Ealing Council's Affordable Workspace Delivery Plan

October 2025

Ealing
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CREATING GOOD JOBS

TACKLING THE CLIMATE CRISIS

FIGHTING INEQUALITY

Good for Ealing

Contents

Foreword

Our borough is the engine of west London's economy, home to London's largest reservoir of industrial land and a strong base of businesses that contribute significantly to the UK economy. Yet, we know that economic growth is not equitable for everyone. Due to increasing rents year-on-year too many of our small businesses, start-ups and entrepreneurs struggle to stay afloat never mind having the opportunity to grow and thrive in the borough. This risks their displacement from the borough or, in the worst circumstances, closure. This puts local jobs in danger and damages the vibrant and vital economies of our 7 towns.

This Affordable Workspace Delivery Plan is part of our response to support our business community. It sets out a clear mission, 3 strategic objectives and a series of practical actions to significantly increase the supply of affordable workspaces across the borough. By securing affordable workspace, we will help start-ups and local enterprises flourish, attract investment into our high-growth sectors, our industrial areas and high streets, and create good and better paid jobs for our residents.

A primary function of this plan is to enhance the application of the affordable workspace planning policy contained within our Local Plan, and it builds on the ambitions of our Jobs and Skills Strategy. It also aligns with our wider vision for connected communities, particularly by increasing connections and partnerships between developers, workspace providers, education institutions, and the third sector, and the business community.

The delivery plan will help shape a future where affordable workspace becomes a cornerstone of inclusive growth, whereby businesses, regardless of their sector, size, location or maturity, all have the opportunity to thrive.

We look forward to working with partners to implement the actions within this plan. Through a genuine partnership approach, we will deliver against our priorities and ensure the borough's economy can grow to become more sustainable, diverse, and resilient.

Councillor Kamaljit Kaur Nagpal,
cabinet member for decent living incomes

Executive summary

Introduction

The borough's economic context

The local economy has experienced sluggish growth, with job numbers stagnating since 2015. High-value sectors have declined while low-paying industries have grown, leaving over twenty percent of residents earning below the Real Living Wage. Industrial rents have surged and these increases threaten SMEs, which make up a significant portion of the borough's 18,000 registered businesses. The borough faces a reduction in small businesses, risking employment diversity and local economic resilience.

What is affordable workspace?

Affordable workspace, as defined by the London Plan, refers to spaces offered at below-market rents for social, cultural, or economic purposes, secured for at least 15 years. In Ealing borough, this a range of commercial workspaces, including industrial, office, and retail spaces, with a focus on supporting local start-ups and SMEs, and growth sectors that deliver local benefits. The borough's industrial land is a key asset, and securing affordable workspace for industrial uses is a priority.

Why this delivery plan?

The delivery plan aims to consistently implement the affordable workspace policy to address market failures and the workspace affordability crises. It supports developers and workspace providers, leverages off-site contributions, and aligns with Ealing Council's Jobs and Skills Strategy and Connected Communities vision. The plan seeks to prevent business displacement and promote inclusive growth by providing diverse, affordable workspaces tailored to local needs.

How this plan was prepared

The plan was developed through engagement with internal council teams, developers, workspace providers, and stakeholders. It was guided by principles of engagement, collaboration, flexibility, understanding, and impact. Though formal public consultation was not required, extensive internal and external input shaped the plan's objectives and actions.

Context summary

Policy and strategic context

Ealing Council's Local Plan builds on the London Plan, requiring affordable workspace at an 80% discount to market rent for 15 years or equivalent financial contributions. The policy is informed by the Ealing Affordable Workspace Study, which highlights rising rents, low vacancy rates, and displacement risks. The delivery plan aligns with the UK Industrial Strategy, London Growth Plan, and the council's Jobs and Skills Strategy.

Affordable workspace supply and demand

Supply is constrained and unevenly distributed, with clusters in Acton and Ealing town centres. Park Royal faces high demand and low vacancy rates. Planned developments will add creative, coworking and incubator spaces. Demand is driven by small and medium-sized enterprises, start-ups, and high-growth sectors like creative industries, tech, life sciences, and green economy. Rising rents and low vacancy rates underscore the urgency for affordable options.

Mission

To significantly increase affordable workspace across the borough's 7 towns, addressing local economic needs and creating employment opportunities.

Strategic objectives and delivery

A. Convene partnerships and set priorities – focus on foundational and high-growth sectors, especially innovative start-ups and SME

The council will connect developers with sector forums, maintain a provider list, and host an annual Affordable Workspace Forum. Sector clusters include creative industries, life sciences, green economy, and food production. Affordable workspace should be informed by business plans and target tenants aligned with council priorities.

B. Facilitate delivery and operation – simplify policy application and support developers and workspace providers

Developers will receive pre-application support and guidance on flexible policy implementation. The council will review discretionary business rate relief and establish an Affordable Workspace Fund using S106 contributions. Investment models include partnerships, council asset development, and grant/loan schemes.

C. Provide local benefits – ensure affordable workspace supports local entrepreneurs, charities, and social value initiatives

The council will link developers with education institutions to support skills pathways and monitor social value impacts. Meanwhile use of vacant sites will be promoted, and an interest list maintained on the Good for Ealing website. Monitoring will include indicators such as London Living Wage accreditation, community outreach, and job creation.

Introduction

1.1 The borough’s economic context

Economic growth in Ealing borough has been sluggish, with jobs numbers staying around 2015 levels. High value economic activity has seen a decline while there has been growth in typically low paying industries with over 20% of working residents in the borough paid less than the Real Living Wage. The higher-value ‘knowledge intensive’ jobs are concentrated in the Ealing Metropolitan Centre and Acton, creating an east-west divide in terms of prosperity and affordability of workspace. Without proactive curation, future job creation could lead to too many lower pay jobs h

The borough's large pool of industrial workspace is where much of its economic growth is forecasted to take place, however loss of space and increased demand are driving an unprecedented increase in its cost. Average local industrial rents increased from £9.50 per square foot in 2012 to £17.50 in 2021, with prime rents in areas like Park Royal reaching as high as £28 per square foot - a 40% increase over a single year. Land values have similarly escalated, surpassing £10 million per acre[1], well above London's average, reflecting intense competition and demand pressures. Such rapid cost increases particularly impact small and medium-sized enterprises (SMEs) who have smaller turnovers, of which the borough has around 18,000 registered businesses. There has been a concerning reduction in the number of small businesses, illustrating how the lack of affordable workspace directly threatens the local business ecosystem and employment diversity.

However, there are significant, investment and growth opportunities we can capture and capitalise on including through the implementation of Ealing Council's affordable workspace planning policy for new developments combined with strategic opportunities including WestTech London, the Park Royal and Acton Creative Enterprise Zone, Old Oak and Park Royal regeneration, and Heathrow expansion.

[1] OPDC and Ealing Affordable Workspace Study, Ealing Council and OPDC, 2022

1.2 What is affordable workspace?

The London Plan defines affordable workspace as "workspace that is provided at rents maintained below the market rate for that space for a specific social, cultural, or economic development purpose. It can be provided and/or managed directly by a dedicated workspace provider, a public, private, charitable or other supporting body; through grant and management arrangements (for example through land trusts); and/or secured in perpetuity or for a period of at least 15 years by planning or other agreements."[2]

In the context of Ealing borough, the focus of affordable workspace is to meet the needs of businesses to stay, start-up, grow or relocate to the borough, providing specific social, cultural or economic benefits including local goods, services and jobs for residents. It encompasses industrial, light industrial, office and retail space.

The borough hosts London's largest reservoir of industrial land, notably the extensive Park Royal estate, marking the borough as a key industrial hub in London. Although, affordable workspace provision is predominantly in the office, studio and makers space sectors, given the dominance of industrial floorspace in the borough, securing affordable workspace for industrial uses and business is also a priority.

The definition of affordability varies significantly across councils within London, with different planning policy and delivery approaches taken in terms of discounts, eligibility, and delivery methods. Planning policy ranges from allocating a fixed proportion of workspace in new developments at discounted rates to leasing a space at a peppercorn rent to a local authority. Delivery plans span from guidance for developers to proactive interventions by local authorities who repurpose existing buildings or utilise publicly owned assets to provide genuinely affordable and fit-for-purpose workspaces.

The Affordable Workspace Delivery Plan builds upon comprehensive research and case study analysis in the OPDC and Ealing Affordable Workspace Study 2022, aiming to deliver affordable workspace in a manner tailored specifically to local economic needs and contexts. It sets out an overall mission and 3 strategic objectives, each supported with a group of actions and advice specifically directed at internal and external audiences to secure, support and deliver affordable workspace. It establishes a robust framework for delivery, monitoring, and partnership creation, vital for attracting and retaining businesses and securing sustainable job growth within the borough.

[2] The London Plan, Mayor of London, 2021

1.3 Why this delivery plan?

The Affordable Workspace Delivery Plan ensures the consistent and flexible implementation of the statutory affordable workspace policy to address the affordability crisis. It supports and incentivises developers, investors and providers to deliver space that best meets the needs of the local economies across Ealing's 7 towns, while enabling the council to leverage and control the investment of 'off-site' affordable workspace planning contributions to have the biggest economic impact. It aligns with the delivery of the council's Jobs and Skills Strategy, Land and Property Strategy, and supports the council's Connected Communities vision to empower residents, foster inclusion, and build local connections.

The key driver of the delivery plan is to support the implementation of the policy to address market failure and to provide diverse affordable workspace that meets the needs of priority tenants to create a green resilient local economy that benefits local residents. In this way the council aims to mitigate against the displacement or insolvency of businesses and therefore safeguard the diverse economic base integral to its continued growth and prosperity, ensuring that rising demand translates into tangible benefits for local businesses and communities alike.

The delivery plan is intended to be a market facing, action led, and reviewed periodically, providing more clarity to developers, workspace providers and the commercial market on the expectations around the provision of affordable workspace.

1.4 How this delivery plan was prepared

Engagement is key to developing a delivery plan that is fit for purpose and to ensure buy-in from all stakeholders who are involved in the delivery of affordable workspace.

A range of council departments were engaged, most notably the Local Planning Authority who developed and apply the Local Plan policy on affordable workspace, the strategic property team, should the council ever seek to explore the acquisition or lease of affordable workspace, and the regeneration, economy, and skills department who have developed this plan to incentivise and maximise the delivery of affordable workspace in each of the borough's 7 towns.

The views of external stakeholders were also captured, including expert consultants, workspace providers, developers, investors and workspace tenants. The delivery plan was prepared using the following guiding principles:

engage: proactively convene and listen to local businesses, developers, consultants, affordable workspace providers, community groups, business groups and council services

collaborate: working with a range of internal and external stakeholders to build collaboration and ensure actions and advice are relevant and deliverable, particularly the local planning authority and the strategic property team.

flexibility: recognising the diverse needs of workspace tenants and those delivering workspace

understand: building upon existing research studies, expert advice on the west London and borough context, and learning from the experience of other boroughs.

impact: focusing on user needs and impact of affordable workspace

As the delivery plan sits beneath the Local Plan, with a primary function to guide the application of planning policy, its preparation did not require a formal public consultation exercise.

1.5 Challenges and opportunities

A number of key challenges and opportunities were identified with stakeholders during the preparation of this delivery plan. Challenges include issues related to delivery viability, operational sustainability, inconsistent requirements, and accurate identification of local demand. Conversely, there are also significant opportunities, such as proactive intervention using council assets, fostering partnerships, and aligning workspace provision with other objectives.

Further detail is included with Appendix B.

Context

2.1 Policy and strategic context

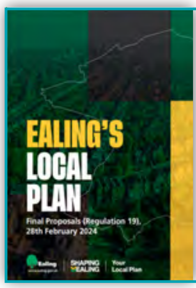
Building on the London Plan and drawing lessons from other councils who have long established affordable workspace policies in their Local Plans, the council has developed a policy in its Local Plan that is specific to the borough's unique context, in particular the demand for affordable industrial workspace.

London Plan

Requirement for local authority affordable workspace ask

Ealing + OPDC Affordable Workspace Study

Evidence and recommendations for policy and delivery



Ealing Local Plan

Affordable workspace policy for on- and off-site contributions

The UK’s Modern Industrial Strategy

Plan to boost business investment and grow future-facing sectors

London Growth Plan

Sets out London Priority Sectors and areas for economic growth

Jobs and Skills Strategy

Sets out priority sectors and support for a resilient and green local economy

Planning policy alignment

The council's approach to affordable workspace is guided by policies in the GLA's London Plan (2021), which defines it as space provided at rents below market rates, specifically tailored for social, economic, or cultural purposes, and primarily targeting start-up and early-stage businesses[3]. Ealing Council's Local Plan builds on this foundation, requiring developments to deliver genuinely affordable and operationally viable workspaces at an 80% discount to market rent over 15 years or an equivalent financial contribution if less than the specified floorspace thresholds.[4]

Policy E3 Affordable workspace

A In defined circumstances set out in Parts B and C below, planning obligations may be used to secure affordable workspace (in the B Use Class) at rents maintained below the market rate for that space for a specific social, cultural or economic development purpose such as:

1) for specific sectors that have social value such as charities, voluntary and community organisations or social enterprises
2) for specific sectors that have cultural value such as creative and artists' workspace, rehearsal and performance space and makerspace
3) for disadvantaged groups starting up in any sector
4) supporting educational outcomes through connections to schools, colleges or higher education
5) supporting start-up and early stage businesses or regeneration.

AFFORDABLE WORKSPACE HELPS ENSURE THAT A RANGE OF ECONOMIC, SOCIAL AND CULTURAL USES, INCLUDING START UP AND MOVE ON SPACE IS AVAILABLE IN THE BOROUGH.

Policy E3: Affordable Workspace London Plan – Ealing LPA – local variation

F. Affordable workspace in Ealing will be provided on the basis of a levy on development of 10% of gross floor area in mixed use schemes, and 5% of net floorspace in office and industrial schemes. Where that levy would result in affordable provision of at least 1000sqm of mixed-use space, 2000sqm of office space, or 3000sqm of industrial space, then provision should be onsite. Where the total space provided by development is less than these thresholds then provision should be by means of offsite contributions.

G. Where affordable workspace is to be provided onsite then development should be supported by a business plan that demonstrates the viability and suitability of the space for its intended occupants, the optimisation of the site for this use and of the development overall, and appropriate management of the space for the duration of its use as affordable space.

H. Affordable workspace will be provided at 80% discount for a period of 15 years. Where an offsite contribution is calculated it should be on the basis of the level of provision (5% or 10% of total development size) multiplied by the value of an 80% reduction in rent for 15 years.

The OPDC and Ealing Affordable Workspace Study provides a comprehensive evidence base underpinning this planning policy, highlighting specific local affordability challenges, such as the rapid rise in industrial rents, severe reductions in vacancy rates, and displacement risks for SMEs and creative industries. It also emphasises varying levels of provision and SME growth across the borough's 7 towns.[5]

[3] The London Plan, Mayor of London, 2021
[4] Ealing's Draft Local Plan, Ealing Council 2024
[5] OPDC and Ealing Affordable Workspace Study, Ealing Council and OPDC, 2022

Strategic alignment

This delivery plan supports the implementation of two council strategies. The Jobs and Skills Strategy sets out the priority sectors and support for a resilient and green economy.[6] It aligns with the priority sectors and West-Tech London ambition set out in the recent London Growth Plan and UK Modern Industrial Strategy.[7]

The council's Land and Property Strategy stipulates that the council will use its land and buildings to create social infrastructure to meet local community needs and stimulate the growth of business and local jobs.[8] The policy to secure affordable workspace aligns with these objectives, insofar that the council also has the freedom to choose to deliver affordable workspace within its own assets.

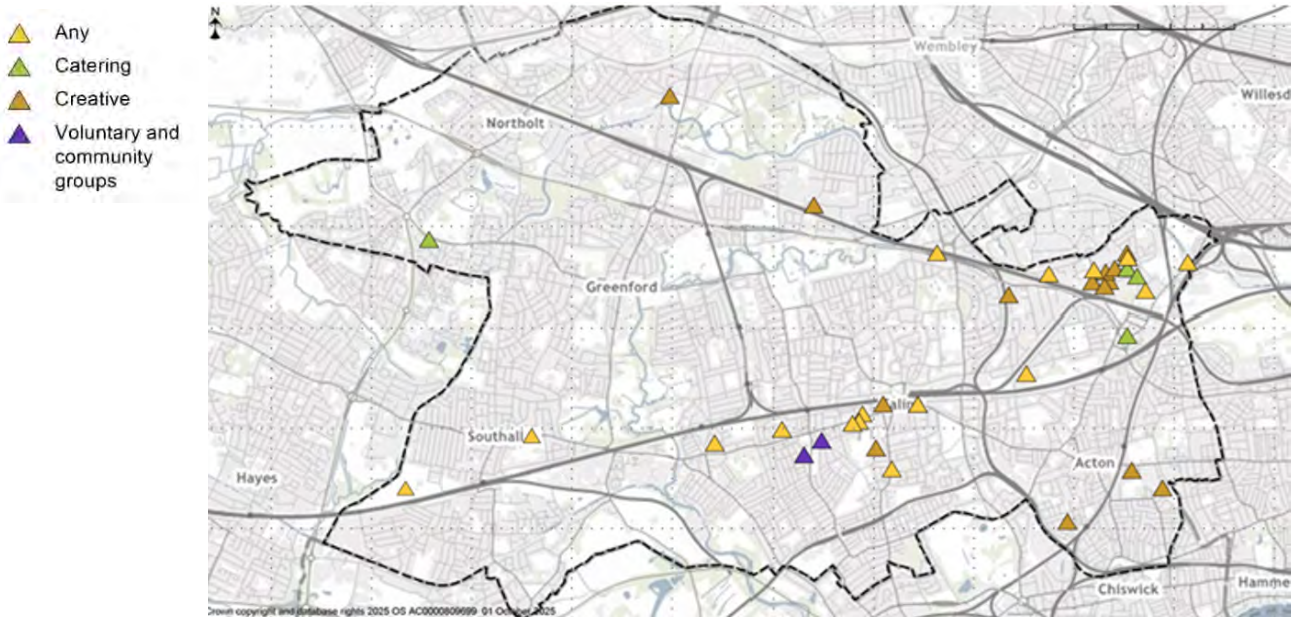
2.2 Affordable workspace supply

Ealing borough has a varied but constrained supply of affordable workspace, with distinct clusters in key towns and industrial areas.

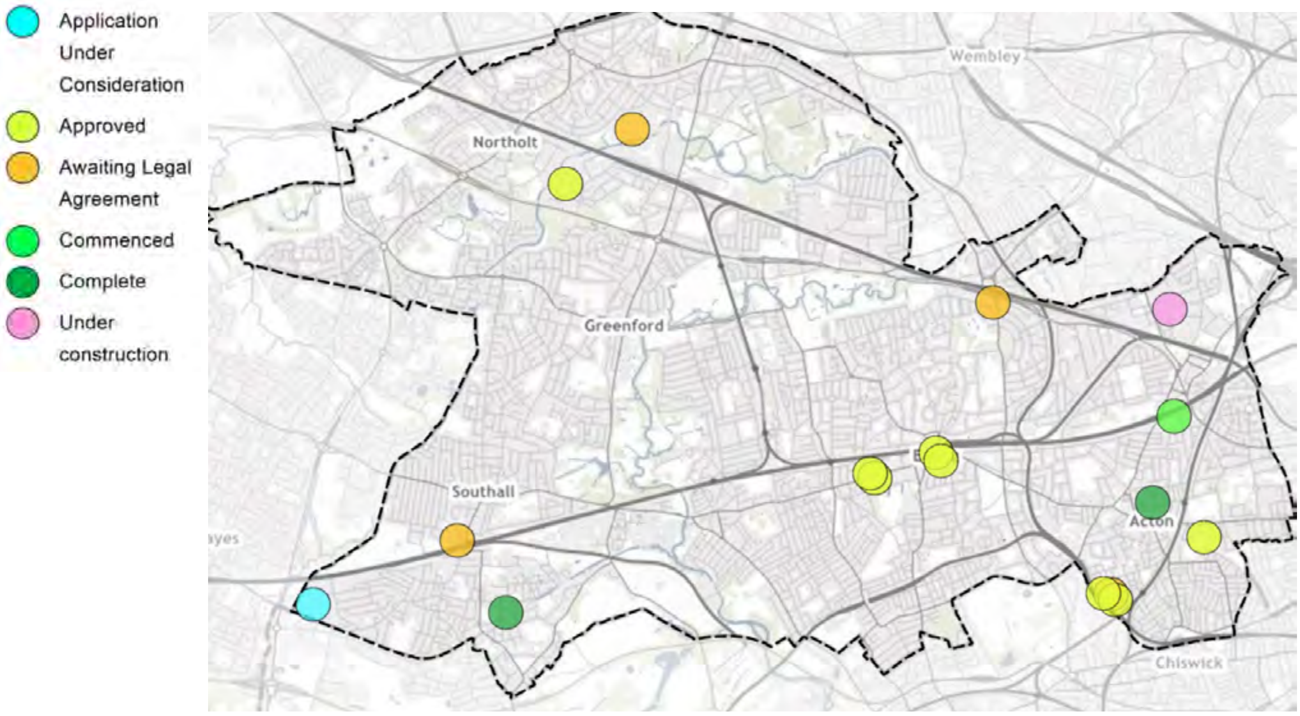
- existing affordable workspace primarily includes artist studios, coworking spaces, and makerspaces, concentrated particularly in Acton and Ealing town centres
- Park Royal and Acton Creative Enterprise Zone hosts significant industrial workspace but faces high demand and limited availability due to rising rents and low vacancy rates
- planned future developments identified in the planning pipeline will increase the borough's workspace offering, notably coworking spaces and small-business incubators that address current gaps

[6] Ealing's Jobs and Skills Strategy, Ealing Council, 2024
[7] The UK's Modern Industrial Strategy, UK Government, 2025
[8] Land and Property Strategy 2023-2027, Ealing Council, 2023

Existing affordable workspace by sector (July 2025)



Affordable workspace pipeline by development stage (July 2025)



2.3 Affordable workspace demand

Analysis in the OPDC and Ealing Affordable Workspace Study 2022 highlights that demand is robust and growing, driven predominantly by local businesses, new start-ups, and scale-ups, particularly for industrial space and in innovative and creative sectors.[9]

- local businesses, including a substantial base of SMEs, represent a consistent source of demand. This is reinforced by the borough's accessibility and proximity to central London markets and the extensive supply chains supporting Heathrow Airport and the Park Royal industrial area, enhancing its attractiveness and business productivity
- key sectors experiencing heightened demand include many of those outlined in the council's Jobs and Skills Strategy, such as creative industries, digital and technology businesses, high-tech manufacturing, and the green economy. For life sciences and creative industries, tenants want to co-locate to be part of a wider ecosystem with others in the sector, keeping demand in the Park Royal and North Acton clusters high
- high rent increases and low vacancy rates in industrial areas indicate that local businesses are actively seeking affordable alternatives to maintain operational viability and stability
- falling numbers of small businesses in some of the borough's towns highlight suppressed need. Those with turnovers of less than £250,000 struggle to find affordable workspace

Emerging trends:

- The evidence collected by the OPDC and Ealing Affordable Workspace Study 2022 emphasises growing affordability pressures, demonstrating a clear market need for flexible, small-scale workspaces, influenced significantly by post-pandemic work shifts.[10]
- industrial and commercial rents are rapidly increasing, especially in prime locations like Park Royal, exacerbating affordability pressures and displacement risks for local SMEs and start-ups
- average land values surged to over £10 million per acre (compared to a London average of £7.1 million per acre), driven by strong industrial demand and rising demand from uses such as data centres
- in industrial and logistics spaces, vacancy rates are critically low, demonstrating significant unmet demand
- emerging market preferences show increasing demand for flexible, adaptable workspaces tailored to smaller businesses and collaborative work environments, accelerated by the changing work patterns following the pandemic

[9] OPDC and Ealing Affordable Workspace Study, Ealing Council and OPDC, 2022
[10] OPDC and Ealing Affordable Workspace Study, Ealing Council and OPDC, 2022

Mission and Objectives

3.1 Mission

We will significantly increase the provision of affordable workspace across Ealing's 7 towns, to address the unique needs of their local economies and prioritise the space for sectors and businesses to increase local employment opportunities.

3.2 Strategic objectives

A. Convene partnerships and set priorities

We will prioritise affordable workspace for our foundational and high growth sectors, with a particular focus on supporting innovative start-ups, micros and SMEs that will enable WestTech London (West London's Innovation Corridor) to grow and embed itself within the borough.

Action	Responsibility	Timeframe	Priority
A1 Connect landowners and developers with the council's sector forums so affordable workspace tenants can be identified in advance of delivery	Regeneration, economy and skills; planning	Short-term	High
A2 Develop and maintain a sectoral specific affordable workspace providers list	Regeneration, economy, and skills; strategic property	Short to medium-term	High
A3 Convene an annual Affordable Workspace Forum to guide and monitor delivery	Regeneration, economy, and skills	Medium-term	Medium

B. Facilitate delivery and operation

We will make it easier and simpler for landowners, developers, and investors to apply the affordable workspace planning policy to deliver, operate, manage and maintain affordable workspace

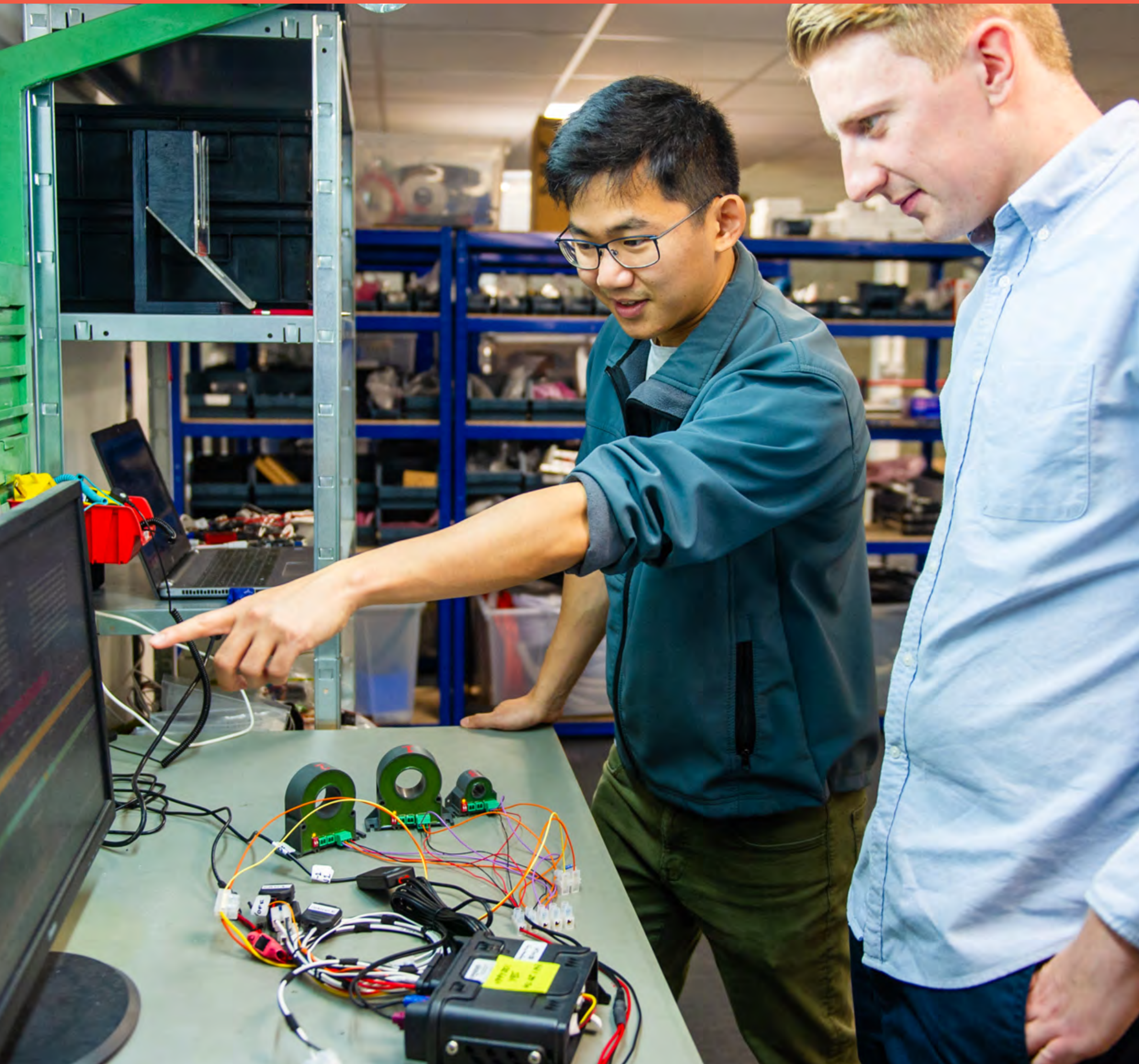
Action	Responsibility	Timeframe	Priority
B1 At pre-planning application stage, inform and support developer's approach to implementing the affordable workspace planning policy	Planning; regeneration, economy, and skills	Short-term	High
B2 Review the council's discretionary business rate relief for new affordable workspaces in the borough	Finance; regeneration, economy, and skills	Medium-term	Medium
B3 Set up an affordable workspace fund and investment plan using S106 commuted sums collected in lieu of onsite delivery	Regeneration, economy, and skills; strategic property	Medium-term	Medium

C. Provide local benefits

We will ensure affordable workspace support local entrepreneurs, business start-ups and local charitable and non-profit organisations that provide local social value

Action	Responsibility	Timeframe	Priority
C1 Connect landowners and developers with further and higher education institutions to create entrepreneur pathways	Regeneration, economy, and skills; planning	Short-term	High
C2 Track and monitor the social value impact of affordable workspace	Regeneration, economy, and skills; planning	Short-term	High
C3 Encourage landowners and developers to provide meanwhile affordable workspace on long term vacant or underused sites, including high street units	Regeneration, economy, and skills	Short-term	High
C4 Maintain an affordable workspace interest list on the council's Good for Ealing website	Regeneration, economy, and skills	Medium-term	Medium

4 Delivering the strategic objectives



A. Convene partnerships and set priorities

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A1	Connect landowners and developers with the council's sector forums so affordable workspace tenants can be identified in advance of delivery	Regeneration, economy and skills; planning	Short-term	High

The delivery of affordable workspace should support polycentric growth across the borough's 7 towns where it can have the most impact, and in particular strengthen the following sector clusters including:

- creative and digital sector in the Park Royal and Acton Creative Enterprise Zone (CEZ)
- life sciences cluster in North Acton and the growing frontier economy in the WestTech London innovation corridor
- green and circular economy in the Greenford and Perivale industrial areas
- the Greenford Innovation Partnership (GrIP) cluster
- food production sector in Southall, Hanwell, and Park Royal
- emerging data centre cluster with associated businesses in Southall and Park Royal
- knowledge economy and offices in Ealing Metropolitan Centre
- local enterprise start-ups and micro businesses in Northolt

For each sector, the council has already launched and convenes a forum or partnership. Through its Good for Ealing investment programme, the council will proactively target and engage with key commercial developers and landowners to agree a sectoral focus and portfolio wide strategies for the provision of affordable workspace in line with the council's policy and objectives. The council currently hosts 3 landowners and developers' forums in the borough's denser growth areas at Southall, Ealing, and North Acton, all of which would provide a strong base to incentivise greater quantums of affordable workspace delivery in those areas.

All new affordable workspace should be informed by a robust affordable workspace business plan. As such, the sectoral focus and target tenants should be agreed with the council with input from the Affordable Workspace Forum (Action A3), market intelligence and the council's Affordable Workspace Interest List (Action C4). The following 5 principles should be used when analysing sectors, organisations and businesses for affordable workspace:

1. retain and grow existing businesses in high growth sectors:

- creative and digital
- green and circular economy (including industrial and offices)
- life sciences and innovation

2. retain and grow existing businesses in foundational sectors:

- high street economy
- health and social care (including childcare)
- construction

3. retain and grow good jobs in other sectors at risk of displacement (particularly from industrial space)

4. attract and grow startup businesses in high growth sector businesses

5. support local entrepreneurs, charities and not for profits that provide social value

Case study: Health Foundry (Guy's and St Thomas' Foundation)

Health Foundry, launched by Guy's and St Thomas' Foundation with Impact Hub, remains a leading health-tech hub in Waterloo. It offers affordable workspace and curated support for startups, connecting them with NHS clinicians and system partners.

Since opening, it has supported over 100 businesses, helping founders navigate procurement and regulatory hurdles. The hub's proximity to St Thomas' Hospital enables pilots and research collaborations that improve patient care.

Challenges included balancing NHS governance with startup agility and ensuring sustainable revenue. Lessons highlight embedding social impact KPIs, flexible memberships, and early engagement with clinical stakeholders to align priorities.

Action		Responsibility	Timeframe	Priority
A2	Develop and maintain a sectoral specific affordable workspace providers list	Regeneration, economy, and skills; strategic property	Short to medium-term	High

The council's Jobs and Skills Strategy's ambition is to strengthen and diversify the economic ecosystem and jobs across 7 towns. Affordable workspace types, locations and access will be prioritised for those organisations and businesses that cater to local needs and deliver against the priorities of the Council Plan, Jobs and Skills Strategy, and Local Plan.

Evidence demonstrates that affordable workspace provision is not evenly distributed across the borough's 7 towns and has limited diversity in terms of workspace providers. To address this, the council will create an affordable workspace provider list to better curate and guide the delivery of affordable workspace, in recognition of each town's unique socioeconomic profile. Provider inclusion on the list will be on a rolling basis and will require compliance with the Greater London Authority standards and best practice identified in the OPCD and Ealing Affordable Workspace Study. Track record evidence will include transparent and inclusive management practices, clear affordability metrics, and social value impact through local community or sector-specific support.

In developing its affordable workspace business plan as part of its planning application material, all developers should engage with the Affordable Workspace Provider List before identifying the most suitable provider based on specific circumstances, including location within the borough, prevalence of local sector clusters or site-specific matters. The council also recommends that organisations benefiting from affordable workspace are required to:

- evidence tenant's acute need for affordable workspace
- be Good Business Charter and London Living Wage accredited
- actively engage with the council's sector forums or partnerships
- provide support for local businesses to startup and thrive
- support relevant and inclusive training and access to jobs for local people with a particular focus on under-represented groups
- set out a plan and timeframe for businesses to transition towards market rent

A diverse range of suitable and flexible space types are needed to meet the needs of diverse tenants. An overview of key workspace typologies is set out in the appendix.

Action	Responsibility	Timeframe	Priority
A3 Convene an annual Affordable Workspace Forum to guide and monitor delivery	Regeneration, economy, and skills	Medium-term	Medium

The council will convene an Affordable Workspace Forum that will bring together a range of stakeholders in the delivery, management, and use of affordable workspace. Supported by the regeneration, economy and skills service, it will coordinate and monitor this delivery plan's actions, share intelligence, and update trackers of existing affordable workspaces, priority users, and workspace providers.

B. Facilitate delivery and operation

We will make it easier and simpler for landowners, developers and investors to deliver, operate and manage affordable workspace.

Action	Responsibility	Timeframe	Priority
B1 At pre-planning application stage, inform and support developer's approach to implementing the affordable workspace planning policy	Planning; regeneration, economy, and skills	Short-term	High

The Local Plan planning policy E3 requirements for a fixed value for the contribution, minimum threshold for on-site provision, and affordable workspace business plan provide the framework for the flexible implementation of the policy. The financial viability, variations on delivery models and site-specific considerations could inform the level of flexibility and exceptions, where off-site contribution may be preferred. This flexibility also allows for the testing of innovative approaches to ensure positive outcomes for developers, workspace providers and end tenants.

In cases where a developer has a portfolio of sites within the borough, the policy may be applied flexibility to optimise the delivery of affordable workspace on at least one of the assets. This could include an approach to blending the value of assets across 2 or more locations to support affordable workspace delivery at less viable locations.

Further advice on the application of the policy through the various stages of planning application progress is included at Appendix C.

Action	Responsibility	Timeframe	Priority
B2 Review the council's discretionary business rate relief for new affordable workspaces in the borough	Finance; regeneration, economy, and skills	Medium-term	Medium

The engagement feedback and evidence suggest that the revaluation of business rates in 2017 and expected legislative changes in 2026 are likely to make managing affordable workspace more financially challenging. Through this delivery plan, the council seeks to proactively respond to that challenge.

Under Section 47 of the Local Government Finance Act (1988), councils have the discretionary power to award relief on business rates where "it is satisfied that it would be reasonable for it to do so, having the regard to the interests of persons liable to pay council tax set by it." The council already has policy in place to offer discretionary business rate relief (search "business rate reductions" on ealing.gov.uk for more information and how to apply). Any awards of this relief are at a direct cost to Ealing Council budgets.

In London, Waltham Forest, Haringey, and Brent councils have applied the Act explicitly for affordable workspace providers. For example, Waltham Forest's rates relief applied to not-for-profit workspace providers starting at full relief and tapering down annually by 15%. Haringey have applied the Act to support meanwhile use ahead of new developments coming forward. This delivery plan does not bind Ealing Council to similar approaches; however, officers are engaging with these councils and other to ensure lessons are learnt and therefore ensure that any future change to the council's application of the Act can maximise benefits.

Given the business legislation changes are expected from 2026, this action is set as the medium term and likely to be progressed during 2026-27. Should the review evidence an appropriate change to the council's discretionary business rate relief policy, it would be limited to a pilot scheme or at specific geography, for example a Business

Improvement District or the Creative Enterprise Zone, subject to the funding being available to offset any reduced business rate collection.

Action		Responsibility	Timeframe	Priority
B3	Set up an affordable workspace fund and investment plan using S106 commuted sums collected in lieu of onsite delivery	Regeneration, economy, and skills; strategic property	Medium-term	Medium

The council will ringfence off-site affordable workspace financial contributions in an affordable workspace fund and create an investment plan to ensure maximum impact. As of 2025, the council has secured circa £600,000 as off-site contributions, which will increase over the coming years, particularly as a greater number of contributions are likely to be secured now that there is an affordable workspace policy in the Local Plan. The investment plan will consider these 3 models:

A. **Partnership models** including Collaboration Agreements or Joint Ventures with a workspace operator where such funding can be invested towards capital works or cover operational costs to run specific programmes. The council funding will be geared at achieving specific outcomes, where there is evidence of market failure, going beyond the minimum policy criteria and ensure that it does not negatively impact current workspace providers.

B. **Investment into council own assets** (existing and new build) that meet the affordable workspace criteria and achieve social value outcomes.

C. **Set up a business grant and loan scheme:** there are several models for delivery and operation that the council could tailor on a case-by-case basis.

The above options are explained further at Appendix D.

Case study: Lambeth Future Workspace Fund

The Lambeth Future Workspace Fund is an £8 million capital fund launched by Lambeth Council to support the development of affordable and supportive workspaces. It provides grants and loans to workspace providers, with backing from partners like Big Issue Invest and Nesta, and aligns with the borough's economic and social value goals.

The fund has already supported the creation or enhancement of nearly 70,000 sq ft of workspace, benefiting 258 businesses and supporting 960 jobs annually. It aims to foster innovation-led sectors such as life sciences, green tech, and the creative industries, while also delivering social value through education and community engagement.

Challenges included repurposing underused spaces and ensuring long-term affordability. A key lesson was the importance of co-investment and partnerships to unlock value and scale impact. The fund also highlighted the need for tailored support to meet the diverse needs of Lambeth's business and creative communities.

Case study: OPDC Loan Fund

The OPDC Loan Fund is a £350,000 pilot initiative launched by the Old Oak and Park Royal Development Corporation (OPDC) in partnership with the Mayor of London. It supports small businesses and workspace providers in Park Royal, particularly in the food manufacturing and creative sectors, to expand and improve affordable workspaces.

The fund has helped protect and grow local employment by enabling businesses to scale operations and secure premises. It supports OPDC's wider regeneration goals by fostering inclusive economic growth and ensuring that workspace remains accessible to SMEs at risk of displacement.

Challenges included designing a loan model that balanced affordability with sustainability and ensuring outreach to diverse businesses. Lessons learned highlight the importance of tailored financial products, community engagement, and ongoing evaluation to refine the fund's impact.

C. Provide local benefits

We will ensure affordable workspace support local entrepreneurs, business start-ups and local organisations providing local social value, and that employment opportunities are targeted to local residents.

Action		Responsibility	Timeframe	Priority
C1	Connect landowners and developers with further and higher education institutions to create entrepreneur pathways into affordable workspace	Regeneration, economy, and skills; planning	Short-term	High

The council manages strong relationships with multiple education institutions and will actively engage with developers, educational institutions, charities, innovation hubs, and other relevant partners to broaden the borough's affordable workspace ecosystem to support employment and skills pathways. These partnerships will leverage the resources, expertise, and networks of external organisations, enhancing opportunities for skills development, innovation, and community engagement.

The experience at Imperial's White City campus demonstrates the importance of affordable workspace at Scale Space to entrepreneurs and innovators. There are opportunities to explore similar ecosystem working with Imperial, University of West London and Brunel University. An example is the affordable workspace at 1 Portal Way within WestTech London, which will also host a joint employment and skills hub with Imperial, Sciopolis and OPDC, linking workspace with innovation and local skills pathways.

Case study:
Scale Space (Imperial College + Blenheim)

Scale Space's 200,000 sq ft innovation hub at White City is fully operational and recently won Best Co-Working Space at the West London Business Awards 2024.

It supports over 100 scaling businesses across tech and life sciences and has added 16,900 square foot of lab space to meet demand. The hub anchors a knowledge cluster, strengthens local supply chains, and creates high-value jobs.

Challenges included high fit-out costs and aligning academic and commercial timelines. Lessons emphasise co-investment models, flexible leasing, and curated programming to bridge institutional and business needs.

Case study:
Oru Sutton (LB Sutton + Oru Space)

Sutton Council purchased a former BHS store in 2019 and partnered with Oru Space to create a mixed-use hub combining workspace, hospitality, and wellness.

Economically, it strengthened London's business ecosystem by supporting 112 businesses, creating 25 full time equivalent jobs, and delivering 132 affordable workspaces across 2,300 square metres (sqm) of flexible co-working space.

Supported by the Mayor's Good Growth Fund and Grow Back Greener Fund, the initiative tackled the climate emergency through 800 sqm of green improvements and retrofitting approximately 3,000 sqm of interior space, while revitalising 3,000 sqm of high street commercial space.

Oru Sutton has fostered community cohesion with 4 free weekly events and aims to create over 1,000 volunteering opportunities.

Action		Responsibility	Timeframe	Priority
C2	Track and monitor the social value impact of affordable workspace.	Regeneration, economy, and skills; planning	Short-term	High

Ealing Council will establish a streamlined monitoring process for onsite and offsite affordable workspace contributions from the planning S106 legal agreement stage to delivery and operation. Equal weight will be applied to tracking and capturing local economic and social value impacts of affordable workspace.

As a minimum, indicators would include London Living Wage accredited businesses, interfacing work experience students and apprentice recruitment, community outreach activities that have benefited local residents, and discounted membership for start-ups. Any approach will be co-developed as part of the Affordable Workspace Forum.

Action		Responsibility	Timeframe	Priority
C3	Encourage landowners and developers to provide meanwhile affordable workspace on long-term vacant or underused sites, including high street units	Regeneration, economy, and skills	Short-term	High

The borough's town centres, and high streets demonstrate good resilience in terms of low vacancy rates. However, long term vacancies do persist on some high streets, notably in West Ealing. The council's work with the GLA, on its High Street Place Labs programme, offers a great opportunity to apply the government's non-statutory guidance on High Street Rental Auctions to help landlords to bring vacant units back into use.

There are multiple successful examples in London where meanwhile uses for affordable rents have been delivered, including Ebury Edge in Westminster and Blue House Yard in Haringey. In partnership with the OPDC and other partners, the council has also launched meanwhile space as part of the North Acton Square project, an example of collaborative working beyond policy requirements, using underutilised council land flexibly to deliver temporary affordable workspace and community benefits while long-term redevelopment progresses. The use of meanwhile spaces should align with the longer-term redevelopment vision, and act as a stepping stone for meanwhile tenants to be retained in the long term.

Given the persisting challenges in the construction industry, with several major sites with planning permission are 'stalled', the council will also work proactively with landowners and developers to support meanwhile-use where practical.

Case study: Make It Barking (LB Barking and Dagenham + Make It London)

Make It Barking, a 35,000 square foot creative hub, has transformed a former office into a vibrant centre for enterprise and culture. Operated by Make It London, it offers 45 flexible workspaces, event spaces, wellness studios, and Factory 15 café-bar.

The hub boosts footfall, supports local entrepreneurs, and provides subsidised space for startups through its Future Enterprise scheme.

Challenges included maintaining affordability amid rising demand and adapting a civic building for mixed uses. Lessons stress securing long leases, embedding social value agreements, and combining workspace with public-facing amenities.

Action	Responsibility	Timeframe	Priority
C4 Maintain an affordable workspace interest list on the council's Good for Ealing website	Regeneration, economy, and skills	Medium-term	Medium

The existing affordable workspace provision will be mapped and tracked including standard information on contact details, target users and tenants, space types and cost to provide intelligence on affordable workspace supply, demand and priorities, and to market the spaces on the Good for Ealing website. Affordable workspace providers will be regularly asked to provide updates to the details of their workspaces.

This information will be aligned to an affordable workspace interest list, whereby businesses, non-profits, voluntary and community organisations that require affordable workspace have more clarity and certainty on what's available in the borough. The database will be informed by ongoing engagement with priority organisations, those at risk of displacement due to rent increases or redevelopment, and high growth sector businesses looking to start-up or relocated to the borough. The interest list will also help evidence projected demand and required typologies, to inform developer affordable workspace business plans as part of their planning applications.

Appendix A
Engagement summary

Engaged groups

This delivery plan sought input from the following groups:

- **internal working group:** officers from Ealing Council that represent key services with relevant workstreams, and those essential for delivery. The group is tasked with inputting, providing feedback, and reviewing the delivery plan to ensure it meets the council's requirements is fit for purpose. The working group met once every month for the programme duration
- **stakeholder 1-to-1's:** meetings with workspace providers, consultants, industry partners, and council officers. Information from these meetings is captured in pro-forma sheets. Important elements were reflected in the delivery plan document
- **stakeholder workshops:** workshop-format meetings were members from the internal working group, key stakeholder group, and other invitees convene to discuss market trends, provider requirements, end-user requirements, and feedback on the deliverability of the plan
- **Internal review and approvals:** review meetings with the strategic director for economy and sustainability, briefings with the relevant portfolio holder and feedback from the Placemaking Board and Jobs and Skills Forum

Challenges and opportunities

These are the key challenges and opportunities identified through engagement.

Challenges:

- viability of delivery: high land values and increasing construction costs present significant challenges to delivering affordable workspace within new developments
- operational viability: operating costs such as business rates, service charges, and fit-out expenses can undermine affordability for end-users and viability for workspace providers
- inconsistent council requirements: varied expectations and inconsistent definitions of affordability and workspace requirements across different council departments can create uncertainty and complexity for developers and workspace providers
- identifying local demand: accurately assessing and responding to specific local business needs requires thorough and regularly updated intelligence, which can be resource-intensive to maintain
- market pressures: rising commercial rents, particularly in desirable locations like park royal, and low vacancy rates exacerbate affordability issues and displacement pressures for SMEs

Opportunities:

- proactive intervention: leveraging council-owned assets and exploring alternative funding mechanisms to directly deliver or subsidise affordable workspace
- market positioning: positioning Ealing as a leading borough for innovative and sustainable workspace, capitalising on strong demand and proximity to central London
- collaboration and partnerships: developing strategic partnerships with workspace providers, local businesses, academic institutions, and major employers to deliver targeted workspace solutions
- high growth sector alignment: aligning affordable workspace delivery with Jobs and Skills Strategy objectives to support green and resilient economic growth
- flexible policy approaches: implementing flexible policy mechanisms that allow tailored responses to individual site opportunities and constraints, enhancing delivery outcomes

Appendix B
Application of Local Plan policy E3

This appendix provides advice in support of the action to 'inform and support developers' approach to implementing the affordable workspace planning policy'. The council's Local Plan is currently under public examination and policy E3 of the draft Local Plan on affordable workspace sets out the council's "local variation" to the respective London Plan policy. The delivery plan may require updating following receipt by the council of the inspectors' recommendations.

Pre-application stage

The value of the affordable workspace contribution and whether it is onsite or offsite will be a key early discussion with applicants. If delivery is expected to be on site, the applicant would outline the approach to meet the council's objectives, affordable workspace business plan requirements including an existing tenant relocation strategy (see affordable workspace business plan section below).

The fixed value- on site or off-site?

The Local Plan policy E3 sets out the fixed level of contribution based on the following calculation:

- value = 5% of net industrial and office floor area uplift)
  or 10% of mixed use gross commercial floor area x 80% of market rent x 15 years

The contribution should be delivered onsite if the floor area calculated generates more than 1000sqm mixed use, 2000sqm office, or 3000sqm industrial floor area. Anything less than these areas will support a discussion on securing an offsite financial contribution.

Sample calculation

Scenario

- mixed-use development with 3,000 sqm gross commercial floor area
- contribution rate: 10% of gross commercial floor area
- market rent: £270 per sqm/year
- policy discount: 80% discount on market rent
- discount period: 15 years

Affordable workspace contribution area

- 10% of 3,000 sqm = 300 sqm less than the 1000sqm threshold for mixed use onsite delivery

Affordable workspace financial value

- 300sqm contribution area x £270 market rent x 80% x 15 years = £972,000

On site provision may still be accepted below the minimum threshold where it can still demonstrate viability and suitability of the space for its intended occupants. This could be for example where a larger space is let directly to an end user or smaller spaces that can be managed along with market spaces or as part of a cluster of smaller sites.

Conversely, offsite financial contributions in lieu of onsite provision may also be acceptable where Ealing Council considers this could better meet affordable workspace needs. In lieu of an offsite financial contribution, the council can also consider offsite delivery of affordable workspace where there is an appropriate opportunity.

Planning application stage

If delivery is onsite the applicant should submit an outline affordable workspace business plan setting out a clear approach and framework with sufficient detail and evidence to demonstrate that the subsequent fully detailed business plan will meet the council's requirements.

There may be several reasons to deviate from the parameters given in the value calculation to ensure that the space best meets target end user needs. Flexibility can be considered if the applicant can demonstrate in their business plan that the alternative still delivers the same financial value and meets the council's objectives and requirements for affordable workspace. For example, a diminishing discount over a longer period of time could support businesses to adapt to market rates.

S106 agreement stage

Offsite contributions and monitoring costs will be secured, and for onsite delivery the submission of the fully detailed affordable workspace business plan approved prior to start of construction through the Section 106 agreement. The application should provide a calculation of the value of the contribution based on market rates to be agreed with the council.

Once onsite workspaces are completed, they will be monitored based on annual reporting from affordable workspace providers as set out in the S106 agreement. This monitoring will focus on the key data that enables the council to assess whether the outcomes set out the S106 agreement are being delivered and as a minimum should include the following:

- total number of businesses/enterprises using the affordable workspace
- number of new businesses/enterprises that began using the space in the past year
- number of borough residents using the workspace
- occupancy levels throughout the year
- average number of individuals using the space
- costs to tenants, including a comparison with local market rates
- case studies highlighting how the affordable workspace has supported businesses and individuals
- evidence of how the affordable workspace business plan is being implemented
- summary of activities delivered in the past year that have benefited local residents
- data on end user business survival rates, growth, and job creation

The affordable workspace business plan

As set out in the local plan's affordable workspace policy, the business plan should demonstrate the viability and suitability of the space for its intended occupants, the optimisation of the site for this use and of the development overall, and appropriate management of the affordable workspace for the duration of its use as affordable workspace.

At planning application stage, an outline business plan should set out a clear approach, framework, sufficient detail and evidence to assess whether the workspace will be viable and fit for purpose. The fully detailed business plan should be submitted by the applicant for approval prior to commencement of construction and should include at minimum the following list:

- existing tenant relocation strategy
- assessment of most effective way to deliver affordable workspace on site
- assessment of how the space addresses the identified priorities in this delivery plan, and why the proposed provision is an appropriate way of implementing these
- target occupants and sectors and marketing strategy
- tenant selection criteria of affordable workspace to prioritise sectors prevalent in the town areas and retain businesses to support local enterprise and good jobs growth as set out in the Ealing Jobs and Skills Strategy
- the size and rental terms of affordable offer, including planned rents and affordability for tenants, and how these meet policy requirements in space and value terms
- design and fit out considering any shared infrastructure or equipment that may be necessary to ensure the space is attractive and meets the needs of tenants
- a plan for the management of the space including whether this will be alongside the market provision, or via a specialist affordable workspace provider with proven credentials as such and how costs to the provider will be minimised (service charge, fitout costs, business rates)
- proof of deliverability, viability and suitability of the space for its intended occupants
- reporting on an annual basis (including tenant selection, turnover, rents and charges, occupation levels, social value outputs)

Appendix C
Affordable workspace investment fund options 3

A. Partnership models

Collaboration model

This model can be used where specialist expertise and networks of workspace providers are required (for example for a specific growth sector), to encourage diverse workspaces and businesses, to promote innovation, encourage community involvement, to encourage a mix of workspace providers and achieve outcomes without directly managing the asset.

The council collaborates with specialist workspace provider to ensure effective delivery and sustainable management of an affordable workspace, particularly where the provider is embedded in a target market such as a business growth sector. Following the due procurement process, the council will select a provider from the Ealing Affordable Workspace Provider List to lease or manage the workspace based on requirements. The partnership model can be adjusted based on the site, context, specific sectors and how outcomes are measured including occupancy, good local jobs, business support, inclusivity and environmental sustainability. The council and provider should agree a business plan as set out in section 4 in this document, including potential rental income for the council and agreed outcomes.

Where possible, the council will seek opportunities for innovative partnerships with workspace providers to explore new types of workspaces that support businesses and contribute to creating community and a green local economy to support the council's 20-minute neighbourhood approach. The council will encourage collaboration between various organisations including workspace providers, community groups and social enterprises to manage affordable workspace where this can improve outcomes for example by providing additional expertise and resources.

Joint venture

This model can be used where capital investment is needed quickly and the council wants to be involved long-term to steer outcomes, for developments where public and private interests align with the council's Regeneration Framework and 20 Minute Neighbourhood Strategy.

A property owner, workspace provider, and the council enter into a partnership agreement. The council as investor could provide a portion of the initial capital from the Workspace Fund to deliver a space. The workspace provider, as the managing partner, contributes a smaller amount of capital and undertakes day-to-day operations. Profits are distributed after the property owner's preferred return, typically with a larger share going to the property owner until the joint venture starts generating higher operational profits. A business plan should be agreed as described in section 4 of this document.

Owner operator model

The council operates the affordable workspace through its agent (current model for commercial units) or as part of an existing service (current model for hotdesks in libraries). The council can consider the option create a dedicated team to improve and expand this offer to manage a portfolio of affordable and market workspaces that would not benefit from or be of interest to workspace providers.

This model can be used to operate smaller spaces or larger single units that a workspace provider could not viably run, where demand or social outcomes requires testing, for short-term provision or where tighter control is required.

B. Investment

Where appropriate, Ealing Council's Affordable Workspace Fund can provide targeted capital or revenue support to council owned or leased affordable workspace. The initial stage would include identifying council owned or leased spaces and sites to deliver affordable workspace through improvements or new workspace. Sites capable of meeting identified demand, providing cost-effective outcomes and self-sustaining affordable workspaces should be prioritised. The Investment Fund can be deployed towards the council assets in areas of need and to operate smaller spaces or larger single units that a workspace provider could not viably run, where demand or social outcomes requires testing, for short-term provision or where tighter control is required.

C. Grants and loans

The council establishes a rolling affordable workspace grants and loans to encourage and support organisations to deliver diverse affordable workspace in the borough that supports the council's objectives and would not come forward through the other models. It should be structured to provide small and large grants and loan options.

This model can be used to encourage organisations to delivery and manage affordable workspace. It would require the Affordable Workspace Fund to grow before it could be implemented. The grant and loan process could be combined with other council grant and loan business support to simplify applications for businesses and reduce council costs.

The council should follow a clear process to set up the grants and loans, including drafting fund guidelines and prospectus, securing necessary approvals, opening for applications, assessing applications and monitoring. It is important to note that while significant resource would be required to set up the loan and encourage applications, that applications to similar grants and loans schemes has been relatively low.

For example, small grants of up to £50,000 could be offered for feasibility or pilot projects without requiring match funding, whereas larger grants of £50–£250,000 would require the applicant to contribute a percentage of costs to ensure buy-in and leverage additional investment. On the loan side, the council could provide small loans of up to £50,000 on very flexible terms (low or zero interest, short repayment periods) and larger loans with modest interest rates and longer terms, potentially secured

Appendix D
Affordable workspace typologies

This appendix provides an indicative menu of affordable workspace typologies including where they could work best, typical end users and key design and fit-out needs. It is based on information from Southwark, the West London Alliance, and the Greater London Authority. It is not an authoritative list but is intended to support early conversations at the pre-application stage.

Office and co-working (desk-based)

What	Shared or dedicated desks/offices with bookable meeting rooms and collaboration areas
End users	Start-ups, micros/SMEs in professional, tech and digital services; charities/VCSE
Where works best	Town centres/CAZ-fringe; well-connected high streets; upper floors of mixed-use
Design and fit-out essentials	Typical units 15–300 sqm; clear height 2.7–3.2 m
Operator/viability notes	Deliver at least Cat A (power/data, lighting, heating/cooling)

Creative studios (artists/designers/makers)

What	Sub-divided or self-contained studios with robust finishes and secure access
End users	Artists, designers, fashion, photography, media; creative micro-businesses
Where works best	Close to educational/cultural anchors, in mixed-use or refurbished buildings
Design and fit-out essentials	Studios 15–85 sqm; clear height 3.0–3.6 m Durable floors; good daylight; goods lift/loading; dirty sinks/wash-out
Operator/viability notes	Peppercorn/discounted headleases to specialist studio operators improve affordability

Maker space and prototyping (FabLab / light R&D)

What	Shared workshops with benches and supervised access to tools
End users	Product designers, engineers, start-ups, students/ community makers
Where works best	Near further/higher education clusters, and design/ engineering clusters; ground floors with direct servicing
Design and fit-out essentials	70–300+ sqm; clear height 3.5–4.5 m 3-phase power, extract/ventilation, ~5 kPa floor loading.
Operator/viability notes	Separate clean/dirty zones; yard access

Flexible commercial kitchens (shared and individual units)

What	Shared kitchen incubators or individual production kitchens with storage and distribution capability
End users	Start-up and growing food businesses; culinary training/VCSE food enterprises
Where works best	Edge-of-town/industrial with servicing; near customer markets or institutions
Design and fit-out essentials	Studios 18–72 sqm to 150+ sqm 3-phase power; mechanical extract with odour/grease control Washable surfaces; refuse/cold/dry storage; van parking
Operator/viability notes	Shared fit-out reduces capex; staggered hours optimise capacity

Light industrial workshops

What	Ground-floor workshops for assembly, fabrication, small-batch production
End users	Fashion manufacturing, joinery, craft fabrication, repair/maintenance
Where works best	SIL/LSIS and mixed-use edges with yard access
Design and fit-out essentials	65–540 sqm; clear height 4.5–6.0 5 kPa floor loading; roller shutters/goods doors Safe, segregated yards sized for vans/LGVs
Operator/viability notes	Deliver enhanced Shell+Core/Cat A to lower tenant capex

Last-mile logistics / micro-fulfilment hubs

What	Small-format logistics and consolidation hubs serving local catchments
End users	Logistics provider, local small and medium-sized enterprises, high-street retailers, e-grocery, NHS/ anchor institutions
Where works best	Town centres and SIL/LSIS edges near A-roads/rail
Design and fit-out essentials	At-grade loading and turning for LGVs E-cargo charging; extended-hours management Acoustic/traffic mitigation
Operator/viability notes	Managed operations with extended hours and low-emission access

Life sciences – wet/dry labs (start-up/scale-up)

What	Specialist "lab-ready" space with enhanced M&E building services, waste handling, and vibration control
End users	Biotech, medtech, health-tech; university/clinical spin-outs
Where works best	Near universities/hospitals and research anchors
Design and fit-out essentials	30–150 sqm modules; high fresh-air rates Fume extract; purified water; back-up power Vibration/EMI control; clinical/chemical waste routes
Operator/viability notes	Cluster models and shared equipment improve viability

Micro-retail and testbed units

What	Discounted small high-street units/kiosks to de-risk new concepts
End users	Local independents, makers, food-to-go, wellness/ services; VCSE pop-ups
Where works best	Active town centres; co-located with markets or mixed-use ground floors
Design and fit-out essentials	10–40 sqm; simple shopfronts Shared back-of-house/storage; accessible utilities Minimal fit-out
Operator/viability notes	Short licences; mentorship; tapered rents; turnover data for staircasing

Community and VCSE hubs

What	Multi-purpose affordable offices/rooms for charities and social enterprises
End users	Local VCSE organisations; social enterprises; training providers
Where works best	Town centres; civic buildings; upper floors in mixed-use
Design and fit-out essentials	Flexible partitions; meeting rooms Accessible WCs/showers; storage; IT-ready
Operator/viability notes	Shared reception and meeting space; outcomes-based management

Multi-storey light industrial (workstacks)

What	Stacked formats with goods lifts, shared yards and multiple levels of B1c/B8-compatible units
End users	Light industrial, storage, prop/film, food production
Where works best	Plan-led SIL/LSIS intensification/co-location sites
Design and fit-out essentials	Floor-to-floor 6–7.2 m; 2–5 t/m² floor loading ≥5 m corridors; ~2 m goods doors Generous goods lifts; managed cores
Operator/viability notes	Experienced multi-let industrial operators essential; scale is key

Meanwhile and transitional workspaces

What	Time-limited reuse of vacant buildings/sites as low-cost studios, co-working or markets
End users	Start-ups, creatives, community enterprises; decant options during construction
Where works best	High streets, estates awaiting development, surplus public assets
Design and fit-out essentials	Light-touch safety upgrades Accessible entrances; basic M&E Clear decant strategy into permanent options
Operator/viability notes	Low-cost access; flexible terms; community engagement

Appendix E
Glossary and abbreviations

List of key abbreviations

OPDC – Old Oak and Park Royal Development Corporation

GLA – Greater London Authority

SMEs – small and medium-sized enterprises

BID – Business Improvement District

GrIP – Greenford Innovation Partnership

S106 – Section 106 (legal agreement)

CEZ – Creative Enterprise Zone

Glossary of key terms

20 Minute Neighbourhood

An approach to planning and investment that aims for most daily needs - work, learning, services, leisure - to be reachable within a short walk, cycle or public transport trip. It underpins more inclusive, low carbon local economies and supports vibrant town centres across the borough's 7 towns.

Affordable Workspace (AW)

Workspace offered at rents below local market levels for a defined social, cultural or economic purpose, typically secured for a fixed period (at least 15 years) via planning obligations or agreements. In Ealing borough, AW is prioritised to help start ups, micros and SMEs to start, stay, and scale - especially in priority sectors - and to deliver local social value.

Affordable Workspace Business Plan

A document submitted by a developer or provider that evidences demand, target users, the discount mechanism, lease/management model, design and fit out approach, operational viability (including service charge and rates), and measurable social value outcomes. It informs S106 negotiations and post delivery monitoring. An outline business plan is required at planning application stage and full detail required before construction commences.

Affordable Workspace Contribution (S106)

A secured obligation - either on site floorspace at discounted rent or a commuted sum (off site financial contribution) - calculated using the Local Plan policy formula. Where thresholds are met, on site provision is generally expected; otherwise a commuted sum may be preferred to maximise borough wide impact.

Affordable Workspace Fund (Ealing)

A ring fenced pot made up of off site (commuted) S106 contributions used to invest in, enable or operate affordable workspace via grants, loans, partnerships, or council assets - targeted to priority locations, sectors, and users to maximise economic and social value.

Affordable Workspace Provider

An organisation with the experience and capability to deliver and manage affordable workspace, allocate units fairly and transparently, sustain operations at discounted rent, and deliver agreed social value.

Business Improvement District (BID)

A defined area where businesses vote to pay a levy for additional local projects and services (for example public realm, safety, or marketing). BIDs can partner to animate town centres and support workspace ecosystems.

Business Rates Relief (Discretionary)

A council power to reduce or remit business rates where reasonable and in the interests of council taxpayers. Ealing Council may consider targeted reliefs/pilots (for example in CEZs or BIDs) to help sustain affordable workspace operations where evidence supports it.

CEZ (Creative Enterprise Zone)

A designated area where partners support creative production, skills and jobs. Park Royal/Acton CEZ offers opportunities for affordable studios, maker space, and post production facilities.

Commuted sum

An off site financial contribution in lieu of delivering affordable workspace on site. Pooled and deployed by the council to achieve greater impact, often where site constraints, quantum, or sector fit makes off site delivery preferable.

Foundational sectors (Ealing)

Well established economic sectors that already provide thousands of jobs for Ealing residents - high street economy, health and social care (including childcare), and construction.

Good for Ealing

Ealing Council's inward investment and business engagement model that convenes developers, investors, businesses, and community groups - brokering sector forums, showcasing opportunities, and supporting delivery of affordable workspace and jobs.

Good Business Charter (GBC)

A standard recognising responsible business practices (for example fair pay, prompt payment, or environmental responsibility).

Greenford Innovation Partnership (GrIP)

A local innovation partnership supporting enterprise, skills, and workspace demand in and around Greenford.

High growth sectors (Ealing borough)

Priority sectors with strong job creation and productivity potential - creative and digital, green and circular economy (including industrial and offices), and life sciences - supported by sector forums, skills pathways, and tailored workspace typologies.

Industrial Land – SIL / LSIS

Strategic Industrial Land (SIL) and Locally Significant Industrial Sites (LSIS): protected industrial areas in the Local and London Plans.

London Living Wage (LLW)

A voluntary hourly rate (higher than the UK Real Living Wage) reflecting London costs of living - promoted by the Mayor and the Living Wage Foundation. Ealing Council encourages LLW employers and Living Wage Place accreditation.

Meanwhile Use

Temporary occupation of vacant land or buildings (for example pop up studios, makerspace, or co working) prior to redevelopment - used to test demand, support start ups, and animate high streets at lower cost and faster pace.

Old Oak and Park Royal Development Corporation (OPDC)

The mayoral development corporation leading growth at Old Oak and Park Royal.

Section 106 (S106) agreement

A legal agreement attached to planning permission that secures obligations.

SME / micro business

Small and medium sized enterprises (fewer than 250 employees); micro businesses have fewer than 10 employees.

Viability (Financial)

Assessment of whether a scheme can be delivered while meeting policy asks. In affordable workspace, viability balances build/fit out costs, rents, service charges, rates, and provider sustainability alongside social value commitments.

WestTech London

One of London’s 3 innovation corridors, anchored by Imperial’s major science and innovation locations across west London in South Kensington-Albertopolis, Paddington Life Sciences, White City Innovation District, and Old Oak and Park Royal.

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CREATING GOOD JOBS

TACKLING THE CLIMATE CRISIS

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