



REWORKING THE WORKPLACE

CONNECTING PEOPLE, PURPOSE AND PLACE

RIBA 

NICOLA GILLEN
RICHARD PICKERING





PART I

PEOPLE

The pandemic induced a permanent shift in and a rebalancing of how office-based staff work and perceive work. This is evident in how people prioritise work time and personal time. Expectations have been reframed around the employer/employee covenant and the standard workday has been recalibrated.

CHAPTER



Delivering positive social impact

CREATING INCLUSIVE SOCIETIES AND SUSTAINABLE DEVELOPMENT

The roles of urban planners, architects and workplace professionals will become increasingly focused on how to address the inherent social inequality that exists at work. Work itself has a huge bearing on society and its inhabitants including wealth distribution, social mobility, wellness and mental health. How organisations facilitate relationships within their workforce, the societies that they work in, and the wider social environment is at the heart of creating socially sustainable communities. See case study 4.06 for how the HALO Enterprise and Innovation Centre addresses the quartet of social sustainability issues in an innovative new community.

CASE STUDY 4.06

HALO Net zero and Co-working

LOCATION: KILMARNOCK, SCOTLAND, UK

ARCHITECT: KEPPIE DESIGN

COMPLETION: 2022

With a vision for a dynamic commercial, educational, cultural and leisure quarter where people can 'live, work, learn and play', the HALO Enterprise and Innovation Centre (HEIC) in Kilmarnock provides a sustainable community approach to a mixed-use development, creating 1,500 jobs as well as training opportunities, economic growth, clean energy and 210 smart homes.

It is the first net-zero mixed-use development in Scotland. From autonomous electric vehicles to over 100 rooftop solar panels, the centre is to be fuelled by renewable energy. With almost £1.5 million invested in high-tech, smart energy equipment, there is a solar carport, 12 electric vehicle chargers, 10 zero-emission e-bikes and chargers, an electric bus, and a world-class battery storage unit. The use of sustainable modes of transport will be encouraged and reinforced by proximity to Kilmarnock train station and town centre.

Some 14 years in the making, driven by founder and executive chair Dr Marie Macklin, the HALO Kilmarnock is a £65 million brownfield urban-regeneration project on a 9.3-hectare (23-acre) site (formerly the home of Johnnie Walker whisky) designed to maximise collaboration between entrepreneurs and UK PLCs.

The first phase of development, the HALO Enterprise and Innovation Centre (HEIC), is home to a Barclays Eagle Lab supporting start-up and scale-up businesses from across Ayrshire that are building and growing specialised digital and cyber businesses. Platinum partner ScottishPower will use the HEIC for staff training, to host events and to support growing businesses on the HALO trading floor, establishing the HALO at the forefront of the digital 'Fourth Industrial Revolution'.



↑ Figure 4.12: HALO Enterprise Innovation Hub



← Figure 4.13: Aerial plan of HALO including green homes and workplaces for entrepreneurs. Phase two is under way, delivering 210 next-generation green homes for entrepreneurs while they grow their businesses and use HALO's live-work studios, Rock-Cribs. Fuelled by 100% renewable energy and with digital healthcare-monitoring systems, the homes will be constructed with sustainable materials and techniques, and used by ScottishPower as a testbed for smart, sustainably powered homes.