

Employment, Skills and Culture

Hadley Property Group

March 2021



HADLEY PROPERTY GROUP

Who is Hadley Property Group?

Hadley Property Group specialises in the delivery of sustainable, progressive and inclusive housing-led development. We work in collaboration with industry-leading design teams across London and in other major UK cities.

Our company was founded in 2003 and is one of only a handful of private developers to be selected for LDP2, the Mayor of London's framework for the delivery of new homes on publicly owned land in London.

In recent years, Hadley has also formed strategic alliances with a number of Housing Associations and Local Authorities. These partnerships have enabled us to provide high levels of affordable homes in our developments.



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Our Approach to Sustainability

The Sustainability Strategy for Station Road is reflective of Hadley's mission to deliver world-class mixed-use developments that are underpinned by the principles of sustainability. We seek to design and deliver our developments with social and environmental considerations fully integrated into our way of working. We focus our sustainability efforts on the following three pillars:



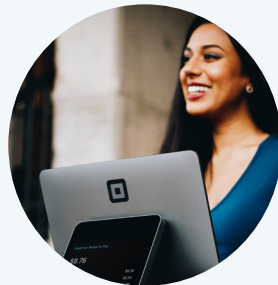
Empowering Communities

Creating places that support residents and neighbours in leading happy, healthy lives



Protecting the Planet

Enhancing environmental performance and contributing to tackling climate change



Stimulating Economies

Creating new jobs, offering apprenticeships and training and supporting local businesses

Our Proposals

We are proposing to redevelop the site at 42 Station Road.
Our proposals include:

- **116 new homes for Merton, with 40% affordable housing**
- **Enhanced access to Wandle Trail**
- **New active riverside setting**
- **Sustainable designs that prioritise ecology and preserving natural habitats**
- **A strong focus on cycling and sustainable travel**
- **A cycle cafe with repair facilities**
- **New commercial spaces such as community co-working**
- **Open play space for children**



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Visualisation of the new development

Supporting Communities

CYCLE42

CYCLE42 offers key workers and local residents a free 90-day trial of a Brompton and then offers reduced rates if they wish to purchase an up-cycled bike from The Bike Project after the trial period ends.

Opportunities for Young People

Working with Clarion Futures, both Brompton Bike Hire and the Bike Project will be offering apprenticeship schemes to young people in Merton from early this year.

The Bike Project will host a local kickstart apprentice, and Brompton will offer 18-month apprenticeships to learn the specialist art of bicycle brazing which could become full time roles once completed.

We plan to continue the cycling theme by feeding plans for a cycle café, bike parking spaces and supporting local cycle routes into our design proposals.



New Commercial Spaces

The scheme comprises two commercial areas, which amount to approximately 443SQM in total. We would like at least one of these spaces to be let to a local business.

Bike Cafe

To further continue the theme of cycling and sustainable travel, we intend for one unit to become a bike cafe, and will hold initial discussions with potential local providers.

Opportunity for Local Businesses

The other unit will be open to local businesses whose operations are suitable for the space, for example a cafe.

We will offer to provide the areas rent free for the first six months, for whichever local businesses acquire the space.



Work Experience Programmes

We host an official work experience programme for Hadley Property Group, which has unfortunately had to be postponed since the outbreak of the coronavirus pandemic due to social distancing guidelines and remote working.

This scheme will enable us to offer work placement positions at Hadley to a total of 4 local students, aged 16 or over.

The departments available include:

- Finance
- Development
- Land
- Communications



Creating Jobs for Local People

We aim to stimulate local economies by creating new jobs, apprenticeships and training for those who need it most and are dedicated to ensuring we support local businesses and SMEs.

Contractors

As part of contractor proposals, we require contractors to consider and respond to local employment requirements. All job openings will be advertised locally, and our baseline targets are as follows:

- **At least 30% of positions will be given to local people**
- **Proportion of the workforce will be NEETs (Not in Employment, Education or Training)**
- **Proportion of the workforce will be rehabilitating young offenders**
- **Opportunities for the long-term unemployed**
- **Proportion of the workforce will be people with disabilities**

Apprenticeships, training opportunities and work experience placements will be in process over the construction phase.



Additional Opportunities

Exercise and Fitness

The landscaping of the project seeks to provide a designated space for outdoor exercise located alongside the River Wandle. We would like to allocate this space for local trainers and instructors to use on a regular basis.

Estate Management

As part of our Estate Management strategy, we will be giving priority to local people for all of our available job roles. We hope that at least 30% of the positions are filled by local people. Opportunities include:

- Security
- Refuse and Waste management
- Repairs and general maintenance
- Gardening
- Cleaning Services

Note: as part of our terms for our Estate Managers, all employees will be paid no less than London Living Wage.



Thank You



View our proposals at:
stationroadproposals.co.uk/phase-two



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