



Notice of Meeting:

Scrutiny Panel 2 - 2023/2024: Economy and Sustainability

Meeting Location:

Committee Room 5 - Perceval House

Date and Time:

Tuesday, 12 March 2024 at 7.00 pm

Contact for Enquiries:

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Telephone: 020 8825 6302

Chief Executive:

Tony Clements

This meeting will be held in public. If you would like attend in person and have any special requirements in order to attend, please email or telephone on at least three clear working days in advance wherever possible.

Committee Membership:

Councillors

S Ahmed, F Conti (Chair), K Dhindsa, Y Johnson, M Midha, K Nagpal, I Nijhar, C Summers (Vice-Chair) and A Zissimos

Co-optees

S Ajayi and G Barwick.

AGENDA

1 Apologies for Absence and Substitutions

To note any apologies for absence and substitutions.

2 Urgent Matters

To consider any urgent matters that the Chair has agreed should be considered at the meeting.

3 Matters to be Considered in Private

To determine whether items contain information that is exempt from disclosure by virtue of Part 1 of Schedule 12A of the Local Government Act 1972.

4 Declarations of Interest

To note any declarations of interest made by Members.

5 Minutes

(Pages 3 - 10)

To approve as a correct record the minutes of the last meeting held on 5 December 2023.

6 Economy and Sustainability

(Pages 11 - 74)

7 Panel recommendations

(Pages 75 - 80)

Published: 4 March 2024

Minutes of the meeting of the Scrutiny Panel 2 - 2023/2024: Economy and Sustainability

Date: Tuesday, 5 December 2023

Venue: Committee Room 5 - Perceval House

Attendees (in person):

F Conti (Chair) S Ahmed, K Dhindsa, Y Johnson, M Midha, K Nagpal, I Nijhar, C Summers (Vice Chair) and A Zissimos

Attendees (virtual):

S Ajayi and G Barwick

1 Apologies for Absence and Substitutions

There were none.

2 Urgent Matters

There were none.

3 Matters to be Considered in Private

There were none.

4 Declarations of Interest

There were none.

5 Minutes

Resolved: That the panel agree the minutes of 18th October 2023 as a true and accurate record.

6 Panel Operations in 2023/2024

The Panel discussed the work programme and the chair informed the panel that they would liaise with the scrutiny review officer outside of the meeting to organise relevant site visits for the next meeting.

Resolved: That the panel note the Work Programme

7 Economy and Sustainability - Climate Action Progress

Presentations from officers

Peter George, Strategic Director Economy and Sustainability, invited Alison Parry, Interim Climate and Sustainability Manager, to present the report that could be found on pages 15-36 in the public agenda pack. Peter George stated that since he became the strategic director in his post, climate had become an elevated priority within the council. He notified the panel that there was a climate leadership board from across the council organisation that convened to achieve goals on the climate across the borough.

Alison Parry presented the report, key points included that:

- Climate change was something that had deteriorated and would continue to, largely, as a result of greenhouse gasses, in particular carbon emissions.
- Ealing would be subject to more extreme weather conditions, such as forest fires, droughts, and heatwaves.
- The main policy goals were mitigation and adaption, to limit climate change, but also to be able to adapt to inevitable change.
- The council had pledged to become carbon neutral by 2030. And the government had pledged to achieve this goal by 2050.
- There are many forms of emissions, Ealing's primary emissions source, was household consumption, comprising 40% of the borough's emissions.
- The council had different methods of limitation, through direct control of council owned assets, as well as indirect control through incentives, advice, and regulatory bodies, such as planning.
- The council had put a lot of work into resident engagement around climate change, in many forms, such as: council website, newsletters, events, partnerships and others.
- The top methods for reducing household consumption was to install renewable energy devices, switch to green energy tariffs and make homes more energy efficient.
- The council were aware of the cost limiting factors, and work was being done to give advice on cheap energy reduction measures, as well as energy consumption reduction measures that would save residents money.
- There were financial tools from central government to assist in reducing carbon emissions that residents and the council could utilise.

- There were other important areas to reduce the borough's climate impact, such as food waste – residents were being advised to buy locally produced products and to convert home gardens to food production.
- Residents were being asked to use more renewable travel, such as public transport, bikes, and foot. The council had invested in infrastructure to make these methods of transport easier for residents to use.
- The council had begun a programme of door to door campaigning to engage with residents and encourage them to reduce their carbon emissions.

Peter George, reported to the panel of the aims and the successes of the climate leadership board. He noted that the council had updated their procurement strategies to be more focused on climate, for example stressing local supply chains.

He added that the council had a strong role to play as a leader on climate action leading by example and showing a way forward for other organisations and individuals to follow.

Peter George also noted the success of the regional park. He stated that the regional park demonstrated the council's need to adapt to climate change, the added tree cover from the park would help to cool the borough down and offer shade during hot days.

Questions from the panel

- In Response to Councillor Ahmed, Alison noted that growing food locally at home was an important step on removing the reliance on food from other countries and carbon emitting transport like planes. She also responded that embodied carbon was a way of representing that each product required carbon to create and it was important for residents to be aware of the climate impact each product had.
- In response to Councillor Ahmed, Chris Bunting, Assistant Director Leisure, stated that Ealing was one of the top 3 borough's for allocation of allotment space to residents, with 2,000 allotment holders in the borough. He stated that there were long waiting lists, and the council was working to increase the allotment space within the borough. He noted that the council were looking at inventive ways to increase food production, such as edible orchards in school playing grounds. This had the added bonus of teaching children about food production, as well as providing a food source for school children. He informed the panel that the council had started making community growing spaces, to allow communities to collectively benefit from growing food locally.

- In response to Councillor Midha, Chris Bunting stated that the council pays to take care of fallen leaves during autumn. He noted that, as a result of 2022/2023 scrutiny panels, the council updated the types of trees they were planting and where they were planting them. He stated that the issue was that some of the problematic trees which shed a lot of leaves were over 200 years old. There was a 14 week tree clearance programme run by street services to clear the leaves, however, some years the trees drop leaves over a longer period than the 14 weeks which comes at a cost to the council.
- In response to Stephanie Ajayi, Chris bunting informed the panel that forest fires had occurred in Hounslow over the hot summer in 2023 and the emergency services had to put in fire breaks, along with other measures to limit risk of fire within Ealing.
- In response to Councillor Dhindsa, Peter George stated that, in regard to retrofitting houses and investing in energy efficient homes, progress could only be made at a national level. A recommendation from cabinet in May was for the portfolio holder, Councillor Costigan, to write to government to make the case for increased investment in retrofitting homes. He stated that the council does not have enough money to be able to make all homes in Ealing energy efficient, only 75 homes were planned to be retrofitted. Without serious investment from the government, no local authority would be able to deliver the retrofit. He stated to the panel that only with co-operation with regional and national partners could the whole project be delivered. He added that the council had to make inroads in all aspects of climate action, via green travel, local grown produce, energy efficiency and to not give up because one aspect of the project seemed insurmountable. Jennifer Peters added that it was partly the responsibility of some residents to retrofit their own houses and the council had endeavoured to communicate the benefits financially for the residents to retrofit their own houses. Chris Bunting added that the council had received £13M grant funding to de-carbonise leisure centres and schools within the borough.
- In response to the chair, Alison Parry stated that the figure given to cabinet was very large and was put as an example of how huge the task was to retrofit homes. She also added that there were small changes that residents could take, such as closing your curtains earlier to regulate temperature, that could help reduce carbon emissions. Peter George added that the green economy would be a growth economy and the jobs created in retrofitting houses would make a significant impact to the national economy. He stated that electric cars were an example of progress for climate action, as more cars were purchased, they would become cheaper and more affordable. Electric cars were also an example of non-carbon emitting technology and behaviour changes not being something that was regressive but forward looking. All countries would have to start embarking on the project of learning new skills and building green industrial sectors.

- In response to Councillor Zissimos, Jennifer Peters responded that a piece of work was needed to be created to find the correct balance between conservation and sustainability. She added that she would have to get back to the councillor in regard to their specific situation of housing in a conservation area.
- In response to Councillor Dhindsa, Peter George stated the council had a skills and employment department, where 1000's were trained every year. Although the council had not started a green skills programme, they were looking into it, as they believed it would be a lucrative project to upskill residents. The council were looking to update an action plan on that. He noted that the council were looking to highlight behaviours that fell within a 'sweet spot' which was both profitable and climate positive to be advertised to residents.
- In response to Councillor Summers, Peter George stated that the council had several policies that need to be considered when deciding specific action. The overarching plan was the council's local plan which encapsulated the highest levels of climate policies in any climate document. He noted, however, that there were a portion of residents who were sceptical about climate change and action had to be collective, therefore it was important to encourage everyone to get behind climate action rather than dictating to them. He added that although the council had to be conscious to bring people along with them to tackle climate issues, climate action was one of the council's top three priorities and the council does recognise that there was a climate emergency.
- In response to Councillor Summers, Peter George stated that the council had to balance priorities of housing and climate action and the council was becoming stricter on developers to make sure that their developments were sustainable. Jennifer Peters added that an updated local plan would allow issues to be better prioritised.
- In response to the chair Peter George noted that, regarding planning policy, the council had doubled the government's targets of improving biodiversity on each site by 10% to 20%. The council allowed developers to be able to buy offsets, if they could not achieve this biodiversity increase on their sites, which would be used elsewhere in the borough, for example in the new regional park. The council also had a retrofit first policy which made developers show that the net gain for the environment would be improved if the developers demolished and built on the site, rather than retrofitting. He stated that it was important to get new housing to be net zero as soon as possible.
- The Chair noted to the panel that it would be best for biodiversity offsetting credits would be best used closer to the development sites rather than all of them to go to the regional park.

- In response to Stephanie Ajayi, Alison Parry stated that the report set out the statistics of resident engagement. She explained the resident engagement events in Northolt at the breaking ground project where the council engaged directly with poorer residents, that generally used less carbon, to see if targeted engagement was an effective tool of the council. She also responded that the council had launched a project called act for Ealing which was a programme designed to get residents to engage locally. Act for Ealing is an example of the council, not just emitting, but involving residents in shaping climate policy within the borough.
- In Response to Stephanie Ajayi, Peter George noted that children were an important part of engagement, not only to teach a new generation of people to be climate conscious, but also as a way of affecting change within their household. He stated that children could be effective at persuading their parents to think more about their actions. He also noted that the council had 120,000 resident email addresses, which was a significant proportion of the borough that could be contacted and informed about climate projects. The council has also advertised the regional park on buses and on billboard, in conjunction with electronic engagement.
- In response to Councillor Ahmed, Peter George noted that a climate competition for children would be a great idea to encourage young people and celebrate their efforts. He recalled the school strikes initiated by Greta Thunberg as a demonstration of young people's anxiety about the future of the climate.
- In response to the chair, Alison Parry noted that face to face communication was effective at informing and persuading residents, she invited councillors to speak at schools to drive up face to face engagement. She responded to another point that there was a cost balancing exercise that has to be done in trying new forms of engagement and measuring the effectiveness of that engagement. Peter George added that the programme of moving cars away from schools was a success, even though cars did change from parking on one road to another, because the cars had moved away from school gates, which was an example of adaption and mitigating the health effects of pollution to children.
- In response to the chair, Alison Parry stated that carbon capture in trees was vital in achieving net zero, and noted the statistic that there was more carbon stored in the peat bogs of the UK than in all the forest of Europe. She stated that this demonstrated that there were many ways for the council to capture carbon, for example through soil management. Chris Bunting informed the panel that there were 234,000 trees in the borough which equated to 26,000 tonnes of carbon storage a year.

Resolved: The Panel noted the presentations and made the following recommendations. That:

1. The council should launch a competition for school children in the borough to reward innovative ways of help the environment.
2. The council should work with educational institutions and businesses to create a strategy to boost skills for green jobs so that Ealing residents can benefit from employment in this growth sector.
3. The council will ensure when assessing biodiversity net gain in planning applications, that the net gain should be on the site of the application or as close as possible rather than being offset miles from the application in a single location like a regional park.

8 Date of Next Meeting

Meeting commenced: Time Not Specified

Meeting finished: Time Not Specified

Signed:

Dated: Tuesday, 12 March 2024

F Conti (Chair)

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Report to Scrutiny

Item Number:

Contains Confidential or Exempt Information

Yes/No/Part

(If yes, state which paragraph of the Access to Information rules the exemption relates)

Subject of Report:	<i>Scrutiny Panel 2 Economy and Sustainability</i>
Meeting:	<i>Scrutiny Panel 2 Economy and Sustainability 12th March 2024</i>
Service Report Author:	<i>Connor McDonagh Assistant Director for Regeneration, Economy & Skills mcdonaghc@ealing.gov.uk</i>
Scrutiny Officer:	<i>Jack Roberts Democratic Services Officer robertsja@ealing.gov.uk</i>
Cabinet Responsibility:	<i>Cllr Louise Brett – Decent living incomes Cllr Shital Manro – Good growth and new housing</i>
Director Responsibility:	<i>Peter George Strategic Director of Economy and Sustainability</i>
Brief:	<i>The Committee will be provided with a presentation from officers from Regeneration, Economy & Skills; Community Safety, as well as representatives from University of West London and Business Improvement Districts (BID). This will give an update on the current economic and employment situation in the borough, the council and partner interventions have occurred and those planned.</i>
Recommendations:	<i>That the Panel notes the presentation and considers recommendations accordingly.</i>

1. Scrutiny Panel 2 Economy and Sustainability

- 1.1 Council officers and expert witnesses will provide the Panel with a detailed presentation updating on the current economic context in the borough, and what initiatives are being delivered and planned the support local businesses growth and Ealing residents into employment.
- 1.2 Connor McDonagh, Assistant Director for Regeneration, Economy & Skills will be providing an update and overview and role of the newly created Regeneration, Economy & Skills department, particularly in the context of the Council Plan ambitions.
- 1.3 Diana Skwarczowska, Partnerships and Performance Officer will be providing an update on unemployment data in the borough.
- 1.4 Paul Murphy, Head of Community Safety will be providing data update on shoplifting in Ealing borough high streets.
- 1.5 The University of West London representatives have been invited to present the Panel on the work undertaken in the Westmont Hub and Careers & Volunteering departments.
- 1.6 A representative from the Business Improvement District (BID) will outline the role of BIDs, particularly in the context of supporting businesses and the evolving challenges they face, including an increase in shop lifting.

2. Legal Implications

There are no legal implications.

3. Financial Implications

There are no financial implications.

4. Other Implications

There are no other implications arising.

5. Background Papers

PowerPoint presentation provided in advance of the Panel meeting on 12th March 2024.

Consultation

Name of Consultee	Department	Date Sent to Consultee	Date Response Received from Consultee	Comments Appear in Report Para:
Internal				
Peter George	Strategic Director of Economy and Sustainability	29/02/2024		
				

Report History

Decision Type: Non-key decision		Urgency item? No	
Authorised by Cabinet Member: XX.XX.19	Date Report Drafted: 29.02.2024	Report Deadline: 01.03.2024	Date Report Sent: 01.03.2024
Report No.:	Report Author and Contact for Queries: Connor McDonagh Assistant Director for Regeneration, Economy & Skills mcdonaghc@ealing.gov.uk		

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Scrutiny Panel 2

Economy and Sustainability Directorate

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12 March 2024

EALING COUNCIL



Agenda

Topic	Lead
Introductions	<ul style="list-style-type: none"> • Cllr Conti, Scrutiny Panel Chair • Peter George, Strategic Director for Economy & Sustainability
Presentation from Ealing Council Officers	<ul style="list-style-type: none"> • Connor McDonagh, Assistant Director for Regeneration, Economy & Skills: Presenting • Cristi Gonzalez, Head of Adult Learning and Skills • Mandar Puranik, Head of Regeneration, Investment and Jobs (West & Central) • Naseem Kauser, Head of Employment, Enterprise and Apprenticeships • Sophie Beagles, Head of Regeneration, Investment and Jobs (East & North) • Diana Skwarczowska, Partnerships and Performance Officer: Presenting • Paul Murphy, Head of Community Safety: Presenting
University of West London	<ul style="list-style-type: none"> • Angela Kanwar, Westmont Hub Development Manager • Jonathan Eastwood, Head of Careers and Volunteering
Business Improvement District (BID)	<ul style="list-style-type: none"> • Gerry Barwick, Make it Ealing • Natasha Patel, Your Acton BID
Discussions and questions	Led by Scrutiny Panel Chair

Strategic context

Ealing's Strategic location

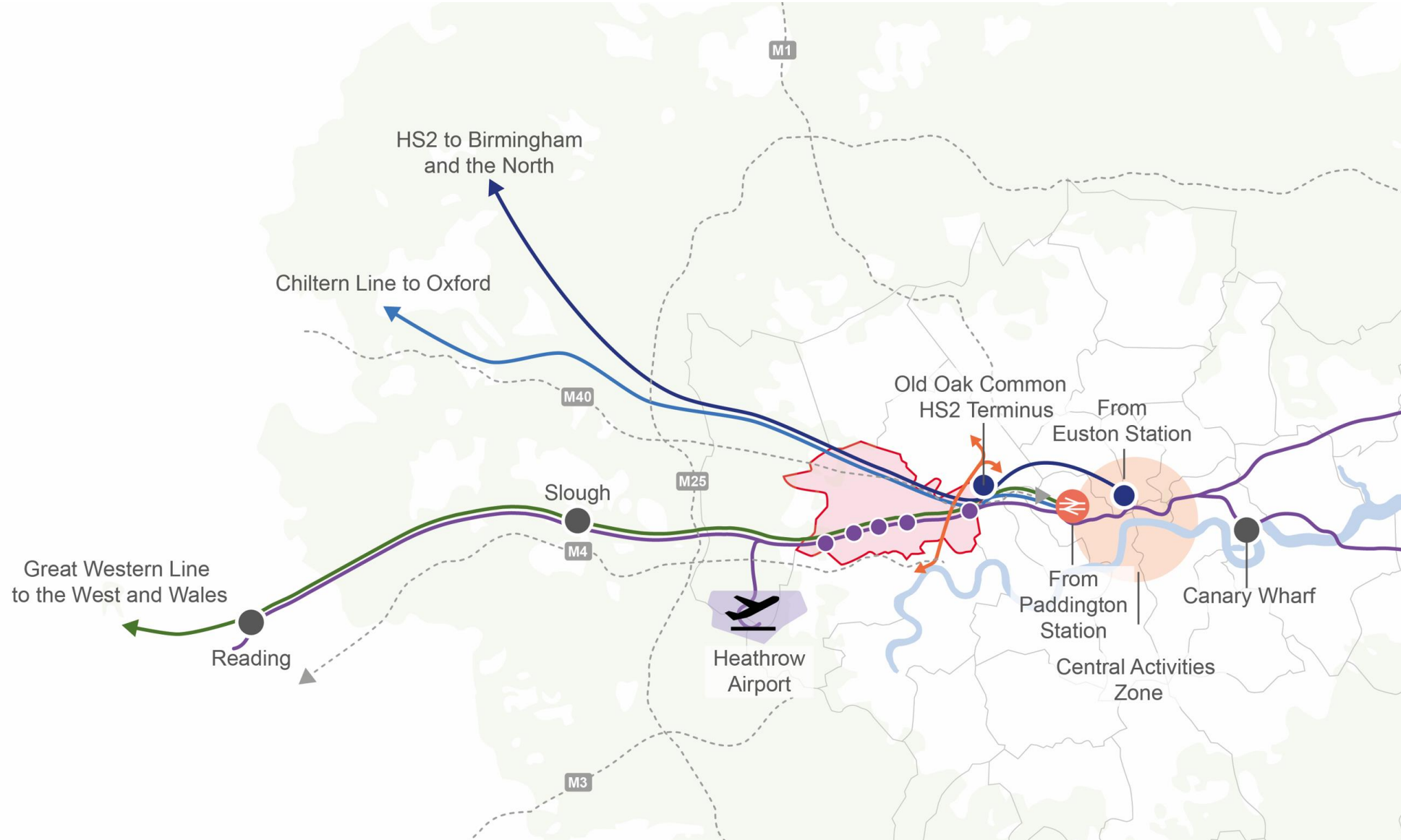
KEY

EXISTING FEATURES

- London Borough of Ealing
- Central Activity Zone
- Metropolitan Greenbelt/Open Land
- River Thames
- Borough Boundary

TRANSPORT



- High Speed 2
- HS2 Future Station
- Elizabeth Line
- Elizabeth Line Station
- West London Orbital
- Great Western Mainline
- Chiltern Line
- National Rail Station
- Other Major Stations
- Heathrow Airport
- Strategic Road Network












West London Productivity Arc

KEY








EXISTING FEATURES

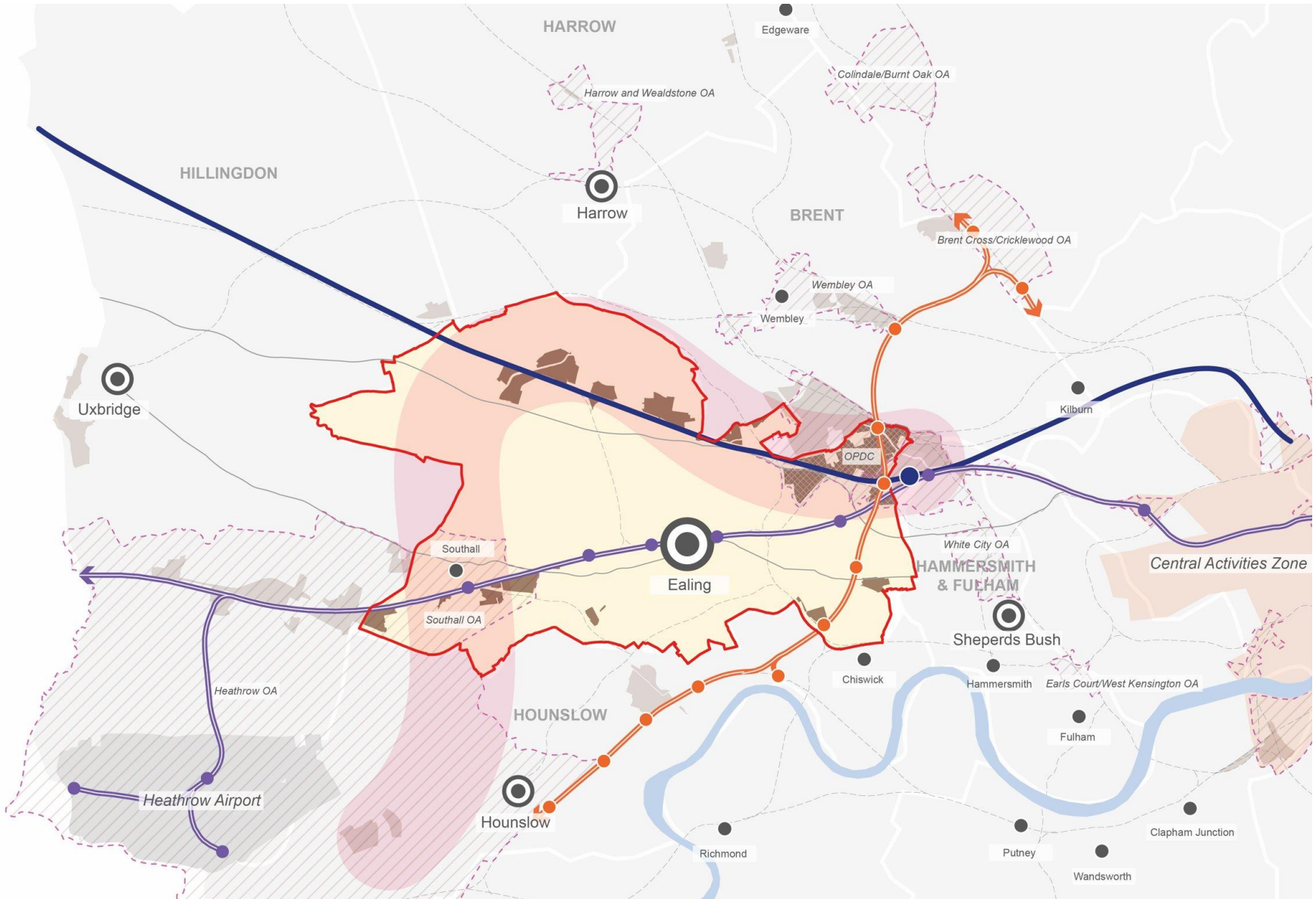
-  Ealing Boundary
-  River Thames

TRANSPORT

-  High Speed 2
-  HS2 Future Station
-  West London Orbital
-  West London Orbital Station
-  Elizabeth Line
-  Elizabeth Line Station
-  Heathrow Airport
-  Rail Network
-  Strategic Roads

ECONOMIC OPPORTUNITY

-  Productivity Arc
-  Metropolitan Town Centre
-  Major Town Centres
-  District Centres
-  Opportunity Area
-  Central Activities Zone
-  Industrial Land



The Council Plan

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CREATING GOOD JOBS

We want growth in Ealing to be inclusive, where people can both contribute to and benefit from growth and economic development. We want to create good quality jobs in our borough and deliver an ambitious programme of building more genuinely affordable homes.



TACKLING THE CLIMATE CRISIS

We will work to keep Ealing clean and green and take leadership in ensuring the borough we build is sustainable. We will take leadership on tackling the ramifications of the climate crisis, by aiming for the highest environmental standards as we grow new jobs and homes.

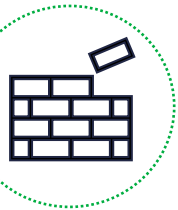


FIGHTING INEQUALITY

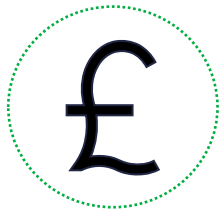
We want to create a borough where we work hard to address inequalities in all its forms, to ensure that no-one is left behind in achieving their potential. Crime and antisocial behaviour is dealt with effectively so residents feel safe.

Decent living incomes

Bringing new and well-paid jobs back to Ealing and ensuring good businesses can thrive.



Create at least **10,000** jobs



Invest **£1m** to help coordinate enhancements to our high streets and local parades



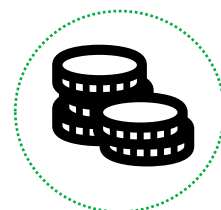
Create **2,000** apprenticeship vacancies



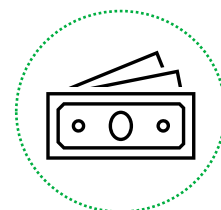
Deliver at least **12,000** qualifications and training programme completions



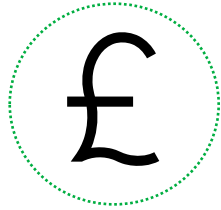
Support **2,000** residents with the toughest barriers to employment



Increase number of Living Wage Employers to **200**



Gift **£400k** of levy to businesses to spend on apprenticeship training



Invest **£1m** for training and support programmes

New Regeneration, Economy & Skills Department

- Economic Growth and Employment & Skills services merged – consultation commenced in September 2023 and will complete in March 2024.
- New department comprises four fully integrated services:
 - Regeneration, Investment & Jobs – West & Central (Heathrow strategic relationship) **Mandar Puranik**
 - Regeneration, Investment & Jobs – East & North (OPDC strategic relationship) **Sophie Beagles**
 - Adult Learning & Skills **Cristi Gonzalez**
 - Employment, Enterprise & Apprenticeships **Naz Kauser**

Focusing departmental resources into business growth and jobs-led projects and programmes

Spatial split (jobs-led projects in all towns)

Acton (East & North)

Perivale (East & North)

Greenford (East & North)

Northolt (West & Central)

Ealing (West & Central)

Hanwell (West & Central)

Growth sector forums

Film & screen

Low carbon logistics

Life sciences

Food manufacturing

Green Economy

High streets/hospitality

Health-tech

Construction-tech

Economy-led boroughwide programmes

Industrious Ealing

Ealing Jobs & Skills Forum
Ealing Jobs & Skills Strategy and Action Plan

Good for Ealing

Community Hubs

Ealing HSTF & BID oversight

London Living Wage

Heathrow partnership

OPDC partnership

HS2 legacy partnership

Evening & Night Time Economy

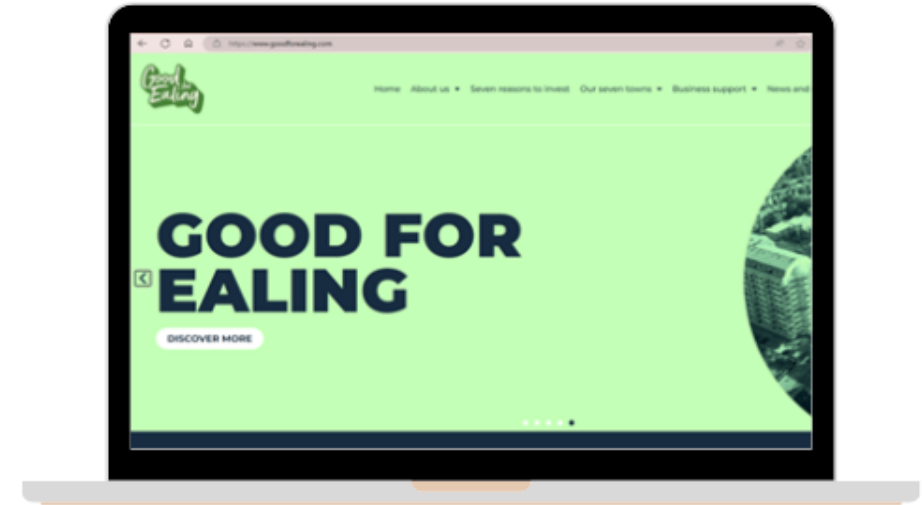
Placemaking Board

London West Innovation Network

20 Minute Neighbourhood Frameworks

Key interventions to date

- Delivering Ealing's **Plan for Good Jobs** 'Towards an Inclusive Economy' and Industrious Ealing Strategy
- Drafted **Ealing's new Local Plan** – enhanced employment policies and a chapter to reinforce local economy ambitions
- Launched the **Good for Ealing** inward investment brand and programme, including new website
- Coordinating **UK Shared Prosperity Fund** programme and delivery plan in place to invest £3.3m in supporting Ealing's local economy, business growth and residents into employment
- Commissioned **Ealing High Growth sector** report and a specialist sector data intelligence (the Data City)



Key interventions to date

- Finalising a suite of **Area Vision & frameworks** for each of the seven towns (Ealing and Hanwell underway), as key evidence for new Local Plan
- Secured **CEZ status for North Acton & Park Royal** and progressing innovation hub status for Greenford
- Commenced **Locally Significant Industrial Sites (LSIS) masterplans** to increase job creation and employment densities – South Acton nearing completion, Acton Vale LSIS to commence in 2024
- Launched **Four Learning Zones** in Northolt, Southall, Acton and Hanwell. The three libraries and Hanwell Community Centre spaces have been equipped with a state-of-the-art IT resources
- **Community Hubs** at Northolt Library & Dominion Centre to be delivered in 2024/25, business case for third hub underway
- Coordinating the investment of **multiple grants** - UKSPF, AEB, Multiply, OPE, s106, Good for Ealing sponsorships
- Have expanded the Adult Learning and Skills training offer through extended partnerships with community groups and employers, as reflected in the published **Learn Ealing Prospectus 2023/24.**

Key priorities for 2024/25

- Adopt an **Ealing Jobs & Skills Strategy and Action Plan** – co-produced via the Ealing Jobs & Skills Forum
- Evolve the **Good for Ealing** programme, implement a strategic and coordinated approach to engaging with large businesses and employers
- Complete the delivery of the **UK Shared Prosperity Programme (UKSPF)**
- An increase in employers paying the **London Living Wage** to help reduce in-work poverty in the borough - Ealing to become a Living Wage Place
- Develop a new model to significantly enhance **apprenticeship opportunities with local businesses and employers**
- Put the council to be at heart of a **fully integrated Adult & Community Learning delivery model** with other ACL providers with a newly aligned curriculum to respond to growth sector workforce needs

Key priorities for 2024/25

- Greater priority on the '**economically inactive**' Ealing residents, who will be motivated and inspired by the council's Learn Ealing and Work Ealing offer to get on a pathway towards employment
- A **stronger relationship and partnership approach** between the council and key stakeholders – particularly large employers and HE/FE institutions - evolve the Ealing & HE/FE Forum
- Greater level of '**jobs-led**' **regeneration** and investment across the seven towns, underpinned by strong evidence on high growth sectors – set up Growth Sector Forums
- Co-produce an **OPDC Economic Vision & Strategy**
- Set out '**strategic asks**' from OPDC and Heathrow (for Cabinet decision)

Data – unemployment overview for Ealing

Out of work benefits – claimant count

- January 2024 out of work benefits data showed 14,530 claimants aged 16+ of which 6,355 were females and 8,180 males.

Out-of-Work Benefits

Claimant count

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14,530

Total claimants 16+

(2024-01)



6,355

Female claimants 16+

(2024-01)



8,180

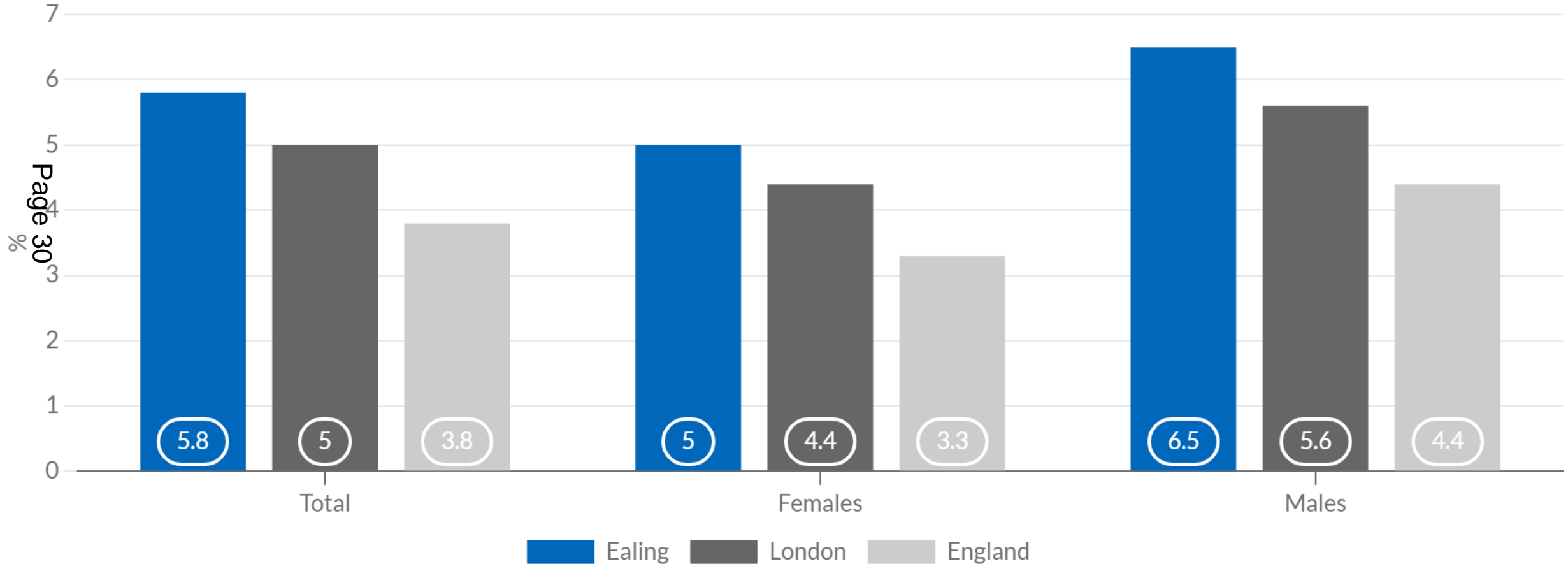
Male claimants 16+

(2024-01)

Source: ONS (Office for National Statistics)

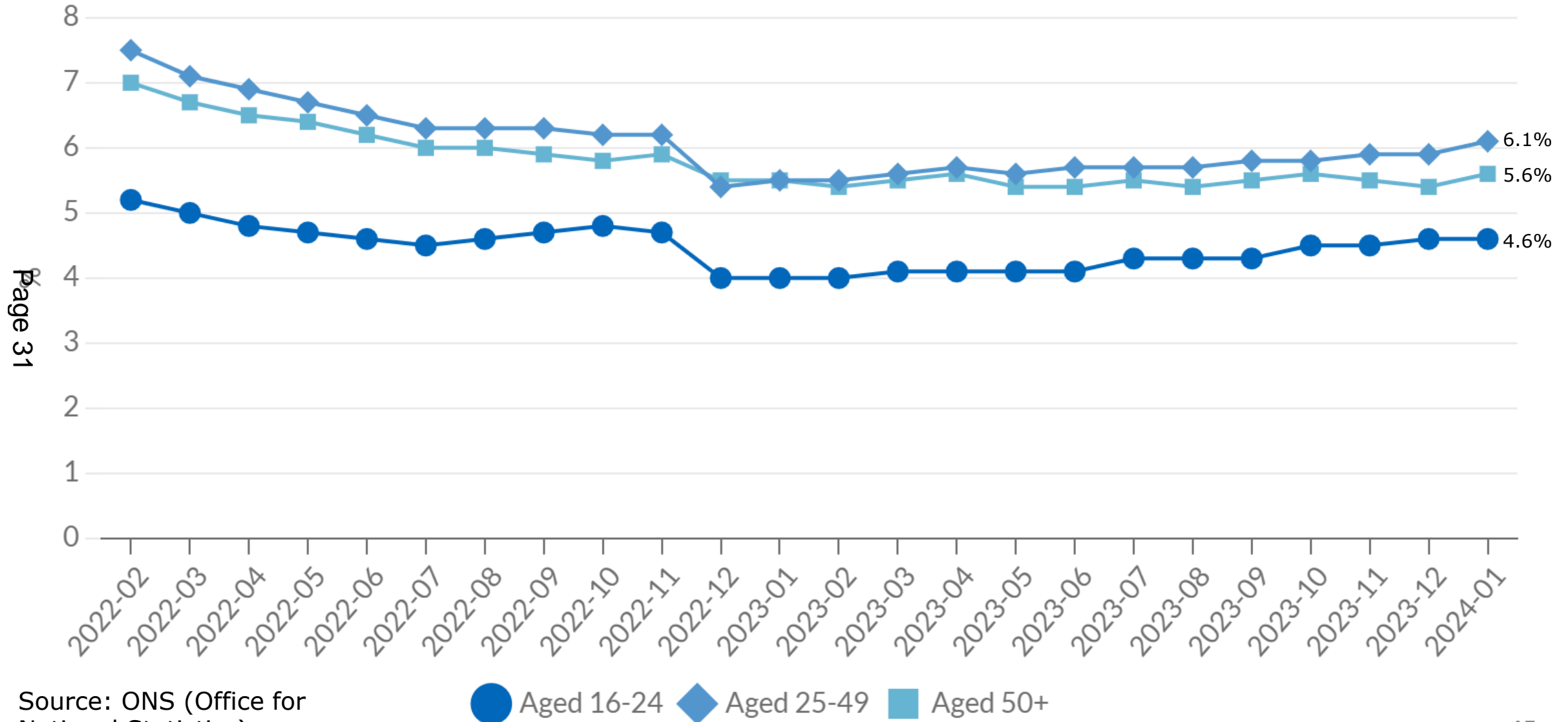
Out of work benefits – Claimants by gender (2024-01) - rates

- January 2024 claimant count for out of work benefits accounted for 5.8% of the working age population for Ealing



Source: ONS (Office for National Statistics)

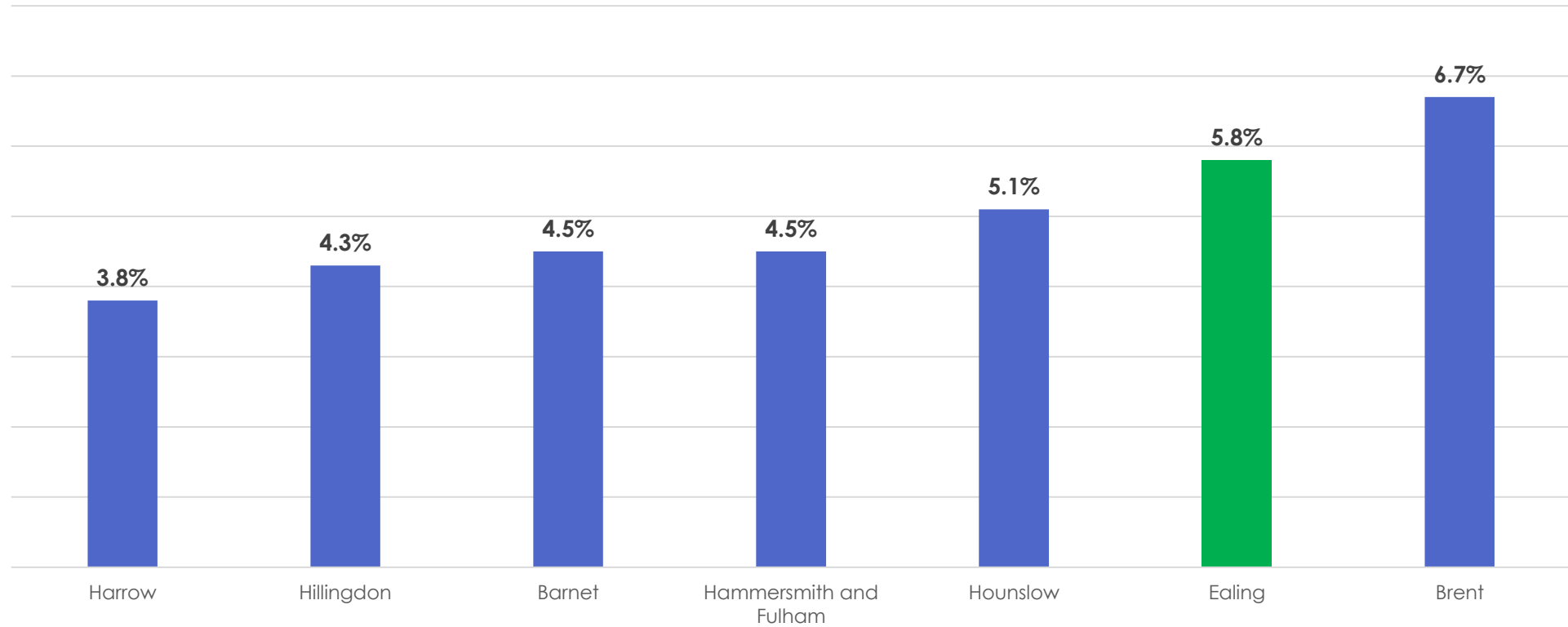
Out of work benefits – claimants by age group for Ealing (2024-01)



Source: ONS (Office for National Statistics)

Out of work benefits – 2024-01 West London comparison

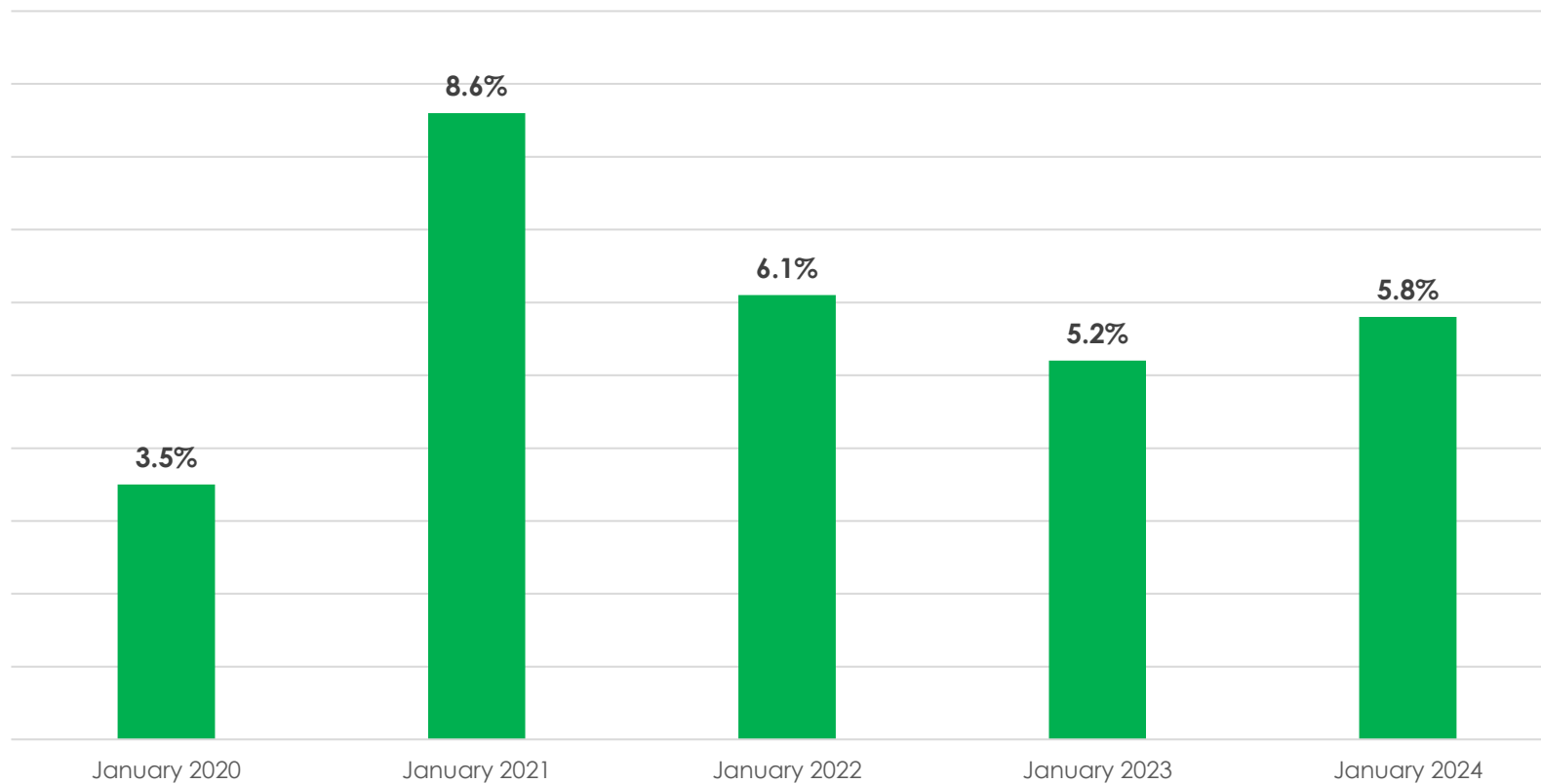
- In January 2024 Ealing had the 2nd highest rate (5.8%) of out of work claimants in West London after Brent (6.7%)



Out of work benefits – 2020-2024 snapshot

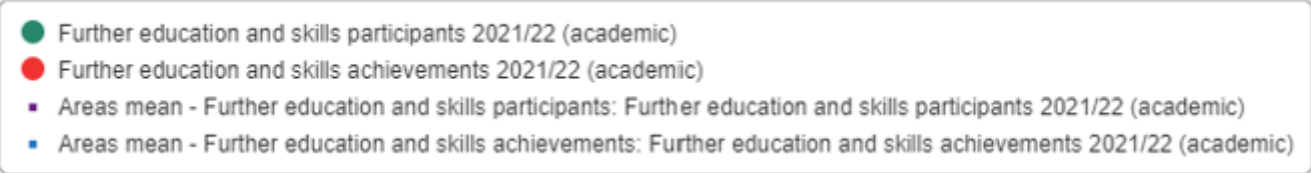
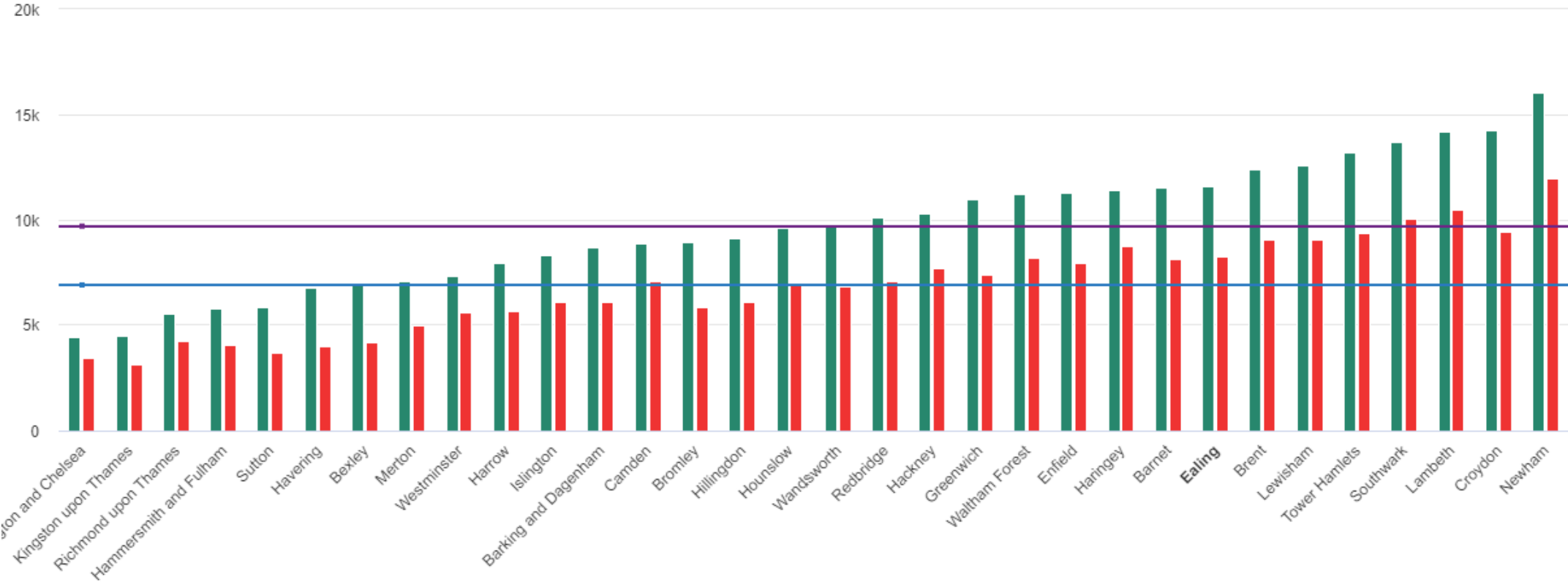
- 2024 out of work benefit rate is 0.6% higher compared to the previous year (2023) and 2.8% lower compared to 2021 (COVID-19 Pandemic year). The rate remains higher than pre pandemic level (3.5% in Jan 2020)

4-year out of work benefit claimant rates snapshot



Number of FE and skills participants & number of FE and skills achievements 2021/22 (academic year)

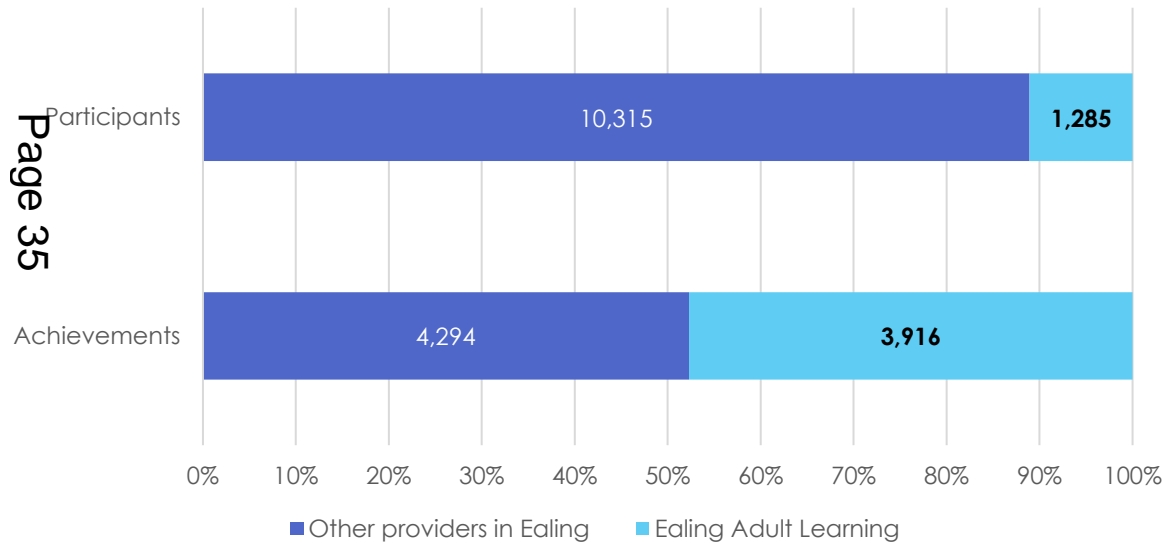
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Source: Department for Education, Further education and skills, Number of Further education and skills participants , Data updated: 24 Jul 2023; Department for Education, Further education and skills, Number of Further education and skills achievements , Data updated: 24 Jul 2023

Adult Learning and Skills

21/22 academic year participants and achievement comparison between Other providers in Ealing and Ealing Adult Learning



- Previous slide showed the number of participants and achievements per London Borough
- In 21/22 academic year, Ealing Borough reported 11,600 participants and 8,210 achievements.
- Of the total number, Ealing Adult Learning and Skills team delivered 1,285 participants and 3,916 achievements.

Source: LGA research (2021/22 academic year data);
Ealing Adult Learning SAR (21/22)

Ealing borough highest resident qualifications (2022 calendar year)

Qualifications (Jan 2022-Dec 2022)

	Ealing (Level)	Ealing (%)	London (%)	Great Britain (%)
RQF4 And Above	139,800	67.0	58.9	45.7
RQF3 And Above	165,800	79.5	73.0	66.9
RQF2 And Above	182,200	87.3	85.3	85.8
RQF1 And Above	186,600	89.5	87.0	88.5
Other Qualifications	13,400	6.4	7.2	4.7
No Qualifications	#	#	5.8	6.8

Source: ONS annual population survey

Notes: For an explanation of the qualification levels see the definitions section.

Numbers and % are for those of aged 16-64

% is a proportion of resident population of area aged 16-64

Source: NOMIS (ONS)

Data – local economy and growth sectors

Local economy data

EALING SECTORS ANALYSIS

NOVEMBER 2023

prd
prdweb.co.uk

big
bigweb.co.uk

- Ealing Council commissioned PRD to carry out sector analysis in the borough.
- The sector analysis was carried out in November 2023 to bring together contemporary evidence on Ealing's sectors and analysis of future opportunities.
- The aim of the report was to provide a deeper understanding of where Ealing has specialisms, new and existing high growth sectors within the borough and areas which may need protecting within the context of 10,000 jobs objective.

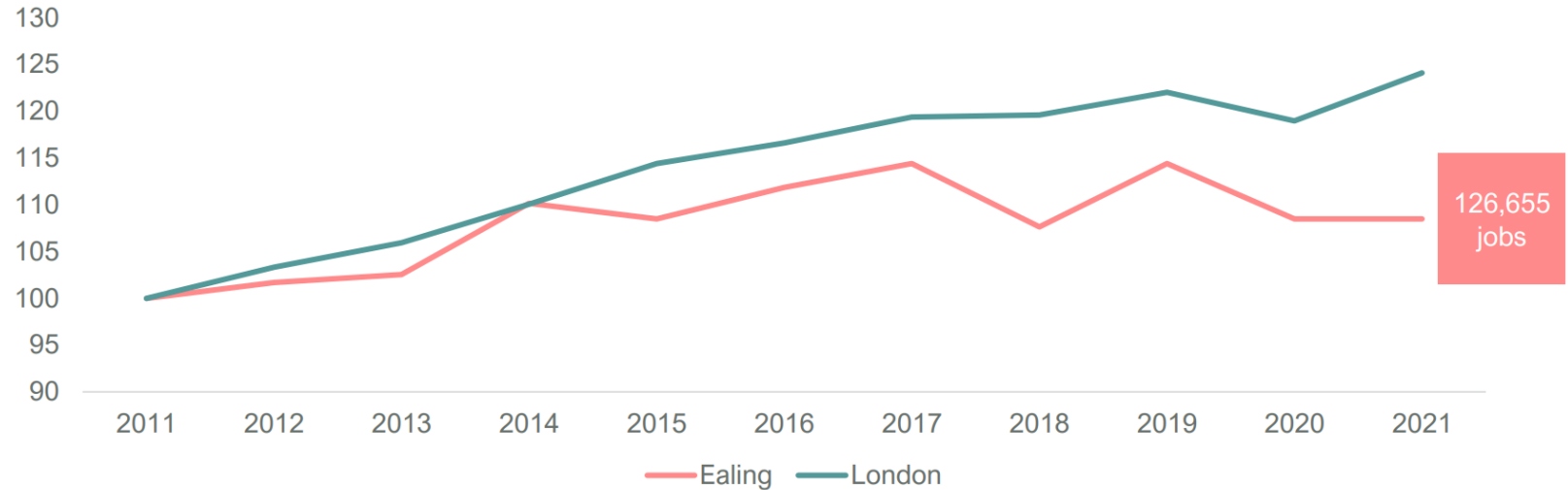
Local economy data

Employment growth challenges.

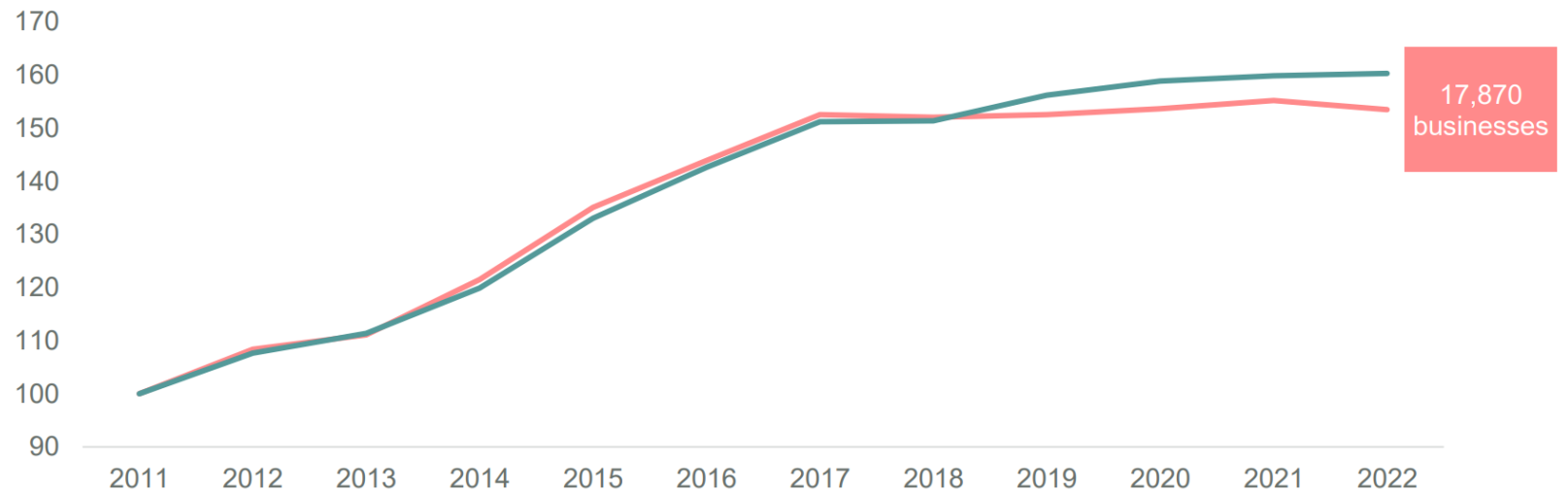
- Ealing had the same number of jobs in 2021 as in 2015 (128,000).
- Despite more volatility in total job count, Ealing was roughly keeping pace with the London job growth rate until 2019 (Ealing +5.5% over 2015 count; London +6.7% over 2015 count).
- Ealing's job market appears to have been more acutely impacted by the COVID-19 pandemic than London, which recovered strongly after a fall in 2020, while Ealing stagnated.

Sources: BRES

Proportional change in total employee count, 2011-21



Proportional change in total business count, 2011-22



Data

Ealing has an ageing, stagnating population.

- ▶ This, coupled with the impact of Brexit could affect the borough's long-term economic prosperity,
- ▶ Earnings were low going into the pandemic by London standards. This has knock-on effects on other challenges such as housing affordability and deprivation. Housing deprivation is the primary determinant of deprivation across all of Ealing's seven towns.
- ▶ Too many jobs hosted in Ealing are low paying.
- ▶ The impact of COVID-19 has exposed these economic weaknesses as reflected by:
 - ▶ Furlough uptake
 - ▶ Unemployment/claimant count increase

	Resident earnings	Number of jobs paying less than the London Living wage (2018)	Number of residents on furlough-(October 21)
1	Kensington and Chelsea (£50,337)	Westminster (76,000)	Newham (81,100)
2	Wandsworth (£43,651)	Camden (40,000)	Ealing (75,000)
3	Islington (£42,786)	Hillingdon (39,000)	Brent (73,600)
4	Richmond upon Thames (£42,151)	Brent (35,000)	Barnet (71,200)
5	Westminster (£41,977)	Barnet (33,000)	Croydon (67,200)
6	Bromley (£41,170)	Ealing (31,000)	Lambeth (66,800)
7	Kingston upon Thames (£40,572)	Southwark (30,000)	Hounslow (65,800)
8	Tower Hamlets (£40,533)	City of London (29,000)	Haringey (62,500)
9	Lambeth (£40,511)	Bromley (29,000)	Southwark (62,200)
10	Camden (£39,994)	Croydon (29,000)	Enfield (61,600)
11	Hammersmith and Fulham (£39,430)	Enfield (29,000)	Hillingdon (60,200)
12	Harrow (£38,827)	Hounslow (29,000)	Waltham Forest (58,600)
13	Southwark (£38,030)	Sutton (29,000)	Tower Hamlets (58,200)
14	Bexley (£37,572)	Tower Hamlets (29,000)	Wandsworth (57,200)
15	Redbridge (£37,118)	Lambeth (28,000)	Lewisham (57,000)
16	Sutton (£36,459)	Islington (26,000)	Redbridge (54,700)
17	Hackney (£36,351)	Havering (25,000)	Hackney (52,300)
18	Croydon (£36,347)	Bexley (24,000)	Bromley (51,500)
19	Waltham Forest (£36,096)	Hammersmith and Fulham (23,000)	Greenwich (49,900)
20	Haringey (£35,963)	Kingston upon Thames (23,000)	Harrow (45,200)
21	Havering (£35,885)	Merton (23,000)	Havering (43,100)
22	Barnet (£35,716)	Newham (23,000)	Barking and Dagenham (40,100)
23	Hillingdon (£35,695)	Wandsworth (23,000)	Bexley (39,600)
24	Greenwich (£35,598)	Harrow (20,000)	Merton (38,500)
25	Enfield (£35,586)	Kensington and Chelsea (20,000)	Islington (36,200)
26	Lewisham (£35,365)	Hackney (19,000)	Hammersmith and Fulham (34,700)
27	Newham (£34,869)	Redbridge (18,000)	Westminster and City of London (33,600)
28	Ealing (£34,190)	Waltham Forest (18,000)	Sutton (32,500)
29	Merton (£34,127)	Greenwich (17,000)	Camden (32,400)
30	Brent (£33,805)	Haringey (16,000)	Kingston upon Thames (28,600)
31	Barking and Dagenham (£32,931)	Richmond upon Thames (15,000)	Richmond upon Thames (27,900)
32	Hounslow (£32,516)	Lewisham (14,000)	Kensington and Chelsea (18,500)
33		Barking and Dagenham (13,000)	

DataCity

- ▶ We have commissioned DataCity - Commissioned Ealing High Growth sector report and a specialist sector data intelligence

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The screenshot displays the DataCity website interface. At the top, there is a navigation bar with the DataCity logo and menu items: SOLUTIONS, RTICS, PRICING, INSIGHTS, and ABOUT. There are also buttons for SIGN IN and FREE TRIAL. Below the navigation bar, a banner reads "THE ALTERNATIVE TO SIC CODES" and "LATEST INSIGHTS: GLOBAL DATA EXPLORER RELEASE NOTES".

The main content area features a search bar labeled "Search emerging sectors...". Below the search bar, a list of sectors is shown with icons and company counts:

- FinTech: Companies 6,000
- AI: Companies 3,400
- Net Zero: Companies
- Space Economy: Companies
- Quantum: Companies
- AgriTech: Companies
- Cyber: Companies
- Gaming: Companies
- Life Sciences: Companies

An "EXPLORE: All FinTech Companies" overlay is visible, showing details for several companies:

- MONEY 4 GOOD**: Website, Description, RTICS, Innovation score (☆☆☆), Estimated turnover (£45,000,000), Employee count (80), FULL INFO
- VIXEN FINTECH**: Website, Description, RTICS, Innovation score (☆☆☆), Estimated turnover (£45,000,000), Employee count (80), FULL INFO
- LOADSA MONEY**: Website, Description

An "Analysis: FinTech" overlay provides key metrics:

6,000 COMPANIES	199,000 EMPLOYEES	£58bn TURNOVER
£762bn INVESTMENT	£12bn GRANT FUNDING	+5% EST. GROWTH

The main content area also includes the text: "THE DATA CITY Discover the UK's fastest growing sectors, clusters & companies. Map UK sector, cluster and company growth using our AI-driven platform of over 5 million businesses and 350 emerging economy sector classifications." and a "START YOUR FREE TRIAL" button.



A fully integrated approach to delivering training, skills and employment support to Ealing residents, and supporting growth sectors and local businesses to address their workforce needs to enhance local employment opportunities

Training, skills and employment platforms

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Work Ealing website

Learn Ealing Website

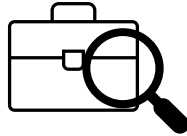
WLA No Wrong Door

Council's website

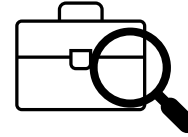
Work Ealing Twitter

National Careers

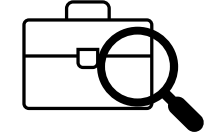
Key employment and training programmes in 2023/24



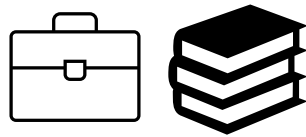
BEAM – specialist employability support for homeless or those at-risk of homelessness



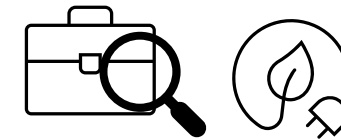
Action West London – supporting Young Black Men into LLW jobs



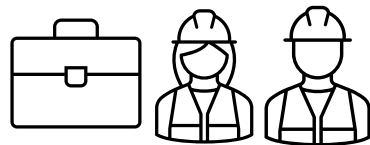
Horizons Pathways – placements within the Council for care leavers



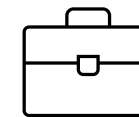
Apprenticeships – internal apprenticeship scheme for residents to apply for opportunities within the Council.



Green Skills Bootcamp – Programme with Hounslow and Maydencroft. 11 Ealing residents participated



Supporting ex-offenders - In 23/24 we have developed a programme for ex-offenders (any age) to be supported in achieving CSCS training and card with prospects of securing a job in construction



BESS (Borough Employment Support Service) European Social Fund (ESF) funded project to support unemployed residents in the borough.

Training programmes in 2023/24

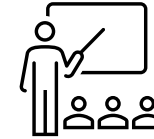
Free training courses, for adults aged 19+, are delivered across the borough including:



Digital Skills - digital skills training to support residents across Ealing



Multiply Funding - Multiply funded programmes to support residents to develop skills to manage their finances



Launched 2 Learning Zones – Northolt, Southall, Acton libraries and Hanwell Community Centre (4 in total since Apr 22)



Supporting residents into jobs through training provision - (ESOL), English, Maths, Digital, Employability and Professional training



Start-up school - We have partnered with Start-up School for Seniors to provide support and start-up training to residents of any age, enabling them to become self-employed



Ealing Soup Kitchen - Extended partnerships with Ealing Soup Kitchen supporting homeless residents with training through Learn Ealing.



Integration and wellbeing support - This offer includes ESOL; confidence building; manage finances; Chair Yoga, ESOL and health, Tai Chi; First aid for women; Yoga; Yoga Shapes;

UKSPF – People & Skills planned delivery in 2024/25

We have received UK Shared Prosperity (UKSPF) borough allocation for People & Skills element that considers the inequalities and health and wellbeing of residents. The programme delivery will commence in April 2024, however the implementation plan will be completed in Q4 of 23/24 with details of programmes to be delivered for economically inactive and unemployed residents which includes the following priority groups:

- Economically inactive
- Unemployed with multiple barriers
- Migrants, refugees
- Women
- Over 50s
- Ex offenders
- Homeless or at risk of homelessness
- Care leavers

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Good for Ealing

The council's new inward investment brand and delivery model to bring together a range of local businesses, developers, landowners and investors to help enhance the council's approach in unlocking jobs-led regeneration opportunities across the borough and to prioritise investment in Ealing's high growth sectors.



Ealing Jobs & Skills Forum

- ▶ The council has set up an **Ealing Jobs & Skills Forum**. Mission: Ensuring lead organisations that play a key role in growing Ealing's local economy are better integrated and supported by one another to maximise employment opportunities and create good jobs for Ealing residents.
- ▶ The Forum will work to **10 shared objectives**
- ▶ The Forum includes key partners such as GLA, OPDC, WLA, FE/HE and Heathrow – all respective strategies on the green economy will be assessed and relevant KPIs integrated into a new **Ealing Jobs & Skills Strategy and Action Plan**.
- ▶ The council will also curate and coordinate several **Growth Sector Forums** in partnership with relevant stakeholders, including key businesses within the sector plus those we wish to invest in the sector.
- ▶ Clearer and better integrated **growth sector employment pathways** will be developed to enable more Ealing residents to be part of a highly skilled local workforce to access new and future jobs.

Ealing Jobs & Skills Forum – 10 objectives

1. To co-own and co-deliver Ealing's **Council Plan target** of delivering 10,000 new jobs, 12,000 new qualifications and training programmes, and 2,000 new apprenticeships by 2026
2. To co-produce an **Ealing Jobs & Skills Strategy** and co-deliver its Action Plan
3. To widely promote and showcase the work of one another in pursuing job creation opportunities, including the **Good for Ealing** inward investment programme
4. To support each other in prioritising Ealing residents in accessing **skills and training and apprenticeship** opportunities
5. To prioritise job creation opportunities in **investment decisions** and explore co-investment and co-funding opportunities with one another
6. To prioritise **co-bidding on grant funding** opportunities that would enhance job creation
7. To share resource and responsibility on nurturing / strengthening existing **growth sectors** and attracting new growth sectors to the borough
8. To align respective skills and training programmes and thereby create clear and **joined-up career pathways** for Ealing residents
9. To support one another in **achieving excellence** in respective industry assessments and accreditation (for example OFSTED)
10. To prioritise the creation of good jobs within **green economy sectors** and help meet the 2030 net-zero target

An Ealing Jobs & Skills Strategy

WHY? To address the challenges and barriers that Ealing residents currently face in accessing training, skills and employment and to support Ealing growth sectors and businesses to grow and ultimately provide more jobs for the local workforce.

WHAT? A Strategy and Action Plan that will be co-developed, co-owned and co-delivered by the Ealing Council and a range of partners.

WHERE? To prioritise support and resources for residents and businesses within the borough of Ealing, and to engage with businesses and investors who we wish to attract to the borough to further complement and diversify the local economy and employment offer.

WHEN? A five-year Strategy (2024 – 2029) to be published in Summer 2024.

WHO & HOW? Via the Ealing Jobs & Skills Forum, Ealing Council is coordinating the development of the Strategy and Action Plan along with key partners including local employers, the GLA, the OPDC, WLB and FE/HE partners and others.

New Local Plan – greater focus on employment

The image is a promotional graphic for Ealing's Local Plan. It features a dark green background with a white outline of the Ealing borough. The text 'EALING'S LOCAL PLAN' is prominently displayed in large, bold, yellow and white letters. Below this, it says 'Final Proposals (Regulation 19), 28th February 2024'. At the bottom, there are three logos: the Ealing logo with the website 'www.ealing.gov.uk', the 'SHAPING EALING' logo, and the 'Your Local Plan' logo.

EALING'S
LOCAL PLAN

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**Final Proposals (Regulation 19),
28th February 2024**

Ealing
www.ealing.gov.uk

**SHAPING
EALING**

**Your
Local Plan**

SP4.2 Decent living incomes

Ealing Council will foster decent living incomes by:

- A. Maintaining the existing supply of industrial land on designated and undesignated sites and adding to this where possible.
- B. Managing Strategic Industrial Land (SIL) exclusively for conforming uses and undertaking any necessary consolidation through the plan-making process.
- C. Setting out a specific strategy for Locally Significant Industrial Sites (LSIS) in line with the London Plan and actively by means of plan-led comprehensive masterplans undertaking mixed intensification.
- D. Fully testing non-designated sites for industrial redevelopment including mixed use where this is necessary to enable industrial reuse and intensification.
- E. Growing the size and range of the employment offer (particularly in Northolt, Greenford and Perivale based upon their strong industrial sector) and the potential for mixed commercial development in town centres.

F. In the event of any plans for expansion of Heathrow Airport and any related development, shaping any proposals to maximise the contribution and benefits for Ealing's local economy, including improved connectivity.

G. Delivering affordable workspace where this also serves a broader social or economic purpose and to enable more small and medium sized businesses to start up.

H. Supporting culture and creative industries.

I. Promoting and supporting a strong and diverse night-time economy.

J. Sustaining the vitality and viability of our town centres by:

(i) Maintaining and enhancing the role of Ealing Metropolitan Town Centre as a commercial and employment hub for West London.

(ii) Promoting the distinctive economic role and offer of other centres, particularly Southall Major Centre, and Acton, Greenford, and Hanwell District Centres.

(iii) Enhancing the role of neighbourhood and local centres including the creation of new centres at White Hart Roundabout in Northolt and Horsenden Lane South in Perivale.

Key strategies to integrate with



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do something good



Together in Ealing

Health and Wellbeing Strategy 2023-2028





GOOD FOR OUR BUSINESSES

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DISCOVER MORE

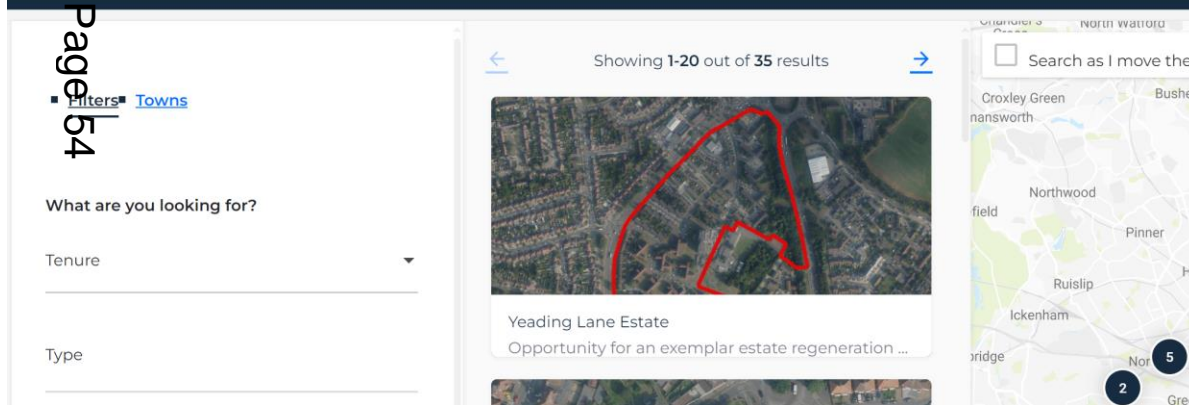


IF YOU ARE AN INVESTOR OR BUSINESS, SEARCH FOR SITES AND OPPORTUNITIES ACROSS EALING

Find out more about our workspace providers.

[OUR WORKSPACE PROVIDERS](#)

If you can't find what you are looking for please contact the Good for Ealing team email: invest@ealing.gov.uk



The screenshot shows a search interface on the Good for Ealing website. On the left, there are filters for 'Towns' and 'What are you looking for?'. Below these are dropdown menus for 'Tenure' and 'Type'. The main content area displays 'Showing 1-20 out of 35 results'. A satellite map shows a red outline around a residential area, with a list item below it: 'Yeading Lane Estate Opportunity for an exemplar estate regeneration ...'. To the right, a street map shows the same area with a search bar and a 'Search as I move the' option.

<https://www.goodforealing.com/>

A HIGHLY SKILLED AND ENTREPRENEURIAL WORKFORCE

Nearly a fifth of the workforce is self-employed and 92% of the local economy comprises micro businesses, making Ealing one of the UK's most entrepreneurial labour markets.

Having access to this local talent is a top priority for investors and businesses, and the trend is set to improve further over the coming years with 100% of secondary schools and 95.5% of primary schools across the borough ranked as good or outstanding by Ofsted in 2022/23.

Ealing is also fortunate to count on some of the world's leading Universities for support, with multiple ongoing research and development collaborations with the University of West London, Imperial College and Brunel University as well as being home to West London College and the Met Film School.



Acton & Park Royal Creative Enterprise Zone



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- ▶ Secured by the council in partnership with the OPDC
- ▶ To support the creative community in the area that is home to multiple artists' studios and creative workspaces, three large film studios, multiple smaller film, photography and recording studios, three rehearsal spaces, over ten creative manufacturing businesses, and more than 500 creative practitioners and artists.

Ealing Pioneer Fund

Food and Drink:

Ealing Distillery - www.ealingdistillery.co.uk
- Becoming supplier to Waitrose

Doughlicious - www.doughlicious.co.uk
- Baked goods from all natural ingredient
- Greening operation

Ice House - www.icekitchen.co.uk
- All natural ingredients and minimal printing

Creative & Digital:

Ajar Technology - www.ajartechnology.com
- Tech to enable autonomous shopping

Go Create Academy - www.gocreateacademy.com
- Technology for music syllabus in education sector

Torpedo Factory Group www.tfg.com
- Audio Visual
- Smart Building tech visitor facility

Blast Studio - www.blast-studio.com
- 3D print products from coffee cups

VMI - www.vmi.tv
- Camera Technicians apprenticeship

Queens Rolla - www.queensrollahouse.com
- Affordable workspace and events spaces

Imaginarium - www.imaginarium.uk.com
- Performance capture - next gen story telling

Clean-tech / Green:

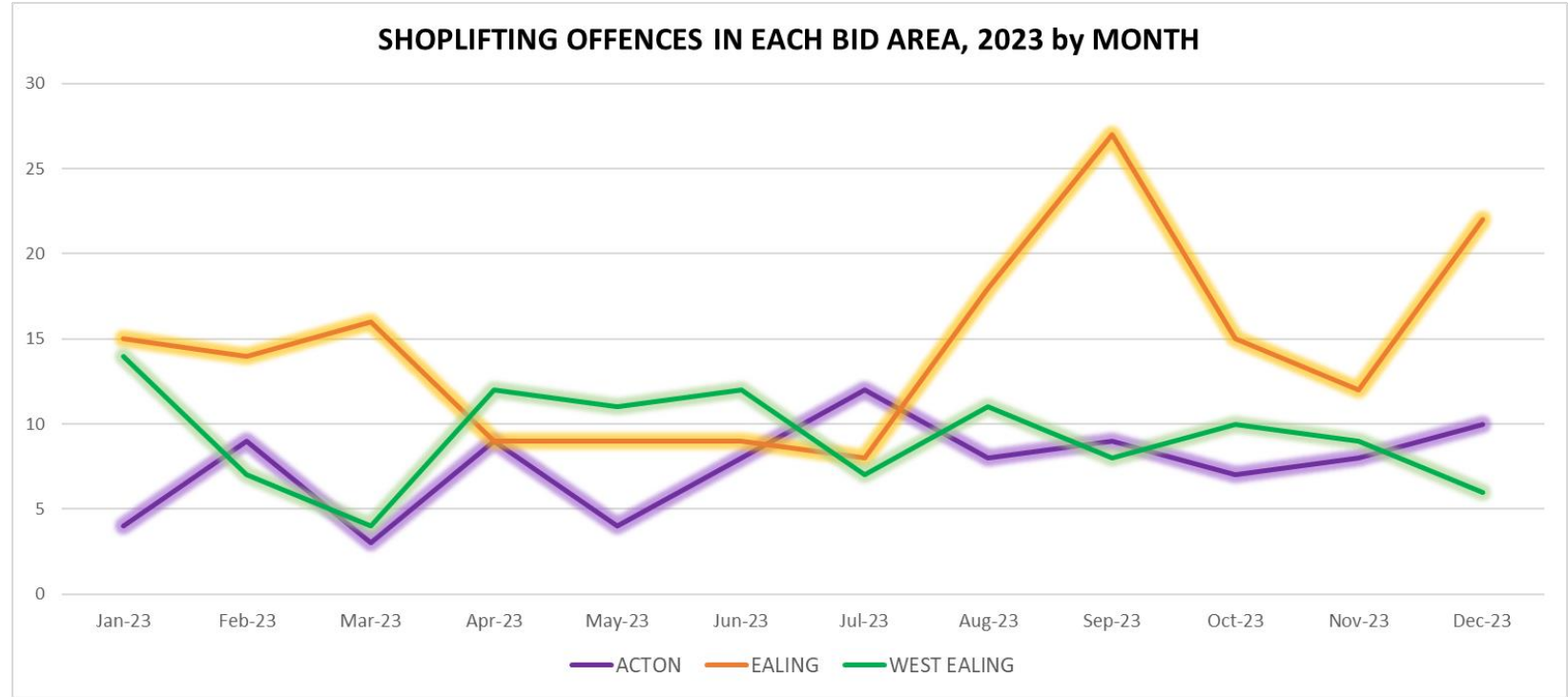
Cultivate London - www.cultivatelondon.org
- Growing food and waste composting

Hywave - www.hywaves
- Green Hydrogen production

Data – Shoplifting in high streets

SHOPLIFTING: BID AREA OFFENCES during 2023

MONTH	ACTON	EALING	WEST EALING
Jan-23	4	15	14
Feb-23	9	14	7
Mar-23	3	16	4
Apr-23	9	9	12
May-23	4	9	11
Jun-23	8	9	12
Jul-23	12	8	7
Aug-23	8	18	11
Sep-23	9	27	8
Oct-23	7	15	10
Nov-23	8	12	9
Dec-23	10	22	6
2023 TOTAL	91	174	111



- The Ealing BID area had more shoplifting offences than either of the other two areas.
- In terms of trends over the last 12 months, there are no discernible trends in volumes of reported shoplifting for either the Acton or West Ealing BID areas.
- In the Ealing area, offences were lower during the April-July period, and then rose quite sharply during August and September, with another peak in December (when shops would be seasonally busy).

SHOPLIFTING: BOROUGH PERFORMANCE for EALING in 2023

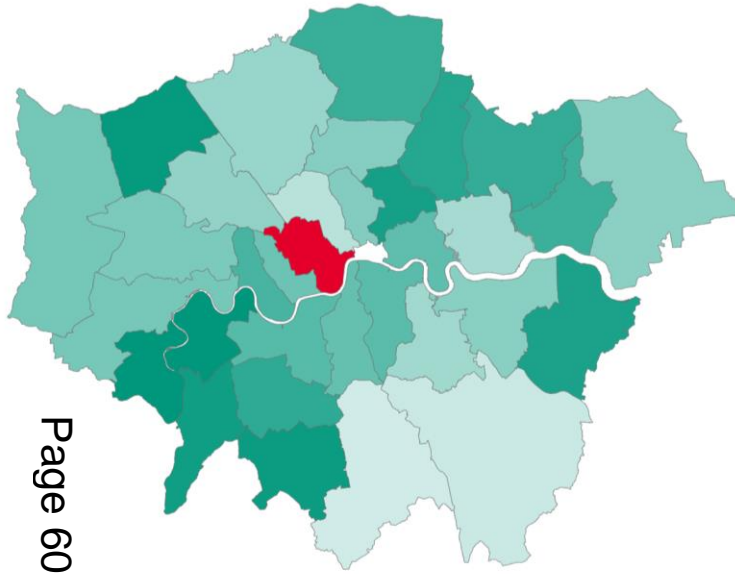
Borough	Shoplifting Offences	Year-on-Year change	Rate (per 1000 residents)	Sanction Detection %
Westminster	4977	+39.4%	24.4	7.5%
Croydon	2576	+64.1%	6.6	3.6%
Bromley	2517	+29.7%	7.6	9.2%
Camden	2380	+77.0%	11.3	3.9%
Newham	2235	+21.9%	6.4	8.4%
Lewisham	2196	+79.3%	7.3	9.1%
Barnet	2115	+50.6%	5.4	5.3%
Brent	2078	+45.9%	6.1	5.8%
Havering	2024	+68.1%	7.7	7.8%
Greenwich	1995	+66.4%	6.9	7.6%
Haringey	1986	+89.0%	7.5	2.6%
Islington	1949	+57.8%	9.0	5.6%
Ealing	1896	+61.0%	5.2	2.8%
Hounslow	1860	+68.9%	6.5	7.0%
Hillingdon	1839	+37.9%	6.0	6.2%
Kensington & Chelsea	1776	+48.9%	12.4	8.4%
Lambeth	1714	+47.9%	5.4	6.9%
Tower Hamlets	1662	+56.3%	5.4	5.1%
Southwark	1629	+49.4%	5.3	6.5%
Wandsworth	1602	+67.7%	4.9	5.2%
Hammersmith & Fulham	1478	+38.8%	8.1	3.5%
Barking & Dagenham	1391	+83.3%	6.4	4.2%
Enfield	1361	+27.8%	4.1	3.6%
Redbridge	1324	+13.8%	4.3	6.0%
Merton	1277	+68.2%	5.9	5.0%
Waltham Forest	1212	+30.9%	4.4	6.1%
Bexley	1126	+58.1%	4.6	12.9%
Hackney	1086	+27.8%	4.2	2.9%
Kingston upon Thames	1035	+51.8%	6.2	6.5%
Sutton	1004	+27.7%	4.8	8.2%
Harrow	954	+53.9%	3.7	3.4%
Richmond upon Thames	905	+60.2%	4.6	4.2%

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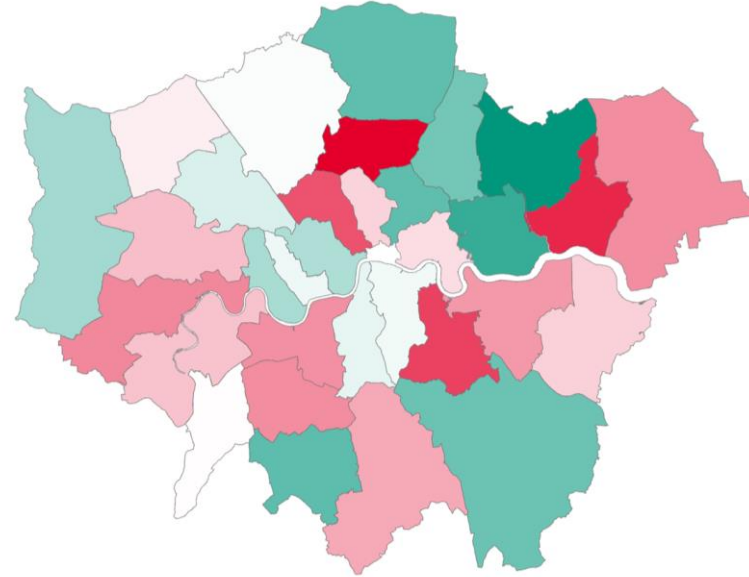
- In 2023, there were **1896** recorded shoplifting **offences** in Ealing. This is the 13th highest total of the 32 London boroughs.
- Every borough experienced a year-on-year **increase** in shoplifting offences. The increase in Ealing was **61.0%**. This percentage increase was the 11th largest of all boroughs.
- The **rate** of shoplifting offences **per 1000 residents** in Ealing was **5.2** which ranks 23rd of the 32 boroughs.
- The **Sanction Detection rate** for shoplifting in Ealing was **2.8%**. This was the second lowest for any London borough.

SHOPLIFTING: BOROUGH COMPARISON MAPS, 2023

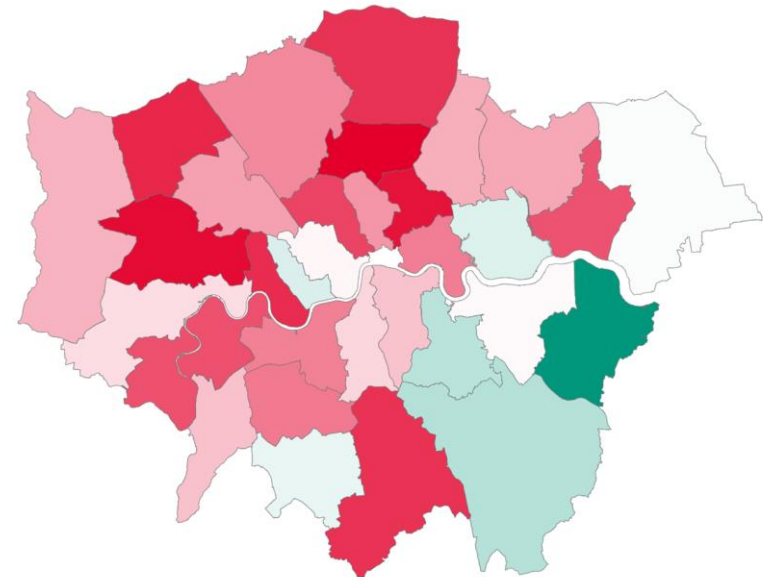
Number of Offences in Last 12 Months | All London Boroughs



Change in Offences in Last 12 Months | All London Boroughs

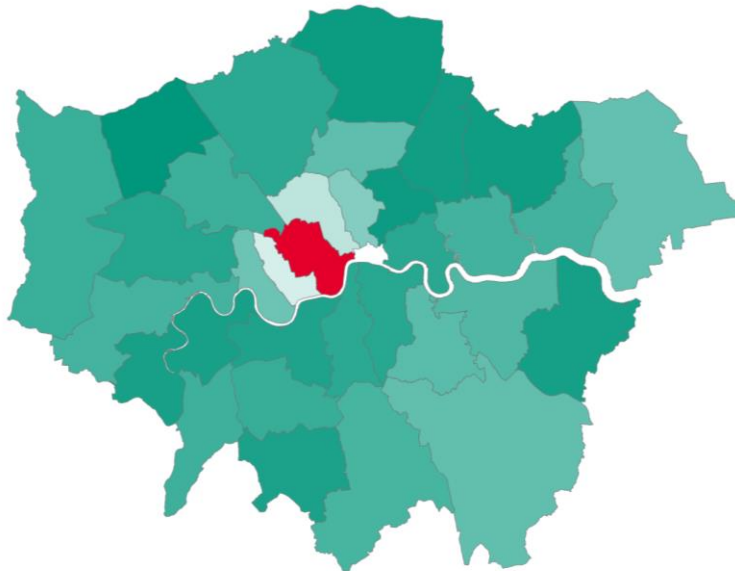


Sanction Detection % in Last 12 Months | All London Boroughs

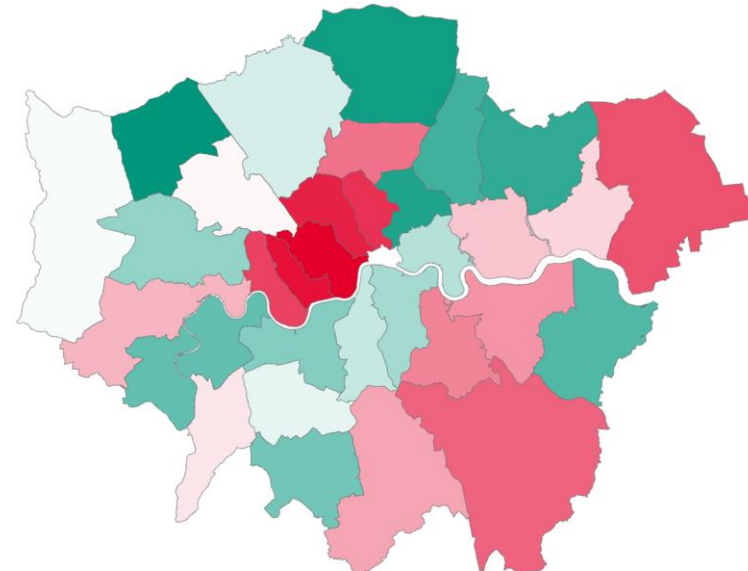


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Rate of Offences in Last 12 Months | All London Boroughs

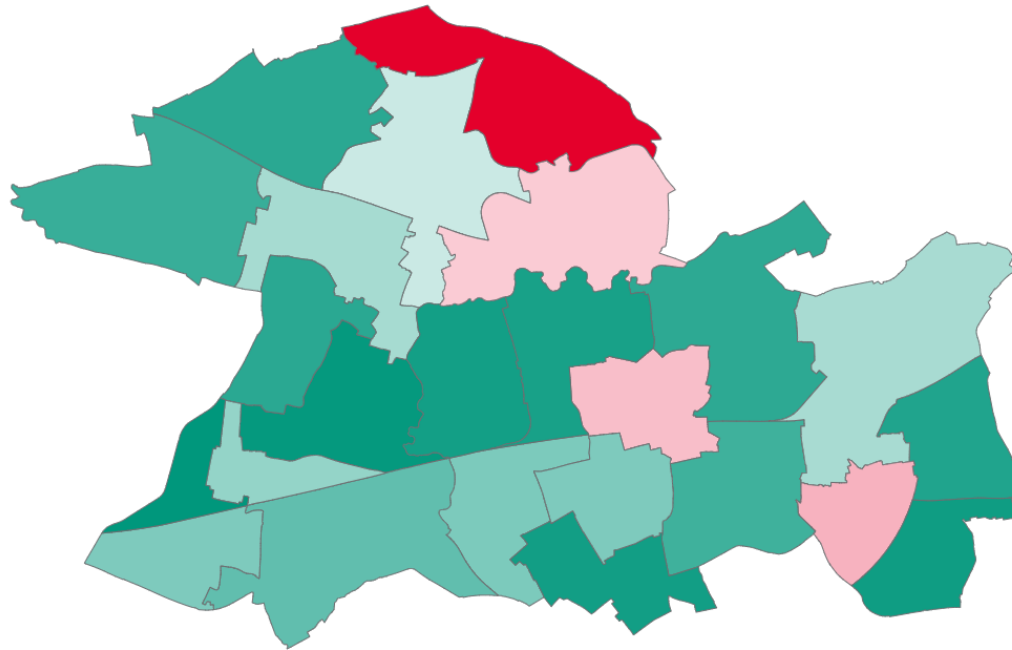


Rank within London in Last 12 Months | All London Boroughs

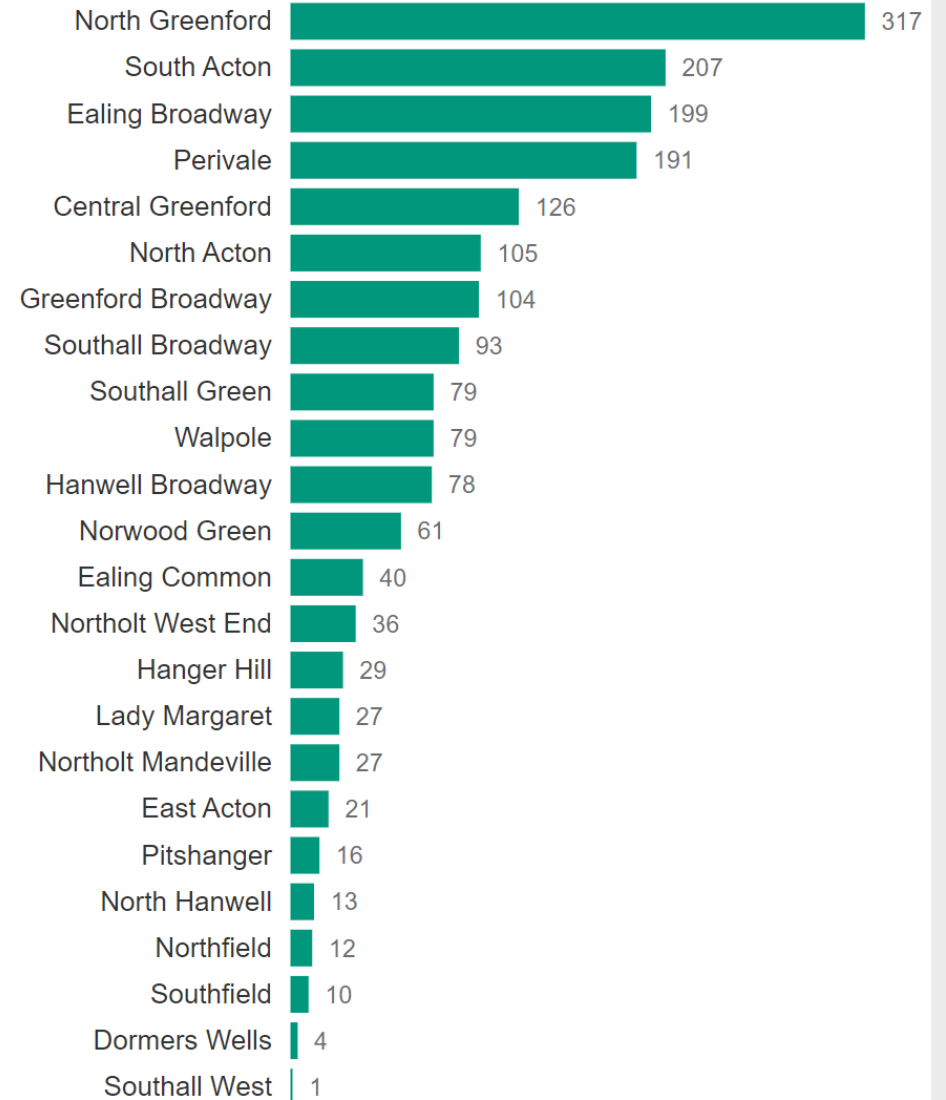


SHOPLIFTING: EALING WARD OFFENCE VOLUME in 2023

Number of Offences in Last 12 Months | by Ward

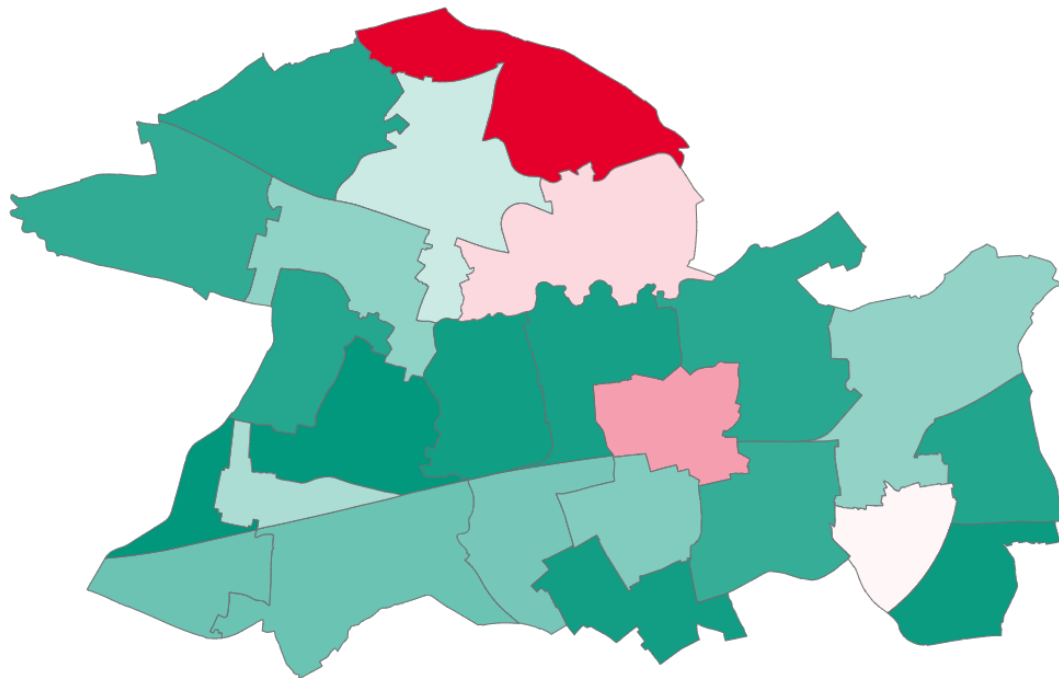


Number of Offences in Last 12 Months | by Ward

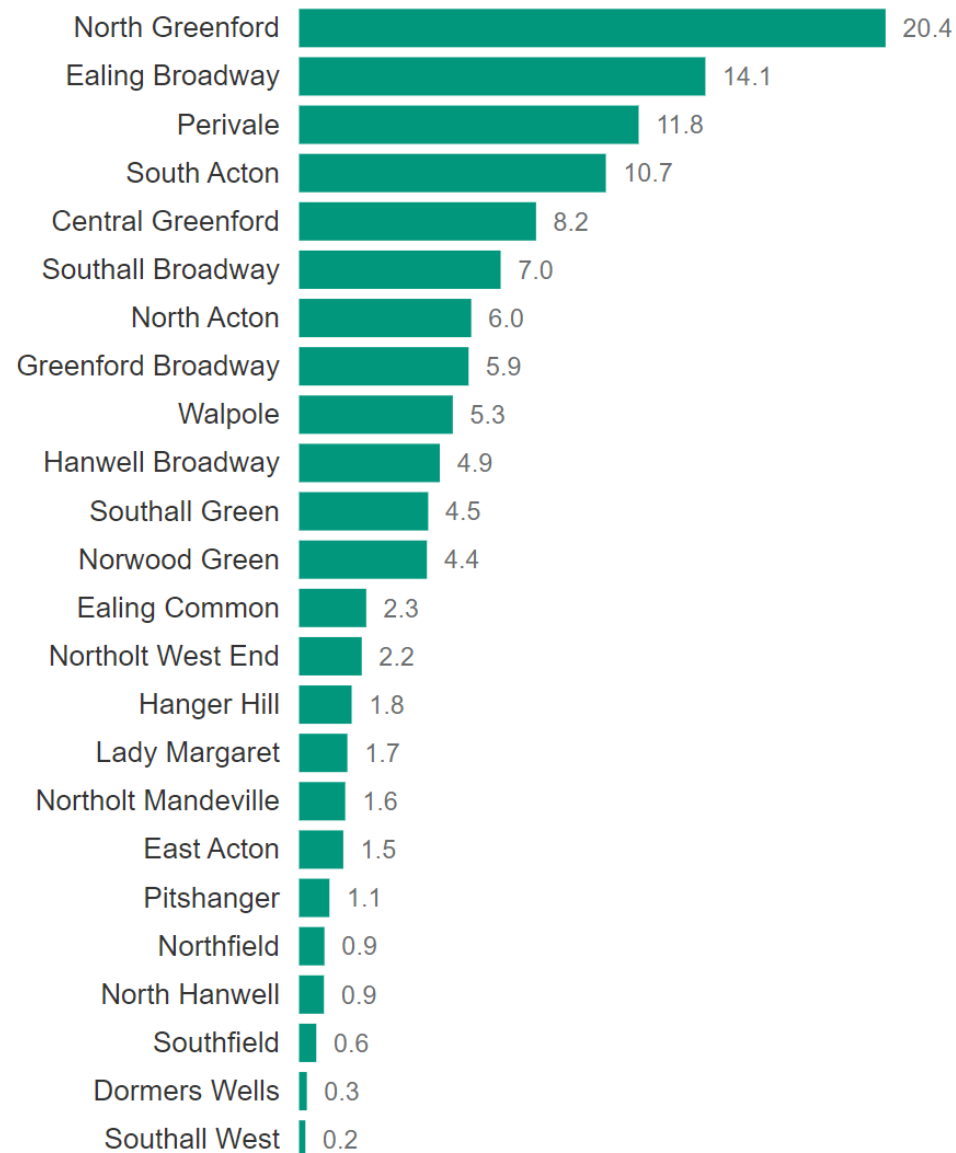


SHOPLIFTING: EALING WARD OFFENCE RATES in 2023

Rate of Offences in Last 12 Months | by Ward



Rate of Offences in Last 12 Months | by Ward



Ealing/Acton BIDs

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Ealing's High Street Taskforce



MAKEITEALING

Promoting local businesses to local people

INWESTEALING

Set up to bringing together a range of high street partners including the 3 BIDs, local traders and multiple services that support the high streets

Successfully delivered Reopen High Street Safely Fund and Welcome Back Fund (£600K in total) and currently the delivery vehicle for the UKSPF Communities & Place Fund

Monthly operational group to help tackle local issues such as ASB and Crime (with Met Police) and quarterly strategic forum to develop investment ideas, projects and initiatives



Your Acton BID – mitigating crime

To make Acton safer for customers, employees, visitors and businesses, we will support and help deter crime and ensure businesses are given every opportunity to succeed, trade and grow.

A YES vote means we'll...

- Invest more in roving CCTV cameras to target hot spot crime and fly tipping areas.
- Employee security bobbies to be the BID's eyes and ears on the ground. A team who will patrol the BID area, report incidents and help businesses reduce crime within their stores. A team to help create a safer community to do business.
- Work with the Acton Town Centre police officers, Safer Neighbourhood teams to reduce local crime.
- Continue to run our successful Pubwatch and Shopwatch schemes to ensure businesses are up to date on notices and legislations.
- Extend the security radio scheme to the industrial businesses ensuring that the BID remains connected, safe and secure.
- Continue to offer the range of security initiatives through Your Acton BID such as personal safety alarms, bike marking kits, security cards and posters.
- Work in partnership with developers, landlords, and centre managers to ensure the town centre is connected and communicates, ensuring anti-social behaviour and localised crime is reported and reduces.
- Improve walkway lighting within the industrial estates to create a safer working environment.



This is what a YES vote achieved in 2018 -2023

- Provided funding to install 2 CCTV cameras on The Mount and Bollo Bridge Road (South Acton), controlled and monitored by Ealing Council CCTV Control room.
- Piloted two security bobbies to help reduce anti-social behaviour and crime in the town centre and set precedence of security within the industrial estates.
- Rolled out security initiatives with Acton MET Police to help businesses, staff and residents feel safe in Acton.
- Launched StoreNet Radio to help businesses communicate with each other to prevent crime.
- Launched the ShopWatch and PubWatch schemes to help businesses increase communication to pre-empt crime and anti-social behaviour.
- Launched Operation ONYX with the Met Police by providing free personal safety alarms to increase safety.



Sergeant Matthew Buckland - MET Police
250 High Street, W3 9BH

"Acton BID is a valued partner for the Acton Safer Neighbourhood teams having collaborated on a number of projects aimed at improving Acton for residents and businesses. We have seen the creation of a pubwatch and retail watch scheme, along with the joint Operation ONYX aimed specifically at reducing violence against women/girls just to name a few. The Acton BID team are enthusiastic, reliable, and never cease to impress me with their efficiency and can-do attitude. I look forward to working with them in the future with a number of new projects in the pipeline."

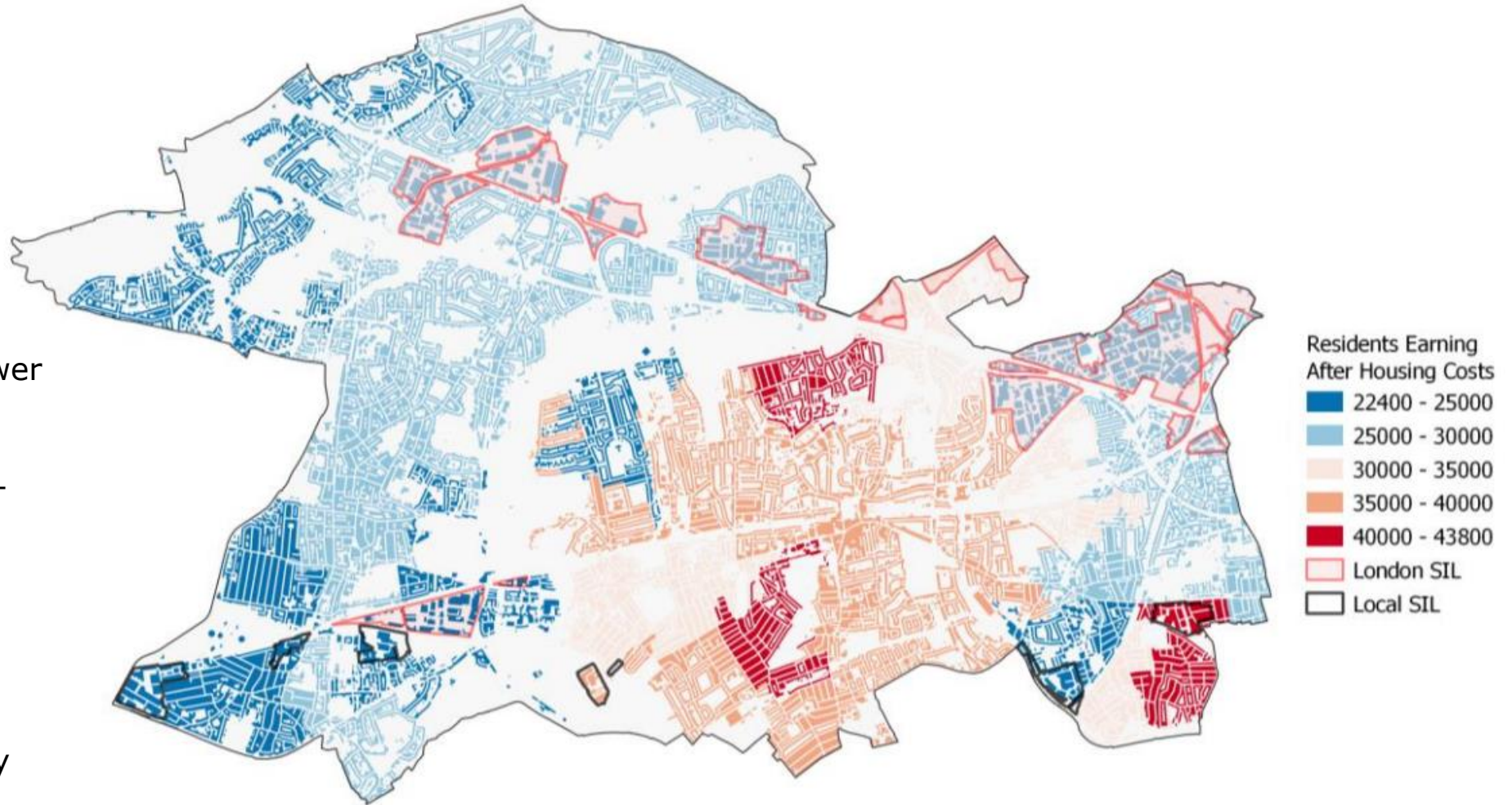


Data appendices

Data

Borough averages mask significant intra-borough inequalities.

- ▶ Stark east-west divide of prosperity and opportunity
- ▶ Earnings in the East of the borough are significantly lower than the west
- ▶ Almost all of Ealing's higher-value 'knowledge intensive' businesses and jobs are located in Ealing and Acton
- ▶ Provides justification for the seven towns approach to target interventions spatially and address locally specific challenges



Data

A significant proportion of the jobs delivered by the market are low quality

- ▶ The quality of work is an important factor and there has been a decline in higher value economic activity in the borough.
- ▶ Government reports to inform National Living Wage Calculations suggests that 2/5 jobs in Ealing are in typically low paying industries.
- ▶ This is reinforced by London-wide data showing that as of 2018, 31,000 jobs in Ealing paid less than the Real Living Wage.
- ▶ New entrants to Ealing's industrial markets could perpetuate low pay challenges and price out traditional tenants.
- ▶ Without proactive curation, future job creation could lead to more of the wrong jobs being located in Ealing.

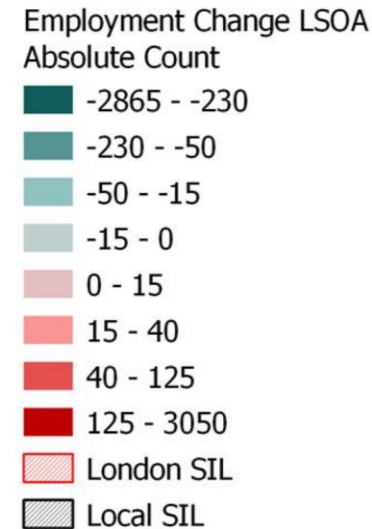
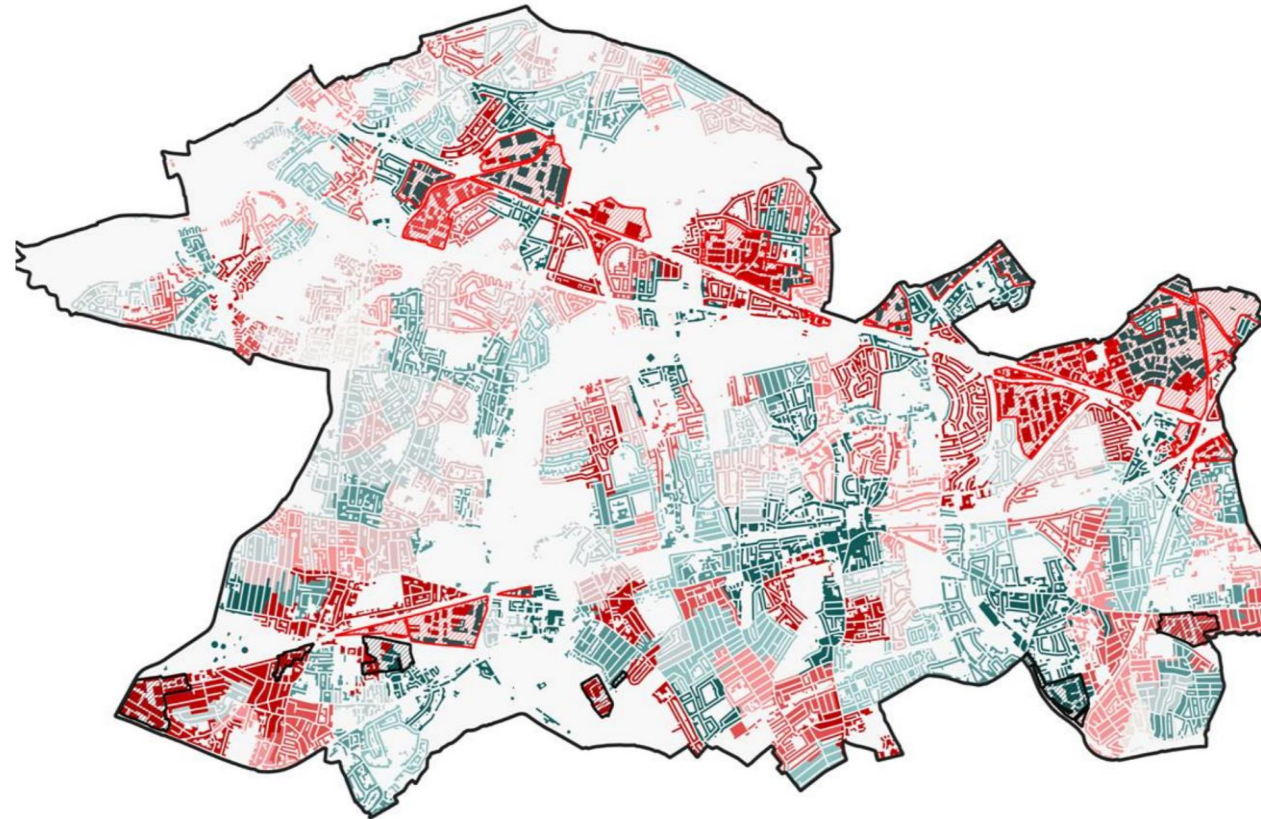


Sources: BRES, Companies House

Data

Ealing's economy has grown over the last five years.

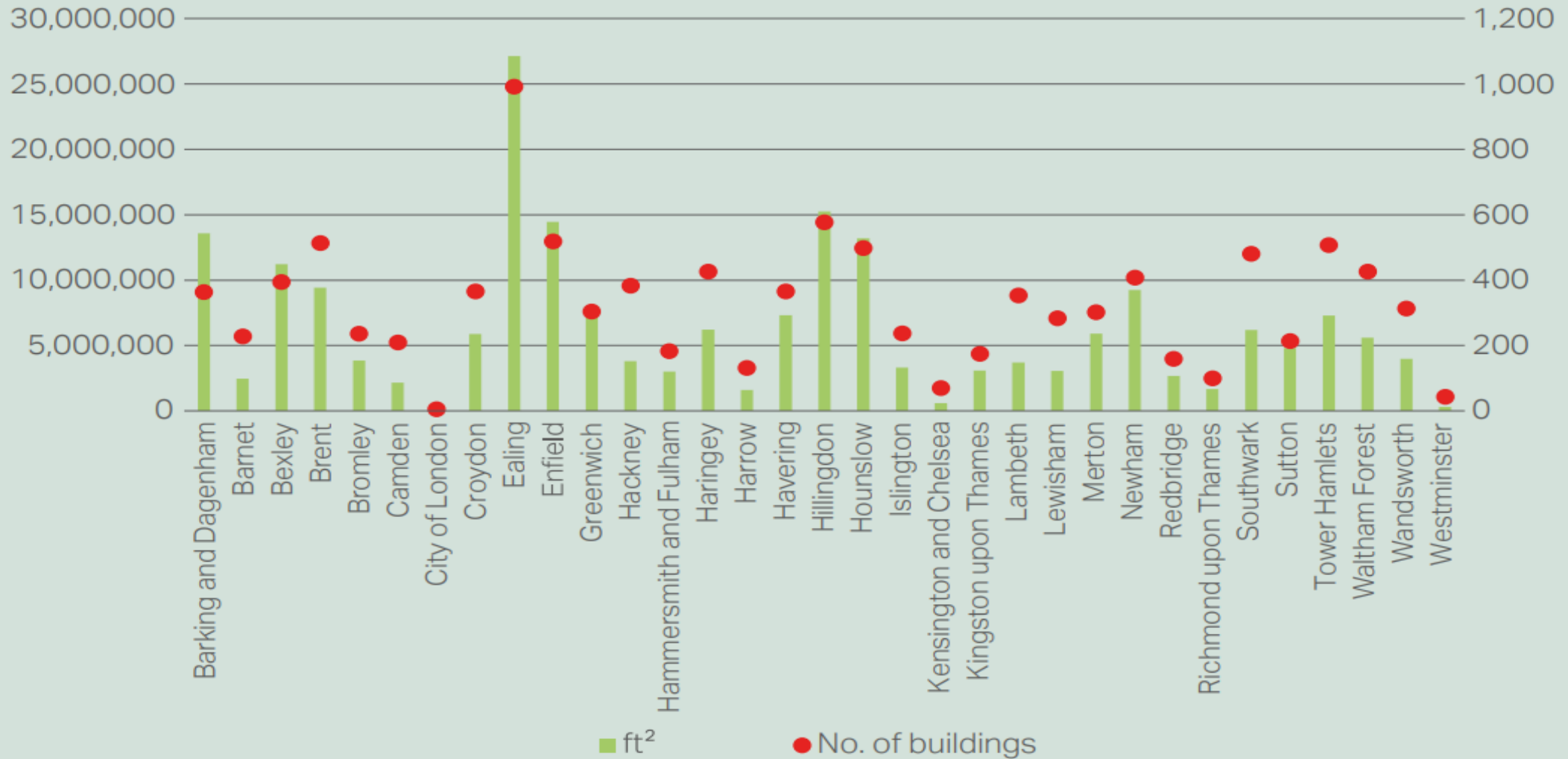
- ▶ Much of this employment growth is concentrated within the borough's designated industrial land.
- ▶ Ealing has over 10% of London's designated industrial land – making the borough integral for the city's future growth.
- ▶ However, a significant proportion of employment land is low density, meaning can work harder.
- ▶ Therefore...low density, coupled with high levels of demand for industrial space mean that Ealing's economy grows into the medium-term and creates new employment opportunities without public sector investment/intervention.



Sources: BRES, Companies House

Data

Figure 4.8: Industrial floorspace and buildings by borough in 2021 (ft² and buildings)



Source: CoStar Data (2021)

Growth sector analysis

Sector	Number of jobs Ealing	% of jobs Ealing	% of jobs London	Number of businesses Ealing	% of businesses Ealing	% of businesses in London
Agriculture and Mining	75	0.1	0.1	10	0.1	0.2
Business Support Services	14,365	11.3	9.5	1,410	7.9	8.9
Construction	6,565	5.2	3.6	2,580	14.4	11.5
Financial and Professional Services	11,915	9.4	22.4	3,265	18.3	24.4
Hospitality, Leisure and Recreation	10,260	8.1	10.1	1,125	6.3	6.7
ICT, Media and Creative Services	9,355	7.4	12.0	2,905	16.3	18.9
Manufacturing	10,965	8.7	2.1	595	3.3	2.8
Motor Trades	1,755	1.4	0.7	455	2.5	1.4
Other Services	3,000	2.4	1.3	670	3.7	3.1
Public Admin, Education, Health	24,480	19.3	22.6	940	5.3	5.5
Retail	8,660	6.8	7.8	1,880	10.5	8.7
Transport	7,900	6.2	3.2	605	3.4	2.2
Utilities and waste	1,525	1.2	0.7	55	0.3	0.5
Warehousing and logistics	2,965	2.3	1.1	300	1.7	1.3
Wholesale	12,870	10.2	3.0	1,075	6.0	4.0

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Ealing has a relatively diverse business and employment base but there are few jobs in “higher value” occupations

High proportions of businesses in financial and professional services and ICT, media and creative services, these do not generate a significant amount of employment, and the proportion of jobs within these sectors is relatively small compared to the London average.

Approximately 40% of Ealing’s jobs are split between three sectors – business support services public admin, education and health, and wholesale

Growth sector analysis

Sector	% of businesses 2022						
	Acton	Ealing Town	Greenford	Hanwell	Northolt	Perivale	Southall
Agriculture and Mining	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Business Support Services	10.7	8.0	7.3	8.0	7.1	8.2	6.2
Construction	10.9	11.3	25.1	20.3	27.3	25.8	13.7
Financial and Professional Services	20.4	24.8	11.9	20.3	12.6	11.3	14.0
Hospitality, Leisure and Recreation	6.6	6.9	5.7	5.5	5.5	4.4	6.8
ICT, Media and Creative Services	23.1	20.6	11.9	23.6	8.7	10.7	7.8
Manufacturing	1.4	1.8	2.3	0.8	2.2	3.1	3.1
Motor Trades	1.4	1.3	2.3	2.1	3.3	6.9	2.8
Other Services	4.3	3.8	3.4	3.4	3.3	4.4	3.1
Public Admin, Education, Health	6.3	6.6	4.8	5.9	3.8	3.8	4.7
Retail	7.5	7.8	11.6	5.9	11.5	9.4	19.9
Transport	1.9	2.0	6.2	2.1	7.7	3.8	5.4
Utilities and waste	0.2	0.2	0.6	0.0	0.0	0.0	0.2
Warehousing and logistics	1.0	0.8	2.0	0.8	3.8	1.9	2.8
Wholesale	4.3	4.3	5.1	1.3	3.3	6.3	9.5
Low paying industries	22.0	22.7	25.1	18.5	23.8	24.0	35.8
Knowledge economy	41.4	41.5	23.0	39.2	21.8	21.3	19.3

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Ealing's towns have different sector make-ups, with some areas having much higher proportions of knowledge economy jobs than others

- ▶ Greenford, Northolt and Perivale have the greatest proportion of businesses within construction.
- ▶ Acton, Ealing Town and Hanwell have much higher proportions of businesses within the knowledge economy.
- ▶ Southall has the highest proportion of businesses within low paying industries, likely due to the large retail sector.

Growth sector analysis

Sector	% of jobs 2021						
	Acton	Ealing Town	Greenford	Hanwell	Northolt	Perivale	Southall
Agriculture and Mining	0.0	0.0	0.0	0.6	0.0	0.0	0.0
Business Support Services	8.1	13.8	13.8	5.0	3.5	3.7	2.6
Construction	5.8	3.6	3.6	11.1	6.6	11.0	3.9
Financial and Professional Services	11.0	12.6	12.6	9.9	5.2	8.2	6.6
Hospitality, Leisure and Recreation	12.9	9.4	9.4	9.1	9.7	7.2	7.6
ICT, Media and Creative Services	7.4	10.7	10.7	6.5	2.1	15.6	1.7
Manufacturing	7.2	6.5	6.5	2.2	3.2	5.4	12.9
Motor Trades	1.3	0.6	0.6	1.8	1.4	3.7	1.0
Other Services	3.2	1.8	1.8	1.5	0.9	2.0	3.4
Public Admin, Education, Health	20.5	27.3	27.3	37.2	22.8	10.0	32.5
Retail	10.7	9.1	9.1	7.4	19.6	7.0	12.0
Transport	3.0	1.6	1.6	2.0	10.0	13.8	4.4
Utilities and waste	0.2	0.2	0.2	0.0	0.1	0.3	0.5
Warehousing and logistics	1.1	0.5	0.5	3.2	5.6	2.9	2.5
Wholesale	7.5	2.3	2.3	2.5	9.2	9.1	8.3
Low paying industries	41.2	37.5	33	27.1	44.7	30.4	55.6
Knowledge economy	17.1	24.5	9.1	16.2	6.4	26.2	7.1

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High proportions of knowledge economy businesses does not always translate to enhanced employment opportunities, and in Southall over half of work is low paying

- ▶ The public sector is the biggest employer in 6 of Ealing's towns.
- ▶ Whilst Acton, Ealing Town and Hanwell had a high proportion of knowledge economy businesses (up to 41.5%), these areas have a much smaller proportion of knowledge economy jobs and more low paid opportunities.



Report to Scrutiny

Item Number:

Contains Confidential or Exempt Information

No

Subject of Report:	Panel Recommendations
Meeting:	Scrutiny Review Panel 2 – Economy and Sustainability 12 March 2024
Service report author:	Anna-Marie Rattray Scrutiny Review Officer rattraya@ealing.gov.uk 0208 825 8227
Scrutiny officer:	As above
Cabinet Responsibility:	Councillor Louise Brett (Decent Living Incomes) Councillor Deirdre Costigan (Deputy Leader and Climate Action)
Director Responsibility:	Helen Harris Director of Legal and Democratic Services harrish.gov.uk 020 8825 6159
Brief:	This report sets out the recommendations made by the panel across its previous three meetings and the responses received.
Recommendations:	That the responses to the Panel’s recommendations are noted.

1. Panel Recommendations

The recommendations made at the previous three meetings of the Scrutiny Panel and the responses received from officers are attached as **Appendix 1**. In future, responses to Scrutiny Panel recommendations will be sought in a timelier manner and reported on regularly.

The progress of accepted recommendations will be followed up at 6 monthly intervals.

2. Legal Implications

There are none arising directly from this report. The powers and duties of the Panel are set out in the Council Constitution.

3. Financial Implications

Support to the scrutiny panels is contained within allocated budgets. Value for money will be achieved through early and effective planning of the Panel's work programme.

4. Other Implications

There are none.

5. Background papers

Ealing Council's Constitution is available at https://www.ealing.gov.uk/info/201046/decision_making/597/council_constitution

Pre-publication sign-off

Name	Department	Date sent	Date response received	Comments appear in report paragraph:
Internal				
Sam Bailey	Head of Democratic Services	27/02/24	27/02/24	

Report History

Decision type: Non-key decision	Urgency item? No
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Authorised by Cabinet member:	Date report drafted:	Report deadline:	Date report sent:
Not applicable			

Report no.:	Report author and contact for queries:
	Anna-Marie Rattray, Scrutiny Review Officer. Ext 8227

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Appendix 1

Scrutiny Panel	Date of meeting	Agenda Item	Recommendation	Recommendation to	Accepted/Rejected	Reason for acceptance/ rejection
2. Economy and Sustainability	18/10/23	Housing Delivery Programme	As part of the lessons learnt exercise in relation to council contractor Henry going into administration whilst developing multiple Ealing sites, Ealing Council will develop a framework to ensure it properly evaluates contractors financial viability to deliver and how this is monitored through the period of the development.	Clare Tostevin, Interim Assistant Director Housing Regeneration	Accepted	This will help us ensure that we are confident robust processes are in place in future and the overall risk is considered.
2. Economy and Sustainability	18/10/23	Housing Delivery Programme	The Council remains firm on the target of 35% affordable homes for new developments.	Clare Tostevin, Interim Assistant Director Housing Regeneration	Accepted	
2. Economy and Sustainability	18/10/23	Housing Delivery Programme	The council conducts resident/tenants satisfaction surveys between 1-3 years after completion of developments. This should not only survey opinion on the quality of homes but also on the on-going management. This should inform the Council on which housing association and developer partners it should continue work with in the future to ensure future developments are delivered and managed to the highest quality.	Clare Tostevin, Interim Assistant Director Housing Regeneration	Accepted	This needs setting up so that it happens routinely for every scheme and enables the development team to feed lessons learned into future schemes.
2. Economy and Sustainability	05/12/23	Climate Action Progress	The council should launch a competition for school children in the borough to reward innovative ways of help the environment.	Alison Parry, Interim Climate and Sustainability Manager	Accepted	
2. Economy and Sustainability	05/12/23	Climate Action Progress	The council should work with educational institutions and businesses to create a strategy to boost skills for green jobs so that Ealing residents can benefit from employment in this growth sector.	Connor McDonagh, Assistant Director Economic Growth	Accepted	A jobs and skills forum has been set up, as well as Ealing and University Partners Forum

Scrutiny Panel	Date of meeting	Agenda Item	Recommendation	Recommendation to	Accepted/Rejected	Reason for acceptance/ rejection
2. Economy and Sustainability	05/12/23	Climate Action Progress	The council will ensure when assessing biodiversity net gain in planning applications, that the net gain should be on the site of the application or as close as possible rather than being offset miles from the application in a single location like a regional park.	Jennifer Peters, Assistant Director, Planning, Design and Sustainability	Accepted	The biodiversity net gain (BNG) approach embeds a fundamental principle for spatial hierarchy of habitat delivery, where there is a preference for onsite or local enhancements. Further information on this Biodiversity Gain Hierarchy is set out in the draft Planning Practice Guidance Paragraph: 007 Reference ID: 74-007-2023. The Biodiversity Metric incentivises habitat delivery on or close to the development site through a 'Spatial Risk Multiplier', which reduces the biodiversity value of habitats delivered further away from the development. Where a development cannot achieve BNG either wholly or partly onsite, then the developer can secure the unit shortfall by securing a bespoke site for net gain, or from appropriate sites on the local net gain habitat market from other landowners. These sites will need to meet the criteria of the biodiversity gain sites register. If a shortfall in units required to achieve BNG remains, having explored the onsite and local offsite options, a developer can purchase statutory biodiversity credits from government as a last resort. Therefore, the recommendation is consistent with the regulations and the Council will be keen to ensure that net gain is delivered in the borough.