



**GRAND
UNION**
PADDINGTON

Statement of Income and Expenditure 2026 – 2027
Report of Activities 2025 – 2026

Foreword

The first year, from June 2025 to March 2026, saw Grand Union BID hit the ground running, focusing on a series of demonstration projects that promoted high levels of participation, while scaling up and building capacity in the team.

Our landlords group welcomed incoming Chairman Arthur de Parcevaux from Tishman Speyer and we said goodbye to Tim Haddon from British Land, who led The Paddington Partnership for the past four years through to the formation of Grand Union BID in June 2025. Our Advisory Committee overseeing BID activities met for the first time during the BID ballot in May 2025, and then again in September 2025 and January 2026. We are grateful to Andy Gregory from Vertex for stepping up as the BID's Chairman during these important initial years.

Long-term, strategic social value programmes have begun to emerge, with BID members shaping priorities around employability and careers, literacy, digital inclusion and sustainability.

Paddington continues to change. As one of London's Opportunity Areas, development continues apace. Helical and Places for London's canalside office scheme started on site next to Paddington station and a planning application was submitted for the Fleming Centre, to deliver the world's first centre for anti-microbial research and development. Public realm and active travel proposals have contributed to placemaking and regeneration ambitions, making Paddington more accessible, safe and enjoyable.

We are grateful for the resounding support and engagement of Paddington's businesses in the BID's first year. In a strong vote of confidence, we have seen an increasing number of companies participate in BID activities and place their trust in us to deliver. Over 1,450 colleagues from 50 companies have joined us in wellbeing networks, events and social value activities since the BID went live.

Grand Union BID will raise approximately £720,000 in 2026/27 through a levy on businesses, mainly offices and hotels, with a rateable value of £126,000 and above. This will be supplemented by contributions from landlords totally over £100,000, bringing the total income to approximately £820,000.

This statement sets out how the BID intends to spend this income, and how we will work with partner agencies and our BID members to deliver the aspirations contained within the BID proposal.

Kay Buxton
Chief Executive

Emily Parkes
Head of Social Value

Our First Year in Numbers



Over **1,450** colleagues from **50** companies have joined us in wellbeing networks, events and social value activities since the BID went live



Tackled **35** practical projects to transform community spaces



Hosted four multi-company events, with **269** participants representing **25** BID members



Delivered careers advice to **325** local residents and pupils



Enabled **1,378** Paddington employees to volunteer through team challenges and skill sharing



Supported **30** community groups and schools through volunteering events



Responses made on **11** development, active travel and public realm proposals



Reached **4,589** individual beneficiaries through our community projects



Facilitated **4,716** hours of volunteering



Gifts bought and wrapped for **650** children in our Christmas appeal



Travelled **64.5km** on the canal by GoBoat and paddleboard removing litter



Re-distributed **1,435** unwanted items to new homes in the community

Regeneration and Activation

Report of Activities 2025 – 2026

Placemaking Activities

Helical and Places for London commenced development of the new 19-storey office building at Paddington station's canalside exit in the summer. The scheme comprises 15 floors of office accommodation and ground floor retail totalling 235,000 sq ft, along with a new, permanent direct staircase and lift from the towpath level to Bishop's Bridge Road. The BID assisted Helical with plans for pedestrian diversions and ensured that our members in and around the scheme were given advance notice of pedestrian access changes.

As one of the founding members of Paddington Life Sciences we jointly published Paddington's Prospectus for Investment in September 2025, setting out the advantages of choosing Paddington: access to world-class clinicians, scientists and researchers meets state-of-the-art data, a world-leading university and unrivalled transport connections.

The Fleming Initiative, chaired by Professor the Lord Darzi, brings together Imperial College Healthcare and Imperial College London to tackle the increasingly urgent, global threat of antimicrobial resistance. At the core of its aims is an ambition to open a ground-breaking Fleming Centre in Paddington on the 100th anniversary of the discovery of penicillin by Sir Alexander Fleming at St Mary's in September 1928. Centred on the site of the The Bays Buildings on the canal, architects for the Fleming Centre, Stanton Williams, were appointed following a competition early in 2025.



Helical's scheme at Paddington station's canalside exit.



The proposed Fleming Centre.

Multiple rounds of public consultation were supported by the BID throughout the year, leading to the submission of a planning application at the end of 2025.

The BID also responded to several placemaking and public realm proposals promoted by Westminster Council. Tanner Lane, which is set to reopen in 2026, provides a vital pedestrian connection from Paddington station and Paddington Square to the canalside and has been closed to both pedestrians and vehicles since 2022 for works to strengthen the upper platforms above the station.

Similarly, we made input to a new Place Strategy for Praed Street in summer 2025 and have helped shape public art proposals to animate the front door to Paddington and improve connections to Paddington Basin.

Detailed options for Stone Wharf and the canal bridges approaching Little Venice were the subject of ongoing consultation by the Council throughout 2025. The BID has participated in surveys and workshops to help generate the content for three tiled murals on bridge parapets, focusing on history, nature, wildlife and everyday life on the canal.

Active Travel and Sustainable Transport

The BID submitted several responses supporting proposals for cycling schemes in its first year, including on Bishop's Bridge Road, Westbourne Terrace, Warwick Avenue, Sussex Gardens and Bayswater Road.

We also submitted detailed feedback on Westminster Council's draft sustainable transport strategy and are represented on the Council's Sustainable City Charter Steering Group. The BID sought additional weight on the role of Westminster's Opportunity Areas as drivers of growth and vital employment centres where safe commuting routes are vital. The BID contributed to a wide call-out for ideas to shape the Council's next City Plan in December 2025.

Connecting Colleagues through Social Activities

Members told us that they wanted the BID to prioritise events that brought different companies together, with an element of competitive socialising, but remaining accessible.

In the summer of 2025, with the arrival of Paddleboarding London, the BID offered free 'taster' SUP socials in July and August, for members to try out the new service and get onto the water. Over 20 people from four companies joined us to try out the service.

Our first ever charity Pancake Race took place at Paddington Central in February 2026, with 80 competitors from 20 BID member teams racing to win the Paddington Pancake Cup. The race was free to enter, in lieu of donations made to support North Paddington Foodbank.



Competitors in Paddington's first charity pancake race.



Free stand-up paddleboarding taster sessions were offered to BID members.

Our Plans for 2026 – 2027

- Our events programme will continue, building on the successful trials in 2025-26. We will once again offer SUP socials for our BID members and bring back the popular Paddington Pancake Race. We will also introduce local pub quizzes for member companies.
- Themed discovery walks will be launched in 2026-27, linked to key dates and Paddington's rich heritage. These will be free to attend for BID members and allow colleagues to get away from their desks at lunchtime.
- Anticipating the arrival of Padel Social Club at Paddington Central and subject to planning, the BID will sponsor a corporate padel league.
- We will continue to promote and champion active travel and public realm improvements, including safe walking and cycling routes, including efforts to improve conditions for pedestrians and cyclists on Bishop's Bridge.
- With new schemes on site and Tanner Lane re-opening we will commission a gateways review, exploring opportunities to improve Paddington's arrival points and wayfinding.
- 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, 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.



- As 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 alongside our life science BID members.
- The BID will continue to work closely with local resident societies and neighbouring BIDs to create Paddington's first Neighbourhood Plan.



Paddington is fast-becoming a hub for life sciences.

Volunteering and Social Value Report of Activities 2025 – 2026

Team Challenges

We are thrilled that 1,378 employees representing 41 BID members have joined us to participate in volunteering activity – 17 of these companies being new to working with us.

Central to the Community Team's delivery is our work facilitating team challenges. Between June 2025 and the end of January 2026, we ran 105 separate events for individual teams, enabling 1,109 colleagues to volunteer. Nearly half of these activities were practical projects, enhancing vital community spaces and giving colleagues the satisfaction of quickly seeing the impact of their time and energy.



Volunteers work as a team to protect fence posts with a coat of varnish.

Given the canal's location on the doorstep of our members, it is unsurprising that litter picking the waterway is one of our most popular activities, with all the wellbeing benefits time in the fresh air brings. Between June and the end of the GoBoat season in October, 221 colleagues covered 64.5km of canal, removing pollution and plastic waste.

Capitalising on members' commitment to environmental projects and enjoyment of the water, we partnered with Paddleboarding London in September 2025 to organise three pick and paddle sessions. The majority of participants - from eight BID members and supporters - were new to paddleboarding and, staying low on their boards, were able to access the hard to reach microplastics sometimes missed by the GoBoat cleans and Estate Teams.



Volunteers successfully multi-tasked, litter picking whilst learning how to paddle.

Health and Life Sciences

Our collaborative approach can also be seen in our close partnership with colleagues at Imperial College Healthcare NHS Trust to lead a series of regular community walks. This ongoing programme takes hospital staff into the Church Street community to see where health happens and to learn about the work charities and schools are undertaking to address health inequalities. Four walks took place in June, July, September and October 2025, attended by 30 health professionals.

In response to findings from the Paddington Life Sciences Skills Mapping Report (2024), we also worked with Imperial College Healthcare NHS Trust on events for London Life Sciences Week in November 2025. We hosted an industry specific careers fair for 100, 15 – 18 year olds and supported Optum, Microsoft and Convatec to deliver interactive life science workshops to 80 Year 10 students at King Solomon Academy. We also organised for Year 4 pupils from St Mary Magdalene and St Stephen's Primary School to visit the Vertex Learning Lab in Didcot, a purpose-built facility specifically designed to increase participation from students from under represented backgrounds in STEAM subjects.

Strategic Programmes

Collectively our BID members have so many skills and resources and we are committed to designing strategic programmes that champion and utilise this pool of talent to reduce local inequalities.

Novotel Paddington hosted a care leaver for 12 weeks as part of a pilot micro work experience programme; enabling the young person to acquire skills in different departments without the commitment and expectation demanded by traditional placements.



Staff from St Mary's regularly visit local communities to see health inequalities first hand.



Hands-on science at the Vertex Learning Lab.

BID members have strengthened employability skills of 21 residents and 90 Year 11 students by participating in unique careers-focused events. These included reverse mock interviews for job seekers being supported by Westminster City Council's employability team and workshops delivered by Vodafone's Black Professional Network to members of Paddington Development Trust's SWEET Programme, supporting women from black and ethnic minority backgrounds.

In January 2026, eight colleagues from six companies attended the inaugural meeting of a cross-company group to tackle digital exclusion in Westminster. Attendees shared their data and digital expertise and have committed to supporting monthly programmes of activity which directly address local need in our schools, care homes and community centres.

Multi-Company Volunteering Events

Creating greater opportunities for regular larger-scale volunteering opportunities that enable BID members to join forces and have considerable impact was an ambition of the BID from the outset. In addition to the Pick and Paddle, three further multi-company events have taken place since June. Following a devastating fire, 59 volunteers, representing 10 BID members, spent the day at QEII Jubilee Special School in August. The teams tackled a range of practical tasks in and outside the school, including replacing all display board materials to bring them in line with London Fire Brigade safety recommendations.

Over 60 colleagues transformed Essendine Primary School into a winter wonderland for Christmas, complete with classroom door wreaths, school production backdrops and an inclusive and accessible winter grotto. Our Christmas gift campaign saw us collect and wrap over 650 gifts for disadvantaged Westminster children, which were distributed via Westminster City Council's Health Navigator Team to local families.



Colleagues fit fire retardant hessian to school display boards at QEII Jubilee Special School.



Creating stunning backdrops for the school production of A Christmas Carol at Essendine Primary School.

Our Plans for 2026 – 2027

- The Department for Education and The National Literacy Trust have launched The National Year of Reading in 2026 – a UK-wide campaign to encourage enjoyment of reading. In support of this, we will be hosting a week of book-based volunteering activities with school partners in early March, coinciding with World Book Day. It is our intention that these one-off taster events will encourage and inspire participants into regular reading programmes at our Paddington primary schools over the course of the year.
- We will be hosting events for Earth Day in April, once again working closely with GoBoat London and Paddleboarding London. To ensure our events are accessible and appealing to all, we will also run land-based litter picks in the Church Street community.
- The BID will continue to prioritise its strategic programmes, with a particular focus on activities that support employability (including mock interviews, micro work experience placements, mentoring and careers workshops) and reduce digital isolation. This will include focusing our volunteering opportunities for Silver Sunday in October on accessing and using technology for our local older residents.
- A multi-company event will be held in the summer, bringing together colleagues from across our BID membership. The format and nature of this activity will be determined closer to the time, in order to ensure we respond to the greatest community need and member interest.
- Working collaboratively with Imperial College Healthcare NHS Trust and members of Paddington Life Sciences, we will deliver industry specific events for school partners during London Life Sciences Week.

- Building on the positive response to our 2025 Christmas gift appeal, we will be looking to scale up our campaign this year – collecting a greater number of gifts and reaching more beneficiaries.
- We will launch our micro-grants programme - using funds allocated from our BID levy and voluntary contributions - to provide financial assistance to the charities, schools and community groups that surround us.



Students participate in one-to-one mock interviews at Marylebone Boys' School.



Volunteers wrapping over 600 donated gifts at Christmas.

Networks and Wellbeing Report of Activities 2025 – 2026

ESG Network

Networks and Wellbeing is a new pillar of work for the BID and time has been spent speaking to members to understand priorities and areas of interest. Thank you to everyone who has contributed.

In conversations with ESG leads we learned that many don't get regular opportunities to visit local projects given the breadth of their remit and they were keen to understand more about challenges being faced in Westminster. In response, our ESG Network series launched in October. Representatives from five BID members visited The Exchange at Ernest Harris House, home to North Paddington Foodbank.

That visit has been followed by a corporate financial donation and a team from The Premier League volunteering to prepare and cook a community lunch in January.



Volunteers at North Paddington Food Bank.

Colleague Wellbeing Series

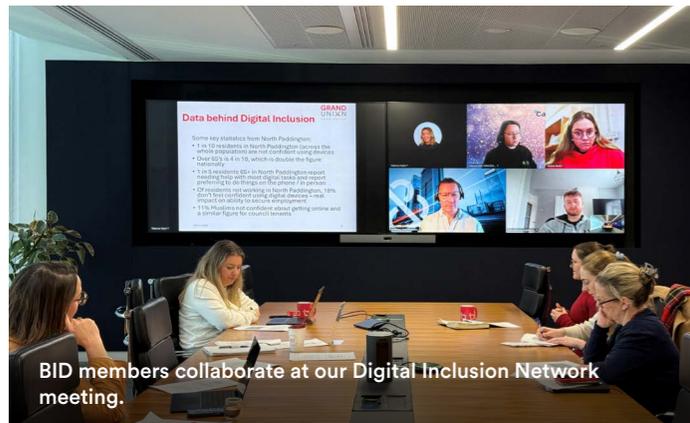
Members also identified a role for the BID in fostering employee wellbeing – enhancing the fantastic work already delivered in-house via your employee resource groups and active networks. There was agreement that an initial focus should be on issues related to bereavement. In February 2026 we facilitated an event dedicated to discussing bereavement and its impact within the workplace. Panel members were drawn from our membership and the local Paddington community. We were delighted to be able to offer a safe space to explore this often-taboo topic and glad that colleagues from 16 companies were able to join us.



Panellists at our Bereavement event in February 2026.

Our Plans for 2026 – 2027

- Our ESG Network series will continue, with themed events to spotlight community partners and their vital work scheduled for May and November 2026.
- We will continue to capitalise on our canalside location; offering members opportunities to enjoy the water throughout the spring and summer months that champion wellbeing, promote physical activity and celebrate this unique environment and its history.
- Feedback from members indicates a desire for future wellbeing sessions focused on family change, managing stress and 'switching off'. Events will be held in the summer and October, the latter to coincide with World Mental Health Day.
- We will support our Digital Inclusion Network in the roll-out of their first annual programme of activity to reduce digital exclusion in Westminster.



BID members collaborate at our Digital Inclusion Network meeting.



Capitalising on our canalside location in Paddington.

Anticipated Income and Proposed Expenditure 2026 – 2027 Forecast Income and Expenditure 2025 – 2026

The BID's Advisory Committee voted in January 2026 to offset BID levy increases arising from the 2026 Revaluation by reducing the BID multipliers to 1.060% and 0.400% respectively. This decision was taken to ensure that members were not facing increases in BID levy bills over and above levels cited during the BID's development phase.

The BID levy cap of £35,000 per company remains unchanged.

	2025/26 (part year) £	2026/27 £
Income		
BID Levy *	**560,000	***720,000
Voluntary Contributions	100,000	100,000
Shared Services ****	101,000	121,000
Total Income	761,000	941,000
Expenditure		
BID Running Costs	147,000	189,000
Regeneration & Activation	62,000	196,000
Volunteering & Social Value	131,000	213,000
Networks & Wellbeing	79,000	157,000
Governance & Compliance	85,000	104,000
Depreciation	12,000	12,000
Total Expenditure	516,000	871,000
Surplus/(Deficit)	245,000	70,000
Brought Forward	-	245,000
Closing Reserves	245,000	315,000

* Total billable for 2025-26 at 31 January 2026 was £595,000.
** Collected for 2025-26 up to 31 January 2026.

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

GRAND UNION

The Paddington Partnership

Get in Touch

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