

Final ESP Employment and Skills Performance Report - 18 West Road, Valor Park – 04/12/2025

1. Meeting Details

1.1 Attendees

- **Haringey Council (the Council)** – Marlene Boateng (MB), Social Value Principal; Jade Steward (JS), Social Value Monitoring Officer.
- **Glencar** – Denise Southard (DS), Social Value Manager; Ronan Murphy (RM), Project Manager.

2. Project Information

Planning application reference	HGY/2024/1370
Project name/ address	18 West Road, Valor Park, Tottenham
Developer	Valor
Main contractor	Glencar Construction
Planned implementation date	24/03/2025
Planned completion date	22/12/2025
Construction value	£9.5m
ESP agreement date	25/03/2025

3. Summary of S.106 Third Schedule Employment and Skills Obligations

- **2.1.1 Local Labour** - not less than 20% of the workforce employed during the construction phase of the development to comprise of residents employed for a minimum of 26 weeks
- **2.1.2 Skills Training** - the provision of Skills Training to the 255 referred to in clause 2.1.1
- **2.1.3 Apprenticeships** - the employment of at least one full-time apprentice per £3 million development cost, such apprentices to be employed for a minimum of 26 weeks and paid no less than the London Living Wages.
- **2.1.4 Jobs advertised** - work exclusively with the Employment and Skills Team for any recruitment assessment, screening, testing, and application support arrangements, providing 10 working days exclusivity notification
- **2.1.5 Work Placements** – the provision of opportunities for unemployed and economically inactive residents in Work Placements
- **2.1.6 Work Experience** – the provision of opportunities for students and learners.
- **2.1.7 STEM and career education workshops** – provision of at least 5 STEM sessions as agreed by the assigned officer
- **2.1.9 Local Business Support** – the provision of local business support including: activities about how businesses can effectively tender, business planning assistance and mentorship for capacity building, and the purchase of products or services locally.

4. ESP Targets and Performance

Theme	Target	Verified	Accepted	Outstanding
Local Labour (job starts and sustain)	3	6	4	-1
Apprenticeship and NVQ (starts and sustain)	3	4	3	0*
Skills Training and Traineeships	1	1	1	0

STEM Career Education Activities	5	7	6	-1
Work Placements (unemployed or economically inactive) or Work Experience (students and learners) *	4	3	5**	-1
Local Supplier Procurement - £ spend	£950,000	£52,350.47	£52,350.47	0***
Local Business Support	1	1	1	0

* 0 on basis that Haringey Council receive evidence of 26 weeks for 1 resident (P Grigorii) who moved to Glencar site in Barnet.

** The accepted work experience and work placement outcomes include a supported internship counting as 4 outcomes.

*** Outstanding balance of £897,649.53 local procurement is achieved on the grounds of reasonable endeavours.

5. Meeting Notes

Site Update: Site on track for practical completion on 15/12/2025.

Summary of ESP Performance and Mitigations:

- **Local Labour:** overachieved against target.
- **Apprenticeships:** DS stated one resident has been transferred to a Barnet site.
 - DS to report evidence of 26 weeks for resident on Barnet site.
- **Skills Training:** target met.
- **Work Experience:** overachieved against target through Supported Internship Programme.
 - DS agreed to share a case study on the project with IE Team.
- **Local Procurement:** MB stated procurement from neighbouring boroughs, Waltham Forest, Barnet, Enfield are acceptable with names and postcodes.
 - DS to report procurement evidence (anonymised supplier contracts).
 - RM to ask supplier to share receipts directly with JS.

E&S Lessons, Successes, and Challenges:

- MB congratulated DS's working with the Haringey Teams, targeted groups and local organisations such as Sister System and Project 2020.
- DS also organised a women in construction event at the head office and they participated in in Street Doctor.
 - DS to share a case study on social value initiatives (including Mencap, Early Years) with IE Team.

Data Review:

- Deadline for 26 weeks evidence and procurement set for 10/12/2025
- Tenants are currently being shown around. Marlene

AOB:

- End-use: Merlin Entertainment and Tottenham Hotspurs are viewing the site.
 - JS to arrange a meeting with Connor Philips to organise meeting to devise end use ESP.
 - MB points them to the Local Plan Consultation. DS and RM to confirm
 - DS to present at the IECF 15/01/2025.

Next s106 employment and skills meeting

N/A Final Meeting