TRIUM

1 & 2 Longwalk Road

Socio-Economic Benefit Statement

Prepared for:
Royal UK Property Holdings LLP

Date:
October 2026

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INTRODUCTION

1 This Socio-Economic Benefit Statement is prepared on behalf of Royal UK Property Holdings LLP (hereinafter referred to as 'the Applicant') in support of a full planning application for the redevelopment of land at 1 & 2 Longwalk Road, Hayes, Uxbridge, UB11 1DB and UB11 1BA (the 'site'), located within the London Borough of Hillingdon (LBH).

2 The proposals comprise demolition of the existing site and provision of new industrial, storage and distribution space with associated uses hereafter referred to as the 'Proposed Development'.

Overview of this Economic Benefits Statement

3 This report has been undertaken to identify the likely socio-economic impacts of the Proposed Development, in support of this planning application and in line with Greater London Authority (GLA) guidance.

4 This Socio-Economic Benefit Statement should be read in conjunction with other supporting documents submitted with the Planning Application, including the Planning Statement prepared by DARA Planning and the Design and Access Statement (DAS) prepared by UMC Architects, which explain the Proposed Development in more detail and relate it to the site's surrounding context and applicable planning policy frameworks.

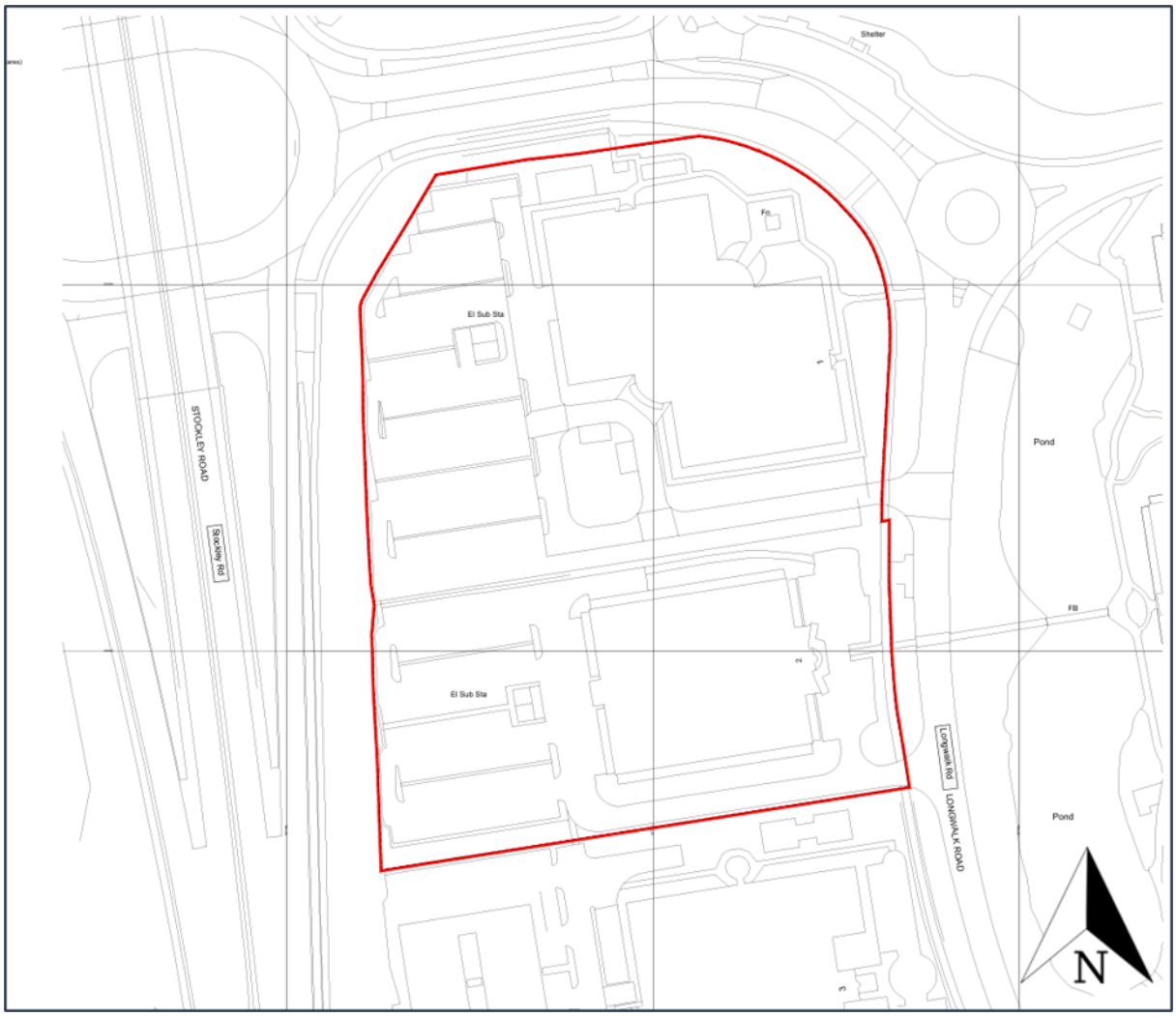
The Site and Existing Uses

5 The site is 2.53 hectares (ha) in size and is located within Stockley Park, Uxbridge (see Figure 1 below). It comprises two low-rise office buildings, external paved parking and circulation areas and strips of soft landscaping including trees. West Drayton Elizabeth Line and National Rail station is located approximately 1.7km to the southwest, and Hayes and Harlington Elizabeth Line and National Rail station is located approximately 2km to the southeast of the site.

6 The site is broadly bound by:

- Bennetsfield Road to the north, beyond which lies the Stockley Park golf course;
- Longwalk Road to the east, beyond which are lakes;
- A low-rise office building and associated at-grade parking to the south; and
- Stockley Road (A408) to the west.

Figure 1 **Application Redline Boundary**



The Surrounding Context

7 The surrounding area is characterised by a mix of industrial and commercial uses with predominately low- to mid-rise buildings, and by the Stockley Park golf course and lakes. Stockley Park Lakes and Meadows are a Nature Conservation Site of Borough Grade II (local) Importance. The site is entirely located within the Stockley Park Registered Park and Garden.

8 There are no residential receptors in the immediate vicinity of the site, with the nearest located approximately 350m to the southwest of the site. The site is located near the business park access, which is via Stockley Road (A408) and Bennetsfield Road. Bennetsfield Road provides access to Longwalk Road via the Stockley Road roundabout, which provides access to the site.

9 The site has limited public transport connectivity to the wider area, with some parts recording a Transport for London (TfL) Public Transport Accessibility Level (PTAL) of 1b and the remaining parts a score of 2. The site is located approximately 3.0km walking distance from Hayes & Harlington Station and 1.7km walking distance from West Drayton Station, which both provide services to the TfL Elizabeth Line and Great Western Railway. In addition, several bus stops served by TfL routes are within a reasonable walking distance of the site, the closest of which is located on Longwalk Road. Routes 350,

A10 and U5 all operate from this stop, providing connections to Heathrow Airport, Hayes, West Drayton and Uxbridge.

The Proposed Development

10 A full (detailed) planning application will be submitted for the redevelopment of the site to comprise the demolition of the existing vacant office buildings and the construction of two commercial units (Unit 100 and Unit 200), providing a total of 11,006m^2 GIA of new industrial, storage and distribution uses (Use Class B2 / B8 / E(g)(iii)) with ancillary office space, yard space, associated parking, landscape and associated works**.** Unit 100 will comprise 6,052m^2 GIA and Unit 200 will comprise 4,954m^2 GIA of Use Class B2 / B8 / E(g)(iii) floorspace.

11 The Proposed Development will also provide 88 car parking spaces and 68 cycle parking spaces, alongside 11 loading docks and four level-access doors. The proposals will also include approximately 6,200m^2 of soft landscaping and 9,700m^2 of hard landscaping and are targeting a BREEAM rating of 'Excellent'.

LEGISLATION AND PLANNING POLICY

National Planning Guidance

National Planning Policy Framework

12 The National Planning Policy Framework (NPPF)[1], most recently updated in August 2026, sets out the Government's planning policies for England and how these are expected to be applied. At the heart of the NPPF is a *"presumption in favour of sustainable development"*, and the articulation of the Government's vision for how the planning system should operate.

13 Policy E2 of the NPPF states that substantial weight should be given to the economic benefits of commercial development which allows businesses to invest, expand and/or adapt, particularly where this supports the economic vision and strategy for the area and the implementation of the Government's Industrial Strategy.

Planning Practice Guidance

14 The Planning Practice Guidance (PPG)[2], launched in March 2014, is an online resource which collates planning guidance on various topics into one place. It sets out technical guidance for delivering many of the policies set out within the NPPF.

15 The PPG highlights the need for local authorities to identify economic and housing needs in their areas in order to plan effectively. It also recognises that good quality design is an integral part of ensuring that development responds in a practical and creative way to both the function and amenity of a place, as it can affect a range of economic, social and environmental objectives. Good design is considered to have the potential to deliver a number of planning objectives including, but not limited to: safe, connected and efficient streets; crime prevention; security measures; access and inclusion; cohesive and vibrant neighbourhoods; and economic growth.

Regional Guidance

The London Plan: The Spatial Development Strategy for Greater London

16 The London Plan[3] was adopted in March 2021. Under legislation establishing the Greater London Authority (GLA), the Mayor of London is required to publish a Spatial Development Strategy and keep it under review namely, the London Plan. The Mayor of London has also published a new, streamlined Draft London Plan in July 2026, although it is currently undergoing public consultation until 15 October 2026, ahead of an Examination in Public and expected adoption in early 2028. However, it should be noted that the policies in the draft currently carry little weight and that the references below are to the adopted London Plan.

17 As the overall strategic plan for London, it sets out an integrated economic, environmental, transport and social framework for the development of London over the next 20-25 years.

18 The London Plan is underpinned by the concept of Good Growth, which is defined as growth that is socially and economically inclusive, environmentally sustainable, which helps to build a strong and inclusive communities. These principles are captured in a number of policies relevant to this report of which the key policies are outlined below.

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[1] *Ministry of Housing, Communities and Local Government (MHCLG) (2025). National Planning Policy Framework.*
[2] *MHCLG (2022). Planning Practice Guidance.*
[3] *GLA (2021). The London Plan: The Spatial Development Strategy for Greater London.*

Policy GG1 Building Strong and Inclusive Communities

19 This policy puts the onus on those involved in planning and development to seek to ensure that London continues to generate a wide range of economic and other opportunities benefitting all residents, as well as ensuring that good quality services, public places and open space, buildings and streets are designed well, to promote and build strong and inclusive communities.

20 It also sets out requirements that ensure London generates a wide range of economic and other opportunities; provide access to good quality community spaces, services and amenities; ensure streets and public spaces are designed to allow communities to thrive; and promote town centres that provide opportunities for building relationships.

Policy GG2 Making the Best Use of Land

21 This policy outlines a range of measures to support development of successful, sustainable, mixed-use places, particularly in areas close to transport and in existing town centres, with varying recommendations based on existing and proposed uses as well as relevant land allocations.

Policy D8 Public Realm

22 Under this policy development proposals are required to deliver safe, accessible, inclusive, attractive, well-connected, easy to understand, service and maintain public realm.

Policy E11 Skills and Opportunities for All

23 This policy states that all development proposals should support employment, skills development, apprenticeships, and other education and training opportunities in both construction and end-use phases, including through Section 106 obligations where appropriate. Boroughs should ensure these are implemented in ways that:

- Enable those undertaking training to complete their training and apprenticeships;
- Ensure that those who are being employed or partaking in the training and apprenticeships are taken-up by Londoners to the greatest extent possible; and
- Ensure that the construction industry work force has an increased proportion of under-represented groups.

Local Guidance

LBH Local Plan

24 The LBH's Local Plan comprises two parts: Local Plan Part 1: Strategic Policies[4] and Local Plan Part 2: Development Management Policies[5]. Local Plan Part 2 sets out detailed development management policies, including those relevant to the Proposed Development, as outlined below:

Policy DME 1: Employment Uses on Designated Employment Sites

25 This policy seeks to protect designated employment sites and support their continued use for employment-generating purposes. It supports industrial and warehousing uses, including B2 and B8 uses, within appropriate designated employment locations.

[4] *(2012). Local Plan Part 1: Strategic Policies.*
[5] *(2020). Local Plan Part 2: Development Management Policies.*

Policy DMHB 11: Design of New Development

26 This policy requires new development to be of a high quality of design, taking account of the scale, height, massing and bulk of development and its relationship with the surrounding area. It also seeks to ensure that landscaping, tree planting and other measures are incorporated to enhance the quality of the development.

Policy DMHB 14: Trees and Landscaping

27 This policy seeks to ensure that existing trees, landscape features and other natural features are retained and enhanced where possible. Development proposals are also expected to provide appropriate hard and soft landscaping as part of the overall design.

Policy DMT 1: Managing Transport Impacts

28 This policy requires development proposals to address transport impacts and promote accessibility by sustainable modes of transport, including walking, cycling and public transport. It also considers the need for appropriate access, servicing and movement arrangements.

Supplementary Planning Document: Planning Obligations[6]

29 The Planning Obligations supplementary planning document (SPD) provides additional guidance for planning applications in the LBH, with a specific focus on affordable housing; transportation, accessibility, air quality and noise; training and employment; community safety in the public realm; environmental impacts; and open space and recreation.

[6] *LBH (2014). Supplementary Planning Document: Planning Obligations.*

METHODOLOGY AND SCOPE

Demolition and Construction

Construction Employment

30 To estimate the number of jobs likely to be generated as a result of the demolition and construction phase of the Proposed Development, labour coefficients (i.e. person years of employment per £1 million spend) for 'private industrial' developments, as defined within the Homes & Communities Agency (HCA) Calculating Cost Per Job – Best Practice Note[7], have been applied to the forecast construction cost. The HCA identifies a baseline coefficient of 10.0 person years per £1 million spend for 'Private Industrial' developments, which has been adjusted to 6.6885 person years per £1 million spend to account for inflation[8]. Person years of employment have then been divided by the expected construction period (approximately 17 months) to provide the average number of full-time equivalent (FTE) jobs supported each year. The full calculation has not been presented in this report, given the commercial sensitivity of the underlying construction cost information.

31 Additionally, the proportion of workers who both work and reside in the borough (34.3%[9]) is used to estimate the total number of jobs which might be filled by residents of the LBH, noting that this figure refers to all industries and is not specific to the construction sector. To reduce potential distortions associated with homeworking patterns recorded during the 2021 Census (which was undertaken during the coronavirus pandemic), individuals who were recorded as working from home are also excluded from this analysis.

32 It should be noted that this methodology produces an indicative estimate of construction employment and has been used for assessment purposes only rather than formal construction requirements, which are not available at this stage.

Construction Worker Expenditure

33 It is assumed that construction workers will contribute to the local economy by buying goods and services such as meals or other items. Expenditure by direct construction workers is calculated by applying an average spend per day of £10 per employee, based on the thresholds set out within the HMRC Employment Income Manual for daily meal allowances[10]. To determine gross annual spend, it is assumed that most workers are entitled to 5.6 weeks of annual leave each year, subtracted from the standard 52-week year, and so an average of 46.4 working weeks per year[11] are used. Given the nature of construction, a five day 'in person' work week is also used[12]. Given that this calculation is based on employees spending £10 per day on goods and services local to the site, it is anticipated that this expenditure would largely be retained within the LBH.

34 Furthermore, it is acknowledged that whilst some construction workers may live locally and thus their expenditure on household goods and services would support induced employment locally, others could be expected to be drawn from the wider region, depending on their role. On this basis, an estimate of construction supply chain effects, or indirect employment, and induced effects, or local expenditure, are

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[7] *HCA (2015). Calculating Cost Per Job – Best Practice Note, 3rd Edition.*
[8] *GOV.UK (2026). GDP deflators at market prices, and money GDP June 2026 (Quarterly National Accounts).*
[9] *ONS (2021). Origin destination data - ODWP - Location of usual residence and place of work datasets.*
[10] *HMRC (2023). Employment Income Manual.*
[11] *GOV.UK (2024). Holiday entitlement. Available at: https://www.gov.uk/holiday-entitlement-rights/holiday-pay-the-basics. Accessed 07/09/2026.*
[12] *HelloSafe (2024). Working Days Calculator. Available at: https://hellosafe.co.uk/business-insurance/tools/working-days-calculator. Accessed 07/09/2026.*

considered at a high level and in a quantitative manner. In this case, an estimated additionality factor of 33% is used, as specified within the HCA Additionality Guide[13].

Construction Period GVA

35 It should be noted that this report refers to both Gross Value Added (GVA) and 'expenditure'. GVA is an economic productivity metric that measures the contribution of a corporate subsidy, company or municipality to an economy, producer, sector or region. It provides a financial value for goods and services that have been produced in a country, minus the cost of all inputs and raw materials that are directly attributable to that production. Conversely, expenditure refers to consumer spending on consumption in the present, and often local, area.

36 To estimate the GVA generated during the construction period, GVA benchmarks for the 'construction' industry in the LBH, as reported in the Office for National Statistics (ONS) Regional GVA dataset (approximately £866,000,000[14]), have been applied alongside the 'construction' employment figures for the LBH (approximately 6,875 FTEs[15]). Together, these figures provide an estimate of GVA generated per construction employee, which has then been applied to the estimated number of annual construction jobs expected to be supported by the Proposed Development. Calculations are also adjusted for inflation, given that the most recent data for GVA generated by construction is from 2023[16]. This provides an estimate of the annual economic output generated by construction activity associated with the Proposed Development.

37 It is not possible to accurately determine the proportion of GVA that would be retained within the LBH, as GVA measures the economic value generated by construction activity and the available data does not identify where this value would be retained. The GVA figure is therefore presented as the total GVA generated by the Proposed Development, rather than GVA retained within the LBH.

Completed Development

Operational Employment

38 The gross number of jobs that would be generated by the Proposed Development's commercial uses has been calculated by applying standard job density ratios based on the HCA's Employment Density Guide[17]. The HCA guidance sets out expected FTE employment created per m^2 of floorspace for varying use types, depending on how efficiently the floorspace can be used for various operations. For example, office use mainly requiring desktop work will allow for a higher density of employment than hotel use which requires floorspace for accommodation facilities as well as space for employees. As well as considering spatial requirements, the employment density of other uses may be dependent on labour intensity. For example, a retail or other customer experience-oriented business would require more staff on-site than a gym or cinema requiring less employee oversight.

39 The Proposed Development includes the following employment generating floorspace:

[13] *HCA (2014). Additionality Guide, 4th Edition.*
[14] *ONS (2023). Regional gross value added (balanced) by industry: local authorities by ITL1 region – Table 3.*
[15] *ONS (2023). Business Register and Employment Survey: open access.*
[16] *GOV.UK (2026). GDP deflators at market prices, and money GDP June 2026 (Quarterly National Accounts).*
[17] *HCA (2015). Employment Density Guide, 3rd Edition.*

Table 1 Proposed Employment Generating Floorspace

Anticipated Use	Gross External Area (GEA)	Gross Internal Area (GIA)
Unit 100: Industrial, Storage and Distribution – Use Class B2 / B8 / E(g)(iii)	6,208m^2	6,052m^2
Unit 200: Industrial, Storage and Distribution – Use Class B2 / B8 / E(g)(iii)	5,094m^2	4,954m^2
TOTAL	**11,302m^2**	**11,006m^2**

40 As demonstrated in Table 1, the Proposed Development provides a total of 11,006m^2 GIA employment generating floorspace associated with industrial, storage and distribution uses (Use Class B2 / B8 / E(g)(iii)). These use classes align most closely with former Use Classes B1c / B2 / B8. These uses have an employment density ranging from 36m^2 GIA per FTE ('Industrial & Manufacturing') to 95m^2 GEA per FTE ('National Distribution Centre'). Accordingly, minimum and maximum employment generation scenarios have been presented to reflect the potential variation in future occupier types and associated operational activities. It should be noted that it is unlikely that the Proposed Development will generate either the minimum or maximum level of employment. Rather, the actual number of jobs supported is expected to fall somewhere between these two scenarios and will ultimately depend on the mix of industrial, manufacturing, storage and distribution activities undertaken by future occupiers. The range presented therefore provides a reasonable indication of the potential employment impacts associated with the flexibility being sought through the Planning Application.

41 The HCA Additionality Guide has also been used to estimate net employment from the Proposed Development by accounting for wider additionality factors such as displacement, economic multipliers and leakage:

- A low displacement level of 25% has been assumed as the Proposed Development is expected to have '*some displacement effects, although only to a limited extent*'. This reflects the established demand for industrial and distribution floorspace in the LBH, as identified in the LBH Employment Land and Capacity Study (2023)[18];
- A composite ready reckoner local multiplier of 1.29 is used in line with guidance on 'B2/ B8' uses at the local level to allow for the estimation of indirect and informal employment; and
- A leakage value of 0 is used as no specific groups are targeted by the employment floorspace at this stage.

42 Additionally, as outlined above, the proportion of workers who both work and reside in the borough (34.3%) is used to estimate the total number of jobs which might be filled by residents of the LBH, noting that this figure refers to all industries and is not specific to a particular sector. To reduce potential distortions associated with coronavirus-related working patterns, individuals who were recorded as working from home are also excluded from this analysis.

Operational Worker Expenditure

43 Operational worker expenditure applies the same methodology used for '*Construction Expenditure*' above, assuming an average spend per day of £10 per employee and a 46.4 week year. Given the nature of industrial uses, a five day 'in person' work week is also used and, as this calculation is based on employees spending on goods and services local to the site, it is anticipated that this expenditure would largely be retained within the LBH.

Operational Period GVA

44 To estimate the GVA generated during the operational period, GVA benchmarks for the 'warehousing, transport support, postal and courier activities' industry in LBH, as reported in the ONS Regional GVA

[18] *LBH (2023). Employment Land and Capacity Study.*

dataset (approximately £1,405,000,000)[19], have been applied alongside the 'Transport & storage' employment figures for the LBH (approximately 33,500 FTEs[20]). While the industry classifications do not align exactly, these represent the closest available matches within the respective datasets and have therefore been used for the purposes of this assessment. Calculations are also adjusted for inflation, given that the most recent data is from 2023. This provides an estimate of the annual economic output generated by operational activities associated with the direct FTE employees of Proposed Development.

45 It is not possible to accurately determine the proportion of GVA that would be retained within the LBH, as GVA measures the economic value generated by industrial activity and the available data does not identify where this value would be retained. The GVA figure is therefore presented as the total GVA generated by the Proposed Development, rather than GVA retained within the LBH.

Business Rates Revenue

46 Business rates revenue taxes are levied on non-domestic properties, with revenue collected from business rates used by local authorities to fund essential services. The amount payable is based on the property's 'rateable value', which is an estimate of its annual rental value on the open market.

47 To estimate business rates revenue, Valuation Office Agency (VOA) benchmark rateable values per square metre (Net Internal Area (NIA)) have been applied[21]. As the existing site has been vacant for over three months, it is expected to be liable for full business rates[22]. The existing site's total GIA has been converted to NIA assuming a 15% reduction for office uses, while the Proposed Development's total GIA has been converted to NIA assuming a 5% reduction for warehouse uses, in line with the HCA Employment Density Guide. For the LBH, this benchmark rateable value is £219/m^2 for office uses (existing site) and £93/m^2 for industrial uses (Proposed Development). A standard business rates multiplier (2025/26) of 0.555[23] has also been applied, alongside an assumption that the LBH retains 30% of business rates revenue[24].

Assumptions and Limitations

48 Wherever possible, the baseline year for this assessment is 2026, the latest year for which at least some complete data may be available. For some data, including Census data, the next most recent year is used, often 2022 or 2021.

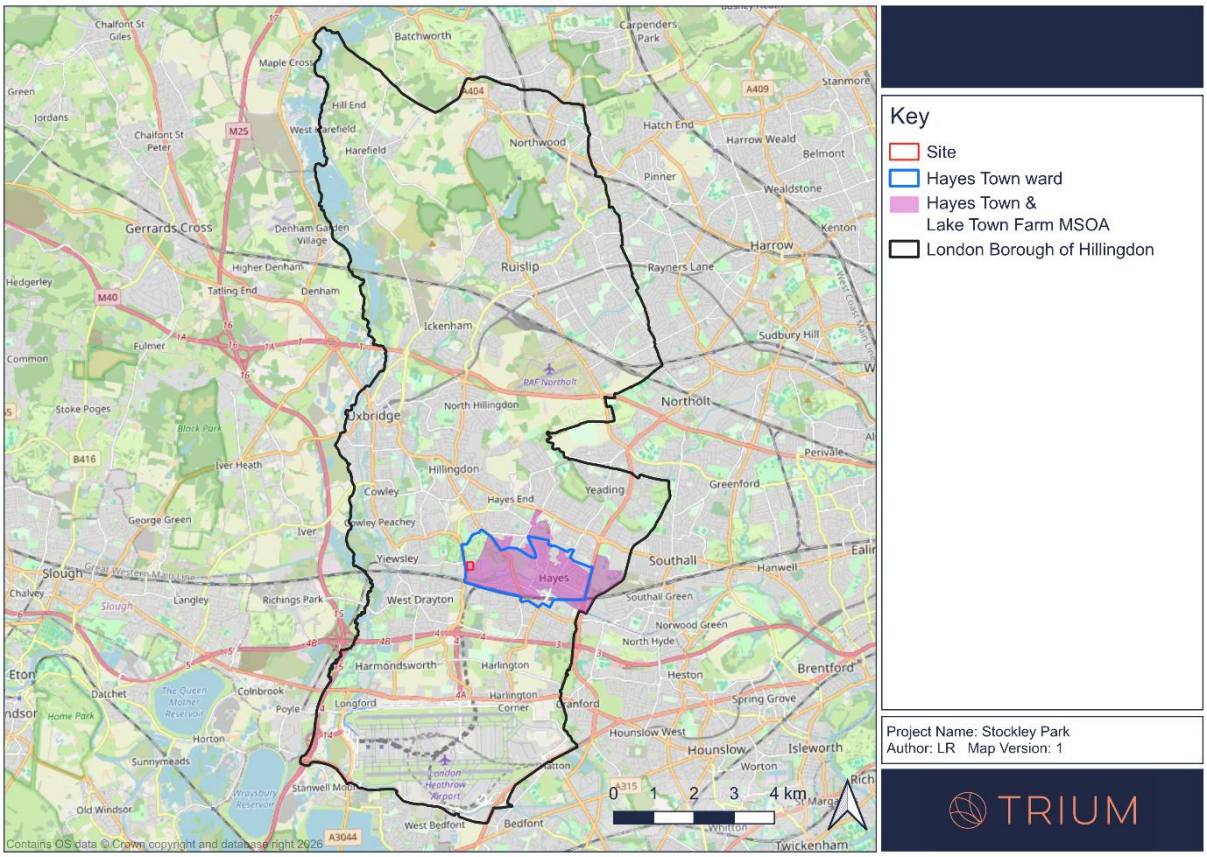
49 The site is located in Hayes Town ward, within the LBH, London, England. For the purposes of establishing a baseline, Hayes Town ward will be the primary study area. Where data is not available at the ward level, Hayes Town & Lake Town Farm Middle Super Output Layer (MSOA) will be used[25]. In addition, the LBH, London and England will be used as geographic comparators to contextualise trends, depending on available data.

50 The site, in relation to Hayes Town ward, Hayes Town & Lake Town Farm MSOA, and the LBH can be seen in Figure 2 below.

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[19] *ONS (2023). Regional gross value added (balanced) by industry: local authorities by ITL1 region – Table 3.*
[20] *ONS (2023). Business Register and Employment Survey: open access.*
[21] *GOV.UK. (2023). NDR Business Floorspace Tables 2023.*
[22] *GOV.UK. (2026). Business rates relief.*
[23] *GOV.UK (2026). Estimate your business rates. Available at: https://www.gov.uk/calculate-your-business-rates. Accessed 07/09/2026.*
[24] *GLA (2024). The Mayor's Budget Guidance for 2025-26.*
[25] *The MSOA is used when presenting data published by the Office for Health Improvement and Disparities (OHID), formerly Public Health England (PHE), including within the 'Fingertips: Public Health Data' dashboard.*

Figure 2 Site Location



Base Map Source: OpenStreetMap (2026) and OS data © Crown copyright and database right 2026.

BASELINE

Demographic Profile

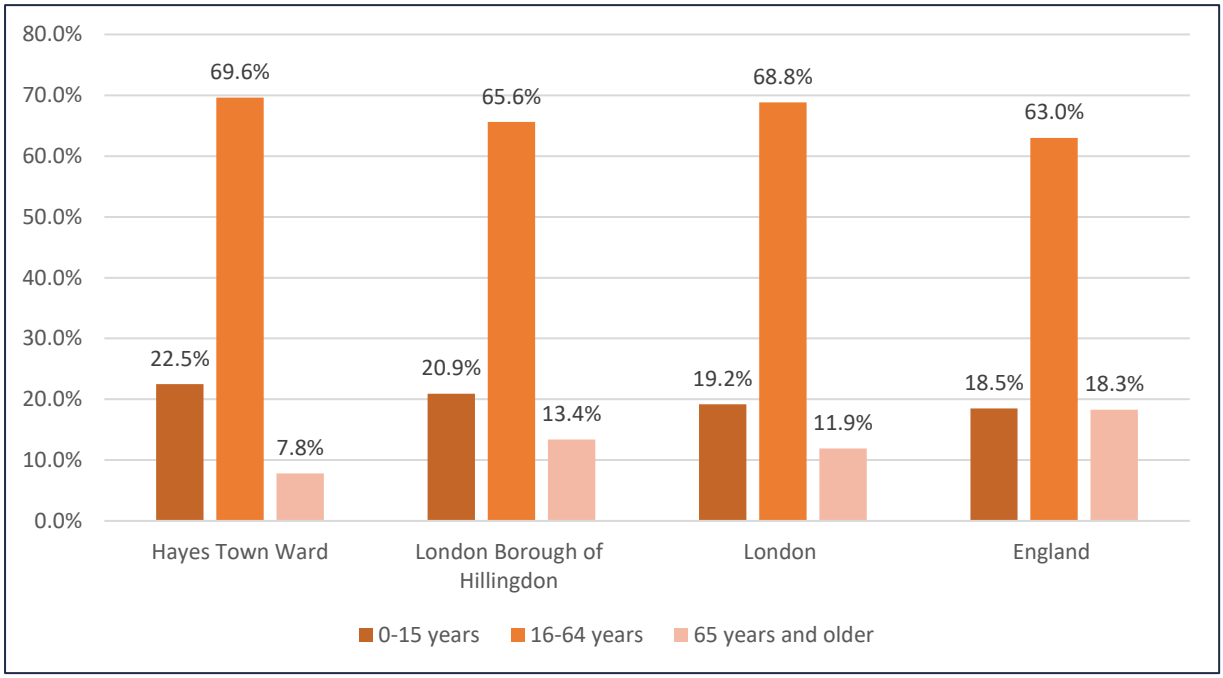
Population and Density

51 Approximately 14,990 people live in Hayes Town ward, which is 4.9% of the LBH's total residential population (305,900) and less than 1% of London's (8.8 million)[26]. Hayes Town ward has a relatively high population density (housing approximately 3,906 people per square kilometre). This is higher than the density observed across the LBH (2,644 people per square kilometre) and England (approximately 434 people per square kilometre), but lower than the density for London (approximately 5,598 per square kilometre)[27].

Age

52 As illustrated in Figure 3, Hayes Town ward's proportion of working age people, aged 16-64 years (69.6%), is higher than is typical for the LBH (65.6%), London (68.8%) and England (63.0%). However, its proportion of older people, aged 65 years and older (7.8%), is considerably lower than its geographical comparators, while its population of children and young people, aged 15 years and younger (22.5%), is slightly higher than its geographical comparators.

Figure 3 Population by Age[28]



Deprivation

53 The English Indices of Deprivation (IoD)[29] are the official measure of relative deprivation in England. It is based on seven distinct domains of deprivation, which are weighted and combined to form the overall index. The seven domains are:

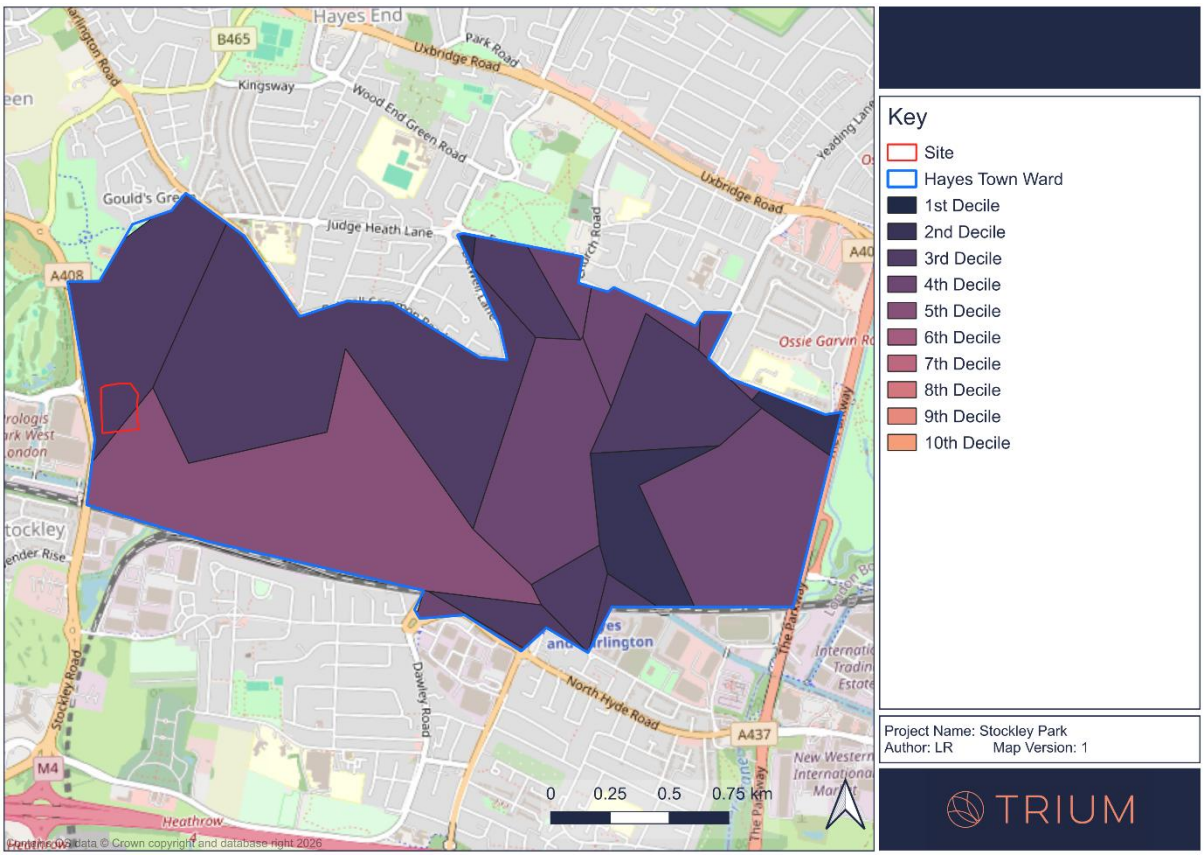
[26] *ONS (2022). Dataset ID TS007 – Age by single year.*
[27] *ONS (2022). Census 2021: Dataset ID TS006 – Population density.*
[28] *ONS (2022). Census 2021: Dataset ID TS007 – Age by single year.*
[29] *MHCLG (2025). English Indices of Deprivation 2025.*

1. Income;
2. Employment;
3. Education, skills and training;
4. Health deprivation and disability;
5. Crime;
6. Barriers to housing and services; and
7. Living environment.

54 IoD scores are assessed at the Lower Layer Super Output Area (LSOA) level and ranked to provide a relative score for each LSOA. The lower the decile score, the worse off an LSOA is in that domain, with scores of one indicating a ranking in the first decile, or amongst the 10% most deprived LSOAs in the country.

55 LSOAs comprise 400 to 1,200 households or 1,000 to 3,000 people. There are 16 LSOAs included in the Hayes Town ward shown in Figure 4 and listed in Table 2 below, which face varying levels of deprivation across the seven domains. The site is situated across **Hillingdon 024A** and **Hillingdon 027J.**

Figure 4 IoD Decile Rank, Local Area Map



Base Map Source: OpenStreetMap (2026) and MHCLG, 2026 and ONS, licensed under the Open Government Licence v.3.0. Contains OS data © Crown copyright and database right 2020.

Table 2 Study Area Deprivation (IoD Decile Scores)[30]

	Overall Deprivation	Income	Employment	Education, Skills and Training	Health Deprivation and Disability	Crime	Barriers to Housing and Services	Living Environment
Hillingdon 024A	3	2	4	4	4	4	2	4
Hillingdon 024E	2	2	3	3	4	3	2	5
Hillingdon 026B	4	3	4	3	7	7	3	4
Hillingdon 026C	4	3	4	3	5	4	3	7
Hillingdon 026D	2	2	3	3	4	2	1	3
Hillingdon 027A	3	3	4	3	5	4	2	4
Hillingdon 027C	3	2	4	2	3	2	3	5
Hillingdon 027E	2	1	3	2	7	1	1	3
Hillingdon 027F	4	3	5	3	6	5	2	6
Hillingdon 027G	4	2	4	4	6	4	2	6
Hillingdon 027H	3	2	4	4	4	5	2	6
Hillingdon 027I	4	3	4	4	9	4	3	3
Hillingdon 027J	5	5	8	6	5	6	3	2
Hillingdon 030C	4	4	6	3	8	3	2	3
Hillingdon 030F	3	2	4	6	6	2	1	4
Hillingdon 030G	3	2	5	4	4	3	2	3

1	2	3	4	5	6	7	8	9	10

56 Overall, Hayes Town ward experiences moderate to high levels of deprivation, with scores for overall deprivation ranging from the second decile (amongst the 20% most deprived) to the fifth decile (amongst the 50% most deprived).

57 Hayes Town ward sees its worst score in the domain of 'barriers to housing and services', with all LSOAs scoring within the 30% most deprived neighbourhoods in the country. The ward also scores poorly in the domain of 'income', with no LSOA scoring above the fifth decile. Conversely, the best outcomes are seen in the domain of 'health deprivation and disability', with seven LSOAs amongst the 50% least deprived neighbourhoods nationally.

58 Within Hillingdon 024A and Hillingdon 027J (which together contain the site), overall levels of deprivation are moderate, with the former scoring in the third decile and the latter in the fifth decile. Hillingdon 024A records its lowest scores in the 'income' and 'barriers to housing and services' domains, both of which score in the second decile. Its strongest performance is consistent across the remaining domains, each of which fall within the fourth decile. Hillingdon 027J performs worst in the 'living environment' domain, where it is ranked in the second decile. Conversely, it achieves its highest score in the 'employment' domain, placing in the eighth decile, making it the strongest-performing LSOA in the ward for this measure.

[30] *MHCLG (2025). English Indices of Deprivation 2025. File 2: Domains of deprivation.*

Poverty

59 These IoD trends are broadly consistent with other deprivation measurements, including the Income Deprivation Affecting Children Index (IDACI) and Income Deprivation Affecting Older People Index (IDAOPI). As Table 3 shows, rates of children and older people in poverty in Hayes Town & Lake Town Farm MSOA are higher than the rates observed across the LBH and England.

Table 3 Age-Related Deprivation[31]

Indicator	Hayes Town & Lake Town Farm MSOA	London Borough of Hillingdon	England
Child poverty (IDACI)	20.2%	15.7%	17.1%
Older people in poverty (IDAOPI)	26.4%	14.5%	14.2%
Note: Figures highlighted in red are poorer than the national average, figures highlighted in orange are approximately equal to the national average, and figures highlighted in green are better than the national average.			

Local Economy

Labour Market

60 In 2023, the LBH economy contributed a gross value added (GVA) of approximately £13.87 billion to the UK economy and London contributed approximately £577.1 billion[32].

61 Approximately 217,000 workers operate in the LBH, at a density of 0.99 jobs per working age resident, which is lower than what is typical for London (1.06 jobs per working age resident)[33]. 72.7% of jobs in the LBH are full-time and 27.3% are part-time, which is comparable to London overall in which 75.3% of its jobs are full-time and 24.7% are part-time[34].

62 The most prevalent industry within the LBH is 'transportation and storage' (19.1% of employee jobs), followed by 'administration and support service activities' (16.5%) and 'wholesale and retail trade; repair of motor vehicles and motorcycles' (12.4%)[35]. This differs from London more widely for which the largest sector is 'professional, scientific and technical activities' (13.9%), an industry which only accounts for 5.7% of jobs across the LBH.

63 Full-time workers operating in the LBH see weekly gross pay of £789.10, which is notably lower than is typical for London (£905.50), but higher than is seen across the rest of England (£766.60)[36]. This discrepancy in pay between the borough and the region is likely due to the nature of the jobs within these areas and their corresponding sectors, as well as the higher cost of living associated with urban areas.

Economic Activity

64 Table 4 below demonstrates that the rate of economic activity in the LBH (78.8%) is in line with regional (79.8%) and national (79.1%) rates, whilst the employment rate (72.4%) is lower than both regional (74.8%) and national (75.5%) rates. Similarly, the rate of unemployment in the borough (7.5%) is in line with the rate across London (6.2%), but notably higher than the rate observed across England (4.5%). In addition, median earnings amongst residents of the LBH (£806.80) are notably lower than is typical for London (£902.70), but higher than is seen across the rest of England (£766.60).

[31] *OHID (2019). Fingertips: Public health data.*
[32] *NOMIS (2023). UK small area gross value added estimates.*
[33] *NOMIS (2024). Labour Market Profile – Hillingdon.*
[34] *NOMIS (2024). Labour Market Profile – Hillingdon.*
[35] *NOMIS (2023). Labour Market Profile – Hillingdon.*
[36] *NOMIS (2024). Labour Market Profile – Hillingdon.*

Table 4 Employment Amongst Working Age Residents (16 – 64 years)[37]

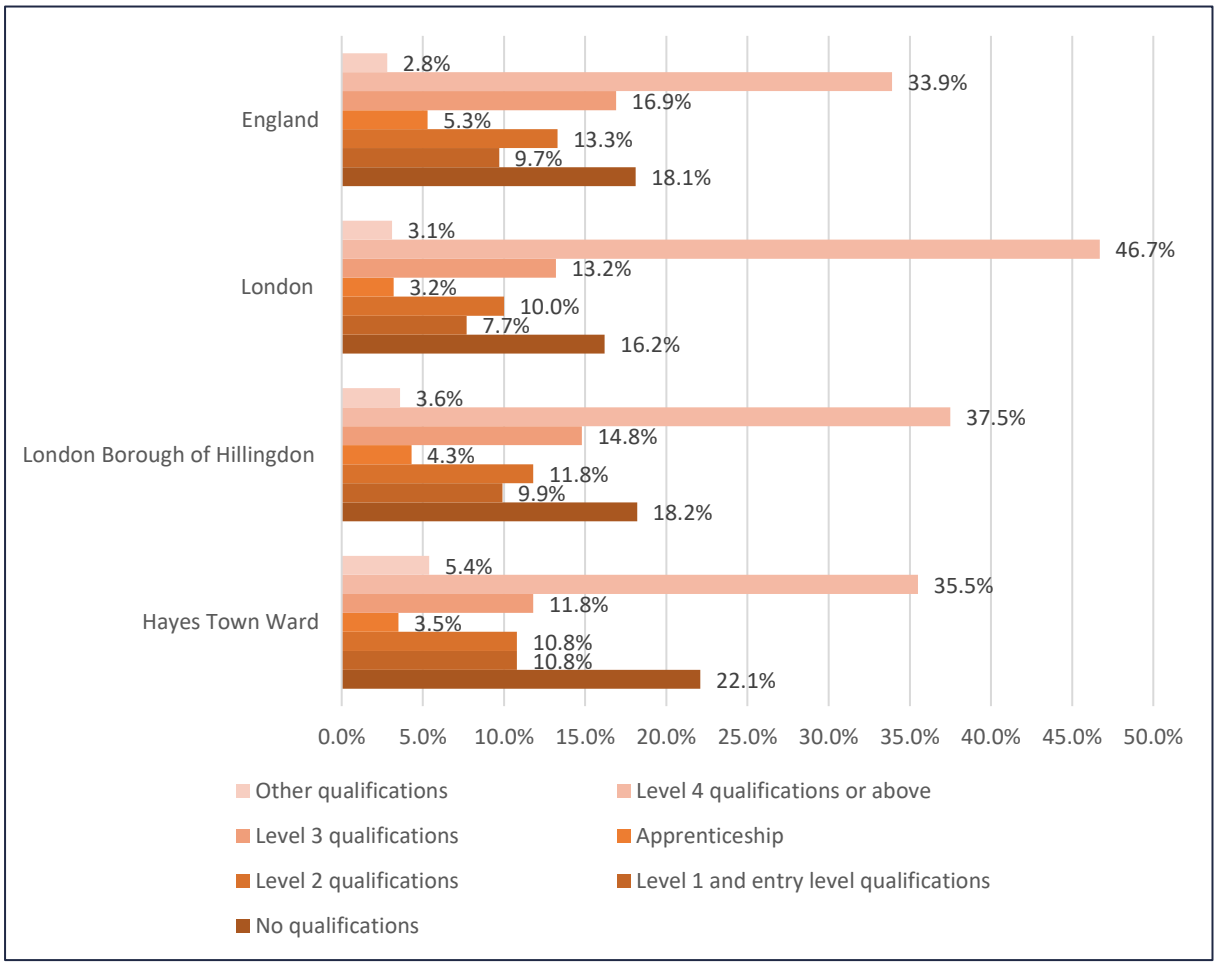
Indicator	London Borough of Hillingdon	London	England
Economic activity rate	78.8%	79.8%	79.1%
Employment rate	72.4%	74.8%	75.5%
Unemployment rate	7.5%	6.2%	4.5%
Gross weekly pay, full time workers	£806.80	£902.70	£766.60

Note: Figures highlighted in red are poorer than the national average, figures highlighted in orange are about equal to the national average, and figures highlighted in green are better than the national average.

Education and Skills

65 As illustrated in Figure 5, 35.5% of Hayes Town ward's working age population holds Level 4 qualifications or higher (equivalent to a bachelor's degree or higher), which is in line with what is typical for the rest of the LBH (37.5%) and England (33.9%) but lower than across London (46.7%). In addition, 22.1% of the ward's working age residents do not hold any qualifications, which is higher than is typical for the LBH (18.2%), London (16.2%) and England (18.1%).

Figure 5 Highest Level of Qualification amongst Working-Age Residents[38]



[37] *NOMIS (2024). Labour Market Profile – Hillingdon; Labour Demand.*
[38] *ONS (2022). Census 2021: Dataset ID TS067 – Highest level of qualification.*

ECONOMIC IMPACTS

Existing Site

Existing Employment and Employee Expenditure

66 The existing buildings comprise 11,490m^2 GIA of office floorspace (Use Class E(g)(i)). However, these buildings are considered to be vacant (for 1 and 5 years respectively) and therefore the existing site currently supports no FTE employment and thus no employee expenditure.

Operational Period GVA

67 As the existing buildings are considered vacant and do not currently support any employment, there is no operational employment or associated GVA generated by the existing site.

Existing Business Rates Revenue

68 The estimated business rates revenue generated by the existing site is set out in Table 5 below.

Table 5 Business Rates Revenue Estimates[39]

Assessment Metric	Value
Total Floorspace (NIA)	9,767m^2
LBH Office Rateable Value (£219/m^2)	
Total Rateable Value	£2,138,864
Business Rates Multiplier (0.555)	
Business Rates Bill	£1,187,069
LBH Business Rate Retention Rate (30%)	
Total Value Retained by LBH	**£356,121**

69 The existing site is estimated to generate a total rateable value of £2,138,864 and an annual business rates bill of £1,187,069. Applying the relevant business rates retention assumptions, £356,121 per annum is expected to be retained by the LBH.

Demolition and Construction

Construction Employment

70 The estimated construction employment generated by the Proposed Development is presented in Table 6 below.

Table 6 Construction Employment Estimates

Construction Metric	Value
Total Construction FTE Jobs	118
Construction Period (17 months)	
Direct FTE Jobs Per Year	83
Additionality Factor (33%)	
Indirect and Induced FTE Jobs Per Year	27

[39] *Note: Any discrepancies are due to rounding.*

71 The demolition and construction phase of the Proposed Development is expected to deliver a total of 118 FTE jobs over the construction period, and 83 per annum. Based on a 34.3% rate, it is assumed that approximately 28 FTE jobs per year will be taken up by residents of the LBH.

72 In addition, the demolition and construction programme will result in indirect and induced economic benefits through the expenditure of construction workers. In this regard, the Proposed Development is expected to deliver an additional 27 indirect and induced jobs per year over the construction period.

Construction Worker Expenditure

73 The demolition and construction programme will also result in indirect economic benefits including spending by construction workers. Assuming construction workers spend £10 per day, five workdays per week, and work 46.4 weeks per year, it is estimated that direct employees will spend approximately £192,560 each year on local food and convenience services. It is anticipated that this expenditure would largely be retained within the LBH.

Construction Period GVA

74 The estimated annual GVA generated by the demolition and construction phase of the Proposed Development is presented in Table 7 below.

Table 7 Construction Phase GVA Estimates[40]

Construction Metric	Value
Total Construction GVA Generated in the LBH	£866,000,000
Total Construction Sector FTEs in the LBH (6,875)	
GVA per Construction FTE	£125,964
Adjusted for Inflation (1.1003)	
Adjusted GVA per Construction FTE	£138,598
Annual Construction Employment Generated by the Proposed Development (83)	
Total Proposed Development Construction GVA	**£11,503,616**

75 In terms of GVA generated through the demolition and construction phase, the Proposed Development is expected to make a substantial contribution to the local economy. Based on the estimated 83 construction FTE jobs supported by the scheme each year and adjusted for inflation, the demolition and construction phase is expected to generate approximately £11,503,616 in GVA per annum over the indicative 17-month construction period.

Completed Development

Operational Employment

Proposed Employment Generation (Minimum Employment Generating Scenario)

76 The total number of jobs that will be generated by the Proposed Development under a minimum employment generating scenario (assuming the Proposed Development operates entirely as a Use Class B8 'National Distribution Centre') is set out in Table 8 below.

[40] *Note: Any discrepancies are due to rounding.*

Table 8 Proposed Employment Generation (Minimum Scenario)

Anticipated Use	HCA Classification	Density	Floorspace (GEA)	Jobs Created (FTE)
Industrial, Storage and Distribution	Use Class B8 – 'National Distribution Centre'	95m^2 GEA per FTE	11,302m^2	119
Gross Employment			119	
Less Displacement (25%)				
Total Direct Employment			89	
Economic Multiplier (1.29)				
Total Indirect and Induced Employment			26	
TOTAL FTE Employment			**115**	

77 Under this scenario, the Proposed Development is expected to support up to 119 gross FTE jobs. Following the application of a 25% displacement factor, total net direct employment generated by the Proposed Development is estimated at 89 FTE jobs. Applying a composite economic multiplier of 1.29, the Proposed Development is also anticipated to support approximately 26 indirect and induced FTE jobs within the local area and wider supply chains.

78 Overall, the Proposed Development is therefore expected to support approximately 115 total FTE jobs, representing the minimum employment generating scenario associated with commercial floorspace. Based on a 34.3% rate, it is assumed that approximately 39 FTE jobs per year will be taken up by residents of the LBH.

Proposed Employment Generation (Maximum Employment Generating Scenario)

79 The total number of jobs that will be generated by the Proposed Development under a maximum employment generating scenario (assuming the Proposed Development operates entirely as a Use Class B2 'Industrial & Manufacturing') is set out in Table 9 below.

Table 9 Proposed Employment Generation (Maximum Scenario)[41]

Anticipated Use	HCA Classification	Density	Floorspace (GIA)	Jobs Created (FTE)
Industrial, Storage and Distribution	Use Class B2 – 'Industrial & Manufacturing'	36m^2 GIA per FTE	11,006m^2	306
Gross Employment			306	
Less Displacement (25%)				
Total Direct Employment			229	
Economic Multiplier (1.29)				
Total Indirect and Induced Employment			66	
TOTAL FTE Employment			**296**	

80 Under this scenario, the Proposed Development is expected to support up to 306 gross FTE jobs. Following the application of a 25% displacement factor, total net direct employment generated by the Proposed Development is estimated at 229 FTE jobs. Applying a composite economic multiplier of 1.29, the Proposed Development is also anticipated to support approximately 66 indirect and induced FTE jobs within the local area and wider supply chains.

81 Overall, the Proposed Development is therefore expected to support approximately 296 total FTE jobs, representing the maximum employment generating scenario associated with commercial floorspace.

[41] *Note: Any discrepancies are due to rounding.*

Based on a 34.3% rate, it is assumed that approximately 102 FTE jobs per year will be taken up by residents of the LBH.

82 It should be noted that it is unlikely that the Proposed Development will generate either the minimum or maximum level of employment. Rather, the actual number of jobs supported is expected to fall somewhere between approximately 115 and 296 FTE jobs, depending on the mix of industrial, storage and distribution activities undertaken by future occupiers.

Operational Worker Expenditure

83 Assuming between 89 and 229 direct employees spend £10 per day, five workdays per week, and work 46.4 weeks per year, the Proposed Development is expected to generate between £206,480 and £531,280 per year in additional gross expenditure on local food and convenience services. It is anticipated that this expenditure would largely be retained within the LBH.

Operational Period GVA

84 The annual operational GVA generated by the Proposed Development is presented in Table 10 below.

Table 10 Operational Phase GVA Estimates[42]

Operational Metric	Value	
Total 'warehousing, transport support, postal and courier activities' GVA Generated in the LBH	£1,405,000,000	
Total 'transport & storage' FTEs in the LBH (33,500)		
GVA per Operational FTE	£41,940	
Adjusted for Inflation (1.1003)		
Adjusted GVA per Operational FTE	£46,147	
Direct Operational Employment Generated by the Proposed Development (89 – 229 FTE Jobs)		
Total Proposed Development Operational GVA	Minimum: **£4,107,075**	Maximum: **£10,567,642**

85 The estimated 89 to 229 FTE direct operational jobs supported by the Proposed Development, adjusted for inflation is expected to generate between approximately £4,107,075 and £10,567,642 in GVA contribution per year.

Business Rates Revenue

86 The business rates revenue generated by the Proposed Development is set out in Table 11 below.

Table 11 Business Rates Revenue Estimates

Assessment Metric	Value
Total Floorspace (NIA)	10,456m^2
LBH Industrial Rateable Value (£93/m^2)	
Total Rateable Value	£972,380
Business Rates Multiplier (0.555)	
Business Rates Bill	£539,671
LBH Business Rate Retention Rate (30%)	
Total Value Retained by LBH	**£161,901**

[42] *Note: Any discrepancies are due to rounding.*

87 Based on the proposed operational floorspace, the Proposed Development is estimated to generate a total rateable value of £972,380 and an annual business rates bill of £539,671. Applying the relevant business rates retention assumptions, £161,901 per annum is expected to be retained by the LBH.

88 However, as noted above, the existing site is estimated to generate £356,121 per annum in business rates revenue retained by the LBH. Taking this into consideration, the Proposed Development would result in a net reduction of approximately £194,220 per annum in business rates revenue retained by the LBH.

ADDITIONAL SCHEME BENEFITS

89 In addition to its economic benefits, the Proposed Development will deliver a range of landscape, biodiversity and amenity benefits. The proposals include new and improved planting using native and biodiverse species, retention of existing trees alongside new tree planting, pollinator-friendly planting, habitat planting and ecological interventions. Rain gardens and drought-tolerant planting are also proposed, supporting biodiversity and water management across the site. Furthermore, the Proposed Development will achieve the statutory 10% Biodiversity Net Gain (BNG) requirement through a combination of on-site measures and biodiversity credits, delivering an overall net gain in biodiversity.

90 The Proposed Development will also provide enhanced amenity spaces for workers, including a social space with seating and communal gathering opportunities. The landscape proposals include a tree-lined central spine, enhanced planting, social seating pockets and a habitat focus zone, alongside retained and enhanced views across the site.

91 Further benefits include improved provision for sustainable travel. The Proposed Development will provide 28 long-stay and 14 short-stay cycle parking spaces, including provision for larger cycles, while car parking will be reduced from the existing. The assessment also identifies a net decrease in overall vehicle movements compared with the existing use, except for HGV movements. The Proposed Development is also targeting a BREEAM rating of ‘Excellent’, demonstrating a high standard of sustainable design and environmental performance.

SUMMARY

92 The Proposed Development's construction period is expected to deliver an average of 83 direct jobs per year over the duration of its indicative 17-month construction period, as well as an additional 27 indirect and induced jobs per year. Over the construction period it anticipated that construction employees will spend approximately £192,560 in the surrounding area and £11.5 million in GVA will be generated.

93 The Proposed Development provides a total of 11,006m^2 GIA of industrial, storage and distribution floorspace (Use Class B2/B8/E(g)(iii)), expected to support between approximately 115 and 296 FTE jobs. This is expected to generate £206,480 to £531,280 in annual local expenditure and £4.1 million to £10.6 million in annual GVA. It would also generate £161,901 in business rates retained by the LBH, representing a net reduction of approximately £194,220 per annum compared with the existing site.

94 Overall, the Proposed Development will lead to notable economic benefits to the local economy with jobs provided during the construction period and when operational, and considerable construction and operational worker and resident expenditure. During the construction phase, it is expected that the Proposed Development will generate an uplift of approximately £192,560 in benefits retained within the LBH each year. Once operational, the scheme is expected to generate an uplift of between approximately £12,260 and £337,060 in annual economic benefits retained within the LBH (see Table 12).

Table 12 Summary of Impacts

Annual Indicator	Existing	Proposed		Uplift (+)/ Decrease (-)	
		Min	Max	Min	Max
Direct Construction FTEs	N/A	83		+83	
Direct Construction FTE Jobs Taken by LBH Residents	N/A	28		+28	
Construction Worker Expenditure **Retained in the LBH**	N/A	£192,560		+£192,560	
Construction GVA Generated	0	£11,503,616		£11,503,616	
Operational FTEs	N/A	115	296	+115	+296
Operational FTE Jobs Taken by LBH Residents	N/A	39	102	+39	+102
Operational Worker Expenditure **Retained in the LBH**	£0	+£206,480	+£531,280	+£206,480	+£531,280
Operational GVA Generated	£0	£4,107,075	£10,567,642	+£4,107,075	+£10,567,642
Business Rates **Retained by the LBH**	£356,121	£161,901		-£194,220	
TOTAL Retained in the LBH – Construction Phase	**£0**	**£192,560**		**£192,560**	
TOTAL Retained in the LBH – Operational Phase	**£356,121**	**£368,381**	**£693,181**	**+£12,260**	**+£337,060**

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