. Vacancy rate is approximately 5-10%.	4
<i>Planning Factors</i>	Not identified in the Local Plan The Conservation Area to the rear would be a consideration in any development proposal for the site.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 20

Existing Site:**HARROW COUNCIL CENTRAL DEPOT,
FORWARD DRIVE****Reference****24****Area (ha)****3.1**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	The site comprises Council depot with ancillary office uses, open storage and recycling centre.	
<i>Strategic Access</i>	An edge of town centre site. The A406 North Circular is located to the south (within 7.5km) and M1 (10km) to the north via good local roads.	2
<i>Local Road Access</i>	The site has its own access road from a main residential route which is suitable for heavy HGV use. A one-way system operates within the site.	3
<i>Proximity to urban areas, and access to labour & services</i>	Located within a residential area within 1km of Wealdstone town centre and 1.5km of Harrow town centre. Local bus service along Forward Drive is 5-10 minutes from the site. A recreation ground is adjacent to the eastern edge of the site.	3
<i>Proximity to incompatible uses</i>	The site is incompatible with a number of its surrounding uses including residential to the north and recreation ground to the east. The railway line borders the southern boundary.	3
<i>Site characteristics and development constraints</i>	A large site of fairly regular shape with no development constraints. Given existing uses at the site there is likely to be some contamination issues. There is a significant amount of car parking provided on-site.	3
<i>Market attractiveness</i>	This is a low profile site of poor appearance and environment. It is mainly Council occupied with some smaller warehousing operators.	2
<i>Planning Factors</i>	The site is located on the edge of Wealdstone but not specifically allocated.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**16**

Potential Site:**HARROW COUNCIL CIVIC CENTRE****Reference****25****Area (ha)****4.6**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Council offices including main library	
<i>Strategic Access</i>	A406 North Circular is located to the south (within 7.5km) and M1 (10km) to the north via local roads.	2
<i>Local Road Access</i>	The A409 runs to the east of the site. The surrounding roads and site junction are residential and unsuitable for heavy road traffic.	3
<i>Proximity to urban areas, and access to labour & services</i>	Harrow and Wealdstone mainline/tube station is located approximately 200m to the north of the site. Bus services run along the A409 Station Road. Local services within walking distance to the site. Recent residential development to the north-east of the site in addition to residential to the south and west.	3
<i>Proximity to incompatible uses</i>	Self-contained site, surrounded by residential areas to the north, south and west. Evidence of some mixed use commercial to the east. Site is bounded by the A409 Station Road.	4
<i>Site characteristics and development constraints</i>	Large, level site with no obvious constraints.	5
<i>Market attractiveness</i>	Prominent location on the edge of Harrow Weald, close to mainline railway station, main routes and local services. Established office site with good parking facilities.	4
<i>Planning Factors</i>	A brownfield site which has no restrictive designations.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**21**

Existing Site:

**VARIOUS OFFICES,
IMPERIAL DRIVE, RAYNERS LANE**

Reference

26

Area (ha)

1.0



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Mix of office buildings and some education uses (Regent College)	
<i>Strategic Access</i>	The nearest main route is the A406 North Circular (3.5km) to the south east accessed via good local roads.	3
<i>Local Road Access</i>	Located on a designated London Distributor Road suitable for business uses. The A4090 runs through the site linking Rayners Lane to North Harrow and South Harrow. Pay and display on street parking as well as some on-site car parking.	3
<i>Proximity to urban areas, and access to labour & services</i>	Located within the Rayners Lane town centre boundary and includes a number of local services including retail and library uses and bus and underground (Rayners Lane) all within 5 minutes walking distance.	4
<i>Proximity to incompatible uses</i>	Residential areas are located behind the eastern part of the site on Beechcroft Avenue. Other local services including local shops and library are adjacent to the site. Part of the northern site is identified for redevelopment. Regent College is situated at the northern end of the eastern part of the site.	3
<i>Site characteristics and development constraints</i>	A fair sized, fully developed site. It requires its own access road due to level changes from Imperial Drive. No other development constraints. Evidence of existing vacant office space available for rent.	3
<i>Market attractiveness</i>	The offices are in reasonable condition in close proximity to local services. High profile operators in some buildings including Ladbrokes and Regent College.	3
<i>Planning Factors</i>	Located within the Rayners Lane town centre boundary.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:

19

Existing Site:

**VARIOUS OFFICES,
76-132 COLLEGE ROAD**

Reference

27

Area (ha)

0.7



Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Predominately office uses with some ground floor retail accommodation	
<i>Strategic Access</i>	The nearest main route is the M1 to the north (8.5km) and A406 North Circular to the south (5km) accessed via good local roads.	2
<i>Local Road Access</i>	Accessed via town centre routes with local traffic and bus services. Informal on-street car parking at front of site with off-street parking to the rear.	3
<i>Proximity to urban areas, and access to labour & services</i>	The site is located in the town centre, within walking distance of local services, and bus station and Harrow-on-the-Hill underground station. Office uses are also situated on College Road with evidence of new office accommodation adjacent to the train station and residential development to the west of the site.	5
<i>Proximity to incompatible uses</i>	A mixed town centre site with office floorspace along College Road. New residential development currently being constructed within 50m.	4
<i>Site characteristics and development constraints</i>	A small, fully developed, regular shaped site within the town centre. Vacancy rate is estimated at 20%.	4
<i>Market attractiveness</i>	Existing buildings in mixed condition and appearance, however a high profile site given its town centre location and high quality transportation links.	4
<i>Planning Factors</i>	The site is located within the town centre boundary with the potential for mixed use development.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE: 22

Existing Site:**EQUITABLE HOUSE, LYON HOUSE, CONGRESS HOUSE & SIGNAL HOUSE****Reference****28****Area (ha)****1.8**

Criteria	Comment	Score (out of 5)
<i>Current Use</i>	Offices	
<i>Strategic Access</i>	The nearest main route is the M1 to the north (8.5km) and A406 North Circular to the south (5km) accessed via good local roads.	2
<i>Local Road Access</i>	The site is divided by Lyon Road, with one-way access and on-street parking separating the offices on either side.	4
<i>Proximity to urban areas, and access to labour & services</i>	Located within the town centre boundary approximately 250m to local services and public transport including bus and train services (Harrow-on-the Hill). Close to residential areas.	5
<i>Proximity to incompatible uses</i>	Self-contained site with mixed use commercial and hotel to the north and retail to the south. Recent residential development to the north-west of the site.	4
<i>Site characteristics and development constraints</i>	A medium sized, fully developed site with no identified development constraints.	4
<i>Market attractiveness</i>	High profile site on the edge of Harrow town centre with range of established occupiers; low vacancy levels. The design and layout of the site provides for a significant amount of existing car parking given its location.	4
<i>Planning Factors</i>	The site is located within Harrow town centre with no identified planning constraints.	

[Scoring: 5 = best, 1 = worst]

TOTAL SCORE:**23**

**APPENDIX FOUR:
EMPLOYMENT FORECASTS**

Total Employment Change by Sector – Baseline Scenario

Sector	2007	2009	2016	2021	2026
PRIMARY AND UTILITIES	85	81	68	60	53
MANUFACTURING	4,792	4,556	3,816	3,362	2,962
CONSTRUCTION	5,963	5,833	5,398	5,108	4,833
WHOLESALE	4,674	4,628	4,468	4,357	4,249
RETAIL TRADE	9,630	9,635	9,656	9,670	9,685
HOTELS & RESTAURANTS	4,410	4,697	5,856	6,855	8,025
TRANSPORT AND COMMS	3,258	3,225	3,114	3,037	2,962
FINANCIAL SERVICES	2,783	2,788	2,808	2,822	2,836
BUSINESS SERVICES	17,488	17,664	18,291	18,753	19,227
PUBLIC ADMINISTRATION	3,936	3,858	3,596	3,419	3,252
HEALTH AND EDUCATION	19,124	19,097	19,003	18,937	18,871
OTHER SERVICES	5,861	6,303	8,129	9,748	11,691
TOTAL	82,005	82,365	84,203	86,130	88,645

Note: based on NLP analysis of GLA trend-based employment projections (October 2009)

Total Employment Change by Sector – Higher Growth Scenario

Sector	2007	2009	2016	2021	2026
PRIMARY AND UTILITIES	85	81	68	60	53
MANUFACTURING	4,792	4,612	4,032	3,663	3,328
CONSTRUCTION	5,963	5,833	5,398	5,108	4,833
WHOLESALE	4,674	4,639	4,519	4,435	4,352
RETAIL TRADE	9,630	9,635	9,656	9,670	9,685
HOTELS & RESTAURANTS	4,410	4,697	5,856	6,855	8,025
TRANSPORT AND COMMS	3,258	3,225	3,114	3,037	2,962
FINANCIAL SERVICES	2,783	2,788	2,808	2,822	2,836
BUSINESS SERVICES	17,488	17,734	18,622	19,283	19,967
PUBLIC ADMINISTRATION	3,936	3,858	3,596	3,419	3,252
HEALTH AND EDUCATION	19,124	19,097	19,003	18,937	18,871
OTHER SERVICES	5,861	6,303	8,129	9,748	11,691
TOTAL	82,005	82,503	84,801	87,038	89,854

Note: based on NLP analysis of GLA trend-based employment projections (October 2009)



Nathaniel Lichfield
and Partners

Planning Design Economics

Aviation and Major Infrastructure
Culture, Media and Sport
Economics and Regeneration
Education
Energy and Waste
Environmental Impact Assessments
Health Care
Heritage
Housing
Leisure and Tourism
Offices, Industrial and Business
Town Centres and Retail

Cardiff
029 2043 5880

London
020 7837 4477

Manchester
0161 837 6130

Newcastle
0191 261 5685

nlppanning.com

