

# GRAND UNION

Business Improvement District  
Proposal **2025 - 2030**





‘Paddington’s transformation  
has created a thriving,  
sustainable destination  
uniting business  
and community.’





# Foreword

The Paddington area has undergone significant change over the past 25 years, with more than 20 major development schemes completed across 80 acres. This successful transformation has attracted many of the world’s leading corporate occupiers to the district, making Paddington one of London’s fastest-growing commercial locations. Although there is still much development in the pipeline, many estates are now mature and focusing on long-term sustainability and placemaking.

Today a thriving mixed-use community - the size of Soho - Paddington has been transformed into a destination rich in amenity, in which the canal is centred not squandered, where people live, work, learn, socialise and play.

Creating a sense of place and identity has required commitment and imagination from all parties. Members of The Paddington Partnership have between them taken oversight of the 80 acres that make up the Paddington Opportunity Area and opened up a district previously inaccessible for 200 years, re-connecting communities.

Paddington now has a stunning, active waterspace, surrounded by striking public art and traffic-free public realm, home to a wealth of biodiversity.

The physical achievements are plain to see, with over 1,000 metres of new towpath, magnificent open spaces, five new pedestrian bridges, 3 million sq ft of commercial space and more than 2,000 new homes delivered. But there is another story, one in which the commercial imperative has been integrated with the need to reach out from each space and demonstrate an appreciation of spatial and social context.

The Paddington Partnership has played a vital role, one that has changed over time as Paddington matures. A highly respected and overwhelmingly successful community programme sees Paddington companies build on the achievements of developers, sharing their time, resources and skills with more than 30 surrounding schools, charities and community groups for the past 25 years.

We have an impressive, established body of businesses in Paddington, with a strong sense of connection, evidenced in their commitment to place and community.

With this critical mass, the Grand Union BID represents an opportunity to create a permanent, sustainable forum to optimise Paddington’s potential as both a leading business community and a flourishing destination.

**Kay Buxton**  
Chief Executive  
The Paddington Partnership





## The BID Proposal in Summary

The Grand Union BID is proposed by The Paddington Partnership, a voluntary membership organisation already comprising some of the biggest landowners and companies in the UK. The Partnership has, for over 25 years, delivered a range of projects and services to regenerate, engage and connect. The success and growing demand for these programmes demonstrates the desire for expansion under a formal BID structure, which would provide the necessary resources, critical mass and strategic planning to scale and enhance activity. The Paddington Partnership will be the legal entity for the Grand Union BID.

Social value and hyper-local volunteering opportunities have fostered a strong sense of community in Paddington, enhancing business reputations. Our grass roots volunteering programme sees our members supporting local schools, charities and social enterprises on their doorstep, with more and more companies valuing the impact that volunteering through the programme has on colleagues and the community alike.

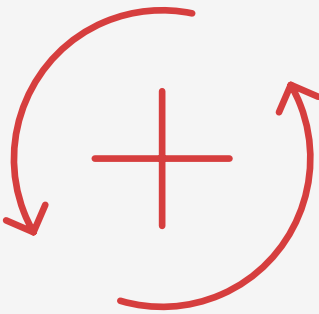
Public realm interventions right across Paddington have tackled severance and kickstarted a wider placemaking approach. The canal has been activated with leisure boats, breathing life into the waterspace. Hotel growth has created a new visitor destination. Paddington's Elizabeth line station is now the second busiest station in the UK, making it one of the most connected locations in the country. Over 80 acres of brownfield land have become home to a thriving new business and residential community, opening up public access to the Grand Union Canal for the first time in its 200-year history.

Shifting to a BID-based model will enable businesses to benefit from a joined-up, long-term package of improvements to support employee satisfaction and retention, attract people back to the office and ensure Paddington remains a leading destination, equipping the district to meet evolving tenant expectations and form a successful commercial ecosystem.

The BID's vital work in future-proofing the location is focused on the Partnership's four key themes of regenerate, connect, engage and represent. A partnership approach lies at the heart of our activities.







**Regenerate**

Develop, and attract funding to support the delivery of, improved connections, wayfinding and active travel, providing practical tools for companies to assist staff, guests and visitors, promoting greater step-free movement, and curating long-term placemaking for Paddington, fostering action to mitigate climate change and championing Paddington’s Neighbourhood Plan.



**Engage**

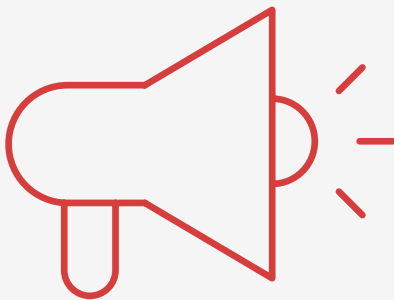
Amplify events programmes across Paddington, building dedicated channels for offers and amenities, celebrating Paddington’s strongest assets through new trails and guided walks, introducing staff and sector-based Next-Gen networks and employee well-being series; promoting the area as a desirable destination for work, socialising and networking.



**Connect**

Build on the Partnership’s successful volunteering programme, creating meaningful partnerships which add real value to surrounding communities with high levels of deprivation, isolation and low education outcomes, helping businesses to meet their ESG commitments; through skill-sharing, practical team volunteering and a new Community Fund.

The majority of the Partnership’s current activities will continue without a break in service delivery, offering a seamless transition. Some new elements, focusing on employee networks, the Community Fund and strategic volunteering programmes, will be rolled out in a phased manner across the BID’s first year. The vision of a Community Hub and public realm enhancements are longer term objectives and rely on feasibility, planning and development, so could be delivered from the BID’s third year onwards.



**Represent**

Through a statutory designation the BID will enable Paddington’s business community to form a cohesive voice, speaking up and attracting funding for Paddington and its business activity locally and nationally, with the City Council, the Mayor of London, Transport for London and the UK government.





# The BID Levy

The term of the Grand Union BID will be four years and ten months, commencing on 13 June 2025 and continuing until 31 March 2030.

The BID levy will be 1.200% of a business’s rateable value (0.600% for hotels) for businesses whose rateable value is equal to or exceeds £126,000. There will be a cap of £35,000 per business. Charity discounts of 80% will be applied to any registered charities in mandatory relief from business rates.

An annual inflationary increase will be applied to the levy multiplier and cap from Year 2 (2026/27), at no more than 3% each year. The BID Board has the discretion to apply a lower multiplier and level of inflation.

The BID will raise an estimated £560,000 in the first year, rising thereafter as new buildings are completed and occupied. With voluntary contributions from landlords and estates, over £4.5 million will be invested in the BID area over the BID’s term.





# The BID Area

The Grand Union BID will cover the northern part of the Paddington Opportunity Area, as defined in the Westminster City Plan and the Mayor's London Plan, and includes Paddington Station, the eastern side of Eastbourne Terrace and the Grand Union Canal to Little Venice.

The BID will be coterminous with PaddingtonNow BID (established by the Paddington Partnership back in 2005) which covers the older, southern section of Paddington and Marble Arch London BID to the east.

The following 15 streets (or part of streets) are included in the BID area, although not every street contains businesses liable for the BID levy. 'All' means all rated hereditaments.

- Baltic Wharf (all)
- Bishop's Bridge Road  
(part, between Eastbourne Terrace and Harrow Road)
- Canalside Walk (all)
- Dudley Street (all)
- Eastbourne Terrace (odd numbers)
- Harbet Road (part, 5 to 9)
- Harrow Road (part, 89 to 181)
- Hermitage Street (all)
- Kingdom Street (all)
- Merchant Square (all)
- North Wharf Road (all)
- Paddington Station (all)
- Rosewood Walk (all)
- Sheldon Square (all)
- Stone Wharf (all)



# Business and Stakeholder Consultation

## Business Engagement and Consultation

Approximately 80 ratepayer businesses would become liable for the BID levy if successful at ballot. Consultation with businesses commenced in summer 2024, taking several forms, as some businesses are already members of The Paddington Partnership and pay an annual subscription, some pay for the Partnership's services through an estate or building service charge and some are new to the Partnership's offer.

A full report of business consultation is provided separately as part of our submission to the City Council. All businesses in scope to pay the BID levy received the BID proposition and were invited to meet and shape the proposal, bar empty listed hereditaments where the owner is registered in an overseas territory. Detailed consultation meetings were held with 77% of voters – where businesses were able to input into the proposition before it was finalised.

Consultation has also included those businesses known to be in occupation or about to relocate to Paddington but are not yet ratepayers – as they occupy space that does not yet have a rateable value. It is important that these businesses have been invited to shape the proposition as they will become liable for the BID levy at some point in the BID's term. This has been very well received by those businesses, who have welcomed the opportunity to shape the BID proposal, despite potentially not having a vote in the ballot.

Details of the BID proposition were uploaded to the Partnership's website at the outset of consultation, which also contains a survey for feedback on the main themes. This survey was also sent to businesses after consultation meetings.







## Wider Stakeholder Engagement

A meeting with Westminster's Economy and Responsible Business Team was held on 5 September 2024, seeking input to the BID proposition and identifying touchpoints within the Corporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) programme expansion.

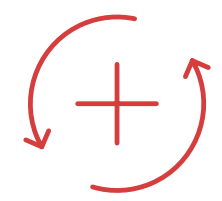
Discussions with Hyde Park ward councillors took place on 11 September 2024, and meetings have also been held with neighbouring BIDs Paddington Now BID on 18 September and Marble Arch London BID at their Board meeting on 19 September.

The Partnership works closely with the Hyde Park Estate Association and Hyde Park Estate Residents (HyPER) through the Hyde Park Paddington Neighbourhood Forum. While these societies cover areas outside the proposed Grand Union BID area, both received the BID proposition and were offered a presentation.

The Neighbourhood Forum's Steering Group received a presentation at its meeting on 19 November 2024. The team also presented to HyPER on 20 November and the Hyde Park Estate Association AGM on 2 December 2024.

The statutory Amenity Society covering the proposed Grand Union BID area is Paddington Waterways and Maida Vale Society, who were sent the proposals and offered a presentation. South East Bayswater Residents' Association were also sent proposals and offered a presentation.





## Our Plans for 2025 – 2030

### Regenerate

Paddington's working environment is second to none, with a network of well-developed pedestrian canalside routes, stunning new public spaces and an idyllic waterside setting. The Partnership's work over the last two decades has seen the delivery of multiple schemes, aiding wayfinding, permeability and placemaking. In recent years the Partnership has:

- Extended the Legible London system to the canalside, successfully adding Paddington's assets to the Legible London base map and rolling out a network of signs to help people find residential and commercial buildings, especially first-time visitors.
- Represented Paddington developers and landowners at various Crossrail stakeholder groups, successfully lobbying for better permeability, including pedestrian access from Bishop's Bridge to the canalside, as well as influencing the public realm and parking arrangements on Eastbourne Terrace and Praed Street.
- Delivered a narrative trail along The Bays, from South Wharf Road to Bishop's Bridge, to brighten up the key walking corridor from St Mary's Hospital to the canalside.
- Brought GoBoat from Copenhagen to Paddington, their first UK destination, to activate the waterspace and make the canal more accessible for leisure. GoBoat has since scaled up operations across London and other UK cities.
- Supported the development and delivery of the Paddington Square scheme, helping to realise a new ambulance route and road layout to St Mary's Hospital, as well as a brand-new ticket hall and step-free access for the Bakerloo line at Paddington.
- Produced a public realm vision for Bishop's Bridge, including actions to improve crossings, pedestrian safety, cycling and the quality of the built environment on the bridge, most recently with the delivery of a colourful legacy panel series on the bridge parapets to celebrate Paddington's industrial and transport heritage.
- Promoted and established the Hyde Park and Paddington Neighbourhood Forum, securing over £750,000 of Neighbourhood CIL for local infrastructure projects and laying the groundwork for a Neighbourhood Plan for the district.







There are continuing challenges resulting from the absence of a single Paddington-wide masterplan, multiple landowners and severance caused by the railway, the canal and the Westway. The BID will develop and attract funding to support the delivery of improved legibility and active travel, promoting greater step-free movement, and curating long-term placemaking for Paddington. The BID’s role will be one of advocate and lobbyist, providing the evidence base and socialising proposed schemes through exhibitions and consultation events – to create attractive, well-maintained, inclusive spaces that encourage people to spend time in Paddington, for work and pleasure.

While the majority of the proposed BID area is covered by well-developed and privately managed estates, the outskirts of the BID area do fall within the remit of Westminster Council. The BID will work closely with Westminster officers and councillors to problem solve in these areas, making sure it is safe, well-lit and clean, as well as to identify and bring forward improvement schemes through Westminster Council’s place-shaping and highway teams.

## Active Travel and Pedestrian Priority

- Putting active travel and pedestrians front and centre, promoting cycling and walking for people who work and live here, including identifying opportunities and support for the Council to increase on-street, dockless and secure cycle parking and improve pedestrian crossings and junctions where pedestrians and cyclists do not feel safe, including Bishop’s Bridge and the Harrow Road gyratory.
- Promoting public realm and surface improvements to critical walking and cycling routes to and from the Grand Union BID area including the Bays corridor, between Paddington Square, the canalside and Bishop’s Bridge, improving conditions for people with disabilities, mobility restrictions, young families and luggage.
- Celebrating canalside walking routes, ensuring that they are safe and accessible, and working with Westminster Council to improve the eastern canal towpath at Stone Wharf and Baltic Wharf, creating continuous step-free canalside access.





‘Connecting people, places and heritage to create a vibrant, accessible and sustainable destination for work and leisure.’





## Way-finding and Legibility

- Addressing severance and multiple levels at Paddington, with improved signage and wayfinding, better connections to Paddington mainline and Elizabeth line stations, reducing confusion, promoting an accessible, navigable hub and cohesive environment.
- Creating practical digital tools to enable companies to welcome all visitors and guests to their offices and hotels, showing step-free routes and non-step free routes from all surrounding stations and entry points to Paddington.
- Championing the evolution and implementation of a Neighbourhood Plan for Paddington, that lays the framework for future development and meets the needs of businesses, residents and visitors in shaping a comprehensive and inclusion vision for Paddington’s future.
- Unlocking opportunities to mitigate the effects of climate change, working with the City Council’s highways and place-shaping teams and Transport for London to identify and bring forward projects that reduce flood risk, enhance biodiversity and add green infrastructure.
- Working with agencies including Network Rail and The Canal & River Trust to ensure that the environment is accessible, safe and is held in high regard by people who visit, work and live in Paddington.

## Working in Partnership

Westminster City Council, through its recycling and waste partner Veolia, is responsible for district-wide waste collection and cleaning, and this will be underpinned by a statutory Baseline Agreement between the City Council and the BID. This also includes Highway services like roads, pavements, lighting, bridges, trees and subways, including routine inspections, maintenance and investment.







## Connect

The Partnership's social value work is well-established, with a respected and successful corporate volunteering programme that has been operating for over 20 years. In 2024 over 7,500 volunteering hours were given from 37 Paddington companies, supporting 30 charities, schools and community groups.

Under the BID framework this activity will be stepped up and extended to making connections between businesses as well as between business and community. Increasingly staff want to work for companies with strong ESG, CSR and sustainability credentials. A third of the BID's expenditure will be targeted on this community activity, over £1.3 million over the BID's first term, including 2% of income top-sliced to create a new Community Fund.

Every BID member company will benefit from an annual plan co-designed with the BID and receive bespoke reporting of their volunteering activities and its impact, for inclusion in their wider ESG reporting.

## Sharing Skills with the Local Community

- The ambition is to create meaningful partnerships – meaningful for companies and meaningful for charity and community partners - which add real value to the local community, connecting to surrounding neighbourhoods where high levels of deprivation, low education outcomes and social isolation are challenges.
- Using our local knowledge and direct relationships we can ensure that the time employees give makes a genuine difference and addresses local need.
- As we move forward, increasing emphasis will be placed on skilled opportunities allowing colleagues to share their 'expert hours' and maintain their connection to the local area, supporting schools and colleges, jobseekers and charity partners. This will help businesses meet their ESG and volunteering targets and strengthen community ties.



- Skill-sharing and strategic programmes will enable companies to add value to charities, community groups, primary and secondary schools surrounding Paddington. These include CV and mock interview sessions, mentoring schemes, reading and maths partners, careers fairs and talks, and sector-focused clubs for example on data, digital, AI, life sciences and fintech. The BID will support companies to develop work experience programmes with our school partners where there is an appetite.
- Corporate volunteer programmes in schools help young people access work and higher education, bridging the gap between education and employment, fostering skills among the next generation and raising local outcomes - providing local young people with vital skills and insights.

In recognition of the significant life sciences cluster in Paddington, a dedicated life sciences community post will be created in the first year of the BID's term, to create a specialist bespoke life sciences ESG and CSR programme.

Practical Volunteering

- There will always be demand for practical team challenges from companies and community partners alike, as they bring colleagues together, see investment in much-valued local community premises and often lead to the formation of long-term partnerships between business and community.
- Every BID member company will be able to access multiple practical team challenges. Likewise, they will also be supported to fulfil annual company-wide volunteering activity, with bespoke opportunities created across multiple locations to accommodate colleagues.
- Multi-company volunteering activities bring companies together to make a difference and can be incredibly rewarding, being able to make a significant, visible difference for a community partner or school's premises in one day through a unique networking opportunity.
- Environmental sustainability is a core interest of our member companies and the waterspace is a key component of the environment at Paddington. All companies will have access to environmental volunteering activities, which are a popular way to make sure Paddington remains welcoming to everyone who lives, works and visits.





‘Using our local knowledge and direct relationships we can ensure that the time employees give makes a genuine difference and addresses local need.’







## Community Fund

- The BID will establish a Community Fund from the BID levy and voluntary contributions, to support school, community and charity partners via a small grants programme. Avoiding duplication with other local funds and grants from the City Council and Mayor of London, this Fund is intended to bridge a gap, assisting groups and projects to access vital resources that they would otherwise be ineligible for.
- Regular reporting on how the Fund has been used will enable us to celebrate the wider impact of the BID's work and keep in review the Fund's criteria and priorities.
- Sitting alongside the generosity of companies and their staff, the Fund will complement donations and campaigns led by businesses, who regularly collect and donate food, clothing, books, furniture, IT and even abandoned cycles to local schools and charities through the Partnership.
- The Fund will be overseen by our BID members, who will help shape the criteria, application and assessment framework. We will also work closely with the Council to ensure the Fund adds real value locally, and we will invite a representative to join the Fund's panel.

## Community Hub

- Our community partners, local charities and schools have identified a deficit in the availability of affordable or free community space within the Hyde Park ward.
- The BID will work with Paddington landlords to bring forward a fully accessible local community space, subject to planning consent, within the first term of the BID.
- The space will be used for the delivery of social value activities, including volunteering and mentoring, and by local schools, charities and community organisations for training and development, employability, community activities and life skills.



# Engage

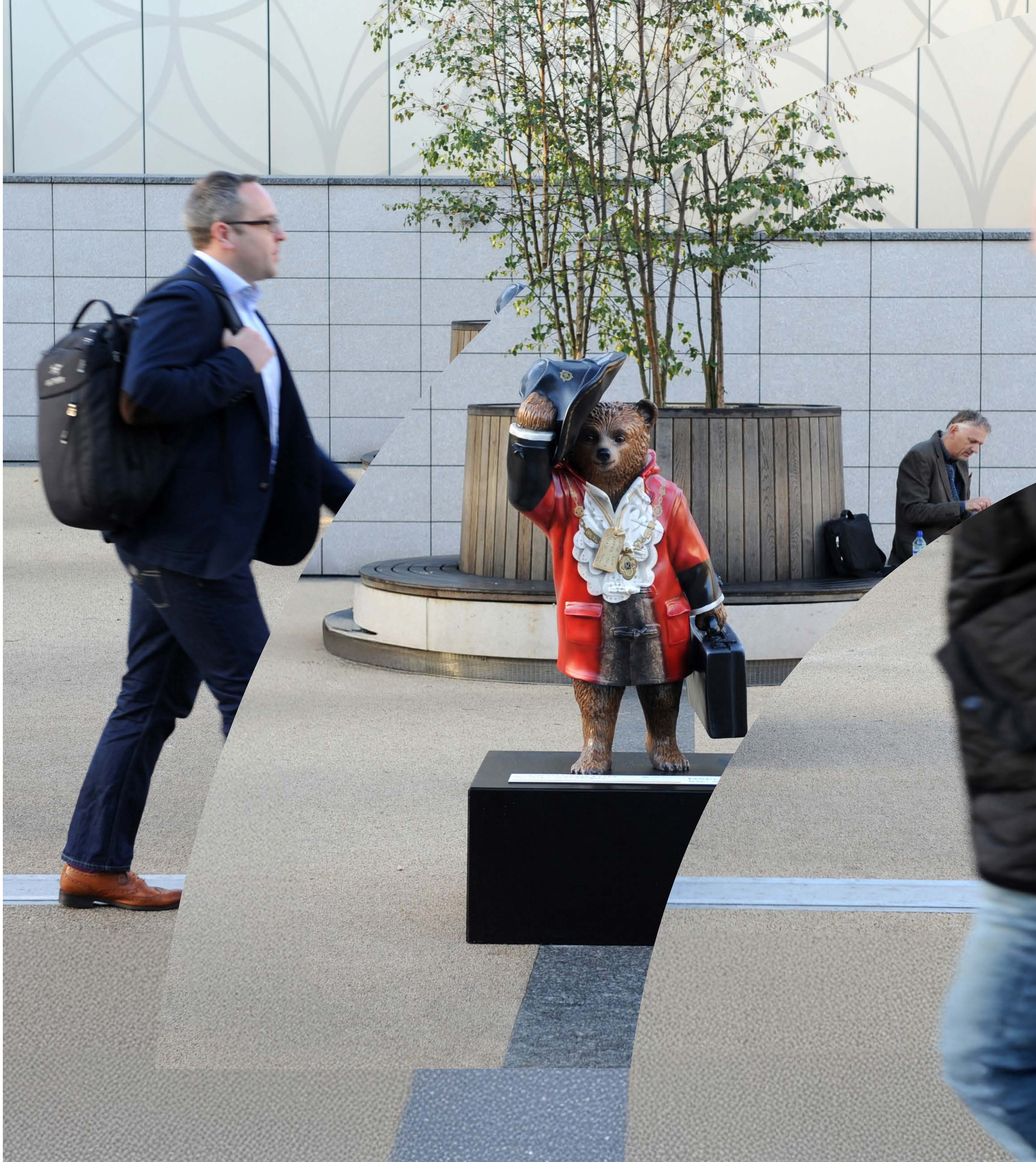
Paddington is a vibrant business and residential hub with an industrial heritage that makes it one of London’s most attractive places to work and visit. Although there is still much development in the pipeline, Paddington is already a thriving location. The Grand Union BID will promote Paddington as a desirable destination for work, socialising and networking, giving the district a collective voice, knitting together our businesses and local community.



## Dedicated Digital Channels

Multiple estates, bodies and schemes across Paddington make it challenging for people who visit, live and work in Paddington to see and access all that Paddington has to offer.

- The BID will build a dedicated channel for offers and amenities across Paddington, enabling all people who live and work in the area to benefit from everything Paddington has to offer in a single location, to help the local workforce and residents access fantastic rewards at local restaurants, pubs, cafes and shops - incentivising repeat business and encouraging local spend.
- We will work with estate teams to amplify and add resources to events programmes across Paddington and beyond, including outdoor performances and cultural activity.
- A new BID member engagement framework will be developed, with regular news, spotlights, case studies and best practice.
- A unified central digital asset library will be made available to our members, including bespoke maps for staff, clients and visitors, for members to showcase their businesses and the location.





# Growing the Business Eco-system

The BID will work to create a strong business ecosystem across Paddington, promoting growth and fostering engagement between companies. Most corporate organisations have internal staff networks supporting employees and advocating on a wide range of issues. The ambition here is to create Paddington-wide networks that build new relationships and opportunities.

- New thematic networks between businesses will be built on key themes like ESG and sustainability, developing stronger relationships across the various Paddington estates and sectors. This enables BID members to share best practice between and beyond their sectors, with a speaker series launching in the first year of the BID’s term.



- With so many Paddington companies being international, staff travel for work and are often based across multiple sites. Coupled with post pandemic working practices of remote working, there is a real demand to support Paddington’s next generation of professionals, providing opportunities to network and advance their careers.
- The BID will introduce a sector-themed Next-Gen series in the first year of the BID’s term.
- Regular member events will be launched, showcasing our members’ assets and encouraging inter-company networking.
- An associated wellbeing series will complement member events, offering bespoke services to people who work in Paddington, promoting employee satisfaction and retention. Businesses have indicated overwhelming support for measures and initiatives that appeal to staff wellbeing in Paddington.





‘A thriving hub where heritage meets opportunity; connecting businesses, communities and culture in one of London’s most vibrant destinations.’





# Celebrating Paddington's Assets and Communities

Paddington as a district offers a wonderful working and leisure environment. We will celebrate and bring to life all aspects of Paddington's offer, and give people a reason to be here.

- The BID will consolidate existing trails and create new thematic digital guides that celebrate Paddington's strongest assets – including industrial heritage, the waterspace and public art – and offer guided walks to BID members' staff, customers, guests and clients.

- We will also promote neighbouring centres for discovery walks, to better connect employees with surrounding areas and hidden gems, including for example a Church Street Antiques walk, an introduction to local pubs and a Connaught Village boutique retailing trail.
- The BID will promote Paddington's eating out and socialising offer for our members, their clients, guests and visitors. This will help local employees, residents and visitors discover and experience Paddington's restaurants, bars, pubs and cafes - promoting the area as a leisure destination.



- We will build on our popular community walks introduced for staff at St Mary's Hospital, where NHS staff visit local community partners and charities to better understand the issues faced by the local community, and roll these out for CSR and ESG leads at our member companies. These will celebrate and champion the work of partner organisations in addressing local need.
- The BID will continue to raise the profile of Paddington and position the district as one of London's best connected and fastest growing commercial hubs.





# Represent

Everyone who invests, works and lives in Paddington has a clear stake in its future. The statutory designation that a BID area creates will enable Paddington’s business community to form a cohesive, recognised voice.

The Partnership has long represented the interests of Paddington, making representations on everything from planning policy and licensing through to transport, policing and crime.

As a formal vehicle representing business interests, the Grand Union BID can continue to deliver for London’s fastest-growing business community, securing ringfenced funding that will be re-invested in Paddington.

We seek to promote an appealing business environment across Paddington that fosters long-term sustainable economic growth and the improved wellbeing of employees, ensuring that the needs of businesses are heard.

## Advocating for Paddington

- The BID will ensure that businesses are formally represented in statutory consultations, gathering input from members to shape responses, and lobbying on issues of common concern.
- This unified approach will strengthen the business community’s influence in decision-making processes, ensuring that the needs and concerns of businesses are effectively communicated and addressed.
- Our knowledgeable team means that we can provide our members with the latest insights and intelligence, through our national and regional networks, on issues important to the business community like sustainability - providing the tools for members to grow and flourish in Paddington.
- We will represent our BID members on panels and groups making decisions affecting local businesses, for example on policing, public realm programmes, local highway and transport infrastructure, and planning policy.
- The BID will proactively advocate and respond to consultations, joining up with our neighbouring BIDs in Westminster and central London, to add weight to these arguments where appropriate, ensuring decision makers understand our BID members’ views and concerns.







- The team's strong links enable the BID to speak up for Paddington's businesses with Westminster Council, the Mayor of London, TfL, the Metropolitan Police and national government.

## Working in Partnership

- The BID will work with a range of statutory agencies within the BID area, whose activities and assets are central to our ambition, to enhance the working environment at Paddington.
- These include Network Rail, The Canal & River Trust and Imperial College Healthcare NHS Trust.
- Our experienced staff work closely with Westminster Council's Responsible Business team and the North Paddington programme, regularly contributing to community events and workshops, meet-the-charity events and volunteer networks. The BID will continue to promote these initiatives and platforms to our members, to complement our volunteering and skill-sharing offer.
- We will work with our neighbouring BIDs Marble Arch London and Paddington Now BID on boundary edges and locations of common concern in the district, lobbying for funding and bringing forward joint public realm schemes where appropriate.
- The BID will also partner with our neighbouring BIDs to lobby jointly and amplify our impact, through a single Westminster BIDs public affairs contract and the national BID sector to lobby on business priorities and investment in Paddington.
- The Partnership was one of the founders of the Hyde Park and Paddington Neighbourhood Forum and will continue to work closely with local resident societies to create Paddington's first Neighbourhood Plan.
- The BID will participate in economic investment schemes promoted by the City Council and the Mayor of London that seek to grow Paddington's workforce and commercial success.
- The Partnership was one of the founding members of Paddington Life Sciences Partners, launched by Imperial College Healthcare NHS Trust in 2023. The Grand Union BID will continue to be represented on social value, inward investment and strategic life sciences themes.



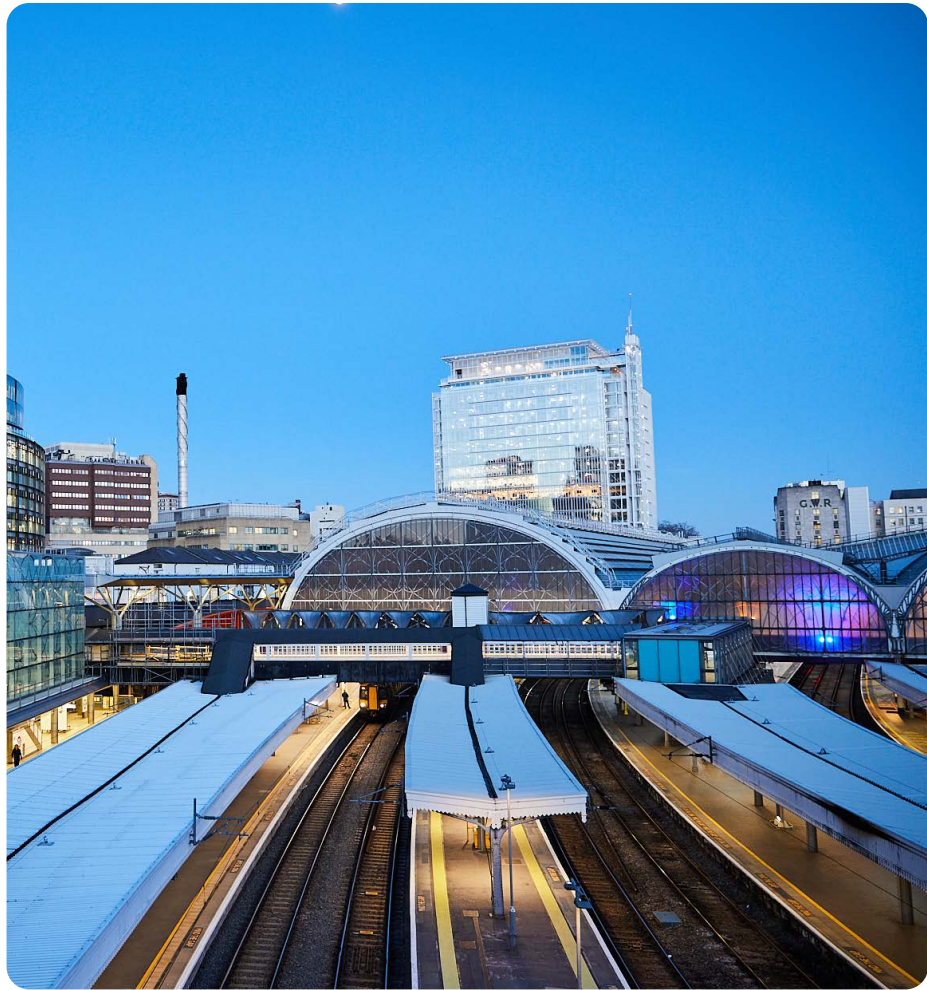


‘Grand Union BID unites and advocates for Paddington’s businesses, driving growth, influence and collaboration.’



# The BID Levy and Budget

The term of the BID will be for a period of four years and ten months, commencing five working days from the declaration of the ballot result by Westminster City Council. The start date will be 13 June 2025, subject to a successful ballot. The BID will continue until businesses are asked to vote again on a new proposal in Q1 2030.



Grand Union BID will raise approximately £560,000 in the first year, through a mandatory levy on businesses with a rateable value of £126,000 and above based on a BID multiplier of 1.200% (and 0.600% for hotels occupying properties with codes CH, CH1, CH2 and CX) based on the current rating list.

BID levy income will be supplemented by voluntary property owner contributions, taking the annual budget to approximately £660,000 in the first year.

With new developments in the pipeline and new commercial occupiers taking up space, we expect to see BID levy income increase over the course of the term, with a total income and expenditure in the area of more than £4.5 million over the BID’s first term, which will be invested to achieve the BID’s ambitions set out above.

The table shows the anticipated budget for the whole of the BID term. The budget is presented as a standalone five-year plan, to demonstrate that the BID is capable of being a self-contained proposition. In reality, reserves from The Paddington Partnership will be carried forward into the BID’s overall budget.

## Forecast Income and Expenditure, 2025 to 2030

	2025/26 (part year) £	2026/27 £	2027/28 £	2028/29 £	2029/30 £	Totals £
Income						
BID Levy*	560,000	700,000	720,000	740,000	760,000	3,480,000
Voluntary Contributions	100,000	100,000	100,000	100,000	100,000	500,000
Shared services**	113,000	137,000	141,000	146,000	151,000	688,000
Total Income	773,000	937,000	961,000	986,000	1,011,000	4,668,000
Expenditure						
Regenerate	88,200	97,800	99,000	100,000	101,500	486,500
Connect	182,500	254,000	297,000	310,000	319,000	1,362,500
Engage	152,500	200,000	205,000	209,000	213,000	979,500
Represent	72,000	93,000	96,000	99,000	102,000	462,000
BID Running Costs	161,000	215,000	225,000	235,500	246,000	1,082,500
Contingency/Renewal	15,000	15,000	15,000	15,000	40,000	100,000
Depreciation	11,000	15,000	6,000	6,000	6,000	44,000
Total Expenditure	682,200	889,800	943,000	974,500	1,027,500	4,517,000
Surplus/(Deficit)	90,800	47,200	18,000	21,500	(16,500)	
Brought Forward	-					
Closing Reserves	90,800	138,000	156,000	177,500	161,000	

\* A collection rate of 98% is assumed.  
\*\* Shared services include office space and staffing, with Marble Arch BID.



# The BID Levy Rules in Detail

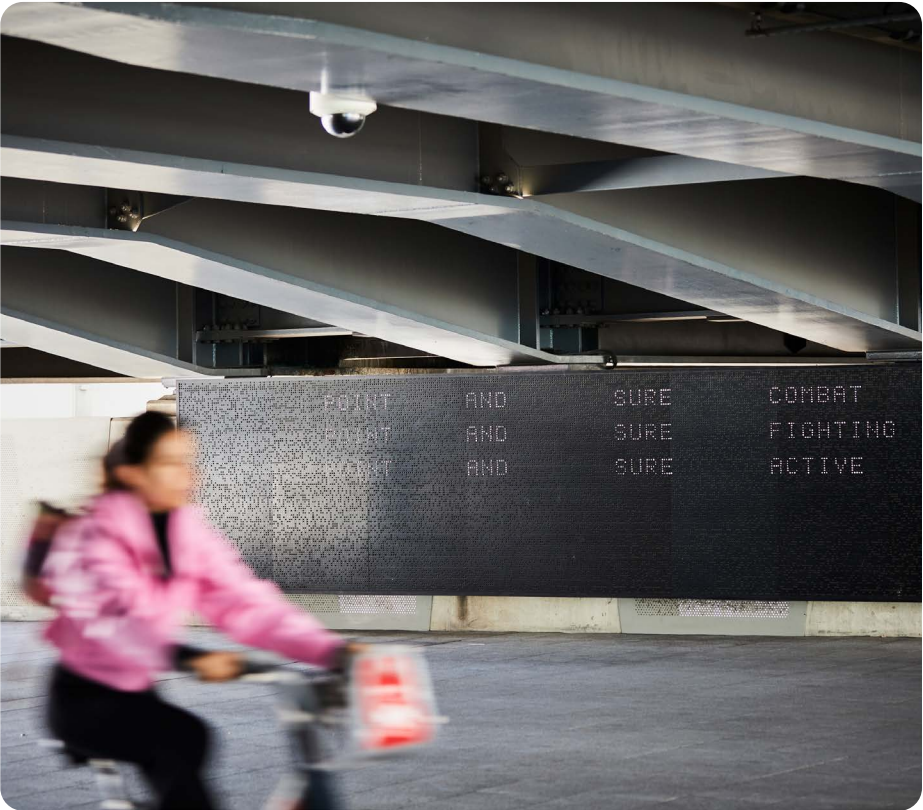
The following arrangements for the BID levy are proposed for the Grand Union BID:

- 1. The term of the BID will be for a period of four years and ten months from 13 June 2025 to 31 March 2030.
- 2. The BID levy will be applied to all hereditaments with a rateable value of £126,000 or more. Included will be Offices (CO, COC, COO, COS, COW), Hotels (CH, CH1, CH2, CX), Warehouses (CW and CS10) and Builders’ Merchants and Premises (IX). The detailed list can be found in the Operating Agreement between the BID and Westminster Council.
- 3. The BID levy will be a fixed rate of 1.200% of the rateable value for all liable properties except except those hotels in VOA codes CH, CH1, CH2 and CX where the levy rate applied will be 0.600% in effect on the current rating list.
- 4. The BID levy will assume a growth rate for inflation of 3% applied on 1 April each year, with the BID Board being able to set a lower level.
- 5. Properties that come into the rating list during the BID term will be subject to the BID levy from the earliest effective date that the property is brought into the rating list and the rateable value effective at that time.

- 6. Where a ratepayer receives mandatory charitable relief from business rates, 80% relief from the BID levy will be allowed.
- 7. Where the rateable value for a hereditament (rateable business unit) changes, the BID levy due will be recalculated on the amended RV from the effective date of the RV change, or 1st April, whichever is the later. This will be known as the closed year rule.
- 8. A small number of businesses within the BID area have exceptionally high rateable values, far in excess of the majority of businesses in the BID area. To ensure they receive a proportionate benefit from the BID, a levy payer will not be charged more than £35,000 per hereditament in year one of the BID’s term, plus indexation for future years.
- 9. Where businesses share a common brand or belong to the same commercial group\* as other levy payers in the Grand Union BID area, and occupy multiple hereditaments, together they will not be charged more than £35,000 in year one of the BID’s term, plus indexation in future years.
- 10. The BID levy rules cannot be altered during the lifetime of the BID without a full Alteration Ballot.

- 11. BID levy is payable on empty properties, excluding listed buildings, via the property owner, with no void period or any empty allowance.
- 12. There will be no VAT charged on the BID levy.

\*The BID’s Board will determine whether ratepayers are deemed part of the same commercial group and will notify the Council in writing.





## Governance

The BID will be business-led, providing the opportunity for local businesses to invest, and have a direct say, in the BID's objectives and activities. The BID Company is not for profit and limited by guarantee. The Paddington Partnership is the legal entity for the BID. The BID Company's members will include:

- All those businesses paying the BID levy;
- Voluntary contributors to the BID, including property owners.

The BID framework is democratic, allowing businesses to contribute to and benefit from its initiatives. BID member businesses will be able to shape the work of the BID, its priorities and oversee the proposed Community Fund through a new Occupier Board drawn from all buildings and estates in Paddington.

There will be a property owner and an occupier Board, each leading on specific areas within the BID's remit. Both Boards will meet at least three times a year and Board members will be shown on the BID's website.

## Financial and Procurement Procedures

The Partnership's existing financial protocols are grounded in good governance and probity. We retain a Chief Financial Officer and accountant, whose services we share with Marble Arch BID, with whom we also share offices.

Payment systems require two levels of authorisation, both online and by cheque, to prevent fraud. The accountant reconciles the Partnership's bank account with online banking and cheque payments.

When appointing suppliers and entering into contracts a minimum of two prices are obtained. Contracts are competitively tendered against a detailed specification, and suppliers only appointed if they meet contractual standards, particularly in respect of employment protocols such as the payment of London Living Wage to staff.

The staff team have received money laundering training and anti-bribery and whistleblowing policies are included in our Employee Handbook. A Hospitality Register ensures that staff record all invitations and gifts from suppliers, businesses and Board members. No gifts or invitations from suppliers or potential suppliers are accepted during a competitive tender process.

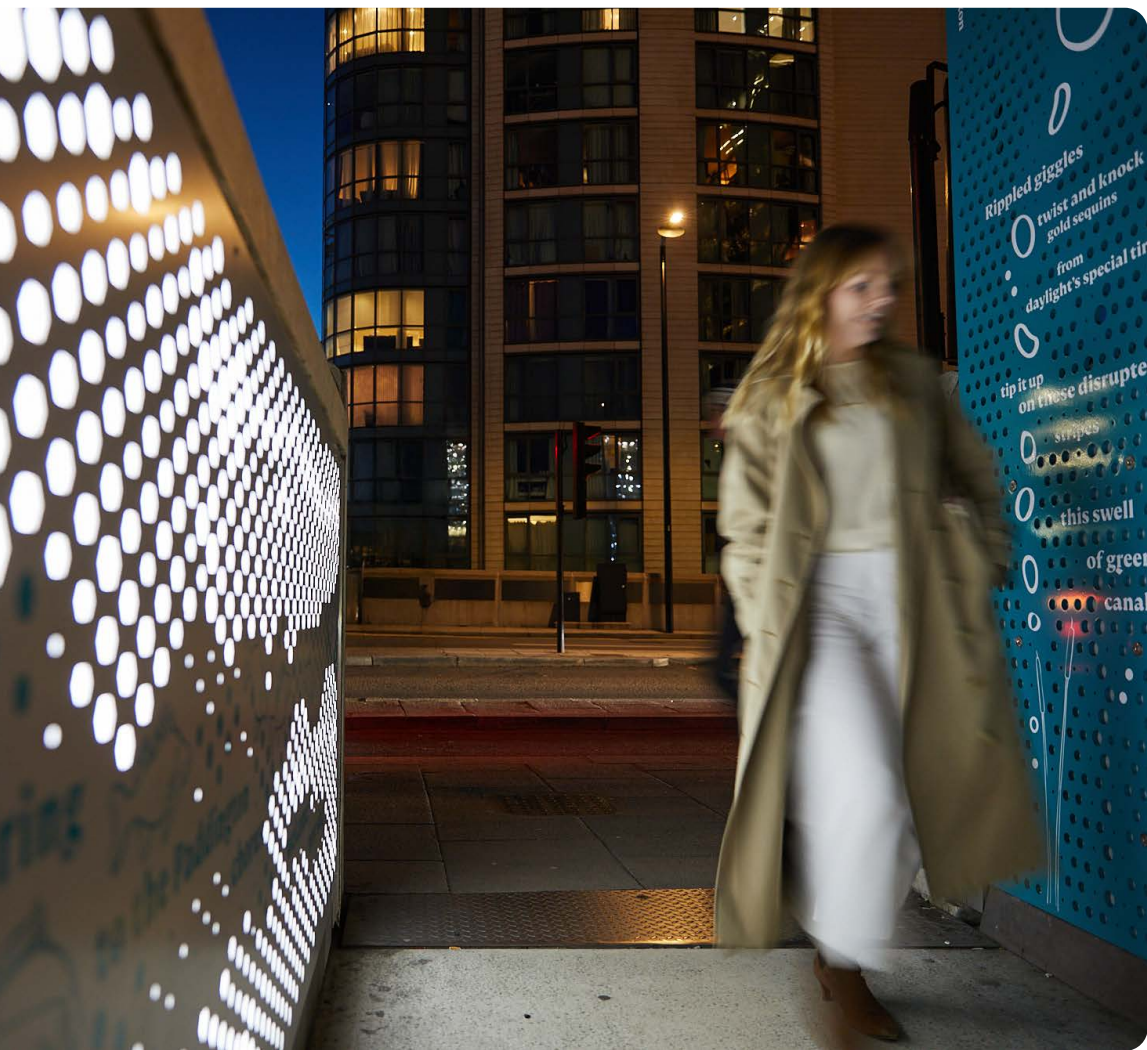




Externally audited accounts are produced each year and approved by the Board of Directors. Our auditors produce a management letter each year with the audited accounts.

### Representative and Responsive

Grand Union BID will work closely with neighbouring BIDs Marble Arch London (to the east) and PaddingtonNow (to the south) to combine efforts on shared priorities. There is already an informal association of Westminster’s BIDs, and Grand Union BID will join these to ensure that business concerns can be amplified at a London-wide and national level.



- The BID proposal has been developed in collaboration with businesses and is firmly grounded in the business community. The proposals benefit all businesses, while bringing advantages for the wider community.
- The BID will invest the BID levy in the local area by delivering projects and services against an agreed business plan, the BID proposal.
- Consultation with businesses and local stakeholders has ensured that the BID’s operations will continue to be locally focused.
- Feedback from businesses shaped projects and services in the BID proposal, which evolved over time following detailed conversations and meetings with businesses and their staff.
- Monitoring of targets, projects and services will be undertaken throughout the BID’s first term, with regular reporting of outcomes and achievements to BID levy payers and stakeholders through newsletters, the BID’s website and the annual report and billing accompaniment.
- New businesses entering the BID and becoming liable for the BID levy will be welcomed and onboarded as soon as notification is received from the local authority.

### Delivering Good Governance

- The legal entity is The Paddington Partnership Limited and is not for profit.
- An Operating Agreement between the BID and Westminster City Council will detail the contractual relationship in respect of levy collection and BID management. Regular meetings are held between the BID and the City Council to review the fulfilment of the Operating Agreement.
- Similarly, a Baseline Agreement will set out the related services to be delivered by Westminster City Council over the course of the BID’s term.
- The BID’s operations will be overseen by a property owner and an occupier Board drawn from the various businesses across Paddington. There is a clear distinction between the role of the Board and staff in relation to overseeing vision and delivery, with systems for handling conflicts of interest.
- Time-limited themed sub groups will help guide BID services, working alongside the Boards.
- The BID is managed professionally by a staff team, with defined roles and job descriptions. Staff have professional qualifications, with contracts of employment in place, regular appraisal and training needs reviewed.

- A Staff Handbook underpins the values and framework under which staff operate, which is refreshed regularly to remain in line with employment law.
- New staff are recruited using best practice, with roles externally advertised. All new staff are fully inducted and subject to a six months probationary period.

### Exhibiting Probity

- The BID will fulfil its responsibility to manage finances effectively and prudently.
- An annual budget setting process will take place for each year of the BID’s term, which has its basis as the agreed business plan/BID proposal on which businesses voted. Changes to expenditure plans, following changes in local conditions, will be approved by the Board.
- Additional income and voluntary contributions over and above BID levy income will be clearly identified in the BID’s budget.
- Robust day to day financial procedures and accounting practices are already in place, with all expenditure assigned to projects and tracked regularly at Board meetings.



- Full externally audited accounts will be produced each year and placed on the BID's website for businesses to view and download. The Partnership is already VAT registered.
- Thorough procurement processes are already in place for the appointment of suppliers, proportionate to the value of the contract, underpinned by contracts. This will ensure best value for BID levy payers.
- Cover is already in place for employer, Directors and public liability insurance, professional indemnity, cyber and contents insurance. Staff who deliver volunteering programmes and have contact with schools and charities are all subject to DBS (Disclosure and Barring Service) clearance.
- The Partnership is already registered with the Information Commissioner as a data processor and our privacy policy is kept up to date and displayed on our website.

## Transparency and Accountability

- There will be a continual two-way exchange with BID levy payers, our stakeholders and the wider community.
- The BID will communicate with levy payers through monthly newsletters, regular one to one contact, on individual projects and through themed sub groups.
- BID levy payers will be able to request copies of Board minutes.
- An annually agreed business plan identifying spend and income will be sent to all BID levy payers and will be loaded onto the BID's website to view and download.
- Alongside this, other strategic policy documents available to view and download from the BID's website will include a map of the BID area, ballot result and full BID proposal.
- Board members' names and the companies they represent will be shown on the BID's website, alongside the names of BID team members.

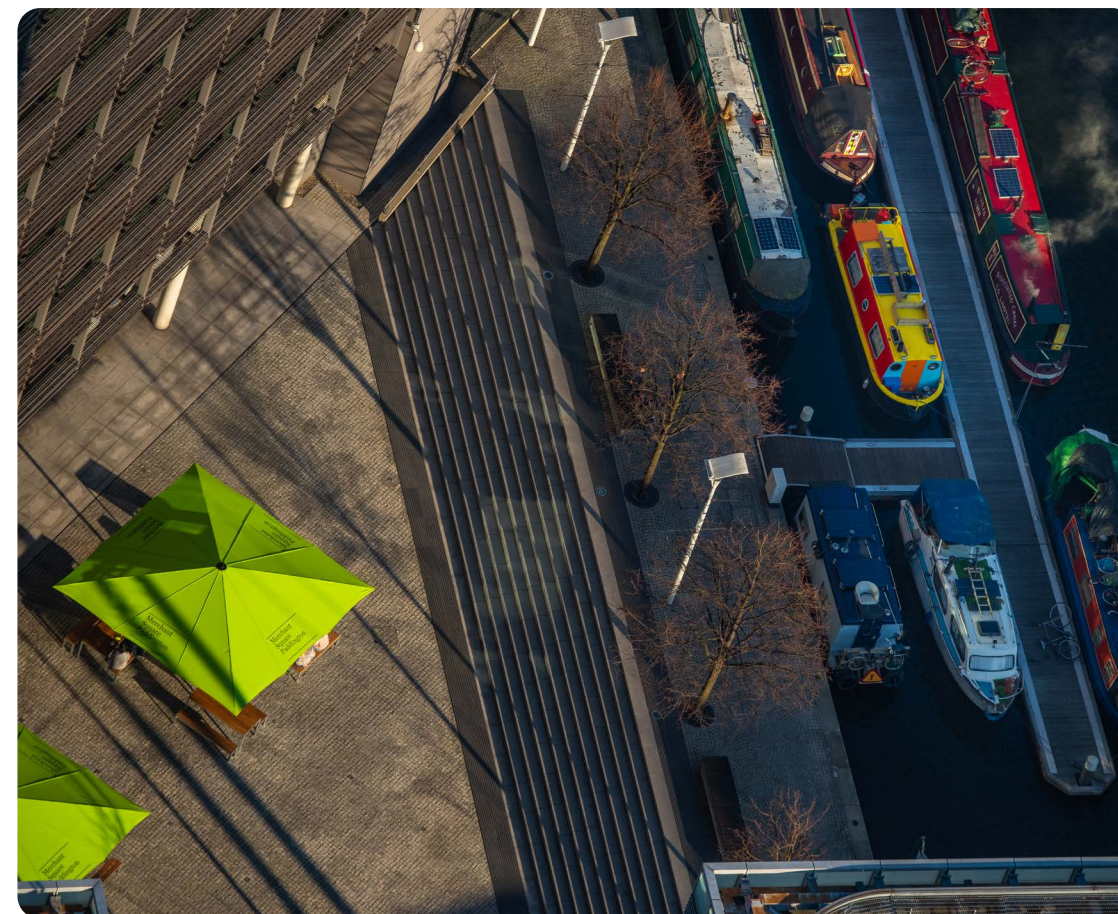




‘Grand Union BID offers strong, transparent governance, enabling businesses to lead and create lasting impact.’







## The BID Ballot

The ballot to create the Grand Union BID will be held in line with The Business Improvement Districts (England) Regulations 2004 by Civica, on behalf of Westminster City Council – the ballot holder.

Civica will carry out a pre-ballot canvass of all properties eligible to vote in the ballot between 25 March and 8 April 2025. This exercise is to determine as many named voters as possible, so that ballot papers can reach the right person at every BID member organisation and reduces the risk of ballot papers becoming lost and having to be replaced.

The formal Notice of Ballot to BID voters, and the Secretary of State for Communities and Local Government, will be issued by post on Tuesday 22 April 2025. This will be sent to the named voter nominated in the above exercise. Where no named voter was identified, the Notice of Ballot will be addressed to The Business Ratepayer. This also provides one last opportunity to designate a named voter if this has not already been done.

After the Notice of Ballot, on 22 April, no new voters will be included in the BID ballot.

Ballot papers will be issued by post to the named voter at the nominated address on Tuesday 6 May 2025. Businesses will have until 5 pm on Thursday 5 June to return completed ballot papers.

The result of the ballot will be declared by City of Westminster's Returning Officer on Friday 6 June.

If a majority of businesses (by both number and rateable value) vote in the ballot to support the BID's formation, then the BID will formally start on 13 June 2025.





## Get in Touch



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