

RICHMOND GROWTH PLAN



LONDON BOROUGH OF
RICHMOND UPON THAMES

March 2026

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FOREWORD

Richmond Upon Thames is a unique London growth opportunity made possible by the ingenuity of our residents, the dynamism of our business community and the exceptional assets that define our borough. From renowned centres of learning, research and innovation, world-class sporting infrastructure, natural and cultural heritage and vibrant town centres, Richmond offers an outstanding environment for sustainable economic success. With a strong track record in delivering economic growth, we play a vital role in strengthening our South London sub-regional economy and contributing to London's position as a leading global city.

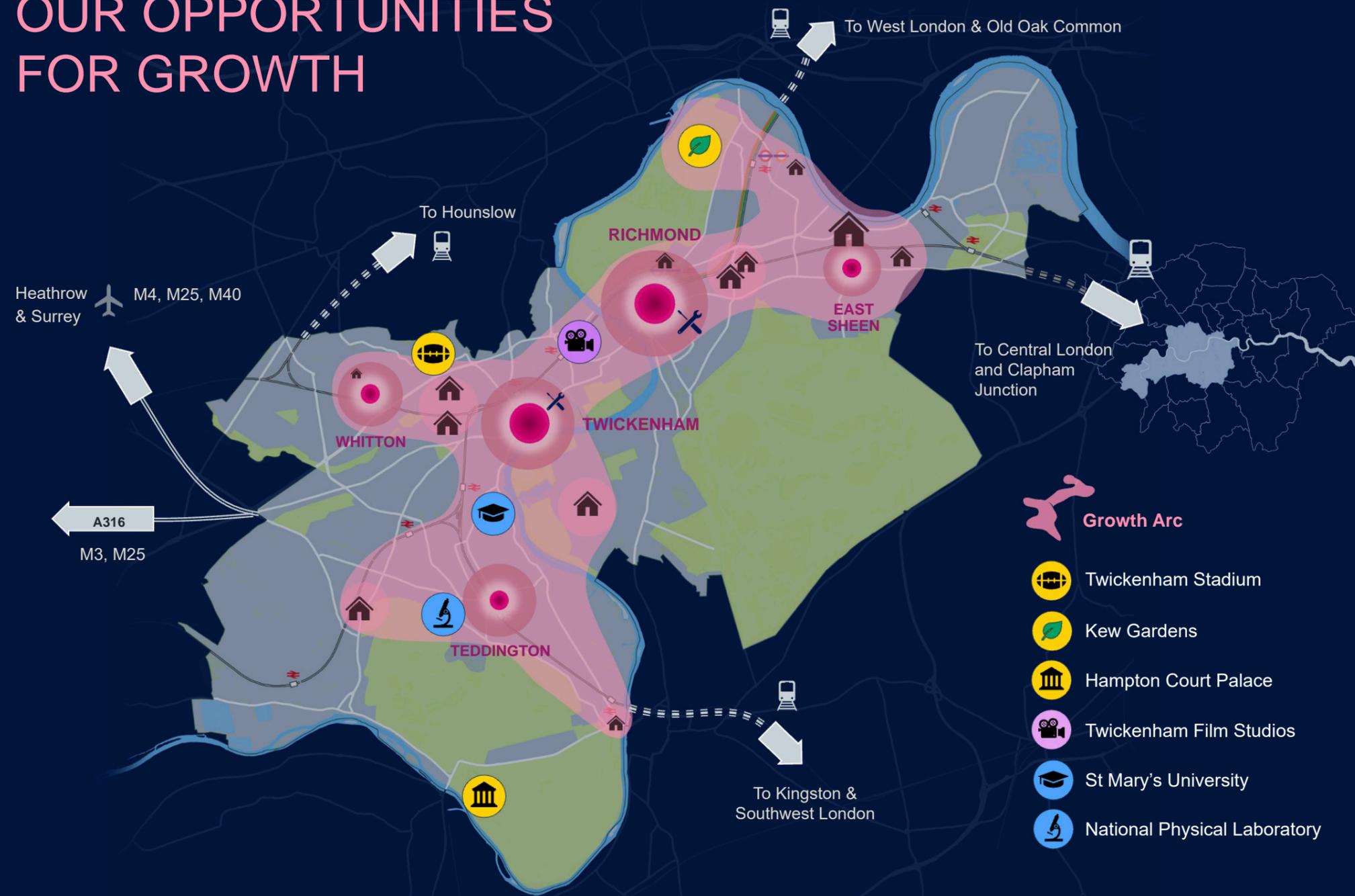
This Growth Plan is our vision for inclusive, sustainable growth over the next decade – anchored in the character of Richmond's places and town centres and our commitment to sustainability and a net zero future. It provides a framework for how the Council and its partners will work together to deliver growth that supports the prosperity and wellbeing of residents and businesses, ensuring the borough remains an attractive location for investment, workers, and visitors. Inclusive growth enables our residents to live fulfilling lives through a changing economy and a changing society. It provides the conditions where all – not just a few – can afford to live, access opportunity, and build secure futures.

By creating partnerships and linkages between local businesses, our sub-region and beyond, we provide more opportunities to increase investment to the borough that supports jobs and productivity, but also into other priority areas such as net zero, climate resilience, housing and transport. This approach will shape vibrant town centres and neighbourhoods: places where people choose to live, work and spend time, and will future-proof prosperity in response to economic, technological and environmental changes.

*Councillor Phil Giesler,
Lead Member for Business and Growth*



OUR OPPORTUNITIES FOR GROWTH



SHARED AMBITION

- Grow jobs and businesses
- Improve career progression and earnings
- Deliver more housing, workspace and infrastructure
- Strengthen sustainability and climate resilience
- Celebrate diverse places and communities

20% increase in jobs

10% increase in businesses

Reduce unemployment and increase economic activity

Raise earnings of lowest paid
20% by 20%

Meet or exceed the Local Plan targets for new housing and workspace

10-YEAR GOALS

DRIVERS OF GROWTH

- Science, R&D
- Professional Services & HQs
- Creative Economy
- Business & Enterprise Capability
- Visitor Economy
- Homes For All
- Skills & Good Work
- Thriving Town Centres
- Transport & Connectivity
- Green & Sustainable Borough

RICHMOND GROWTH PLAN

ENABLERS OF GROWTH

DELIVERING FOR OUR PEOPLE

- Create opportunities for all and **better jobs and incomes** through rewarding careers in high-quality and healthy workplaces.
- Support residents through **upskilling, training and learning** to succeed in a high value local economy.
- Develop **career paths to higher earnings**, especially for lower income groups – **reducing income inequality**.
- More support for residents who find it difficult to stay in work due to health conditions or caring responsibilities.
- More **tailored support** for residents who face multiple barriers to work to access good quality jobs, leading to **healthier, more independent lives**.
- Greater investment in a **wider range of housing options**, including **affordable housing**, to meet acute local housing need and allow more residents to work locally.



Be Richmond is the Business Improvement District for Richmond Town Centre. Led by our members, we work closely with the Council and other stakeholders to ensure Richmond is one of London's best locations to work, visit, learn and do business whilst remaining at the heart of the local community. We are pleased to support the borough's Growth Plan which aligns with our own ambitions for the town centre.

Fay Cannings, Be Richmond



Centre Stage Festival

Centre Stage Festival transformed Richmond Town Centre into a vibrant hub of music, performance, food and creative activity in July 2025, showcasing Richmond's local talent and cultural identity. As part of the Richmond Town Centre Vision, the Council worked with local partners to deliver this free event. Workshops, pop-up theatre and a youth-led opening procession encouraged new ways to experience the high street, boosting footfall and supporting independent businesses. The festival will return in July 2026, building on the success of its first year.



As the Business Improvement District for Twickenham Town Centre, Discover Twickenham works to make the town centre a great location to do business, for residents and to visit. Whilst Twickenham will always be known as the home of rugby, there is much else to discover – our musical heritage, beautiful riverside and – of course – our brilliant businesses. We are pleased to support the Richmond Growth Plan and share its ambitions for the borough.

Martin Goldthorpe, Discover Twickenham

Regal House

Regal House in Twickenham has been repositioned as a high-quality, sustainable workspace, responding to occupier demand for modern, energy-efficient offices. Extensive refurbishment works to the c.130,000 sq.ft office building achieved a SKA Gold sustainability rating through a low-carbon fit-out that prioritised recycled materials. The building is now strongly occupied, with tenants including Hawk Management, International Flavours & Fragrances, Easyfairs UK and Treasury Wine Estates, highlighting the appeal of well-located sustainable workspace in Richmond.

Jon Cochrane, Director, Asset Management and Head of Sustainability, Feldberg Capital



DELIVERING FOR OUR BUSINESSES

- A **stronger local economy** boosts demand for borough businesses, among local consumers, and within local **supply chains**.
- Improve links to **London's wider growth opportunities** and **international markets**, placing Richmond as a key part of the capital's economic development.
- Achieve greater recognition of how the borough can support national growth objectives.
- Increase **access to the support and finance** that will help more local businesses to start up, grow and innovate.
- Increased access to a **talented, healthy and productive workforce** with the skills and mindset to thrive in a changing economy.
- More affordable housing options in the borough will help to **recruit and retain a local workforce**.
- More opportunities to collaborate with local skills and workforce development initiatives, adapted to meet the needs of the local economy.

DELIVERING FOR OUR PLACES AND ENVIRONMENT

- Support increased investment in **high-quality public spaces** and **infrastructure** as well as the borough's **natural** and **cultural heritage**.
- Attract investment to support sustainability goals and make the borough more **resilient to the impacts of climate change**.
- Create **high-quality places** where people choose to work, visit and spend time and money.
- A distinctive approach to growth that identifies investment opportunities supporting the borough's **quality of place**, creating a **virtuous cycle** where the proceeds from growth support an even better borough.

Royal Botanic Gardens, Kew

We're proud to play our part in ensuring sustainable growth for the borough and the science, research and development sector in line with London-wide and national ambitions. Kew's ambitious strategy to be climate positive by 2030 relies on local partners for support in reducing our carbon footprint at pace.

Richard Deverell, Director, Royal Botanic Gardens, Kew

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THE RICHMOND ADVANTAGE

A Unique Investment Opportunity

-  **Exceptional Quality of Life**
We are London’s outstanding green borough.
-  **Consistent Economic Growth**
We have the **second-largest jobs growth** in London over the last 50 years.
-  **Thriving Business Hub**
Where global brands meet local innovation.
-  **A Powerhouse of Talent**
We boast one of the capital’s most **highly qualified populations**.
-  **World-class Experience Economy**
We host a world-class creative and visitor cluster.
-  **Global Sustainability Leader**
We are a **CDP A Global leader** for climate action.

Richmond upon Thames offers an exceptional environment for sustainable economic success, anchored in a unique blend of world-class natural heritage and a high-value business landscape. As London’s outstanding green borough, we provide an exceptional quality of life where over half of our area is designated green space, creating a place where people and businesses choose to stay and grow.

Our economy is defined by its resilience and consistent performance; we have delivered the second-largest jobs growth of any London borough over the last 50 years. This success is driven by one of the capital’s best-qualified workforces, fuelling a powerful concentration of research, innovation, and knowledge-based services.

Today, the borough is a premier destination for global headquarters and high-growth SMEs alike, supported by a world-class experience economy that ranges from iconic film studios to international heritage sites. As a recognised global leader in climate action with a CDP Grade A rating, we are not just growing – we are leading the transition to a smart, inclusive, and net-zero future.

THE GROWTH CONTEXT

Strategic Alignment



National Growth Mission
Focus: Achieve the highest sustained growth in the G7.
Richmond’s Role: Supporting national industrial strategy sectors represented in the borough.

London Growth Plan
Focus: Productivity, Inclusion, and Green Growth.
Richmond’s Role: Delivering local action supported by London-wide investment.

South London Partnership ‘Big Ambition’
Focus: Collaborative sub-regional growth and talent development.
Richmond’s Role: Strengthening the South London economy through partnership and connectivity.

Richmond Growth Plan
Focus: Inclusive, sustainable growth anchored in the character of our place.
Delivery: Driven by the new Growth and Place Directorate.

Driving Richmond’s Future

The Richmond Growth Plan sits within a wider framework of national, regional, and sub-regional ambitions, creating a joined-up approach that strengthens Richmond’s role in driving inclusive and sustainable growth.

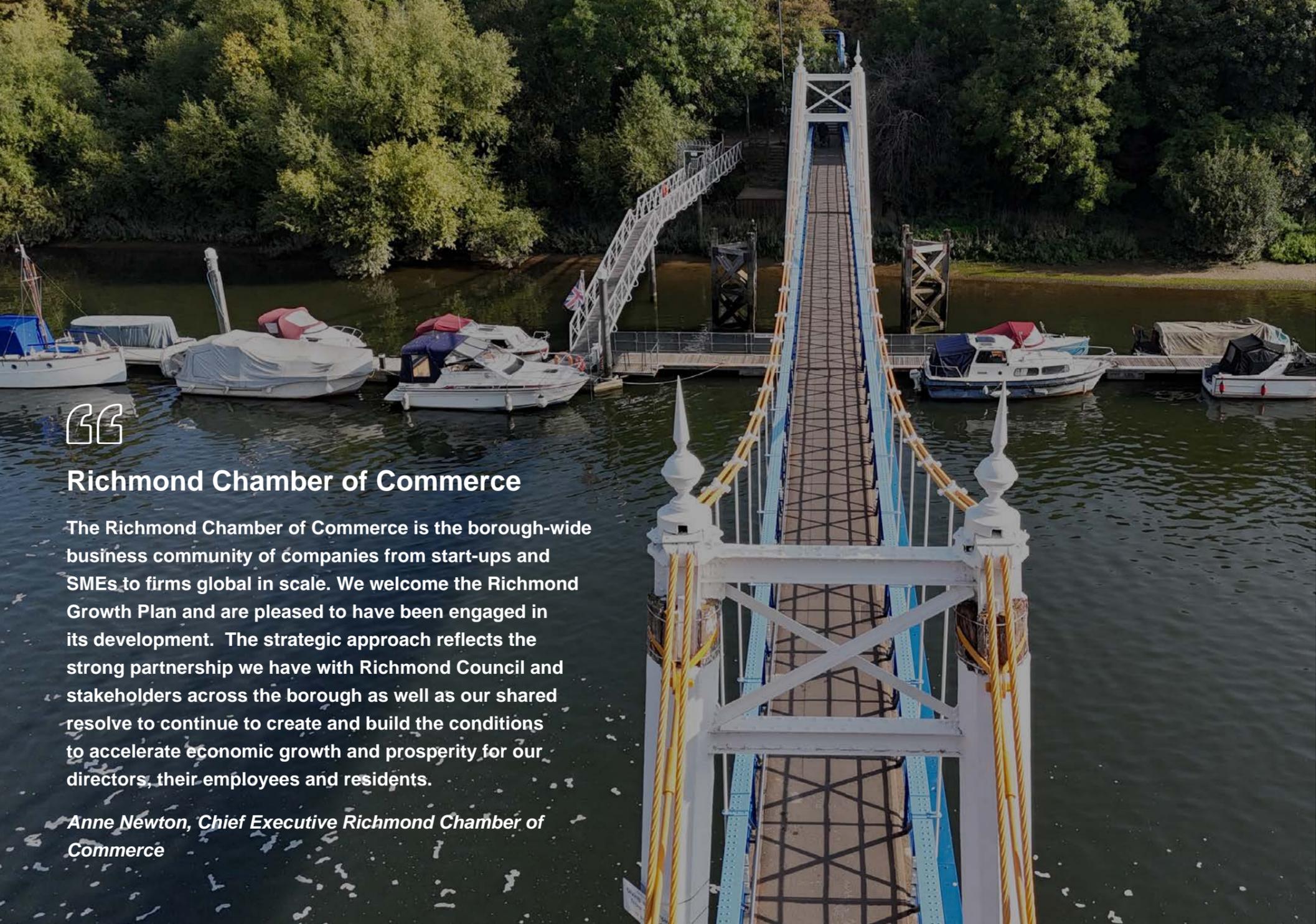
- **National Growth Mission**
- **London Growth Plan**
- **South London Partnership ‘Big Ambition’**

Driving Local Delivery

The start of the **Growth Plan** aligns with the creation of a new Growth and Place Directorate within the Council. This will provide capacity and focus to support local action and partnership working to align these policy drivers, creating the conditions to deliver growth and investment.

Our Commitment to People and Places

We are adopting a more strategic approach to delivering growth, ensuring it delivers for local people by supporting environmental sustainability, inclusiveness and investment to create high quality places, including a broader range of housing options.



Richmond Chamber of Commerce

The Richmond Chamber of Commerce is the borough-wide business community of companies from start-ups and SMEs to firms global in scale. We welcome the Richmond Growth Plan and are pleased to have been engaged in its development. The strategic approach reflects the strong partnership we have with Richmond Council and stakeholders across the borough as well as our shared resolve to continue to create and build the conditions to accelerate economic growth and prosperity for our directors, their employees and residents.

Anne Newton, Chief Executive Richmond Chamber of Commerce

RICHMOND IN 2036

Our Ambitions for Growth

Our Economic Targets

We have set ambitious, measurable targets to ensure Richmond maintains its historic track record of growth, fostering a resilient environment where businesses can start, scale, and thrive.

Job Creation: We aim to increase the number of employee and self-employed jobs by **20% by 2036**, maintaining the borough's long-run track record of consistent employment growth.

Enterprise Growth: We will work to increase the number of enterprises trading in the borough by **10% by 2036**, ensuring a sustained recovery in our business formation rates.

High-Growth Innovation: Our goal is to increase the proportion of 'high growth' businesses from **5.5% to 7%**, specifically targeting firms with average annual employment growth exceeding **20%**.

Economic Participation: We will focus on reducing unemployment to pre-pandemic levels while returning the borough's economic activity rate to a level consistently above **80%**.

Our Social & Inclusive Goals

Our commitment to inclusive growth ensures that prosperity is shared across our community, providing every resident with the opportunity to build a secure and fulfilling future.

Inclusive Incomes: We are committed to supporting residents in accessing better employment, with a focus on increasing the earnings of the lowest-paid **20% by 20%**.

Wage Growth: We will ensure that wage improvements for our lower-income groups occur at a higher rate than the borough median, directly reducing local income inequality.

Housing Delivery: We will meet or exceed Local Plan targets for new housing, creating more **affordable options** that reduce constraints on growth for residents and employers.

Workspace Provision: By delivering on our workspace targets, we will contribute to high-quality, sustainable, and inclusive places that support our diverse business community.

Our Vision for 2036

By 2036, Richmond will be a leading global destination for investment and innovation, defined by its unique character and its transition to a net-zero economy.

A Strategic Approach: We will deliver these ambitions through a shared approach focused on key drivers of growth while strengthening the essential enablers of prosperity.

Investment Destination: Richmond will be better understood as a high-quality place to invest and visit, with a clear role for the Council and partners in achieving success.

Sustainability at Heart: Our growth will be anchored in the character of Richmond's unique places and our unwavering commitment to a net-zero, resilient future.

Tangible Benefits: The collective goal of these interventions is to bring measurable improvements to the quality of life for every resident and business in the borough.



OUR DRIVERS OF GROWTH



SCIENCE, RESEARCH AND DEVELOPMENT

A powerhouse of innovation featuring globally renowned institutions at the forefront of scientific and commercial R&D.

Strategic Aim: Translate world-class expertise in quantum technology, bioengineering, and sports science into commercial growth and strategic university partnerships.



PROFESSIONAL SERVICES AND HQs

A high-quality alternative to Central London, offering premium connectivity and access to one of the capital's most qualified workforces.

Strategic Aim: Position the borough as a lead investment destination, upgrading office stock to attract and retain high-value global headquarters.



CREATIVE ECONOMY

An internationally recognised hub for film, TV, and music that drives cultural identity and attracts global production investment.

Strategic Aim: Promote the borough as a leading screen industry destination, securing new investment and creating diverse career pathways for local talent.



GROWING OUR BUSINESS AND ENTERPRISE CAPABILITY

A resilient, entrepreneurial ecosystem with high business survival rates and a thriving community of micro-businesses and high-growth firms.

Strategic Aim: Provide coordinated access to advice and finance to enable an additional 1,500 enterprises to trade and scale within the borough.



VISITOR ECONOMY

A premier outer London destination where historic assets and a vibrant 'experience economy' support one in ten local jobs.

Strategic Aim: Refresh the Visit Richmond partnership to convert day trips into overnight stays and promote our diverse cultural and sporting hidden gems.

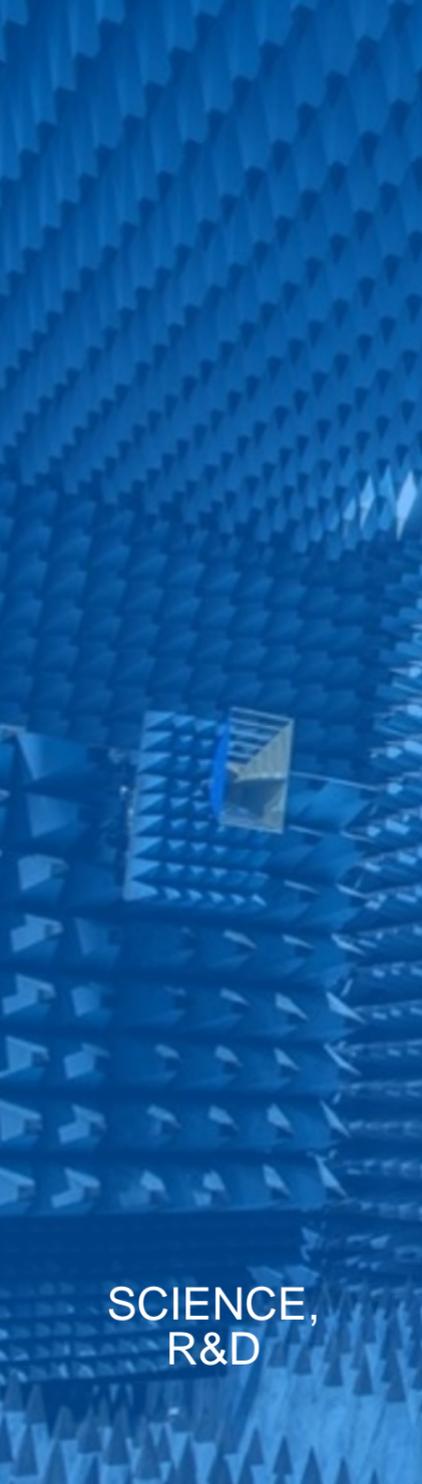
South London Partnership

The boroughs within the South London Partnership are key to London's and the UK's ambitions for strong economic growth and the London Borough of Richmond upon Thames is extremely well placed to play a central role in delivering on these ambitions. Richmond provides one of London's strongest and most varied visitor experiences, as well as being home to some of the capital's most important concentrations of research and innovation excellence. The Richmond Growth Plan also showcases the key role that developing and nurturing the skills of the local workforce will play in supporting inclusive growth.



The South London Partnership warmly welcomes the Richmond Growth Plan. Without question, Richmond has a clear vision to deliver significant growth that is both inclusive and sustainable, and we look forward to continuing to work in partnership with all stakeholders in Richmond and beyond to help fulfil its ambitions for growth.

Matthew Hamilton, Director South London Partnership



SCIENCE,
R&D



PROFESSIONAL
SERVICES



CREATIVE
ECONOMY



GROWING
BUSINESS



VISITOR
ECONOMY

SCIENCE, RESEARCH AND DEVELOPMENT

Why it matters

Richmond upon Thames contains well-established, strong and diverse science, research and development capacity. From globally recognised institutions like Royal Botanic Gardens at Kew and National Physical Laboratory to sports science research excellence at St Mary's University and a cluster of commercial R&D companies, the borough is a powerhouse of leading-edge research.

Stakeholders report that their research activity has increased significantly in recent years and has seen significant job growth – clear evidence of resilience and growth potential, although retaining skilled staff is increasingly challenging due to housing affordability.

Borough-based research activity supports the national Industrial Strategy in key 'IS-8' areas and the London Growth Plan identifies 'frontier innovation' as critical to the capital's future economic prosperity.

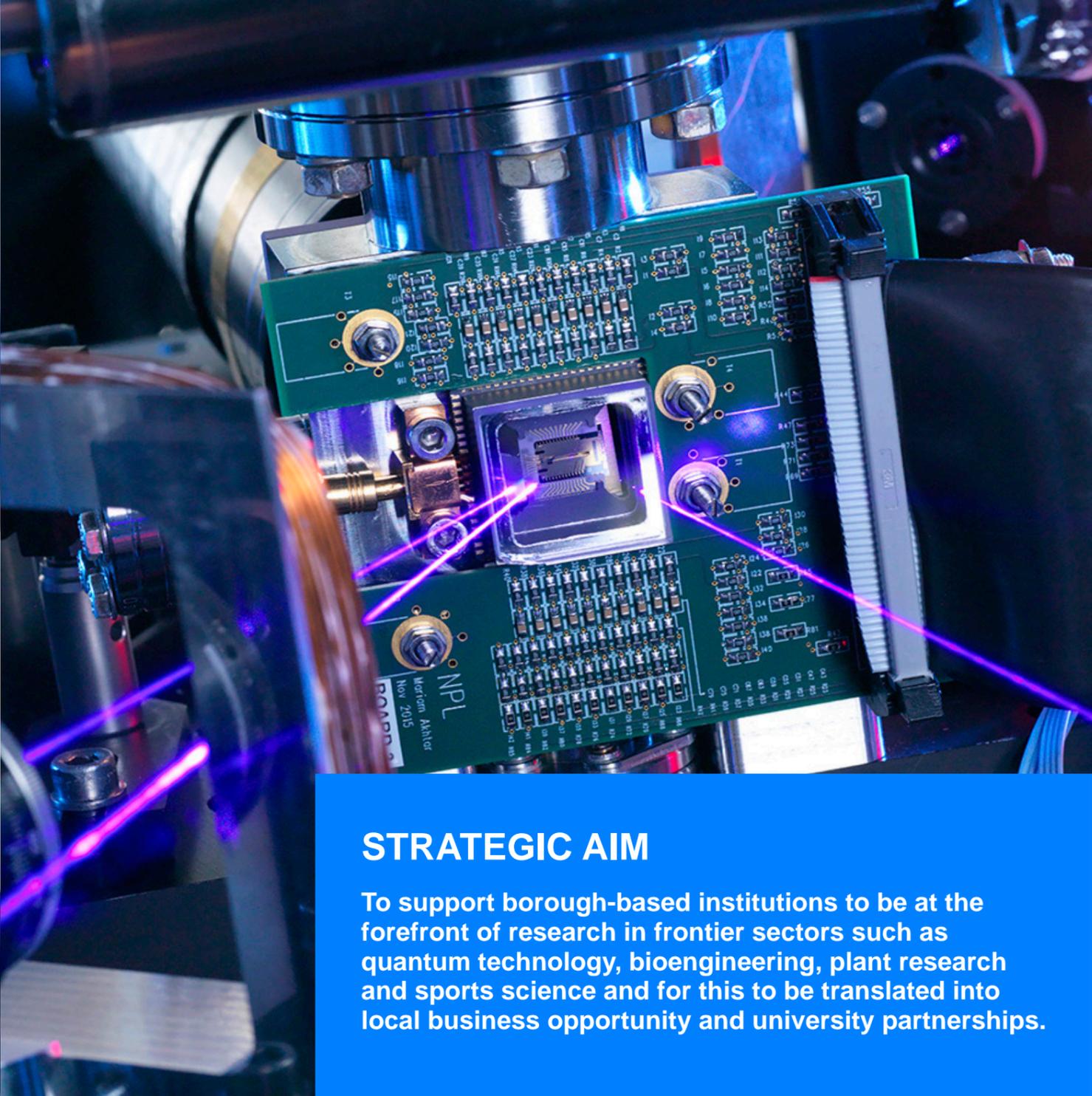
Stakeholders have reported a clear opportunity to expand capacity in this area, although this will need new investment in aging facilities and established sites to meet technological and sustainability requirements.

What has been achieved

The borough's research base has strengthened in recent years, expanding the scale and variety of activity, mainly through business partnerships and private sector contracts.

The research base provides a variety of good quality job opportunities, not only for postgraduate researchers but in technician, functional and administrative roles too.

The **BIG South London Partnership** has brought together universities, research bodies and other key stakeholders to provide a powerful sub-regional network to support innovation and knowledge transfer across South London.



STRATEGIC AIM

To support borough-based institutions to be at the forefront of research in frontier sectors such as quantum technology, bioengineering, plant research and sports science and for this to be translated into local business opportunity and university partnerships.

How we'll deliver future growth

Establish regular engagement with key research and innovation partners to understand future expansion plans, investment requirements and agreed approaches to enable these to be realised in practice, ensuring Richmond remains an attractive and supportive base for our world-class research and innovation.

Convene key research organisations to understand linkages, commonalities and shared opportunities within the borough and the wider sub-region, including workforce development and skills requirements.

Promote the borough's research excellence and its alignment with national and London strategies to highlight the growth potential and investment opportunities.

Identify opportunities for business start-up and development linked to research activity in the borough, incorporating specialist laboratory, prototyping and ancillary workspace needs.

SCIENCE, RESEARCH AND DEVELOPMENT

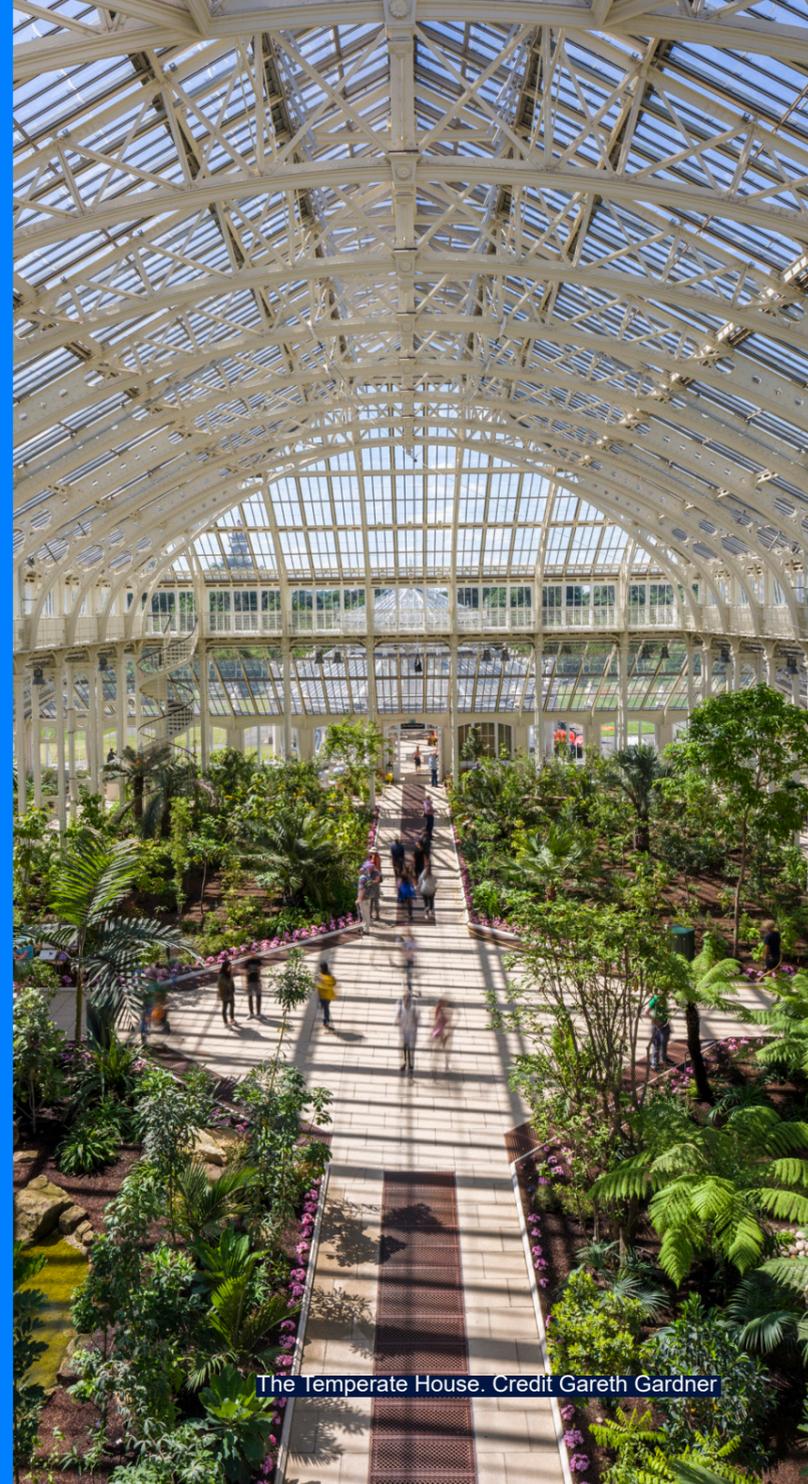
Royal Botanic Gardens Kew

Kew is constructing the new Shafran Learning Centre, its first net-zero building. Equipped with state-of-the-art education labs, lecture theatres, and classrooms, this cutting-edge facility will support Kew's sustainability goals while providing a dynamic environment for learning and professional development. Over the next five years, Kew aims to train 3,600 teachers, ensuring the reach of its educational mission extends far beyond the Gardens.

Kew's decarbonisation programme started in 2023 and includes installation of new air and water source heat pumps that are set to reduce Kew's emissions by 815t of carbon annually. The next big project will be Kew's most ambitious, with plans to conserve the Grade I listed Palm House including the ambition to decarbonise the structure to create one of the world's first heritage net-zero glasshouse of its kind.



David Attenborough and Horticulturist Scott Taylor in the Temperate House. Jeff Eden © RBG Kew.



The Temperate House. Credit Gareth Gardner

Lord Vallance, Minister for Science, Innovation, Research and Nuclear opens new facility which will support the acceleration of UK engineering biology innovation.

National Physical Laboratory (NPL)

NPL chairs the NMI-Q, an international initiative, bringing together some of the world's leading National Metrology Institutes to accelerate the development and adoption of quantum technologies. A new London Quantum Cluster brings together NPL, University College London (UCL), Imperial College London and King's College London with businesses, communities, government and investors to position the capital as a global hub for quantum technology.

Clear commitment to supporting early career opportunities locally is demonstrated by extensive engagement with educational institutions at all levels, via activities and work experience.



Richmond Growth Plan



As a major employer in the area, NPL will be continuing to develop its positive relationship with Richmond Borough Council and other local stakeholders. We look forward to identifying and creating opportunities to support growth through innovation and science.

Penny Owen, ESG Director, NPL

PROFESSIONAL SERVICES AND HQs

Why it matters

Professional and business services are key drivers of growth identified in the London Growth Plan and National Industrial Strategy. Professional activities account for one in six jobs in the borough, its largest sector and a higher proportion than for London. Richmond offers a compelling alternative to central London for office-based businesses, combining strong connectivity, high-quality surroundings, and an exceptional quality of life.

Whilst the sector is varied, it faces common challenges and opportunities relating to technological change and the impact of AI on office demand, supporting the net zero transition and adjusting to new market opportunities.

Professional and business services are a significant occupier of space in key office centres, but the number of jobs has declined since 2016, possibly due to the loss of good quality office stock. Attracting and retaining professional services requires modern, flexible office space and vibrant town centres supported by high-quality public realm.

What has been achieved

Richmond Town Centre is identified as a regionally significant office cluster in the London Growth Plan hosting major employers and HQs.

Global brands such as **eBay**, **Haymarket** and **Lindt** have chosen the borough to locate their headquarters due to our excellent offer, as well as smaller companies providing leading edge services.

Investment is taking place in the borough's office stock such as at **Regal House** in Twickenham to align it with new environmental standards as well as current occupier and workforce needs.

The Council has introduced strong policies in its recently adopted Local Plan to protect office workspace in strategic centres and encourage provision of an additional **23,000 sqm** to respond to forecast demand.



We are delighted that Richmond-Upon-Thames will be the new home of Lindt & Sprungli UK. The stunning premises, located in the very heart of the town centre, and the vibrant Richmond community complement our premium brand perfectly. The incredible building and the exceptional amenities, parks, and riverside of Richmond will be integral parts of our workplace offer. We're excited about the opportunity to integrate further into Richmond life and contribute to what makes the town so unique and special.

Charlotte Moss, People & Culture Director, Lindt



Our headquarters is more than a place to work, it's a space where our employees can come together, get creative and thrive in a borough we love. As a proud B Corp, we don't just talk about community, we get involved. Whether that's volunteering with our local charity partner, The Real Junk Food Project - Twickenham, or coaching students on interview skills and careers advice at the Richmond upon Thames School. Being able to see our local impact firsthand is central to who we are.

Celia MacMillan, Director of People & Communications, Haymarket Media Group

STRATEGIC AIM

Promote the borough as a location of choice for HQs and Professional Services, including upgraded workspace and high-quality work environments, so that the borough maintains its strong sector specialisation and local companies exploit new opportunities.



How we'll deliver future growth

We will:

Engage with major players to understand the needs of the sector and ensure the borough retains and strengthens its position as a location of choice within London's varied offer.

Position Richmond and Twickenham as premium outer London office destinations, highlighting connectivity, value, and quality of life benefits.

Work with landlords to co-invest in public realm improvements, creating attractive, vibrant surroundings that meet modern business expectations.

In particular, work with partners to deliver a fresh vision for Richmond town centre, the borough's most important office hub, and increase the working population.

Support access to talent by encouraging engagement with education and skills providers, creating career pathways for local residents and learners, especially to attract talent from under-represented groups.

CREATIVE ECONOMY

Why it matters

Richmond upon Thames is a recognised leading destination in the creative industries with one in nine borough jobs in Arts, Entertainment and Recreation, well above the London and national averages.

Richmond has a reputation as a premier destination for film and television production, attracting major projects and investment. Twickenham Film Studios sits at the heart of a significant screen industry cluster covering west London and beyond.

Richmond’s creative economy not only enhances the borough’s cultural identity but also drives employment, attracts investment, and contributes to London’s global reputation as a centre for storytelling and creative excellence.

The creative industries are identified nationally and regionally as a future growing sector but one that is subject to significant structural change, especially from new technologies. Richmond, with its strong cultural assets, is well placed to play a leading role in shaping London’s creative future.

What has been achieved

The council’s Arts and Culture Strategy, Culture Richmond, provides a ten-year vision for the borough; strong partnership working across the cultural sector.

The **High Tide** and **Centre Stage Festivals** showcase the borough’s creative strengths and attract visitors from across London and beyond.

Twickenham welcomed the internationally recognised **School of Rock music education franchise** – drawn to the borough by the successful High Tide Festival and our **Night-Time strategy**.

The arrival of **Story Works Studio** to Mortlake reinforces Richmond’s reputation as a leading hub for film and TV production, complementing high-profile and global productions, such as Ted Lasso (that also boost Richmond’s profile as a visitor destination).



How we’ll deliver future growth

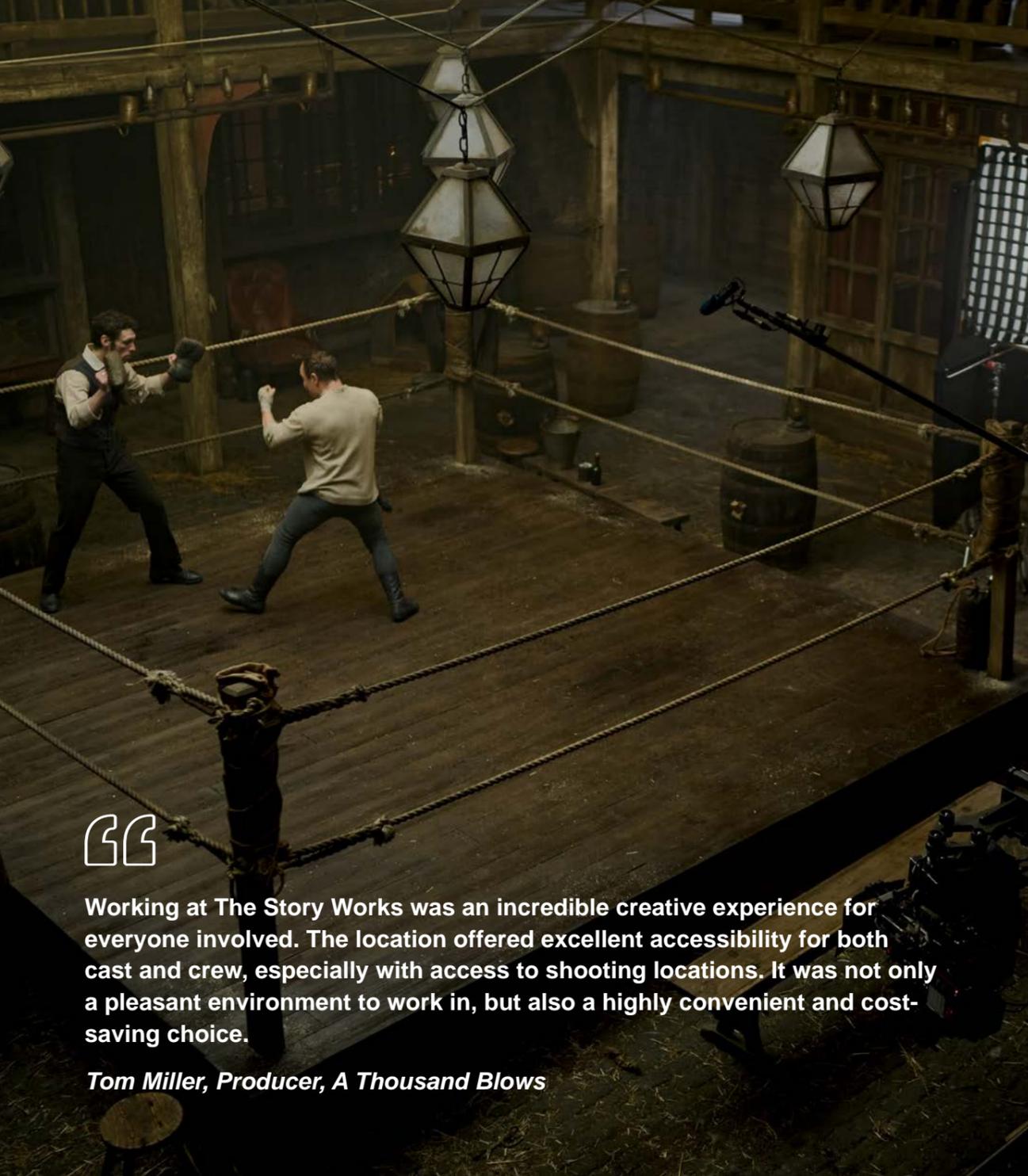
Promote investment in Richmond’s screen industries sector by working with local partners and ensuring the borough is a recognised production hub within the wider industry cluster in and around London.

Celebrate and amplify Richmond’s music heritage by developing a clear narrative that showcases its past and future potential, supporting cultural tourism, more performance opportunities and career development.

Recognise the importance of sport in the borough with high rates of participation, an outstanding cultural heritage and an established and growing role as a location for elite sports science and practice.

STRATEGIC AIM

For Richmond’s creative sector assets and workforce to generate increased value for the borough and the sub-region through new investment in Film and TV production, recognition as a ‘Music City’ and cultural tourism, providing a wide range of career pathways for local people.



Working at The Story Works was an incredible creative experience for everyone involved. The location offered excellent accessibility for both cast and crew, especially with access to shooting locations. It was not only a pleasant environment to work in, but also a highly convenient and cost-saving choice.

Tom Miller, Producer, A Thousand Blows

CREATIVE ECONOMY

The Story Works Studios, Mortlake

Since opening in the former Stag Brewery, The Story Works has hosted a range of major film and television productions. Notable projects include A Thousand Blows (Disney+), Downton Abbey and Jack Ryan, which all utilised the extensive on-site sound stages, workshops and offices. These productions have demonstrated that Richmond can successfully accommodate high-end, long-running screen productions while remaining sensitive to its local context.



We see the studio as a long-term partner to the borough both in supporting skills and contributing to sustainable economic growth in line with local, London-wide and national creative industry objectives.

Damian Keogh, CEO, The Story Collective

Twickenham Film Studios

As the UK's oldest operational film studio, Twickenham Film Studios has been home to celebrated productions such as The Italian Job, the Beatles' It's a Hard Day's Night and Help! and Bohemian Rhapsody. Today, their new virtual production stage, developed in partnership with Samsung and Quite Brilliant, is one of the largest and most advanced LED stages in the UK. At the forefront of cutting-edge content creation, this ensures major international productions continue choosing Richmond, driving further inward investment.



At Twickenham Film Studios, our ambition is to secure the future of British filmmaking by pairing our 113-year legacy with world-leading innovation. We strongly welcome the Richmond Growth Plan and are committed to working in partnership with the Council to champion sustainable, future-focused growth for the borough. As we enhance our facilities, we aim to expand our use of local contractors, trades, and service providers. Our goal is to ensure Twickenham remains both a cultural landmark and a modern creative powerhouse.

Sunny Vohra, Chairman, Twickenham Film Studios



The oldest film studio, with the newest of technology

ENTERPRISE AND SMALL BUSINESS

Why it matters

Richmond Upon Thames has a strong and resilient business base with enterprise at its heart. Micro-businesses make up 93% of local firms, and the proportion of self-employed people and high-growth businesses is well above London averages.

Survival rates for new businesses are among the highest in London, demonstrating our excellent conditions for enterprise and entrepreneurship.

However, business births have steadily declined from a peak in 2015, and the net start-up rate (births over deaths) has been negative since 2020; only recently turning positive again.

In a fast-changing economy and labour market, driven by new technologies, the net zero transition and demographic changes, new business formation and an entrepreneurial mindset will be critical to supporting growth.

What has been achieved

Through our business support programmes, we have worked with more than **1500 entrepreneurs**, start-ups and established businesses to help them recover from the pandemic, scale up and thrive.

Closing the entrepreneurship gap: Our programmes have supported **62% women** and delivered a pilot workshop providing start up support for refugees. We are committed to supporting residents who face barriers to succeed as entrepreneurs.

Richmond Business Hub – the Council’s portal to the advice, guidance and support available to businesses and entrepreneurs from both local and London-wide providers.

Supporting workspaces that help new and growing ventures; the Council selected **Patch** to transform one its buildings into a thriving, community focused workspace that now accommodates over **200 businesses**.



**RE:
CREATE
RICHMOND**

How we’ll deliver future growth

Continue to develop the Richmond Business Hub as the go-to place for business support, making it easier for small businesses and aspiring entrepreneurs to find the guidance, resources, and connections they need to start up and succeed.

Through partnerships like BIG South London, we’ll harness the expertise of our colleges and universities to support innovation and help businesses connect with research, talent, and training. We’ll also work to ensure that courses offered locally meet the needs of growing sectors and new enterprises.

Ensure businesses with high growth potential have strategic and coordinated support, including access to finance, through all available opportunities within the borough as well as across sub-regional, London wide and national initiatives.

STRATEGIC AIM

Ensure early-stage and small businesses have access to advice and finance, including investment for high growth businesses, enabling an additional 1,500 enterprises to be trading in the borough and aiming for a higher proportion to be ‘high growth’.

PATCH, Twickenham



Flexible venue hire in Twickenham for creative workshops, team away days, yoga and networking events.

PATCH, Twickenham

ENTERPRISE AND SMALL BUSINESS

Re:Create: Empowering local creatives to thrive

Re:Create Richmond is a business support programme for artists, makers, and creatives in the borough. Funded by Richmond Council and the UK Government, it empowers self-employed individuals and small creative enterprises to thrive. Between 2024 and 2025, Re:Create Richmond assisted 23 creative industry enterprises and self-employed individuals. The programme offers bespoke mentoring, training, networking, and a practical e-learning toolkit tailored to the needs of the creative industries.

Patch, Twickenham

The Council partnered with Patch to create an innovation and enterprise hub in Twickenham, a pioneering neighbourhood workspace that integrates work, culture, and community under one roof. The hub includes flexible workspaces alongside public meeting and event space, and collaborates with the Council to promote enterprise, resource sharing, and the circular economy, hosting projects such as the Library of Things to support sustainable living.



Photo taken at a Re: Create Richmond drop-in networking event in February 2025



Patch has become a ‘lighthouse for local life,’ supporting 1,000’s of workers and hundreds of businesses. Beyond work, we welcome hundreds of monthly community users for adult education, culture, charity-led empowerment and so much more. By enabling people to work near home and share resources, we’re proud to help Richmond build an inclusive, productive, and green future that truly serves its community and its people.

Freddie Fforde, Founder, Patch

VISITOR ECONOMY

Why it matters

Richmond upon Thames is one of outer London’s most significant visitor destinations, celebrated for its natural beauty, historic character, and cultural heritage, including one of London’s four World Heritage sites.

Approximately **4.5 million tourists** visit the borough every year (with 0.6m overnight stays), generating an **income of £200 million**; the Accommodation and Food sector account for one in ten borough jobs, a greater proportion than for London as a whole.

Iconic venues like Twickenham Stadium and our vibrant mix of leisure, sport, and cultural experiences attract visitors from across the globe, driving footfall and supporting local businesses.

Supporting our visitor economy is about showcasing the borough as a destination, places that reflect local pride, revealing hidden talents, and celebrating the creativity of our communities, while sustaining the borough’s heritage and local engagement with its history.

What has been achieved

The **Visit Richmond partnership** brings together key businesses, attractions, and stakeholders to promote the borough as a destination and coordinate action across the sector.

As the visitor economy recovers from the pandemic, the partnership has introduced new initiatives to attract visitors — particularly to Richmond’s hidden gems and lesser-known assets.

A refreshed Visit Richmond website showcases local high streets, events and businesses, supported by guides, newsletters, and a comprehensive “What’s On” calendar to enhance the visitor experience.



STRATEGIC AIM
To increase overnight stays in the borough (currently 600,000) through a refreshed Visit Richmond partnership based on a clear, resourced plan and promoting more of what the borough has to offer.

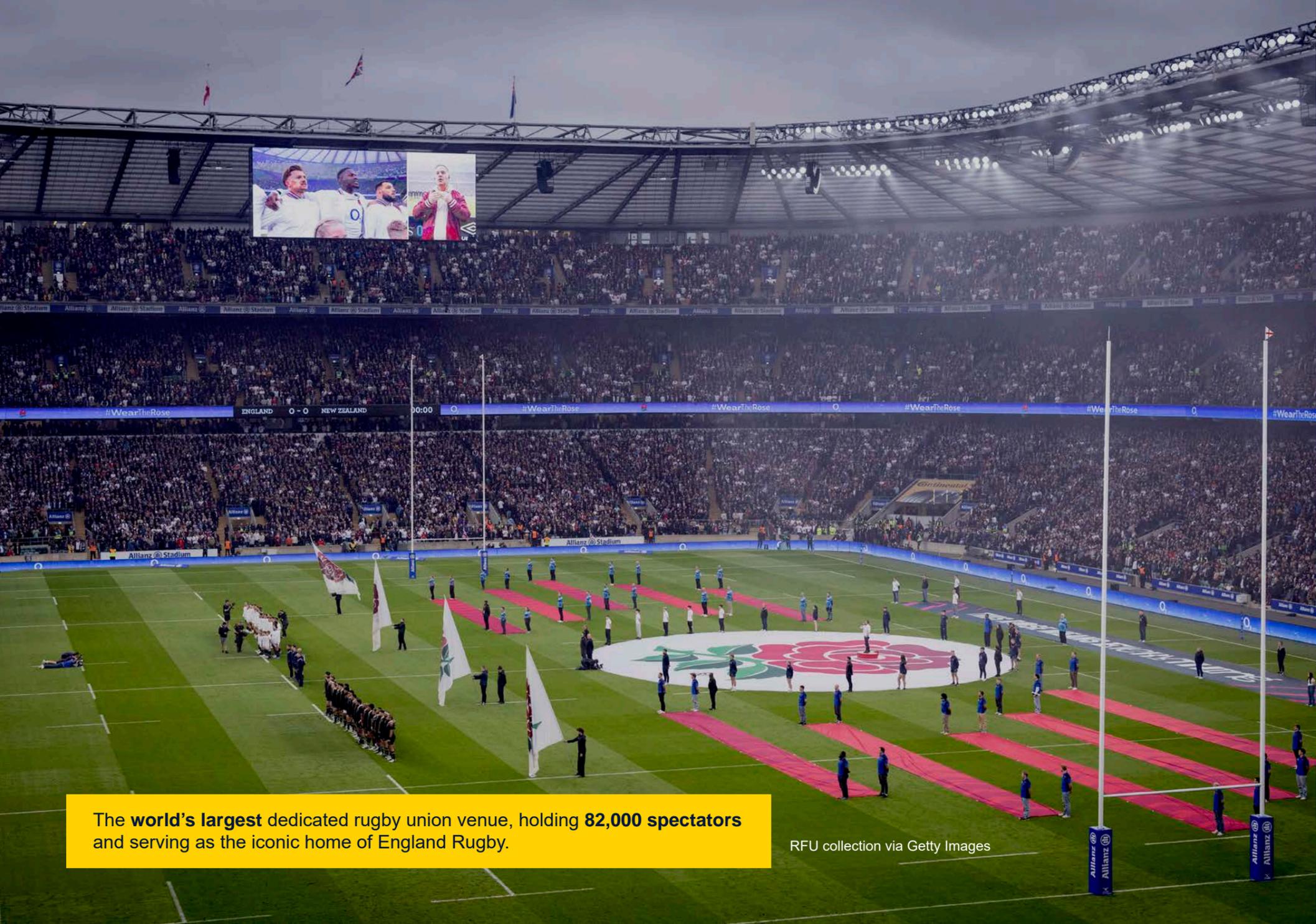
How we’ll deliver future growth

Develop Visit Richmond capacity and resource to promote the borough as a destination, translating more day trips into overnight stays and investigating models such as an Accommodation BID and Overnight Stay Levies.

Engage with visitor attractions to ensure the borough’s visitor offer remains high quality and compelling, with increased awareness within key market segments.

Support development of new tourism products, including cultural tourism with an initial focus on the borough’s musical heritage. Recognise the importance of the ‘experience economy’ to London and ensure the borough is known for its high-quality visitor experience extending from local attractions through to town centre quality, customer service, moving around and wayfinding.

Work with partners to promote sustainable tourism that manages the impact of the visitor economy on our residents and environment.



The world's largest dedicated rugby union venue, holding 82,000 spectators and serving as the iconic home of England Rugby.

RFU collection via Getty Images

VISITOR ECONOMY

Allianz Stadium

The RFU's Phase 1 redevelopment plans focus on protecting the stadium and improving fan experience, ensuring a better look and feel to public areas, including the stadium concourse and fan village. This initial investment will provide a platform to ensure the Allianz Stadium is at the forefront of the visitor experience and environmental sustainability.

Introduction of the new pitch in 2026 will create a huge reduction in water use, lowering environmental impact. Long term sustainability improvements, including PV panels, battery storage and air source heat pumps, will reduce our carbon footprint.

When it comes to travel, diversifying the people transport options, especially in increasing the use of Richmond (District Line) and Hounslow East (Piccadilly Line), is an important element of the redevelopment plans. The RFU will continue to work closely with South Western Railways in improving flow through Twickenham Train Station.



Working with the council has been a joined-up approach towards supporting growth opportunities in Twickenham, Richmond and the surrounding areas. The RFU has worked with Discover Twickenham to help drive business in the town centre, whilst also hosting employment fairs at Allianz Stadium in a bid to find more local people employment. A new relationship with a local job centre has allowed the RFU to up-skill and give opportunities for both casual and permanent roles working at Allianz Stadium.

The RFU and council will continue to work closely together, ensuring the Allianz Stadium continues to be central to the growth and wellbeing of the Richmond and London economies.

Alex Cohen, Stadium Development Director, Allianz Stadium, for the RFU



RFU collection via Getty Images

While our 'Drivers' represent the sectors that will power Richmond's economy, our 'Enablers' provide the vital foundations required for that growth to be sustainable and inclusive. We recognise that for businesses to thrive and residents to prosper, the borough must offer more than just opportunity; it must provide the infrastructure, talent, and high-quality environments that make success possible. By strengthening these pillars, we ensure that Richmond remains a competitive, resilient, and attractive place to live, work, and invest.



The Richmond Growth Plan is a hugely important expression of the borough's ambition and commitment to work in partnership. Richmond Council will play a leading part in this. As well as bringing partners together, we recognise our important role in creating the conditions for growth – more affordable housing, better transport connectivity and great town centres. We will ensure that economic growth is inclusive, supporting all our residents and communities, and sustainable, supporting the borough's Climate and Nature Strategy.

Andrew Travers, Chief Executive Richmond Council

OUR ENABLERS OF GROWTH



HOMES FOR ALL

Housing affordability is a priority for the Council and employers tell us it is a key concern for attracting and retaining staff, especially in the early stages of their career.



SKILLS AND GOOD WORK

Access to a skilled workforce is a core business need; there is more that can be done to support local people into new opportunities and to ensure residents have the skills required in a changing economy.



OUR TOWN CENTRES AND PLACES

Our town centres serve as key economic hubs, hosting the majority of jobs in the borough; the quality of place and connectivity is a critical factor to supporting and attracting business activity.



TRANSPORT AND CONNECTIVITY

Although parts of the borough have good connectivity, it is uneven and is a constraint on growth and access to opportunities; some employers highlight concerns with reliability of transport networks.



GREEN AND SUSTAINABLE BOROUGH

Richmond has a strong reputation for ambition and delivery when it comes to environmental sustainability and protection; this is important for maintaining the borough as a location for investment, especially in the growing green economy.



HOMES FOR ALL

SKILLS AND GOOD WORK

THRIVING TOWN CENTRES

TRANSPORT & CONNECTIVITY

GREEN AND SUSTAINABLE BOROUGH

Ham Close Regeneration will deliver **452 new homes**, including **78 new genuinely affordable homes**, 38 new family-sized affordable homes, and re-provide all existing social housing.

HOMES FOR ALL

Why it matters

House prices and rents in the borough are among the highest in London - many struggle to afford home ownership or private rent.

As of March 2026, 2515 households were on the Council's waiting list and 768 were placed in temporary accommodation, demonstrating the huge demand for affordable housing and the wider cost to society and the economy.

Housing affordability has been consistently raised by borough employers as a major workforce challenge, limiting growth opportunity for the borough and for London.

Alongside building new homes, improving the supply, quality and sustainability of existing housing in Richmond is important, for example through improved private rental standards, energy efficiency and retrofit.

What has been achieved

The borough's newly adopted **Local Plan** sets higher housing targets and a clear strategy to boost housing supply.

Development across Council-owned sites will deliver 47 new affordable homes and investment in **Ham Close** will deliver 452 new homes, including 78 new genuinely affordable homes.

New guidance on **Intermediate Housing** prioritises key workers and eligible households who live or work in the borough, ensuring developers provide homes that help residents and key workers live locally and keep essential services strong for our communities.

Our **Social Housing Improvement Plan**, co-designed with residents, housing associations and the voluntary sector, is improving quality and condition in social housing.

We've provided over **2000 warm homes packs**, saving households up to £200 per year, and secured funding to support retrofit improvements for 212 privately owned homes.

How we'll deliver future growth

We will work with public and private investors along with developers and employers to promote intermediate housing opportunities to our local workforces, giving eligible borough residents and employees, including keyworkers, the best chance of securing affordable housing locally.

Convene and collaborate with key partners across planning, housing, and development to identify and unlock sites, unblock challenges and maximise funding to deliver a sustainable pipeline of new homes – including affordable and accessible housing.

Small scale at scale – we will continue to unlock small sites across the borough to deliver new housing, securing affordable housing contributions to accelerate investment in new homes.

Launch our Smart Homes Hub as the borough's go-to source for retrofit advice and explore financial levers and public-private partnerships that will enable retrofit to be delivered at scale.

Support delivery of the newly adopted Local Plan target of **5,500 new homes** to be built over the next ten years, including up to **500 affordable homes** in the next five years.



Richmond upon Thames College

Situated in the heart of Twickenham, Richmond upon Thames College provides over 2,000 16–18-year-olds with A-level and vocational qualifications. The College opened a new STEM building in February 2025, preparing the Electricians, Plumbers, Carpenters, Engineers, and Scientists of the future. Partnership work with Harlequins RFC has delivered programmes for unemployed young people, and in collaboration with Amazon hosted a tech day designed to inspire female secondary school pupils.



“We fully support the aims of the Richmond Growth Plan. Our strength lies in the delivery of courses that meet the needs of local employers. We aim to strengthen the skillset and job readiness of young people so they can enter the workforce and make an economic difference locally.”

Gavin Hughes, Principal

SKILLS AND GOOD WORK

Why it matters

Access to talent remains a top priority for employers, yet many of Richmond’s highly skilled residents cannot find local roles that match their aspirations, leading to higher pay inequality than the London average.

To drive innovation, we must unlock untapped talent and connect it to the borough’s job market, creating resilient employment routes into our priority sectors.

Our high-quality education providers and large body of learners represent a significant, untapped resource for employers and investors who may be unaware of the borough’s talent depth.

However, a post-pandemic rise in economic inactivity has seen three to four thousand working-age residents drop out of the workforce, largely due to health conditions.

Major shifts in the labour market, including the rise of AI and the transition to net zero, will require a resilient and entrepreneurial workforce that can adapt to change.

What has been achieved

Richmond Work Match have supported over 250 residents into employment through advice, support and matching with local job opportunities.

Participation of Richmond residents in apprenticeships has been steadily increasing but not for young people at the early stages of their career.

A strong local skills offer from **Richmond upon Thames College, Way to Work, Richmond and Hillcroft Community College** and other independent providers for a range of learners.

The **South London Retrofit Skills Action Plan** brings together partners to develop career pathways and **RetrofitSkills.org** provides an online hub to connect residents and businesses to the right training pathways, qualifications and resources.

How we’ll deliver future growth

Work with local employers and with the South London Partnership to create a more joined-up, employer-led system – aligned with London’s Inclusive Talent Strategy and Local Skills Improvement Plan.

Promote the quality of the borough’s workforce, especially the large number of younger learners in the borough who represent the talent of the future.

Work with employers and skills and education providers to anticipate changing skills needs — driven by AI, digital transformation, and evolving work models, ensuring that opportunities and Richmond’s talent pipeline remains futureproof.

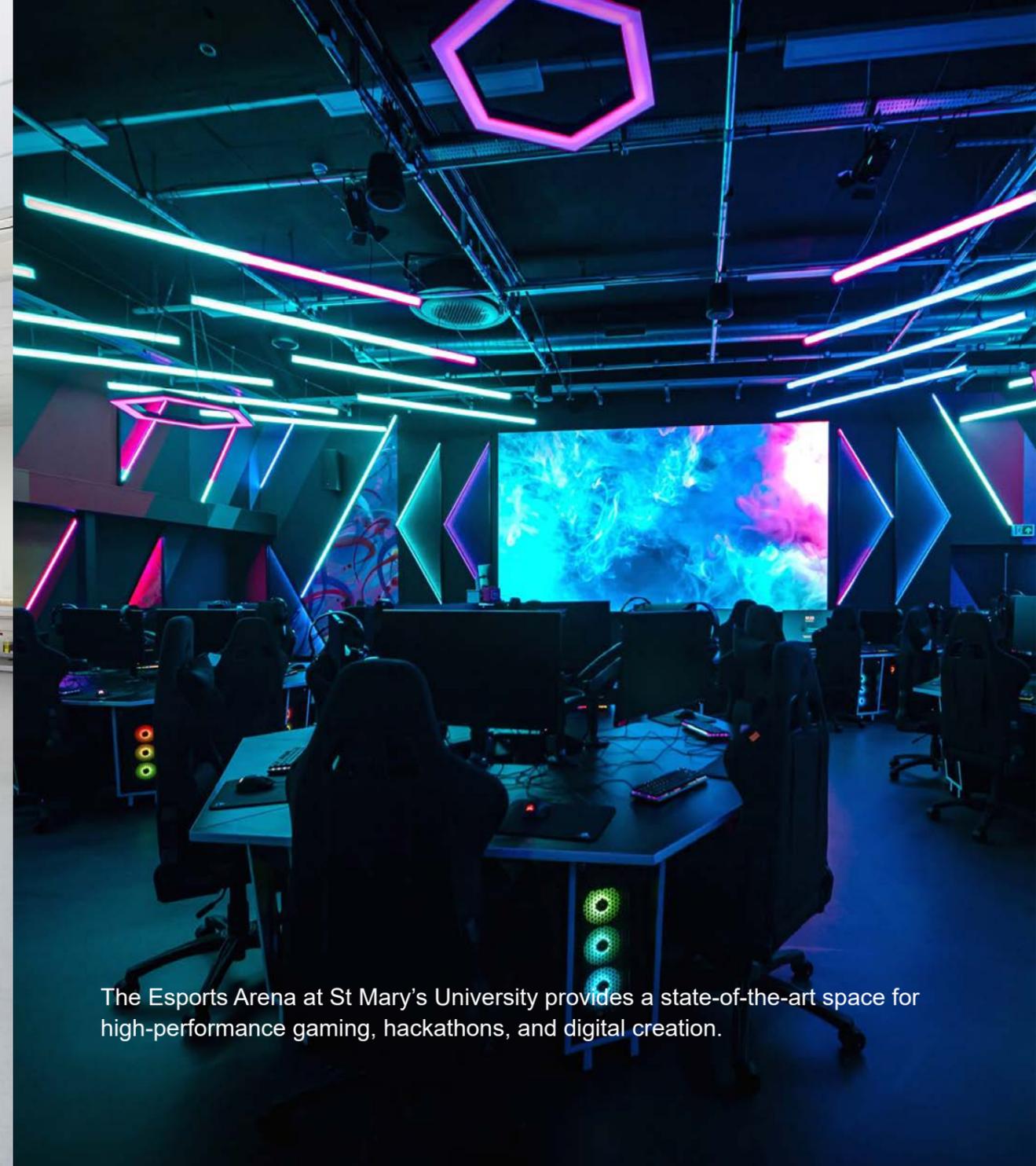
Support ‘pathways to employment’ for those furthest from the jobs market through programmes such as Connect to Work for people with disabilities, health conditions and other barriers – strengthening links with employers and integrating employment and health support.

Support young people to access work, skills and career development opportunities, especially those with SEND and who are care experienced.





The Physiotherapy and Rehabilitation Suite, at St Mary's University. Students learn through a combination of theory and practice, incorporating a range of well supported clinical placements.



The Esports Arena at St Mary's University provides a state-of-the-art space for high-performance gaming, hackathons, and digital creation.

St Mary's University

St Mary's University opens its new School of Medicine this year. Their innovative MBBS medical degree follows an integrated curriculum underpinned by social purpose. Students will follow patients and their families' journeys from home, into GP clinics through to hospital. Teaching will take place on their Twickenham campus in their new, purpose built, Centenary building which includes a state-of-the-art skills and simulation suite. Students will also learn their advancing clinical skills in GP, community settings and hospital placements.



St Mary's University, London, is an anchor partner of the London Borough of Richmond in the development and delivery of its Growth Plan. Education and skills form a cornerstone for Richmond's economic and educational growth and St Mary's University investment in a new School of Medicine evidences the commitment of one of Richmond's largest employers to innovation and inclusion, where digital health and cutting-edge technology will form part of everyday learning.

*Professor Anthony McClaran,
Vice-Chancellor, St Mary's University*



Our Richmond Town Centre Vision captures the long-term purpose and desired future for Richmond town centre, focusing on a balanced, sustainable, and vibrant community where nature, history, and innovation intersect.

OUR TOWN CENTRES AND PLACES

Why it matters

As well as being the focal points for much of the borough's economy, our town centres are the heart of local pride and identity. They are vibrant, welcoming places where people live, work, shop, and celebrate, with services that meet most daily needs within a short walk or cycle.

Each centre offers a unique experience – from independent shops to riverside dining and cultural events, the way people experience our town centres has been central to attracting visitors and shaping the borough's thriving visitor economy. The quality of our town centres influences how the borough is perceived by visitors, workers and investors.

Our centres have bounced back since the pandemic with low vacancy rates and a strong independent business base, and we welcome high-quality investment from businesses in our town centres.

Thriving centres mix retail, hospitality, offices and housing in high quality environments – driving employment, spending power, and competitiveness. We aim to create vibrant, resilient places with quality public spaces, that people want to spend time in, fuelling boroughwide prosperity while preserving what makes them special.

What has been achieved

We have supported a robust economic recovery through our **Shop Local campaigns** and flagship events such as the **High Tide** and **Centre Stage Festivals**, which have successfully attracted major new businesses.

Substantial investment has been delivered in public realm improvements across our centres, including the **pedestrianisation of Church Street**, which has seen a highly positive response from the community.

We developed one of London's first **Night-Time Strategies**, informed by extensive engagement with residents and workers to better manage the evening economy and ensure safety for all users.

The Council has taken forward the landmark **Twickenham Riverside** project, a transformative scheme that will reconnect the town with the river and significantly enhance the overall town centre offer.

Our place-based approach, led by a dedicated **High Street team** and strong partnerships with local BIDs, has supported continuous investment and innovation across our varied and distinctive centres.

How we'll deliver future growth

Develop place-based approaches to promote investment in town centres, encouraging a mix of uses and the creation of high quality and sustainable public realm, responding to the need for more active travel, resilient infrastructure and demographic change.

Work collaboratively with BIDs, businesses and stakeholders to support high street vitality, improving trading environments, attracting visitors and addressing issues such as nighttime safety and retail crime.

Connect people to our town centres through events and activities that bring communities together, attract visitors, and generate economic benefits.

Deliver the Twickenham Riverside scheme, reconnecting the town with the river and creating a vibrant new quarter.

Deliver the new vision for Richmond Town Centre as a prime destination for professional services, culture and creativity and as a visitor destination.

Establish a Night-Time Board to guide delivery of the Night-Time Strategy and oversee a borough-wide Lighting Strategy.



By the end of 2027, Twickenham Riverside will be transformed into a thriving hub that blends homes, commercial space, culture and green space, setting a new benchmark for sustainable placemaking.



Twickenham Riverside

The regeneration of Twickenham Riverside, a priority since 1980, will create a beautiful new destination that reconnects the town with the riverside, cementing Twickenham as an important area of commerce for the borough of Richmond.

45 new homes, including 21 affordable and two wheelchair accessible homes, will be delivered alongside commercial, retail and food spaces within a fully pedestrianised riverfront. Central to the scheme is the green open space, with terraced lawns, play areas, pétanque pitches and tiered seating framing a vibrant new events space on the river. Access to the riverside will be improved by widening pedestrian walkways, removing visual obstructions and creating a view of the river from the high street.

The regeneration has been designed and delivered in collaboration with residents and local stakeholders. From the RIBA design competition, stakeholder group design meetings, to the choice of benches in the open space, Twickenham Riverside is a scheme which can be fully owned by the community.

TRANSPORT AND CONNECTIVITY

Why it matters

Transport connectivity is key to inclusive growth – it connects neighbourhoods, links people to jobs and housing, and brings visitors into the borough. Poor connectivity and an unreliable network will hinder growth and access to jobs.

Well-designed transport connections and services support quality of place and a healthy, safe and welcoming environment that will attract businesses, workers and visitors

Well-connected hubs with good interchanges between different modes of transport attract economic activity in a sustainable way; high quality pavements, crossings, and cycle routes enhance the overall journey experience.

Our Night Time Strategy identified poor transport connectivity late at night as being a particular challenge to night workers.

Carbon emissions from transport are 24% of borough emissions, making it the second highest emitting sector in Richmond. Most of these emissions come from internal combustion engine vehicles that burn either petrol or diesel.

What has been achieved

The Council has committed to tripling investment in its planned maintenance spend on roads and highways over a three-year period to help address years of underinvestment.

Accessibility and step free upgrades to **Barnes** and **Teddington rail stations**, and improvements to stopping and standing arrangements at **Richmond Bus Station**.

Refurbished **Teddington Lock footbridges** support the new **Towpath Strategy**, improving accessibility and connectivity along the river, reducing severance whilst enhancing its role as a key asset.

Reduced street clutter and excess street furniture, alongside new infrastructure such as safer crossings and contraflow cycling are making local streets more accessible, pedestrian and cycle friendly.

Delivered high quality cycle routes in partnership with Transport for London and established **Richmond Cycle Hub** - one of the UK's largest cycle parking hubs, powered by solar energy and rainwater harvesting.

Richmond is leading the way on e-cargo bikes, helping to put the borough at the forefront of sustainable transport.

How we'll deliver future growth

Our new **2040 Transport Strategy** will provide a long-term framework to identify where infrastructure investment is most needed, allowing us to advocate for improvements and lever funding from strategic partners.

We will support the **'Living Locally'** concept by prioritising housing and employment hubs near transport interchanges, which will reduce travel times and encourage residents to adopt active travel habits.

The Council will continue to lobby for more reliable public transport services that better connect our neighbourhoods and provide step-free access, ensuring economic opportunities are accessible to all residents.

To strengthen our hospitality sectors, we will support transport improvements that enable safe and reliable nighttime travel for residents and workers, as identified in our **Night Time Strategy**.

We will prioritise investment in walking and cycling routes while promoting sub-regional initiatives that improve wider connectivity, such as linking Richmond to **Old Oak Common** and **Heathrow**.



Richmond Cycle Hub, one of the UK's largest cycle parking structures, opened in 2025. Developed in partnership with South Western Railway and Emico Construction, the cycle hub features a living green wall, rainwater harvesting, solar panels, and smart lighting. Backed by £664k investment, it generates 24,500kWh of renewable energy annually and promotes greener travel, cutting congestion and tackling air pollution.





Refurbishment of Teddington Lock footbridges and Towpath Strategy

Extensive restoration of the Thames Towpath between Richmond Lock and Kew Gardens, alongside refurbishment of the Teddington Lock footbridges, marks major progress toward a more resilient, accessible and better-connected Thames Path, with our emerging Towpath Strategy identifying further foundations for long term improvement.

The towpath's 2025 reopening followed complex riverbank repairs that stabilised key sections and improved access and ecological resilience. The £6.7m upgrade of the Teddington Lock footbridges delivered future-proofed structures that serve over 5,000 pedestrians and 2,000 cyclists daily.



In March 2026, we opened The Fixery, a community repair and reuse hub at the restored Grove Gardens Chapel. The Fixery helps people reduce waste, save money and build connections – encouraging practical, community-led sustainability in Richmond.

Improving energy efficiency in private rented homes

Since April 2025, through our dedicated work to drive improvement, combining enforcement action with guidance and support to landlords and access to grants, more than 60 private rented properties with Energy Performance Certificate (EPC) ratings of F or G now meet the legal EPC E standard. Upgrading a property from an EPC G rating to an E rating can make carbon savings of 20–30% and ensures residents benefit from safer, more sustainable housing.

Making Business Greener

Our Making Business Greener Programme, delivered with Green Mark, supported 25 local businesses in 2024 – 25 to embed sustainable practices, reduce environmental impact and progress toward net zero. Further funding will help 15 more businesses achieve Level 2 accreditation, accelerating the borough's transition to a resilient, low-carbon economy.

GREEN AND SUSTAINABLE BOROUGH

Why it matters

Greening the local economy is central to Richmond's future, supporting our goal for a net zero borough by 2043, as well as achieving climate resilience and creating new job and investment opportunities.

Transitioning to a zero-waste, circular economy will cut waste, optimise resources and spark innovation, embedding sustainable business models into the local economy.

Scaling energy efficiency and retrofitting will reduce carbon emissions and create modern, sustainable, homes, workplaces and commercial spaces - fuelling growth in green construction and technologies.

Climate resilience underpins long-term prosperity. Flooding, extreme heat, fire, and poor air quality threaten homes, workplaces, infrastructure and health, putting economic stability and community wellbeing at risk.

With a £17 billion retrofit market opportunity across South London and Richmond's world-class assets, including the Royal Botanic Gardens, Kew, we are uniquely positioned to lead in green innovation and nature-based solutions.

What has been achieved

Our globally recognised climate action provides a strong foundation for net zero transition, built through partnerships, exploring new skills, and innovative models, that with funding, investment and collaboration, can be scaled to build resilience and prosperity.

Support for climate tech start-ups, connecting these early-stage businesses with industry-leading development tools and expert networking.

Reuse and repair initiatives across the borough are growing, such as **the Library of Things at Patch**, **Richmond Furniture Scheme**, and **Makers United**, and are embedding circular economy principles into our local economy.

Over **6,700 Londoners trained in Green skills** and 400 transitioned into green jobs through the **South London Green Skills Academy Hub**.

Delivered nature-based solutions across the borough that increase resilience to flooding, future heatwaves and reduce air pollution.

How we'll deliver future growth

Through our community reuse and repair hub, The Fixery, we will create a focal point for zero-waste action and innovation – providing repair services, reuse opportunities, skills training and a practical local model of circular living.

Collaborate with partners to anticipate emerging needs and attract investment for scalable solutions –including exploring community energy projects and potential heat networks –while leveraging borough partnerships and expertise to future-proof what makes the borough distinctive, such as its historic and protected buildings.

Identify future sustainable energy investments through sub-regional and regional instruments such as Regional Energy Strategic Planning.

Accelerate demand for retrofitting domestic and commercial buildings by working with partners to develop investible propositions and financing options.

Embed adaptation and resilience by leveraging funding and partnerships to deliver nature-based solutions, improve air quality and ensure Richmond is ready to respond to climate impacts.



The Library of Things at Patch has saved 1,000 residents over £150k and 20 tonnes of CO2 since launch.

OUR ROLE AND APPROACH

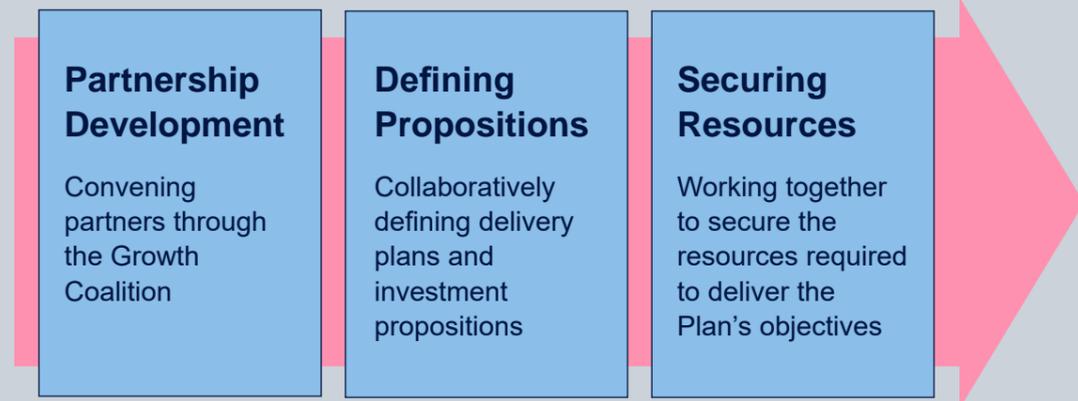
This Growth Plan sets out ambitions that will support sustainable and inclusive growth over the next ten years. The Plan has been developed by the Council but is fundamentally a partnership document developed with and supported by a range of stakeholders. In a period of constrained public funding, it will be particularly important to work collaboratively and create proposals and projects that can attract investment from a range of sources.

The Council as Place Leader

The Council acts as a key **'Place Leader'**, providing a critical coordinating role to align capacity, resources, and investment across partners both within and outside the borough. This leadership helps drive the collaborative initiatives, projects and programmes necessary to deliver our shared ambitions.

Our Approach to Delivery

Over the next 10 years, our collaborative approach will follow three strategic steps:



A NEW GROWTH COALITION

A new Growth Coalition will be established to oversee and champion the Growth Plan, consisting of partners with the ability to leverage investment, shape growth propositions, connect different opportunities and deliver inclusive and sustainable growth.

Our Shared Principles

Convening and Partnership: We will champion partnership working to maximise Richmond's growth potential for London, the sub-region, and the UK. By speaking with a common, impactful voice, we will attract inward investment, visitors, and learners. Working with local residents and businesses, we will shape place-based investment to secure local benefits, specifically informing affordable housing and inclusive growth.

Solution-focused Leadership: Acting as local leaders and enablers, we will collaboratively create innovative solutions that respond to local needs and put people first. We will champion creativity to shape propositions that attract investment and deliver lasting impact. Our focus remains on enhancing high-quality places, meeting pressing housing needs, and supporting environmental sustainability and biodiversity.

Conditions for Future Growth: We recognise the Council's critical role in securing the 'Enablers of Growth' – housing, sustainability, transport, talent, and town centres. Linking these foundations to our growth potential reinforces the case for strategic investment. We are committed to balancing essential regulatory responsibilities in planning and licensing with our shared mission to drive inclusive growth and community wellbeing.

The Coalition will work with partnership bodies to drive focused collaborative action to deliver the Growth Plan. We will monitor progress against our measurable ambitions throughout the plan period. While focused on specific 'Drivers' and 'Enablers', our **Delivery Plan** remains agile, allowing actions to be adapted to changing conditions to ensure we maintain strategic focus.

DELIVERING OUR SHARED AMBITIONS



ECONOMIC DRIVERS

18 months (September 2027)

3-year (March 2029)

10-year Outcome

SCIENCE AND R&D

Frontier Innovation:
Support world-class institutions in quantum, bioengineering, and sports science, translating research into local business and university partnerships

Regular engagement with key partners such as Kew, the National Physical Laboratory and St Mary's University to understand future plans and opportunities, including support for regional and national priorities.

Agreed forward plans and investment requirements, promoted to UK and international investors; accompanying business and skills development opportunities for the borough and surrounds.

Investment in place or underway to improve and expand facilities, support commercialisation of technologies and develop local businesses with high growth potential.

PROFESSIONAL SERVICES

Strategic Hub:
Upgrade office workspace and work environments to maintain our sector specialisation and attract high-value headquarters

Engage with key sector businesses and representatives to understand business and workspace requirements; incorporate into Richmond Town Centre Vision.

Promotion of borough sector specialisations and workspace opportunities to inward investors; develop local career pathways with education providers.

Borough seen as an attractive location of choice for businesses seeking an outer London base, with renewed workspace offer and high-quality environment for employees and visitors.

CREATIVE ECONOMY

World-Class Hub:
Secure investment in Film and TV production while establishing Richmond as a 'Music City' with diverse career pathways for local talent

Promote the borough's screen production capabilities within national and regional initiatives; develop a clearer 'Music City' offer and governance. Link creative career pathways with local providers.

Identify investible opportunities in creative production, facilities, performance spaces etc. Promote the borough to external audiences as a creative hub, including through events and festivals.

Investment in place to upgrade and expand creative facilities in the borough; borough seen as a key location for the creative industries, supporting local supply chains and career pathways.

GROWING BUSINESS

Scale Local Enterprise:
Ensure small and early-stage firms have the advice and finance to trade successfully, aiming for 1,500 additional enterprises by 2036

Renewed offer to pre-start and early-stage businesses through Richmond Business Hub; develop new offer for high growth businesses.

Ensure pre-starts, early stage and mature businesses have access to good advice and support; stock of enterprises increased by 300 with 8 high growth businesses identified and supported.

Net annual business formation of between 150 and 200 to achieve 1,500 addition to stock (from 2025 levels); 20% increase in high growth businesses compared to 2024, an increase of around 16.

VISITOR ECONOMY

Boost Overnight Stays:
Refresh the Visit Richmond partnership to transform day trips into overnight stays, retaining more visitor spend in the local economy

Engage with accommodation providers, attractions and other stakeholders to agree measures to increase overnight stays and visitor spend in the borough.

Achieve step change in promotional capacity linked to shared outcomes, resources identified through Accommodation Business Improvement District (ABID), Overnight Stay Levy (OSL) or equivalent mechanisms.

Differentiated and high-quality borough offer supporting both local and London business growth and visitor development goals.

Get in Touch

To discuss the Richmond Growth Plan or explore investment opportunities in the borough, please visit:
www.richmond.gov.uk/growthplan

