

Public Document Pack



Notice of Meeting:

Cabinet

Meeting Location:

The Liz Cantell Room, Ealing Town Hall,
New Broadway, Ealing, W5 2BY

Date and Time:

Thursday, 18 May 2023 at 7.00 pm

Contact for Enquiries:

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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 democraticservices@ealing.gov.uk or telephone on 020 8825 6302 at least three clear working days in advance wherever possible.

Committee Membership: Councillors

J Anand, J Blacker, D Costigan, S Donnelly, B Mahfouz, S Manro, P Mason (Chair), K K Nagpal and A Raza

AGENDA

Webcast Meeting

This meeting will be webcast live on the Council's
YouTube site:

[Ealing Council - YouTube](#)

- 1 Apologies for Absence**
- 2 Urgent Matters**
- 3 Matters to be Considered in Private**

Item 7 - Environmental Services Company Contract Changes including extension (Greener Ealing Limited), Appendix A contains Exempt Information by virtue of Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (see paragraph 10 to the Access to Information Procedure Rules)
- 4 Declarations of Interest**
- 5 Minutes** **(Pages 3 - 14)**

To approve as a correct record the minutes of the meeting held on 19 April 2023.
- 6 Appointments to Sub Committees and Outside Bodies**
- 7 Environmental Services (Greener Ealing Limited) Contract Extension** **(Pages 15 - 24)**
- 8 Health and Wellbeing Strategy 2022-2027** **(Pages 25 - 102)**
- 9 Health of the Borough** **(Pages 103 - 134)**
- 10 Update to the climate and ecological emergency strategy action plans** **(Pages 135 - 172)**
- 11 Waste Reduction and Recycling Plan** **(Pages 173 - 194)**

Exclusion of the Public and Press

Published: Wednesday, 10 May 2023

Minutes of the meeting of the Cabinet

Date: Wednesday, 19 April 2023

Venue: The Liz Cantell Room, Ealing Town Hall, New Broadway,
Ealing, W5 2BY

Attendees (in person): Councillors

P Mason (Chair)
J Anand, J Blacker, D Costigan, S Donnelly, B Mahfouz, S Manro, K K Nagpal and
A Raza

Attendees (virtual): Councillors

A Steed

1 Apologies for Absence

There were no apologies received.

Request to speak:

In accordance with paragraph 2.6(a) of the Constitution, the following speakers addressed the Cabinet with regard to the following items

Item 7 – [Council Plan Performance Report Q3 22/23](#)

- Cllr Andrew Steed (nominated by Cllr Malcolm)

Item 11 - Ealing's Strategy for Additional and Special Educational Needs and Disabilities (SEND) and Inclusion 2023-2027

- Cllr Andrew Steed (nominated by Cllr Malcolm)

This meeting was held in a hybrid format with members and officers able to join the meeting remotely. However, regulations did not allow for members attending virtually to be counted as present in the attendance section of the minutes, and their attendance would not count as attendance in relation to section 85(1) of the Local Government Act 1972. Members attending virtually would be able to speak but would not be able to vote. Cllr A Steed attended virtually. Due to technical issues, Cllr Steed could not be heard in the meeting room, however, questions were submitted in writing and answered by Members.

2 Urgent Matters

There were none.

3 Matters to be Considered in Private

Item 10, Public Sector Decarbonisation Scheme Update and Phase 3b Contract Award Appendix A was exempt by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972

4 Declarations of Interest

There were none.

5 Minutes

The minutes of the meeting 29 March 2023 were discussed

RESOLVED:

The minutes of the meeting, 29 March 2023, were agreed as a true and accurate record of meetings

6 Appointments to Sub Committees and Outside Bodies

There were none.

7 Council Plan Performance Report Q3 22/23

RESOLVED:

That Cabinet noted and approved the:

- I. Key performance highlights against the 2022/23 Council Plan Delivery Plan
- II. Progress on the Council Plan numeric targets
- III. Progress against the Corporate Health Check indicators as at Quarter 3 (Q3) 2022/23

REASONS FOR THE DECISION:

1. Progress on the delivery of the Council Plan 2022-26 was noted and discussed, with specific reference to performance against the 2022/23 Delivery Plan. Performance management is an essential part of a high performing organisation and therefore performance reporting will continue to be provided.

8 Household Support Fund 2023/24 - local eligibility framework and

approach

RESOLVED:

- I. Approved the proposed distribution of Household Support Fund to residents who qualify for grant payments under conditions laid down by central government and local scheme guidance.
- II. Authorised the Strategic Director of Corporate Resources, following consultation with the Cabinet Member for Decent Living Incomes and the Cabinet Member for Inclusive Economy and the Director of Legal and Democratic Services, to determine and amend the award criteria as may be appropriate in response to circumstances and further guidance from central government.
- III. Approved temporary expansion of eligibility criteria for Local Welfare Assistance in line with eligibility criteria of Household Support Fund to be applicable until 31 March 2024.

REASONS FOR THE DECISION:

1. The cost of living was increasing since late 2021 and was caused by high inflation fueled by sharp increases of energy costs. Overall inflation for February 2023 was reported to be 12%, however, the cost of food, energy and housing were rising at much higher rate. The energy cap was set at £3,000 from 1 July 2023 which meant that households would see their energy costs increasing further.
2. As part of the measures to address the raising prices of food and fuel, the Department for Work and Pensions (DWP) was providing further allocation of Household Support Fund from 1 April 2023 until 31 March 2024.
3. The objective of the Household Support Fund was to provide support to vulnerable households in most need of support to help with significantly rising living costs.
4. Allocation of funding for Ealing under the scheme was £5,317,610.
5. There was no separate allocation for administration of the scheme and the Council was allowed to use part of this funding towards administration costs as long as these were 'reasonable'.

9 London Boroughs Legal Alliance (LBLA) Barristers Framework 2023

RESOLVED:

- I. Authorised the Director of Legal and Democratic Services to invite and evaluate tenders for a Barristers Framework for a period of three years with the option to extend for one year, with Ealing as the lead authority on behalf of LBLA authorities and other authorities wishing to access the framework.
- II. Authorised the Director of Legal and Democratic Services upon completion of the tender process to award the Framework Agreement to Barristers Chambers in accordance with the evaluation criteria, for each of the Lots.
- III. Authorised the Director of Legal and Democratic Services to enter into Access Agreements with any LBLA members and other authorities that request to use the framework

REASONS FOR THE DECISION:

1. The procurement process to establish the fourth pan-London Barristers Framework Agreement for the LBLA and other councils was outlined.
2. The LBLA was made up of the City of London Corporation, the London boroughs of Barnet, Bexley, Brent, Bromley, Camden, Croydon, Ealing, Enfield, Greenwich, Hackney, Hammersmith & Fulham, Haringey, Harrow, Havering, Hillingdon, Hounslow, Islington, Kensington & Chelsea, Islington, Lambeth, Newham, Redbridge, Southwark, Tower Hamlets, Waltham Forest, City of Westminster, the London Fire Commissioner, and Slough Council. Buckinghamshire County Council, Swale Borough Council, Maidstone Borough Council, South Oxfordshire District Council, Vale of the White Horse District Council, and Tunbridge Wells Borough Council are not LBLA members but have access to the current framework.
3. Ealing was one of the founding members of the LBLA, which was set up fourteen years ago. It is fair and appropriate for Ealing to take our turn to lead the procurement of the latest iteration of the Barristers Framework Agreement. Previous versions of the framework were led by other LBLA borough members, most recently by the City of London Corporation in 2019. Use of a framework enables councils to use their bulk purchasing power to achieve the best rates and terms of service.
4. The current agreement expired on 31 December 2023 and had 25 sets of chambers appointed under the framework. A replacement Framework Agreement was required to provide LBLA members with continued access to a panel of expert legal advisers for specialist advocacy, advice, and related legal services. In addition, the

replacement Framework Agreement will provide access to other local authorities in London and South East England who wish to buy into it; this helps to strengthen the bargaining power of the framework.

5. The proposed Framework Agreement would be divided into the distinct areas. There are eight Lots in the current framework;
 - a) Lot 1 - Adult Social Services
 - b) Lot 2 - Children's Services
 - c) Lot 3 - Governance & Public Law
 - d) Lot 4 - Criminal Litigation & Prosecutions
 - e) Lot 5 – Housing
 - f) Lot 6 – Planning
 - g) Lot 7 – Property
 - h) Lot 8 – Civil Litigation

The number of Lots within the proposed new framework would be finally determined following consultation with LBLA members. It is likely that there will be additional Lots for Education, Licensing and possibly also Employment.

6. When acting as the lead contracting authority, Ealing would work closely with specialist independent legal consultants, Kennedy Cater (KC). KC is contracted to supply secretarial and other support services to the LBLA and fees are covered through LBLA subscriptions.
7. The procurement process proposed was a one stage (Open) procedure (under the Light Touch Regime). It was considered the proposed replacement Framework Agreement provides the necessary platform and resources for LBLA members (including Ealing) and other councils.

10 Public Sector Decarbonisation Scheme Update and Phase 3b Contract Award

RESOLVED:

- I. Noted the applications by the then Executive Director Children's, Adults and Public Health for a further £13.721m of grant funding as part of the Public Sector Decarbonisation Scheme and, if successful, authorised the Strategic Director for Children's Services, following consultation with the Strategic Director for Economy and Sustainability to agree the final terms and agree the Council to enter into a grant agreement with Salix Finance (the fund administrator) to receive the grant funding. Successful applicants have 10 days in which to return a signed Grant Offer Letter.

- II. Approved, subject to the grant applications being successful, capital expenditure of up to £13.721m being incepted into the 2023/24 capital programme for Phase 3b of the Public Sector Decarbonisation Scheme (PSDS), to be funded from a mix of grant and match funding, and to spend the entire grant income for the Public Sector Decarbonisation Scheme in accordance with the terms of the grant. Also noted the match funding of £1.273m will be funded from the existing approved capital programmes, which will require virement under the Financial Regulations.
- III. Approved, subject to the PSDS 3b grant application being successful, the inception of £803,332 match funding from the carbon offset fund, which funding was allocated by the carbon offset fund board, into the 2023/24 Economy and Sustainability capital programme for Phase 3b of the Public Sector Decarbonisation Scheme. Cabinet additionally noted that further match funding was being sought to maximise the grant received, which would be the subject of further approval. If further match funding could not be secured, then the scope of the leisure centres works would be reduced to fall within the available funding.
- IV. Approved the appointment of the delivery partner for Stage 1 of Phase 3b following a mini-competition procurement process using the GLA and Local Partnerships RE:FIT framework agreement (National Framework Agreement for Energy Performance Contracting). Cabinet additionally noted that there were no financial implications, apart from the Investment Grade Proposal fees, if of acceptable quality, directly associated with the appointment for Stage 1, and that the financial commitment related to Stage 2, the construction works, which would be the subject of a further report.
- V. Authorised the Strategic Director for Children's Services to finalise the terms and enter into the Stage 1 agreement following consultation with the Strategic Director for Economy and Sustainability and the Strategic Director of Corporate Resources.
- VI. If the bids for Public Sector Decarbonisation Scheme (PSDS) 3b Grant funding were successful, delegated authority to the Strategic Director for Children's Services to finalise the terms of, and enter into, the Stage 2 agreement for appointment of the delivery partner for the

construction/installation works, following consultation with the Strategic Director for Economy and Sustainability and the Strategic Director of Corporate Resources, to meet the short project delivery timescales set by Salix Finance as the fund administrator.

- VII. Delegated authority to the Strategic Director for Children's Services, following consultation with the Strategic Director for Economy and Sustainability, to finalise the list of building works and take any other necessary steps to secure the implementation of the works.

- VIII. Noted that appointment of the Stage 1 Delivery Partner under a Call-Off Contract under the Re:Fit Framework Agreement enables projects to be delivered in phases and subsequent phases (if for example, additional funding becomes available) so that further phases of scoping/design work and works contracts may be entered into beyond the first phase of works. It should be noted that additional works contracts will not be entered into until further approval has been obtained.

REASONS FOR THE DECISION:

1. The Ealing Climate and Ecological Emergency Strategy (CEES) set a date of 2030 to be a net zero carbon borough. A number of funding routes were being used to progress towards this target.
2. The Department for Business, Energy and Industrial Strategy (BEIS) launched the Public Sector Decarbonisation Scheme (PSDS) in 2020, delivered by Salix Finance. The Council was successful in significant funding awards in earlier phases and is currently on site with schemes funded by Phase 3a of the scheme.
3. The scheme was now extended to a further phase, Phase 3b, and the Council had bid for funding to enable a further seven schools to receive new low carbon heating systems in 2023/24, bid value £3,006,074; and new low carbon heating systems which will remove the use of gas at the Council's three major wet leisure centres, bid value £10,715,176.
4. A small proportion of match funding was required for each bid, and this had been agreed with services as detailed in paragraphs 4a and 4b of this report, at £469,570 for the schools and £803,332 for the leisure centres.
5. The CEES committed the Council to improving its own commercial portfolio (offices, centres, etc.) and managed schools to meet the net

zero carbon target by 2030. This funding would allow the Council to make progress toward these targets.

6. Phase 3b PSDS grants were available for capital energy efficiency and heat decarbonisation projects within public sector non-domestic buildings including central government departments and arm's length bodies in England. It had been confirmed that the retrofit of leisure centres is allowable under the scheme. The scheme allowed Public Sector Bodies including eligible central government departments and their arm's length bodies to apply for a grant to finance up to 100% of the costs of capital energy saving projects that meet the scheme criteria.
7. The Council bids were based on energy efficiency audits on corporate buildings, including schools and leisure centres. These were confirmed with the Strategic Property and Investment team as assets that would not be disposed of in the near term. The audit produced a costed plan for energy efficiency upgrades, and two PSDS bids were based on these plans.
8. The Council was delivering Phase 3a of PSDS under the National Framework Agreement for Energy Performance Contracting dated 24 April 2020 (the "Framework Agreement"), OJEU reference number OJ/S S194 08/10/2019 471647–2019–EN. A further procurement through the RE:FIT framework agreement had been undertaken for the Phase 3b bid.
9. The grant funding award decision was expected soon, and the scheme sets a very tight timescale for delivery which requires that the schemes be complete by March 2024.

11 Ealing's Strategy for Additional and Special Educational Needs and Disabilities (SEND) and Inclusion 2023-2027

RESOLVED:

- I. Noted and approved The Strategy for Additional and Special Educational Needs and Disabilities (SEND) and Inclusion 2023-2027.
- II. Noted that The Strategy for Additional and Special Educational Needs and Disabilities (SEND) and Inclusion 2023-2027 links to adjacent strategies through the strategy action plans which included updates from programmes of delivery for the SEND Placement Sufficiency Plan, All Age Autism Board and All Age Learning Disability Strategy, and Child and Adolescent Mental Health Service (CAMHS) Delivery Group.
- III. Noted that the Council's High Needs Sustainability Programme will be aligned with strategic priority action plans to ensure the SEND Strategy

supports the Council's MTFS (Medium Term Financial Strategy) commitments.

- IV. Delegated the authority to develop and implement the action plan to the Strategic Director for Children's Services, following consultation with the relevant Portfolio Holders, the Strategic Director for Resources and the Director for Legal and Democratic Services.

REASONS FOR THE DECISION:

1. The Strategy for Additional and Special Educational Needs and Disabilities and Inclusion 2023-2027 would replace Ealing's SEND and inclusion Strategy (2018-22), which expired April 2023 with 2022 as a transition year.
2. The new strategy took into account the Council's legal responsibility to publish a strategy for Special Educational Needs for children and young people aged 0-25, and where necessary the strategy will be updated to respond to national guidance, best practice, and legislative changes in the future.
3. The strategy would provide strategic direction for the Council and Ealing's local Strategic Partnership for additional needs, SEND and Inclusion, to improve outcomes for children and young people with Additional and Special Educational Needs and Disabilities, which was led and chaired by the local authority, working together with practitioners across Education, Health and Social Care as well as Ealing Parent Carer forum and from the Voluntary and Community Sector (VCS).
4. The option to do nothing and continue with an expired strategy is not recommended, because it would fail to maximise the positive impact on provision and services for children and young people with SEND and the use of available resources.

12 Renovation of the Young Adult Centre and Undertaking an Options review on youth service provision

RESOLVED:

- I. Noted that an appraisal has been completed which considers the potential scope and costs of renovating the existing Young Adult Centre (YAC) building in Southall.
- II. Based upon the indicative costs shown in the option, approved the establishment of a budget of £2.8m to be added to the capital programme for the purpose of proceeding with further design and

building activity to renovate the YAC, to be funded from borrowing in the absence of available developer contributions or other funding sources and delegates the final financing to the Strategic Director of Corporate Resources.

- III. Authorised the Strategic Director of Economy and Sustainability to invite and evaluate tenders in order to commission further detailed design work, working in consultation with the Youth Service, to confirm the scope of renovation to the YAC building, including securing any necessary approvals and planning permission for building works for an approximate total value of £2.8ml and delegates authority to the Strategic Director of Economy and Sustainability to award any contract(s) for these services. A bespoke project plan will cover the specific costs.
- IV. Authorised the Strategic Director of Economy and Sustainability to invite and evaluate tenders for renovation works contract(s) for a total approximate value of £2.8m and delegates authority to the Strategic Director of Economy and Sustainability to award any building contract(s) required to facilitate the renovation works.
- V. Noted that an options appraisal will be undertaken to create an alternative delivery model for youth services in Ealing which may include the formation of a Charitable Foundation to safeguard the delivery of future youth services.

REASONS FOR THE DECISION:

- 1 The 2022-2025 Youth Plan was published in 2021 following consultation with young people and communities in Ealing. In this plan the YAC site was reaffirmed as a site for redevelopment. The confirmation of the redevelopment proposal followed on from a Council decision in 2015. Further consultation with young people and the community took place during 2022 and following this consultation, the decision was made that the site would no longer be regenerated for housing and that the YAC would remain on the site. It would be renovated to provide services that children, young people and the community want, underpinned by a sustainable finance model.
- 2 Youth centres in Ealing made a significant contribution to the health and wellbeing of children and young people across the Borough through their

accessibility and locations.

- 3 The youth centres also had a wide role that supports and improves community engagement and participation with children and young people. Children and young people could engage in a range of programmes and activities as well as receiving support from youth workers, working locally within the community and within youth centres. Following a consultation with children and young people, the programmes and activities were what young people wanted locally.
- 4 The Council had an overall strategy to promote Active Citizenship and engagement with communities, and the Youth Plan promotes how youth services will be delivered as part of a wider partnership. Youth centres have a vital role to play in that strategy, by making the youth centres attractive and well-maintained venues where children and young people want to visit is vital to increase engagement and participation.
- 5 To achieve further engagement and participation an options appraisal for an alternative delivery model would need to be completed for the youth service. The options appraisal would consider how the Council's new model for youth service delivery works together with the partners in the community and young people to achieve common objectives particularly to encourage and promote the use of youth centres for programmes and activities. There must be a real focus towards engagement and participation of children and young people.
- 6 The renovation of the YAC required significant capital investment. This investment would provide the basis and the opportunity for any new model for delivery with young people and community partners working closely alongside each other, using the YAC to jointly deliver youth services.
- 7 Utilising community partnerships, while at the same time reviewing the model to deliver youth services could result in an ability to attract additional external resources and finances.

13 Date of the Next Meeting

The date of the next meeting is scheduled for 18 May 2023.

Meeting commenced: 7.05 pm

Meeting finished: 8.04 pm

Signed:

Dated: Thursday, 18 May 2023

P Mason (Chair)



Report for: ACTION
Item Number:

Contains Confidential or Exempt Information	YES Appendix A contains Exempt Information by virtue of Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 (see paragraph 10 to the Access to Information Procedure Rules)
Title	Environmental Services Company Contract Changes including extension (Greener Ealing Limited)
Responsible Officer(s)	Darren Henaghan, Interim Strategic Director of Housing and Environment
Author(s)	Earl McKenzie, Assistant Director Street Services John Arnold, Contracts and Performance Manager
Portfolio(s)	Cllr Deirdre Costigan, Deputy Leader and Cabinet Member for Climate Action
For Consideration By	Cabinet
Date to be Considered	17 th May 2023
Implementation Date if Not Called In	1 st April 2025
Affected Wards	All
Keywords/Index	Street Services, waste, recycling, street cleaning, grounds maintenance, Enterprise Managed Services, Greener Ealing Limited, Environmental Services

Purpose of Report:
To seek approval from Cabinet to agree:

To a five (5) year contract extension from July 2025 for the Environmental Services contracts operated by Greener Ealing Limited and to include provision for a further contract extension of 5 years from April 2030, and the corresponding contract variations set out in Recommendation 1.2 of this report.

1. Recommendations

It is recommended that Cabinet:

- 1.1 Agrees to extend the contract between the Council and Greener Ealing Limited (GEL) dated 6th July 2020 for the provision of environmental services (“the Contract”) for 5 years from 7th July 2025 to 6th July 2030 pursuant to clause 5.2 on at least 3 months' prior written notice of such intention before the expiry of the initial term.
- 1.2 Agrees in principle to the variations set out in a current draft deed of variation to include the following variations of the Contract and authorises the Strategic

Director of Housing and Environment following consultation with the Director of Legal & Democratic Services and the Strategic Director for Resources to finalise the following variations:

- 1.2.1 inclusion of an industry-based contract indexation clause and mechanism for annual contract price adjustment
- 1.2.2 confirmation of the Council's status as parent company guarantor.
- 1.3 Agrees in principle to GEL's dividend policy set out in Confidential Appendix A and authorizes the Strategic Director of Housing and Environment following consultation with the Director of Legal & Democratic Services and the Strategic Director for Resources to agree its terms with GEL.
- 1.4 Notes that on 13th December 2022, the Strategic Director of Housing and Environment approved the addition of graffiti and flypost removal services to the Contract.
- 1.5 Thanks Darren Henaghan for his work as Council shareholder representative for Greener Ealing Limited and appoints Nicky Fiedler to be the Council's shareholder representative for Greener Ealing Limited, with effect from 3rd July 2023.

2. Background and Context

- 2.1 In July 2020 GEL commenced delivery of the borough's Environmental Services contract for the provision of Waste & Recycling Collection, Street Cleaning, Grounds Maintenance, Burials and Associated Services from the previous contractor Amey Plc. The initial contract period is for 5 years with provision to extend for a further 5 years.
- 2.2 To support business expansion and diversification objectives and to align with refinancing arrangements, there is a need to extend the contract well in advance of end of the initial term.

3. Reason for Decision

- 3.1 Since the award of the Environmental Services contract to GEL in July 2020, there has been a significant improvement in performance compared with the previous contractor. Contract Key Performance Indicators are being consistently met or exceeded, and customer complaint levels have dramatically reduced. The business has demonstrated its ability to deliver to high standards and Graffiti Removal has been authorised to be added to the Contract and it is also planned for parking enforcement services to be added to the GEL portfolio soon. The proposed contract terms for both these services extend beyond the term of the current GEL contract, with Graffiti services delivered by GEL from June this year and therefore requiring formal inclusion in the agreement with the Council.
- 3.2 Additionally, as part of efficiency savings in 2022/23 to assist with revenue pressures, the lease financing agreement for the GEL fleet signed in 2020 for 5 years was extended by 2 years. The current GEL Contract with the Council

officially ends in 2025 and must therefore be extended to align with contract terms for the additional graffiti removal and parking enforcement services, and the extended finance lease agreements.

- 3.3 The extension of the GEL Contract provides an opportunity to make amendments to it, clarifying clauses and to include minor omissions.
- 3.4 There is potential for the Council as the shareholder to receive a dividend, based on a share of operating surplus. The original contract did not specify exactly how this might be apportioned and accordingly, a dividend distribution clause will now be included in the agreement.
- 3.5 The original contract did not include a formula for calculating annual contract price uplift. A formula based on industry standard for similar contracts will now be included, along with clarification of the mechanism for other annual price adjustments.
- 3.6 To support GEL endeavours to successfully bid for works outside of any agreement with the Council, confirmation of the Council's position as guarantor in relation to any GEL third party contract, if required, is sought. This will be at the discretion of the Council.
- 3.7 The Interim Strategic Director of Environment and Housing (Darren Henaghan) leaves the Council in July 2023. The Strategic Director acts as the Council's shareholder representative for GEL. This post will be held by Nicky Fiedler from 3rd July 2023.

4. Financial Implications

- 4.1 The current GEL Contract does not include an indexation clause. Annual price increases/decreases are agreed as part of the annual business planning process. At the start of the contract this was seen as necessary to ensure control over start up costing, while gaining a deeper understanding of operating costs under the previous contract. With all operating cost implications now clear and with a transparent open book arrangement, it is now appropriate to apply standard industry annual contract uplift. This gives both the Council and GEL a degree of certainty in support of business planning and impact on the Medium-Term Financial Strategy (MTFS). The agreed uplift formula will be supported by a clause which recognises realistic cost increases to the contractor while protecting the Council from excessive price increases.
- 4.2 The financial implications of the contract indexation and dividend distribution policy will need to be factored into the future Medium-Term Financial Strategy (MTFS) process.

5. Legal Implications

- 5.1 The Council may extend the Contract as GEL continues to remain a controlled local authority company and meets the requirements of Regulation 12 of the Public Contracts Regulations namely that the Council:
 - a. exercises control similar to that it exercises over its own departments.

- b. more that 80% of the activities carried out by GEL are for the Council
- c. there is no direct private capital participation in GEL.

5.2 The Contract may be varied by written agreement of the parties pursuant to clause 46 of the Contract.

6. Value For Money

GEL was first established following An independent assessment of the options available to the Council by Eunomia showing estimated service costs:

All the options include the application of the London Living Wage. Costs are based on the current operational resources (crews, employee numbers, vehicles, management and supervision, administration) the assessment showed that the LATCO (GEL) was the cheapest option for the Council.

One of the key benefits to the Council setting up a LATCo is the ability to 'Control and Flex' service costs.

GEL continues to be value for money for the Council, this is seen in the recent acquirement of the Graffiti and flypost removal contract saving the Council £38,374 PA explained in 5.1 and 5.2 of the Graffiti and flypost removal Officer decision.

7. Sustainability Impact Appraisal

GEL is an essential partner in helping to deliver Ealing's sustainability aspirations. Through the delivery of the Council's frontline services in accordance with the service contract, the very latest thinking has been applied to environmental issues, incorporating the Council's waste reduction, transport, air quality and carbon reduction policies. In addition to this, GEL has identified development of a Carbon Reduction plan as one of its Key Objectives for 2021/20. GEL will work with the Council to introduce the greenest fleet possible, improve recycling rates, and work with the community on behaviour change and awareness programmes.

8. Risk Management

The annual Business Plan provided by GEL, sets out the processes by which risk will be managed. This has been agreed by the GEL Board and the Board has agreed that this will be reported to every Board meeting. GEL's risks also form a part of the Housing and Environment Directorate risk register and will appear on the Corporate risk register should they meet the necessary criteria.

The risk to the Council is a potential increase in contract prices which may be required in the absence of commensurate increases in government funding. The Council would require saving to be delivered to mitigate against the increase.

The Council would have the risk of financial liabilities under any parent guarantee should GEL fail.

9. Community Safety

None.

10. Links to the 3 Key Priorities for the Borough

Environmental Services is one of the areas where the Council can have a positive impact on developing a more sustainable place through encouraging and pushing residents to reduce waste and increase recycling.

For the year 2017/18, the Council's recycling rate was the second highest in London at a time when recycling rates nationally have plateaued. COVID has played a large factor for all councils who have seen a shift in behaviours. Ealing has a 48% recycling rate in 2022, which is similar to the other London boroughs. Increasing recycling further is a key environmental and financial aim of the Council and these proposals will allow the Council to pilot different approaches and propose longer term change.

Ealing is a clean borough and a high-quality place where people want to live. Waste collection, street cleansing and grounds maintenance are key in maintaining a clean and quality place and an area where there are significant pressures in terms of increasing population numbers and higher density housing placing pressures on environmental infrastructure.

11. Equalities, Human Rights and Community Cohesion

The Equalities implications have been considered and there is no adverse impact arising from the decisions set out in this report. Further thought will need to be given to equality implications when the Council has determined the way forward for the services.

The Council is required to comply with the Public Sector Equality Duty which is set out in S.149 Equality Act 2010 when making decisions regarding the future delivery of public services. S.149 requires the Council to have "due regard" to:

- the need to eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010 (section 149(1)(a)).
- the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (section 149(1)(b)). This involves having due regard to the needs to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it (section 149(4)); and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Schedule 19 of the Equality Act 2010 provides a list of public authorities that must comply with the Public Sector Equality Duty. Local authority-controlled companies such as GEL are not contained within that list. However, the general equality duty also applies to other organisations that exercise public functions in their own right or on behalf of the Council.

The Act defines a public function as a function of a public nature for the purposes of the Human Rights Act 1998.

12. Property and Assets

Property leases with the Council will need to be extended to align with the contract extension.

13. Any other implications

None

14. Timetable for Implementation

The contract extension will be from July 2025.

15. Appendices

Confidential Appendix A: Greener Ealing Limited – Dividend Policy (12846356.3)

16. Background Information

LATCO April 2019 Cabinet report final
Cabinet report GE Oct 2019 final

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Darren Henaghan	Interim Director of Housing	13/04/23		
Emily Hill	Chief Finance Officer	04/05/2023	04/05/23	Throughout
Cllr. Deirdre Costigan	Deputy Leader of Ealing Council and Cabinet Member for Climate Action	21/04/23	21/04/23	
Russell Dyer	Head of Accountancy	21/04/23	02/05/23	Section 4. Financial Implications
Helen Harris	Director of Legal and Democratic Services			
Sajal O'Shaughnessy	Lawyer (Legal Contracts)	04/05/23	04/05/23	throughout
Chuhr Nijjar	Senior Contracts Lawyer	06/04/23	multiple	throughout

Report History

Decision type:	Urgency item?
Key decision Yes	
Report no.:	Report author and contact for queries: Earl McKenzie, 0208 825 5194

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

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Report for:
ACTION

Item Number:

Contains Confidential or Exempt Information	No
Title	Together in Ealing - The Joint Local Health and Wellbeing Strategy for Ealing 2023-2028
Responsible Officer(s)	Anna Bryden, Director of Public Health
Author(s)	Maddy Gupta-Wright, Consultant in Public Health Ruxandra Ratiu, Health and Wellbeing Strategy Support Officer Anna Bryden, Director of Public Health
Portfolio(s)	Cllr Josh Blacker
For Consideration By	Cabinet
Date to be Considered	17 May 2023
Implementation Date if Not Called In	7 June 2023
Affected Wards	All
Keywords/Index	Inequalities, health and wellbeing plan/strategy, building blocks of health and wellbeing, wider/social determinants of health, communities, anti-discrimination, inclusion, equality, equity, engagement

Purpose of Report:

The report recommends the Cabinet adopt the Local Joint Health & Wellbeing Strategy 2023-2028

1. Recommendations for DECISION

That Cabinet is recommended to:

- 1.1 Approve and endorse 'Together in Ealing', the Joint Local Health and Wellbeing Strategy 2023-2028, with consideration of the Council's commitments in implementation of the Strategy.
- 1.2 Delegate to the Director of Public Health, following consultation with the relevant Portfolio Holders, the Strategic Director for Resources and the Director of Legal and Democratic Services, authority to develop and implement the action plan over the duration of the strategy.

2. Recommendations for NOTING

That Cabinet is recommended to note:

2.1 'Together in Ealing' sets out nine commitments within three key themes, to drive Ealing's Health and Wellbeing Board's work over the next five years.

3. Reason for Decision and Options Considered

The COVID-19 pandemic exposed and exacerbated existing health, social and economic inequalities in Ealing, impacting some groups of people more negatively than others.

These inequalities were highlighted in the COVID-19 Integrated Impact Assessment published as the Annual Public Health Report in early 2022¹ as well as in the relevant JSNA (Joint Strategic Needs Assessment) chapters. The Annual Public Health Report proposed a set of system-wide principles (Appendix 1) for future work to address inequalities in Ealing.

In addition to COVID-19, we learnt more about racial inequality in Ealing through the Race Equality Commission in 2021.² The Commission declared race inequality a crisis that demands an urgent response, calling on Ealing's institutions to be bold and make clear commitments in response to their work. The Health and Wellbeing Board's decision to focus its Strategy for 2023-2028 on tackling inequality is an opportunity to respond to this need.

Following engagement activities with residents, communities, Council officers, NHS colleagues and the Health and Wellbeing Board members, 'Together in Ealing' sets commitments for work to address health inequalities and inequalities in the building blocks of health and wellbeing in Ealing for the next five years.

These commitments will:

- Use community-centred and asset-based approaches wherever possible for their delivery
- Make changes which have been shown to have a real and long-term impact on health and wellbeing outcomes and people's lives
- Each will have key deliverable actions to be developed either by the Health and Wellbeing Board members themselves, or in collaboration with communities in Ealing
- Be deliberately ambitious and innovative, acknowledging the value of trying new approaches and learning from them as a system alongside communities themselves
- Be monitored annually throughout the five years such that improvements can be made in an iterative manner

¹ [Ealing_COVID_Inequalities_APHR_2020_21.pdf](#)

² [Race Equality Commission | Race Equality Commission | Ealing Council](#)

- Inform and influence other relevant borough-wide and town level strategic work, local commissioning and action planning for all Health and Wellbeing Board partners, local strategic partners beyond the Board and communities themselves
- Have 'cross-system' support to champion them, sustain their momentum throughout implementation, and ensure everyone understands and uses their role in health and wellbeing to affect positive change.

The Ealing Health and Wellbeing Board has a statutory duty to develop a Joint Local Health and Wellbeing Strategy. 'Together in Ealing', the Joint Local Health and Wellbeing Strategy (the Strategy) is coming to Cabinet after approval by the Health and Wellbeing Board on 10 May 2023. The Cabinet will be updated with the outcome of the decision of the approval of the Strategy at the Health and Wellbeing Board on the 10 May.

The nine commitments are listed below:

<h2 style="text-align: center;">Together in Ealing</h2> <p style="text-align: center;"><i>We will see Ealing's communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing</i></p>		
<p style="text-align: center;">Putting communities at the heart of everything</p> <ul style="list-style-type: none"> • Listen and learn from community conversations • Harness our collective resource to enhance the power of the Voluntary, Community and Faith Sector • Develop new models for working with our local communities 	<p style="text-align: center;">Systems and structures that leave no one behind</p> <ul style="list-style-type: none"> • Drive excellence in a shared equality, diversity and inclusion agenda • Make services and support meet the diverse needs of our communities • Ensure the Health and Wellbeing Board is equipped to operate for the benefit of our diverse communities 	<p style="text-align: center;">Connecting the building blocks of health and wellbeing</p> <ul style="list-style-type: none"> • Ensure the lens of wellbeing and inequalities is applied to the 'building blocks' • Ensure greater contribution of the Board to the building blocks of health and wellbeing • Lead a whole system approach to work on the building blocks of health and wellbeing

The action plan to implement the commitments will be developed as a separate document.

The action plan will be developed in consultation with portfolio holders, Health and Wellbeing Board members and partners in mid-2023.

4. Key Implications

With its focus on inequalities, 'Together in Ealing' is a key strategy to support the delivery of the Ealing Council Plan. The Strategy also complements the vision of the North-West London Integrated Care System Strategy. The inequality focus is also echoed as a core principle for the Ealing Integrated Care Board (ICB), supported by

the *Core 20 Plus 5* NHS England frameworks for adults and children, which are designed to support Integrated Care Systems to reduce healthcare inequalities.³

The main, evidence-informed approach to fighting inequalities in ‘Together in Ealing’ is through work on the *building blocks of health and wellbeing* (also known as the wider determinants of health). These are the conditions of life which are the root causes of health and wellbeing and ultimately impact how well and long we live, and include better quality housing, more community spaces for people to come together, better local jobs, better access to green space for better connection to nature, inclusive access to information and services, and an anti-discrimination culture. The building blocks of health and wellbeing, and the sense of power and control people have over them, are the foundations of creating good health and wellbeing.

Working in partnership across the Council, NHS and voluntary, faith and community sector the Health and Wellbeing Board can achieve sustainable system change to fight inequalities and improve health and wellbeing in the seven towns of Ealing. ‘Together in Ealing’ has this strong partnership and whole system working of the Board, and with communities, at its heart.

This document sets out the strategy to achieve these commitments which will be by way of an action plan. This work is already underway through existing structures and systems and will be brought together as an action plan, working with all relevant partners and communities themselves.

The action plan to deliver the Strategy will be produced in partnership with all the members of the Health and Wellbeing Board as well as with representatives from the local communities in Ealing.

Some examples of actions that will take place as part of the of the delivery of the ‘Together in Ealing’ are:

- Review and refresh the Health and Wellbeing Board (HWBB) membership
- Facilitate training on cultural competence and unconscious bias for HWBB members
- Organise a series of health literacy events on the building blocks of health and wellbeing for both HWBB members and communities
- Review of the voluntary, community and faith organisations (VCSF)/NHS/Ealing Council Strategic Coordination Group to ensure it provides collective support to the VCSF for new and improved engagement with the sector
- Produce a Community Charter in collaboration with residents, voluntary, community and faith organisations which sets out the standards and principles residents can expect from the Council in engaging with them
- Develop the Community Service Design Centres to enable Ealing residents and service providers to become service designers. By participating in training together they will identify problems, find out what is causing them and designing prototypes to explore and evaluate potential solutions

³ [NHS England » Core20PLUS5 \(adults\) – an approach to reducing healthcare inequalities](#) and [NHS England » Core20PLUS5 – An approach to reducing health inequalities for children and young people](#)

5. Financial

The Health and Wellbeing Board does not have a budget however the strategy will act to influence budget holders including the Council, NHS and ICB to support the activities flowing from the Strategy. This also includes existing joint financial working arrangements in place including the Section 75, Section 256 agreements as well as the Joint Investment Fund. Following the endorsement of the Strategy, the detailed action plans flowing from it will need to ensure that these have all the required resources identified and the funding sources from the relevant budget holders and joint arrangements agreed in line with the relevant governance arrangements. In addition, any use of grant for the action plan will need to ensure compliance with the relevant terms and conditions of the grant.

6. Legal

The Council's duty in respect of Joint Health and Wellbeing Strategies is set out in s116A of the amended Local Government and Public Involvement in Health Act 2007. Together in Ealing is the Joint Local Health and Wellbeing Strategy for 2023-2028.

The Health and Care Act 2022 introduced changes to the health and care system, specifically the establishment of integrated care boards (ICBs) and integrated care partnerships (ICPs). Health and Wellbeing Boards (HWB) continue to play an important statutory role in instilling mechanisms for joint working across health and care organisations and setting strategic direction to improve the health and wellbeing of people locally.

Through the HWB, the Council and the ICB must prepare a strategy for meeting the local health inequalities by the exercise of functions of the Council, ICB or NHS England. This is the Joint Local Health and Wellbeing Strategy.

Part 3 of the Council's constitution authorises the Health and Wellbeing Board to exercise the functions of the Council in relation to the preparation of a joint strategic needs assessment. This includes requesting that the Health and Wellbeing Board gives an opinion on whether the Council is discharging its duties.

7. Value For Money

The agreement on the themes and commitments for the Strategy from the Health and Wellbeing Board members will enable and guide strong partnership working for the next five years. In addition to addressing inequalities and improve long term health and wellbeing, this integrated working should improve value for money through shared actions and resources.

8. Sustainability Impact Appraisal

It is expected that the delivery of the 'Together in Ealing' will support the Council's sustainability objectives by adhering to the system-wide principles that also address the climate crisis.

9. Risk Management

Risk	Mitigation
<p>Strong partnership working is required across all partners of the Health and Wellbeing Board to deliver the Strategy in the next five years. Failure to align and coordinate resources could mean that commitments are not achieved.</p>	<p>Creating a co-produced action plan will continue the dialogue between stakeholders and the local communities to ensure that everyone has a clear understanding of the remits under their responsibilities with regards to delivering the strategy.</p> <p>Review of the Health and Wellbeing Board membership early in the first year of the Strategy will aim to ensure a wide and appropriate representation as board members to support the partnership working for the next five years.</p>
<p>Failing to take the Strategy into account when drafting local initiatives /plans for the health and wellbeing of the population.</p>	<p>A series of launch discussions are planned for the Strategy to ensure it is widely known about in terms of influencing other work on health and wellbeing.</p> <p>The HWBB will position the Strategy as a lens through which all work on health and wellbeing should be viewed.</p> <p>Regular updates on the progress and influence of the Strategy will be presented to the HWBB, the council's senior leadership team, and the Borough Based partnership executive group (ODG) for input and discussion.</p>

10. Community Safety

In theme three of the Strategy, '*Connecting the building blocks of health and wellbeing*' the vision is to have a shared practice across the board and with communities on the building blocks of health and wellbeing, and a joint understanding of the role of the Health and Wellbeing Board role in improving them for all in Ealing.

Understanding the significance of community safety for wellbeing can illuminate community level interventions and partnership approaches to the issue, including the co-benefit of training workforces such as housing hub officers in the delivery of basic health creating conversations and signposting for health services.

11. Links to the 3 Key Priorities for the Borough

The Council's administration has three key priorities for Ealing. They are:

- fighting inequality
- tackling the climate crisis
- creating good jobs

With its focus on tackling inequalities through work on the building blocks of health (including the impact of the climate crisis and good healthy employment) 'Together in Ealing' is strongly aligned with all three of the priorities for the Council.

12. Equalities, Human Rights and Community Cohesion

As public bodies the Health and Wellbeing Board member organisations – local authority and NHS - have duties, known as the 'public sector equalities duties' under section 149 of the Equality Act 2010. Public authorities must have due regard to the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation. In addition, for Ealing Council has now agreed that care experience will be included as a ninth protected characteristic.

The Equality Analysis Assessment (EAA) carried out as part of developing this Strategy addressed each protected characteristic in terms of the impact of the Strategy. This EAA is in Appendix 2.

This Health and Wellbeing Strategy focuses on tackling inequalities in health and wellbeing and also in the building blocks of health and wellbeing (the wider determinants). Many of these inequalities will be experienced by people who identify with one or many of the protected characteristics as well as other socio-economic statuses which have an impact on inequalities (like unpaid carers, rough sleepers, people who misuse drug and alcohol, etc.). One of the aims for the Health and Wellbeing Board in delivering this Strategy is to be aware of and include these socio-economic groups to address some of the obvious gaps when it comes to tackling inequalities.

13. Staffing/Workforce and Accommodation implications:

There are no staffing implications.

14. Property and Assets

There are no property or asset implications.

15. Any other implications:

We will work with our Communications colleagues to develop a strong dissemination plan for the launch of the Strategy as well as the action plan. It will be important to deliver the key messages from the Strategy commitments to the wider public, Council departments, NHS colleagues and community, faith and voluntary sector organisations.

16. Consultation and engagement process

Following the pandemic, we heard that our communities felt fatigued by fragmented engagement efforts. There was also a concern that people felt that engagement was 'done' to them, rather than with them. There was also a lack of transparency in how intelligence gathered from residents was impacting decision making.⁴

This prompted the team that developed 'Together in Ealing' on behalf of the HWBB to take a different approach to gathering local intelligence to inform the Strategy in an attempt to alleviate some of the engagement fatigue and respond to this feedback in a constructive way.

The result was a threefold approach to our consultation for the strategy:

- A thematic analysis of existing local consultations and reports, recognising the wealth of intelligence we already had.
- An online survey open to all residents
- Bespoke community conversations and focus groups to address gaps in intelligence where appropriate.

The Health and Wellbeing Board, which has the statutory responsibility to produce a Joint Local Health and Wellbeing Strategy, informed the Strategy development through regular updates and feedback and two specific workshops organised in June and December 2022. These workshops shaped the themes and commitments that are part of the Strategy.

The development of the Strategy was also overseen by a Steering Group comprised of colleagues from the NHS, Ealing Council and voluntary sector organisations.

Consultation meetings were held with colleagues across the Council, council staff equality and diversity groups, the Population Health and Inequalities Working Group

⁴ REC report - [Report – Do Something Good](#)

and the Operational Delivery Group (ODG) of the Borough Based Partnership, to inform and gain support and commitment to the main themes of the Strategy.

More detail on the engagement process can be found in the Strategy document under the section titled '*What has informed Together in Ealing?*'.

17. Timetable for Implementation

March 2023 – April 2023	Work with Communications colleagues on dissemination plan for the Strategy
May 2023	Decision on Strategy at Health and Wellbeing Board and publication
April 2023 to June 2023	Produce the action plan and monitoring framework for the first year of the Strategy with the HWBB and partners.
June 2023	Begin implementation of the 1 st year action plan e.g. <ul style="list-style-type: none"> • Health and Wellbeing Board membership review. • Plan and organise a series of health literacy events on the building blocks of health • Deliver cultural competency training to the Health and Wellbeing Board Also begin draft action planning for year two.
March/April 2024	Review progress on year one action plan, report back to the HWBB and adjust year two action plan in response

18. Appendices

Appendix 1: System-wide principles of working

Appendix 2: EEA

19. Background Information

- Ealing Council Plan 2022-2026
- Ealing Race Equality Commission report
- Digital Exclusion Risk in London Borough of Ealing Final Report
- [Ealing Joint Strategic Needs Assessment – Populations Chapter 2021](#)
- Department of Health: 'Statutory Guidance on Joint Strategic Needs Assessments and Joint Health and Wellbeing Strategies'
- Draft Ealing Youth Plan Consultation
- Ealing Learning Disability Strategy Consultation
- Ealing Male Violence against Women and Girls Strategy 2023-2027
- NHS NWL Community Insight Reports for Ealing
- Shaping Ealing report
- The Women's Safety Survey and report
- Voices of Colour report – Navigating Finances and the impact of COVID-19 on the health of Asian Women
- Youth Covid-19 Vaccine Engagement in Ealing report
- [Annual public health reports | Ealing Council](#) 2020-2021 – COVID Inequalities

- Health Equity in England: The Marmot Review 10 Years On
- [NHS England » Core20PLUS5 \(adults\) – an approach to reducing healthcare inequalities](#)
- [NHS England » Core20PLUS5 – An approach to reducing health inequalities for children and young people](#)
- Fair society, healthy lives: the Marmot Review: strategic review of health inequalities in England post-2010
- [Implementing health in all policies - The Health Foundation](#)
- Local Government Association 2021. [Inclusive economies and healthy futures: Supporting place-based action to reduce health inequalities](#)
- [How to talk about the building blocks of health - The Health Foundation](#) 2022
- [Framing toolkit: Talking about poverty | JRF](#)
- [Health Matters: Community-centred approaches for health and wellbeing - UK Health Security Agency \(blog.gov.uk\)](#)
- The Kings Fund 2021. Developing place-based partnerships: The foundation of effective integrated care systems <https://www.kingsfund.org.uk/publications/place-based-partnerships-integrated-care-systems>
- Ealing Borough Based Partnership: North West London ICS (www.ealingbbp.nhs.uk)
- Institute of Health Equity 2021. Addressing the National Syndemic: Place-based problems and solutions to UK health inequality. <https://www.instituteoftheequity.org/resources-reports/addressing-the-national-syndemic-place-based-problems-and-solutions-to-uk-health-inequality>
- Public Health England 2019. Place-based approaches for reducing health inequalities: main report. <https://www.gov.uk/government/publications/health-inequalities-place-based-approaches-to-reduce-inequalities/place-based-approaches-for-reducing-health-inequalities-main-report>, <https://www.gov.uk/government/publications/health-inequalities-place-based-approaches-to-reduce-inequalities>
- [Overview | Community engagement: improving health and wellbeing and reducing health inequalities | Guidance | NICE](#)
- Public Health England 2020. [Whole systems approach to obesity: a report on the opportunities to strengthen place-based systems approaches to consider and address associated health inequalities.](#)
- [Adults with complex needs who are homeless: evidence review \(publishing.service.gov.uk\)](#)
- Levelling Up Health: A practical, evidence-based framework. <https://www.phpc.cam.ac.uk/pcu/files/2021/12/Levelling-Up-Health.pdf>
- The Kings Fund 2019. Creating healthy places: perspectives from NHS England's Healthy New Towns programme. <https://www.kingsfund.org.uk/publications/creating-healthy-places>
- Anchor institutions and how they can affect people's health. <https://www.kingsfund.org.uk/publications/anchor-institutions-and-peoples-health>;
- [The Living Roots Project: Building a community asset and research consortium in Ealing, West London to address health equity - Institute of Development Studies \(ids.ac.uk\)](#)
- [Community-centred public health: taking a whole system approach – Knowledge & Library Services \(koha-ptfs.co.uk\)](#)

20. Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Emily Hill	Strategic Director of Resources	1 st February 2023	1 February 2023	Financial

Cllr Peter Mason	Leader of the Council	January 2023	1 March 2023	Throughout the document
Cllr Josh Blacker	Cabinet Member for Healthy lives	During health and Wellbeing Board meetings and individually (June - December 2022)	1 March 2023	Throughout the document
Cllr Aysha Raza	Cabinet Member for Tackling inequality	February 2022	March 2023	Throughout the document
Russel Dyer	Head of Accountancy (Finance)	2 May 2023	3 May 2023	
Justin Morley	Head of Legal Services (Litigation)	2 May 2023	3 May 2023	Throughout
External				

21. Report History

Decision type:	Urgency item?
For action	No
Report no.:	Report author and contact for queries: Maddy Gupta-Wright, Consultant in Public Health E: publichealth@ealing.gov.uk

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Appendix 1

Ealing system-wide principles of working on health inequalities

Community Participation and ownership - Prioritise a truly participatory model of community engagement that is open, transparent and inclusive

Whole systems approach for health, wellbeing and community support – with common goals to reduce inequalities and to improve outcomes

Tackle structural racism - Identify structural racism and unconscious bias and deliver 2022 Race Equality Commission report recommendations

Use learning from the COVID pandemic - to improve approaches to address health inequalities, improve community engagement and targeted provision

Tackle and prevent digital exclusion - Promote and help build local digital skills and accessibility. Ensure non-digital options are there for those who need them

Tackle the causes of the causes - Identify and address root causes of inequalities to strengthen local capacity to thrive

Prioritise prevention – Work to tackle the immediate issues, and also focus on independent living, prevention and early intervention of ill-health

Embed equity and fairness and improve local data collection – to support monitoring and evaluation of services regarding addressing health inequalities

Prioritise hyperlocal - Prioritise hyperlocal place-based needs assessment, community engagement, and strategy development

Work across the life course – from birth through to older age, to help ensure a commitment to longer-term prevention and early intervention

Prioritise accessibility for all - to ensure age-friendly, disability-inclusive urban spaces, services, and opportunities in the borough

Incorporate action to address the unequal impact from climate change

Set an intention to tackle poverty locally, and also lobby to tackle poverty and inequality nationally

Take full responsibility as anchor institutions – Prioritise the building of community wealth; support and influence employers and workplaces in the borough

Promote and support volunteering – harness and build upon the local community networks and ties that grew during the pandemic response.

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Appendix 2

1. Proposal Summary Information

EAA Title	Together in Ealing: Joint Local Health and Wellbeing Strategy 2023-2028
Please describe your proposal	The Ealing Health and Wellbeing Board has a statutory duty to develop and deliver a Joint Local Health and Wellbeing Strategy between the local Council, NHS partners and the voluntary and community sector. This is a policy document that sets out the commitments (strategic priorities) on working as a 'whole system' to find effective, fair and long-term solutions to inequalities in Ealing through work on the 'Building Blocks of Health and Wellbeing'.
Is it HR Related?	No
Corporate Purpose	Health and Wellbeing Board for Decision on agreeing the Strategy, and Cabinet decision to adopt the strategy

1. What is the Policy looking to achieve? Who will be affected?

Delivering a Health and Wellbeing (HWB) Strategy is a primary statutory responsibility for Ealing's Health and Wellbeing Board (HWBB).

The purpose of the Ealing Health and Wellbeing Strategy 2023-2028 is to set out the Board's commitments to address inequalities and improve health and wellbeing for those living, working or studying in Ealing by working jointly across the local system over the next 5 years on the building blocks of health and wellbeing. The commitments in this Strategy are designed to help inform the identification of relevant actions for the Board.

The development of the HWB Strategy was informed by national, regional and local evidence and data.

The Strategy's aim to reduce inequalities relates to everyone living, working or studying in Ealing borough. A range of data on inequalities in Ealing is presented in the Strategy document.

2. What will the impact of your proposal be?

The strategy recognises that people and communities are multifaceted and have multiple identities. It also recognises that the root causes of inequalities do not operate in isolation and hence there will often be people affected by multiple inequalities.

By focusing on the building blocks of health and wellbeing the Strategy aims to tackle inequalities experienced by people who identify with one or many of the protected characteristics as well as other socio-economic statuses which have an impact on inequalities (like unpaid carers, rough sleepers, people who misuse drug and alcohol, etc.).

As a result of the Strategy, we aim to see Ealing's communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing.

The building blocks of health and wellbeing have a variety of more or less direct and indirect impacts on health and wellbeing. Some for example, the nutritional quality of the food we eat, the quality of the air we breathe, the access to space, active travel infrastructure, or facilities in which to undertake physical activity, cause more direct impacts on health and wellbeing. Others for example, the financial resources we have available to us, the education and skills that afford us better opportunities for income generation, job satisfaction and welfare at work, and the levels of stress that we experience in getting timely access to quality services and support that meets our needs, cause more indirect impacts. Such stress builds up to affect our bodies causing for example higher blood pressure, poorer mental health and a weaker immune system. It also affects our sleep, relationships, ability to be productive at work, and how likely we are to adopt unhealthy behaviours.

All such 'building blocks of health and wellbeing' combine and lead to real differences in our quality of life and overall wellbeing, our risk of developing specific health conditions, and our long-term ability to thrive and prevent ill-health for ourselves, our families and communities.

Through the building blocks of health, the new Health and Wellbeing Strategy aims to reduce inequalities in Ealing.

2. Impact on Groups having a Protected Characteristic

AGE: A person of a particular age or being within an age group

Positive or Neutral Impact

Describe the Impact

Ealing is a large borough with the third largest population in London. Residents are having children at a declining rate and the proportion of residents in their older years is growing, similar to across London and England. However, compared to the rest of England, Ealing's residents as a whole population, are relatively young according to the latest Census in 2021.

According to 2020-based Greater London Authority population projections, the number of children and young people (age under 25 years) in Ealing is predicted to drop by 0.4% over the next 20 years. In the same period, the number of residents aged 65 and over is predicted to increase by 50.3%.

Age is an important determinant in terms of health progression and life expectancy. Both ends of the age spectrum, the younger and older populations, are more affected by inequalities. Differential educational attainment of children from disadvantaged backgrounds and increases seen in child poverty have been exacerbated by COVID-19. In Ealing, attainment for pupils from disadvantaged backgrounds remains 9% points below the national “all other pupil” figures. At the other end of the age spectrum, some older people are facing challenges with digital exclusion and social isolation.

This Strategy’s approach includes looking at the work of the building blocks of health across the life course. Many of the commitments will be equally relevant to all ages, however commitment 2 in theme 2 explicitly commits to making services and support meet the diverse needs of our communities. This includes recognising the specific needs of residents at different ages. The Strategy is underpinned by community and person-centred approaches to health and wellbeing. In theme 1 this includes listening to and learning from service users and residents of all ages and developing services through inclusivity, including with key age groups in Ealing. In theme 3, work on the building blocks of health and wellbeing will be undertaken using the lens of inequality. This includes considering approaches such as age-friendly design.

DISABILITY: A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities¹.

Positive or Neutral Impact

Describe the Impact

In the 2021 Census, people were asked to specify if they had a health problem or disability that limited their day-to-day activities ‘a lot’ or ‘a little’. According to the latest Census data, 6.8% of Ealing residents were identified as being disabled and limited a lot. This figure has decreased from 9.7% in 2011. These are age-standardised proportions.²

The decrease in the proportion of residents who were identified as being disabled and limited a lot was greater in Ealing (2.9 percentage points) than across London

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

² [How life has changed in Ealing: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

(2.3 percentage points, from 9.4% to 7.1%). Across England, the proportion fell by 1.6 percentage points, from 9.1% to 7.5%.³

The Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.

The Strategy's commitments set out a holistic approach of the Board to support people with diverse needs. Commitment 2 in theme 2 explicitly commits to making services and support meet the diverse needs of our communities. The Strategy is underpinned by community and person-centred approaches to health and wellbeing. In theme 1 this includes listening to and learning from service users and residents and developing bespoke and proportionate services. In theme 3, work on the building blocks of health and wellbeing will be undertaken using the lens of inequality. This includes accelerating inclusion through human centred design.

GENDER REASSIGNMENT: *This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.*

Positive or Neutral Impact

Describe the Impact

Until the 2021 Census, there was no official data on the size of the transgender population in England and Wales. The 2021 Census introduced a new question on gender identity.⁴ The question was voluntary and was only asked of people aged 16 years and over. People were asked "Is the gender you identify with the same as your sex registered at birth?" and had the option of selecting either "Yes" or selecting "No" and writing in their gender identity.

Across England and Wales, there were responses from 45.7 million people (94.0% of the population aged 16 years and over). A total of 45.4 million (93.5%) answered "Yes", indicating that their gender identity was the same as their sex registered at birth. A total of 262,000 people (0.5%) answered "No", indicating that their gender identity was different from their sex registered at birth.⁵

In Ealing, a total of 266,383 people (90.2%) answered that their gender identity was the same as their sex registered at birth and a total of 1,666 (0.6%) answered 'No', indicating that their gender identity was different from their sex registered birth.⁶

Within England, the region with the highest percentage who reported that their gender identity was different from their sex at birth was London (0.91%), and the region with the lowest percentage was the South West (0.42%). Compared with England and Wales as a whole, London had higher percentages of people who identified as a trans man (0.16%), who identified as a trans woman (0.16%), and who answered "No" but did not provide a write-in response (0.46%). Of the 10 local authorities with the largest proportion of the population aged 16 years and over

³ whose gender identity was different from their sex at birth, 8 were in London, with Newham (1.51%) and Brent (1.31%) topping the list.

⁴ Gender identity, England and Wales - Office for National Statistics (ons.gov.uk)

⁵ Census data extracted from Nomis in March 2023

National data from the Government Equalities Office from 2018 suggests that 41% of trans men and trans women responding to a Stonewall survey said they had experienced a hate crime or incident because of their gender identity in the last 12 months. They also found that 25% of trans people had experienced homelessness at some point in their lives. A national LGBT survey found similar results, with 67% of trans respondents saying they had avoided being open about their gender identity for fear of a negative reaction from others.⁷

The Strategy commitments do not specifically address issues around the health and wellbeing of those undergoing gender reassignment, however the overall focus on the theme of inequalities means that the commitments will impact on the lives of those affected by worst inequalities in health and wellbeing including trans people.

Under theme 2, with three commitments, the Board will reconsider its role in proactively and ambitiously driving the equality diversity and inclusion agenda, including making services and support meet the diverse needs of our communities. In theme 1, a community-centred approach includes listening to and learning from service users and residents and developing bespoke and proportionate services and support. In theme 3, work on the building blocks of health and wellbeing will be undertaken using the lens of inequality.

An integrated approach to supporting people with different characteristics is proposed in the Strategy. The action planning and implementation of the Strategy will aim to be inclusive of all equality groups.

RACE: A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.

Positive or Neutral Impact

Describe the Impact

Ealing is a richly diverse borough, characterised by a mix of inner city and sub-urban neighbourhoods. Over half (54%) of the population is from ethnic minorities. Ethnic minorities tend to experience higher levels of relative deprivation, lower levels of employment, lower paid jobs and more manual or unskilled occupations, and have poorer health outcomes for certain conditions.

Between the last two censuses (held in 2011 and 2021), the population of Ealing increased by 8.5%, from just over 338,400 in 2011 to around 367,100 in 2021.

The population in Ealing increased by a greater percentage than the overall population of London (7.7%), and by a greater percentage than the overall population of England (up 6.6% since the 2011 Census).

Between 2020 and 2050 the white population in Ealing is expected to grow by 10%. For all other ethnicities the projected rise in numbers is steeper over this period:

⁷ [Trans people in the UK \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Asian/Asian British by 27%, Black/Black British by 15%, residents of mixed ethnic heritage by 17%, Chinese by 27% and population of other ethnic origin by 29%.⁸

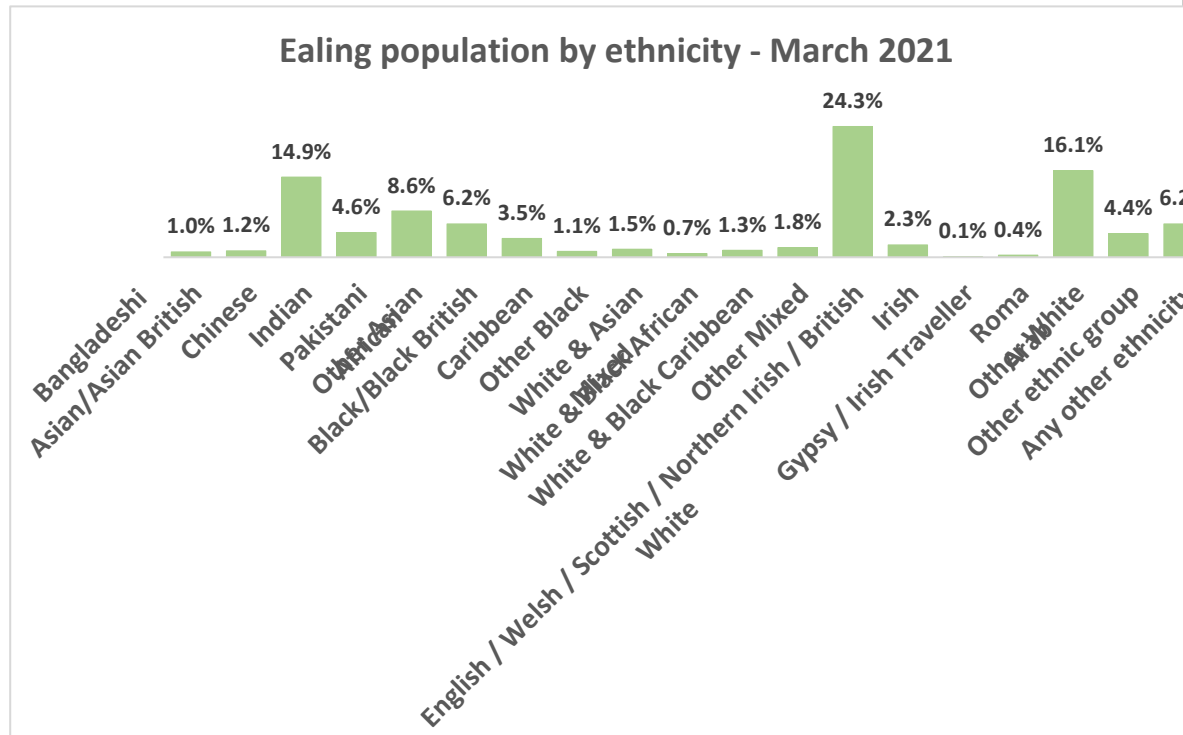


Figure G: Ealing Population by Ethnic Group; Source: National Census 2021, ONS

According to the National Census 2021, compared to local authorities in the rest of England & Wales, the ethnic composition of Ealing includes the:

- Largest number of Polish residents 18,816
- Highest number of Afghan residents 7,006
- Highest number of Iraqi residents 4,779
- 3rd highest number of Iranian residents 3,796
- 3rd highest number of Somali residents 5,848
- 3rd highest number of Sri Lankan residents 6,020

The population of state funded schools in Ealing is ethnically diverse, with 84.4% of pupils classified as being of minority ethnic origin. 85% of primary school pupils (compared to 33.9% nationally in 2020) and 83.4% of high school pupils (compared to 32.3% nationally in 2020) are from an ethnic minority.

In March 2021, Ealing was among London boroughs with the highest number of people seeking asylum. 525 asylum seekers were formally receiving support as of September 2022.⁹

⁸ <https://www.egfl.org.uk/school-effectiveness/teaching-and-learning/equality-and-achievement/gypsy-roma-and-traveller-0>

⁹ Home Office Immigration Statistics, year ending Sept 2022

The total Traveller population in Ealing is estimated to be in excess of 2,000 individuals at certain times of the year. Currently, Traveller groups resorting to, or residing in, the borough are largely from the following traditional communities:

- Travellers of Irish heritage
- East European Roma
- English, European and international circus and fairground Travellers.

Communities from some ethnic minority backgrounds are disproportionately affected by a number of health and wellbeing issues. The impact of the pandemic exacerbated longstanding inequalities affecting ethnic minorities in the UK.¹⁰ Some ethnic minorities in Ealing are less likely to access support due to lack of awareness, language or cultural barriers or digital exclusion. Some communities report that services do not reach them nor are they culturally appropriate.

At a national level, some long-term conditions are more prevalent amongst ethnic minority communities,¹¹ including diabetes and cardiovascular disease.

Ealing has a high prevalence of diabetes.¹² One in five adults in the Bangladeshi population in Ealing have diabetes. This is double the Ealing average. Other communities with rates of diabetes significantly higher than average are Indian, Pakistani, Other Asian background, Caribbean and White and Black Caribbean populations.

The wards with the highest total COVID-19 infection rates in Ealing were concentrated in the West of the borough (Southall and Greenford) and to a lesser degree Northolt and East Acton. A similar concentrated pattern was seen with COVID-19 death rates. These areas correlate with the areas of greatest deprivation indicating that there was a socioeconomic inequality in the direct impact of COVID-19. In addition to deprivation, COVID-19 infection rates were highest in wards in the borough with the highest proportion of residents identifying as Black, Asian or minority ethnicities.¹³

In Ealing, 7% of the adult population have been diagnosed with depression.¹⁴ The prevalence of depression in Ealing is highest in the White and Black Caribbean population and the White British population. Both nearly double the Ealing average. The Caribbean population, White and Asian population, Other mixed backgrounds and the Irish population all have rates of depression significantly higher than the Ealing average. Qualitative data from stakeholder and community engagement in Ealing has highlighted stigma around mental health diagnoses amongst certain community groups, which can lead to a lack of health seeking behaviour.

The intersection between risk of depression and socio-economic deprivation and ethnicity is complex. There is an increased risk of mental health problems amongst people experiencing greatest stress and discrimination.

¹⁰ [Ealing COVID Inequalities APHR 2020 21.pdf](#)

¹¹ [Ethnic inequalities in multiple long-term health conditions in the United Kingdom: a systematic review and narrative synthesis | BMC Public Health | Full Text \(biomedcentral.com\)](#)

¹² Ealing WSIC GP registered patients' data Nov 2022

¹³ [Ealing COVID Inequalities APHR 2020 21.pdf](#)

¹⁴ Ealing WSIC GP registered patients' data Nov 2022

The Health and Wellbeing Strategy has drawn on the findings of the Race Equality Commission in Ealing to develop its themes and commitments. With a focus on inequalities, the Strategy recognises the impact of the experience of racism on a person's or a communities' health and wellbeing, and access to good building blocks of health and wellbeing.

The Strategy's implementation phase will proactively engage ethnic minorities within their neighbourhoods and work with partners with existing relationships and networks for action planning under the Strategy commitments.

Under theme 2, with three commitments, the Board will reconsider its role in proactively and ambitiously driving the equality diversity and inclusion agenda, including making services and support meet the diverse needs of our communities. In theme 1, a community-centred approach includes listening to and learning from ethnic minority communities, to develop proportionate services and support. In theme 3, work on the building blocks of health and wellbeing will be undertaken using the lens of inequality.

All initiatives and projects delivered to address the Strategy's commitments will be accessible and appropriate for all of Ealing's residents, with an emphasis on inclusive services that reach all communities.

RELIGION & BELIEF: *Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.*

State whether the impact is positive, negative, a combination of both, or neutral:

Positive or Neutral Impact

Data from the latest Census in 2021 states that 19.1% of Ealing residents reported having "No religion", up from 15.0% in 2011.¹⁵ The rise of 4.1 percentage points was the largest increase of all broad religious groups in Ealing. Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.

In 2021, 37.8% of people in Ealing described themselves as Christian (down from 43.7%), while 18.8% described themselves as Muslim (up from 15.7% the decade before).

There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or religious practice.

¹⁵ [How life has changed in Ealing: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

The Strategy does not impact on religion/belief specifically and we would not expect any unforeseen impact to be negative.

The Strategy recognises the importance and positive impact that the local faith leaders have on their communities and will consider maintaining and developing the relationships with them as part of the action planning for implementing the Strategy.

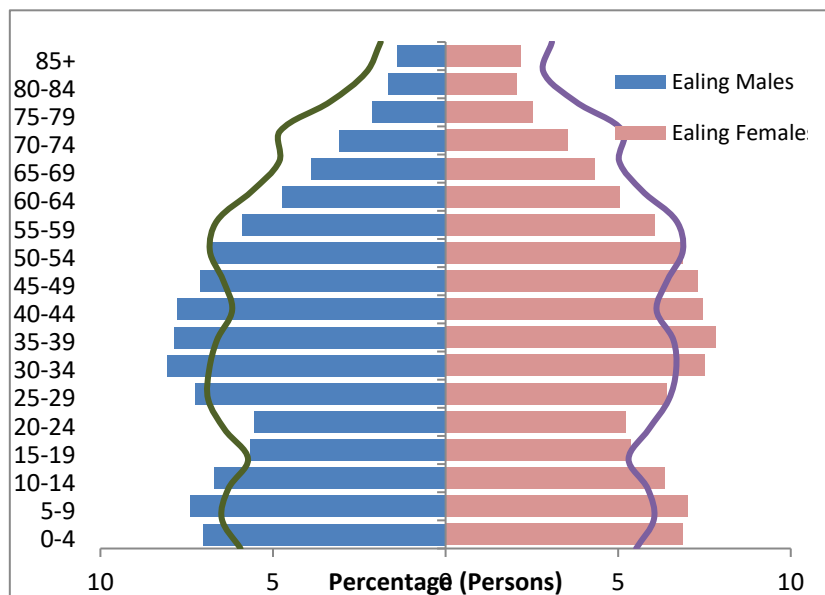
SEX: Someone being a man or a woman.

State whether the impact is positive, negative, a combination of both, or neutral:

Positive or Neutral Impact

The numbers of males and females in Ealing are evenly spread – 171,800 males and 168,600 females. Ealing has a higher proportion of males and females aged 0-14 years and 25-49 years compared to England.¹⁶

Population pyramid for Ealing, 2020



Men and women on average in Ealing live to 80.3 years and 84.4 years respectively. However, there are differences for men and women living in different areas. At the extremes, men living in Hanger Hill live on average 6.4 years longer than men living in South Acton; whilst women living in Northfield live on average 6.9 years longer than those living in Norwood Green.

Within the years of life lived by residents in Ealing, an average of 18.5 and 18.8 of those years for men and women respectively will be spent in ill health.¹⁷

¹⁶ JSNA 2021 Population Characteristics May 2022.pdf

¹⁷ HLE ONS, OHID Productive Healthy Ageing Profile, 2022

Under theme 2 of the Strategy, the Board commits to making services and support meet the diverse needs of our communities. In theme 1, a community-centred approach includes listening to develop proportionate services and support through.

The Strategy's implementation phase will proactively engage people from our local communities within their neighbourhoods and networks to ensure inclusive action planning under the Strategy commitments.

SEXUAL ORIENTATION: *A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.*

State whether the impact is positive, negative, a combination of both, or neutral:

Positive or Neutral Impact

According to the ONS, an estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020, an increase from 2.7% in 2019 and almost double the percentage from 2014 (1.6%).

In Ealing, 0.4% (993) of residents aged above 16 identified as living in a registered same-sex civil partnership at the time of the 2011 Census.

From national research, 23% of LGBT+ people have witnessed negative remarks from a healthcare professional and 14% have avoided care altogether due to fear of discrimination.¹⁸

Nationally, there are higher rates of common mental health problems amongst individuals who are lesbian, gay, or bisexual.¹⁹

Under theme 2 of the Strategy, the Board commits to making services and support meet the diverse needs of our communities. In theme 1, a community-centred approach includes listening to and learning from our residents, to develop bespoke and proportionate services and support.

As part of the implementation of the Strategy, initiatives and projects will be required to be accessible and appropriate for all of Ealing's residents with an emphasis on inclusive services that reach all communities, including targeting the groups with access needs related to language, culture, digital skills, sexual orientation.

Current mechanisms to engage LGBTQ+ groups as part of the strategy implementation are not clear. The Board will ensure that we seek new spaces and opportunities to listen to, learn from and engage with people who identify as LGBTQ+ in Ealing.

¹⁸ <https://equalities.blog.gov.uk/2020/01/16/supporting-lgbt-health/>

¹⁹ [LGBTIQ+ people: statistics | Mental Health Foundation](#)

PREGNANCY & MATERNITY: Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Positive or Neutral Impact

Births, still births and neonatal mortality

A rising number of births in Ealing which peaked in 2010, was followed by a decline in 2013, a period of stabilisation, and then further decline from 2016. Compared to 2010, when there were 5,861 births, the 2021 figure represents a decrease of 29.2%.²⁰ Across London as a whole, the number of live births has followed a general downward trend since 2012. However, Ealing has a higher Total Fertility Rate than the England and London average.²¹

Stillbirth is classified as foetal death occurring after 24 weeks of gestation. The crude stillbirth rate has seen a steady decrease in Ealing within the last ten years. In 2017-19, the crude stillbirth rate per 1,000 births in Ealing (4.7) was statistically similar to London (4.5) and England (4.0).²²

Neonatal mortality is defined as death occurring within the first 28 days following birth. Since 2010-12, the crude neonatal mortality rate has decreased across Ealing, London and England. In 2017-19, the crude neonatal mortality rate per 1,000 live births in Ealing (1.8) was statistically similar to London (2.4), and it was significantly lower than in England (2.9).²³

Breastfeeding

Breastfeeding data is no longer published at a local level. Previous data on breastfeeding initiation in Ealing in 2016/17 was 90.3%, compared to 74.5% in England.²⁴ There is a continued focus to promote breastfeeding locally within the 0-19 years healthy child service/early start.

Smoking during pregnancy

Smoking during pregnancy can cause serious pregnancy-related health problems including an increased risk of miscarriage, premature birth, still birth, low birthweight and complications during labour.²⁵ The number of pregnant smokers setting a quit date has reduced in recent years.

Smoking in pregnancy is the main modifiable risk factor for a range of poor pregnancy outcomes and is twelve times more prevalent in the most deprived communities. Although recorded prevalence is low in Ealing (3.1% of pregnant women – around 100 per year), the limitation of this data is similar to that seen in

²⁰ [JSNA 2021 Population Characteristics May 2022 \(1\).pdf](#)

²¹ [EALING JSNA Focus On CYP 2021 FINAL.pdf](#)

²² [JSNA 2021 Population Characteristics May 2022 \(1\).pdf](#)

²³ [JSNA 2021 Population Characteristics May 2022 \(1\).pdf](#)

²⁴ PHE (2020) Child Health Profile

²⁵ [Smoking: stopping in pregnancy and after childbirth | Guidance | NICE](#)

other data collections where data about smoking is also self-reported, and evidence suggests reliance on self-reported smoking status underestimates true smoking.²⁶ Women from the most deprived communities are twelve times more likely to smoke during pregnancy than women from more affluent areas.

Maternity is one of the five main clinical areas within the Core 20 Plus 5 approach of the NHS to reducing health inequalities. Within this, teams are being coordinated across local systems to ensure continuity of care for women from ethnic minorities and from the most deprived groups.

Under theme 2 of the Strategy, the Board commits to making services and support meet the diverse needs of our communities. In Theme 1, a community-centred approach includes listening to and learning from our residents, to develop proportionate services and support.

The Strategy's implementation phase will engage diverse communities to ensure inclusive action planning under the Strategy commitments.

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman or of the same sex, which is legally recognised in the UK as a marriage.*

Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.

State whether the impact is positive, negative, a combination of both, or neutral: Neutral impact

Neutral impact

According to the latest Census,²⁷ the increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater across England (3.3 percentage points) than in Ealing (1.1 percentage points). In Ealing, the percentage of adults who had never been married or in a civil partnership increased from 40.6% in 2011 to 41.7% in 2021. During the same period, the percentage across England increased from 34.6% to 37.9%. The percentage of adults who were married or in a civil partnership in Ealing increased from 44.5% to 44.8%, while the percentage of adults who had divorced or dissolved a civil partnership increased from 6.8% to 6.9%.

These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.²⁸

There is some data available on the impact of caring for a spouse or a partner with a long-term condition that makes them dependent on the spouse.²⁹ This can raise

²⁶ [Characteristics of women who stop smoking in pregnancy: Experimental analysis of smoking data from the Maternity Services Data Set \(MSDS\), April 2018 to March 2019 \(publishing.service.gov.uk\)](#)

²⁷ [How life has changed in Ealing: Census 2021 \(ons.gov.uk\)](#)

²⁸ [How life has changed in Ealing: Census 2021 \(ons.gov.uk\)](#)

²⁹ [3a_Social_isolation-Full-revised.pdf \(publishing.service.gov.uk\)](#)

issues of social isolation. Social isolation is an essential issue related to health due to the physical and mental health and risk of mortality as well. Social isolation describes the state of being deprived of social relationships that provide positive feedback and are meaningful to the individual.

In theme 1 of the Strategy, the Board commits to a community-centred approach to its work including listening to and learning from residents regarding what supports social connection recognising the many diverse ways a resident can achieve resilient social connection. Theme 3 of the Strategy '*Connecting the Building Blocks of Health and Wellbeing*' aims to improve the public realm for better social connection regardless of whether a resident is married, in a civil partnership or single.

The Strategy's implementation phase will proactively engage all residents to ensure inclusive action planning under the Strategy commitments.

3. Human Rights³⁰

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

Yes No

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

Yes No

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

Yes No

4. Conclusion

This Health and Wellbeing Strategy focuses on tackling inequalities in health and wellbeing and also in the building blocks of health and wellbeing (the wider determinants). Many of these inequalities will be experienced by people who identify with one or many of the protected characteristics. As such, the Strategy as a whole is designed to make a positive or neutral impact on the protected characteristics.

³⁰ For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

There is no clear evidence that the Strategy will have a negative impact on any of the protected characteristics.

The three themes of the Strategy's commitments, *Putting communities at the heart of everything*, *Systems and structures that leave no one behind*, and *Connecting the building blocks of health and wellbeing* will each help to reduce the unfair differences in health and wellbeing of those living or working in Ealing. *Putting communities at the heart of everything* is important to ensure work is driven by the perspectives of those with lived experience of inequality. *Systems and structures that leave no one behind* will ensure that we address structural discrimination for people and provide services and support to meet the specific and diverse needs of people from our communities. *Connecting the building blocks of health and wellbeing will tackle inequality through better whole systems working*. Consultation with the local communities and stakeholders in Ealing highlighted the importance of addressing the multiple building blocks of health to reduce health inequalities.

The Health and Wellbeing Board brings together individuals from organisations across the health, social care and wider welfare system, including representation from the borough's voluntary, community and faith sector. This Strategy will strengthen the partnership working of the Board to tackle inequalities for our residents, with a focus, proportionate to need on people and communities with multiple vulnerabilities.

The Board will maintain an overview of the implementation of the Strategy, whilst the operational aspects of the process, including the public and community engagement activities are delegated to the officers, and working groups that will support the delivery of the Strategy.

The Strategy's implementation phase will proactively engage a broad range of residents to ensure inclusive action planning under the Strategy commitments.

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

All data quoted in this document is from local, regional and national sources such as the Office for National Statistics (ONS), the Office for Health Improvement and Disparities (OHID), the United Kingdom Health and Security Agency (UKHSA), Ealing's Joint Strategic Needs Assessments (JSNA) as well as qualitative evidence gathered through the local consultation and engagement process to help inform the Strategy.

References list:

- [How life has changed in Ealing: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk)
- [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)
- Census data extracted from Nomis in March 2023
- [Trans people in the UK \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

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- PHE (2020) Child Health Profile
- [Smoking: stopping in pregnancy and after childbirth | Guidance | NICE](#)
- [Characteristics of women who stop smoking in pregnancy: Experimental analysis of smoking data from the Maternity Services Data Set \(MSDS\), April 2018 to March 2019 \(publishing.service.gov.uk\)](#)
- [3a Social isolation-Full-revised.pdf \(publishing.service.gov.uk\)](#)

5. Action Planning:				
Action	Outcomes	Success Measures	Timescale s/ Milestones	Lead Officer (Contact Details)
Engage Boards and Forums who represent different protected characteristics in the action planning process for the strategy (e.g. the Older Adults, Disabilities and Long-term conditions Partnership Board or the Children and	Ensuring protected characteristics are included in the implementation of the Strategy	Active and full engagement from Boards and Forums in the processes	At least an annual review	Anna Bryden, Director of Public Health publichealth@ealing.gov.uk

<p>Young People Partnership Board). Where existing engagement forums are inadequate, we will proactively seek new ways to engage representatives from groups who identify with key protected characteristics i.e. to consult LGBTQ groups, faith leaders, etc.</p>				
<p>Additional Comments:</p>				

6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorate HR officer)</i>
<p>Signed:</p> <p>Name (Block Capitals):</p> <p>Maddy Gupta-Wright</p> <p>Date:</p>	<p>Signed:</p> <p>Name (Block Capitals):</p> <p>Anna Bryden</p> <p>Date:</p>	<p>Signed:</p> <p>Name (Block Capitals):</p> <p>Date:</p>
<p>For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):</p>		

Appendix 1: Legal obligations under Section 149 of the Equality Act 2010:

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP

- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.

- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.

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Ealing Health and Wellbeing Board

Together in Ealing

Health and Wellbeing Strategy 2023-2028



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Foreword

The pandemic of 2020 threw a harsh spotlight on health inequalities, with the most deprived parts of our borough suffering from the highest rates of infection and death. This is not a coincidence – we have known for a long time that health inequalities are intrinsically linked to deprivation, the building blocks of health, and the way that services are structured and accessed.

Residents have long raised these issues through consultations specifically about healthcare and NHS services, but they have also been a consistent theme in all of the conversations we have with local people about the future of our borough – from discussions about how we want to tackle male violence against women and girls, to dialogue at the Ealing Race Equality Commission and the resulting Citizens Tribunal; and from representations on planning applications, to responses to questions about digital exclusion.

Now is the time to think differently about health and wellbeing, and make a fundamental change to how all the different partners involved in Ealing's Health and Wellbeing Board address the challenges our seven towns face.

This strategy is an important milestone, because it brings all of that community feedback together. In doing so, it sets out the significant scale of the challenge more effectively than ever before, and provides us with an evidence base fit for the future, setting us on a path to tackling health inequalities head on.

It acknowledges the huge impact that people's wider circumstances have on how long and – crucially – how well we live. This includes, for example, housing quality and security, access to transport, availability of good jobs, access to family, friends and wider networks of community support. The strategy focuses on these 'building blocks of health and wellbeing' and importantly brings a sense of fairness and justice in order to prioritise our actions to create sustainable change across the system that will tackle inequality and improve health and wellbeing across Ealing's seven towns.

As with everything we do, in implementing this strategy we will work to give communities more power over the decisions that affect them. In putting this strategy into practice, the council and the Health and Wellbeing Board will continue to celebrate the diversity and individuality of each of our seven towns, recognising that what works in one part of the borough may not be the solution in another.

We know that making change on this scale won't be easy, and it won't be quick. We also know that the council – and even the Health and Wellbeing Board – is only part of making this happen. Our success will rely on working in partnership with service providers, charities and our local communities to shape systems and structures that leave no one behind.

We hope that we can rely on your support.



Cllr Peter Mason,
Leader of Council



Cllr Josh Blacker,
Cabinet member for Healthy Lives



The COVID-19 pandemic has had a profound impact on the health and wellbeing of people across the world, and the borough of Ealing is no exception. The pandemic has highlighted the importance of having a robust and comprehensive health and wellbeing strategy in place, one that is responsive to the changing needs of our communities.

Ealing is a diverse and vibrant borough, but it also faces significant health inequalities. We are seeing a worrying trend of increasing levels of obesity in children, and the unintended consequences of alcohol dependency are having a significant impact on our community. This is because people have unequal life experiences, with different access to opportunities and privileges. These differences are visible in the building blocks of health and wellbeing. These are the health, social and economic inequalities acting as root causes of health and wellbeing and they ultimately impact how well, and long people live.

Addressing these challenges requires a collaborative and strategic approach, which is why members of the Ealing Health and Wellbeing Board have worked closely with partners across the NHS, Ealing council and resident and community groups, to develop 'Together in Ealing' the Health and Wellbeing Strategy for 2023-2028.

This strategy sets out a clear vision for a healthier and happier Ealing. Reducing inequalities reduces the number of people in Ealing living with poorer health, dying prematurely, and reduces the unfair differences between groups so everyone has an equal opportunity to thrive. The pandemic has reinforced the importance for us to work together to build a resilient and responsive system that promotes a culture of prevention and inclusion.

'Together in Ealing' identifies a range of key commitments, including:

- Tackling the root causes of inequalities, such as poverty, poor housing, and access to services by working as a system to improve access to health services and providing support for people experiencing stress, anxiety or depression
- Promoting healthier opportunities, so as to reduce the risk of the consequences of health problems to people's lives by promoting systems and structures that leave no one behind
- Working with partners to develop a shared practice across the board and with our communities and a joint understanding of our role in improving the building blocks of health in Ealing

Ealing Health and Wellbeing Board is committed to working in partnership with the community to address these priorities and to create a healthier, happier borough for all. We will continue to engage with our residents and partners throughout the implementation of 'Together in Ealing' to ensure that it remains responsive to the changing needs of our communities.



Dr Vijay G Tailor Bsc MBChB MRCGP

Ealing Borough Medical Director NHS North West London



Executive Summary

We have so much to celebrate in Ealing. Communities are richly diverse, resilient and have a wide range of valuable resources and cultural capital. We also have a huge voluntary, community and faith sector supporting communities. However, we know that people in Ealing have unequal life experiences, with different access to opportunities and privileges. These differences are visible in the 'building blocks of health and wellbeing' which are the root causes of health and wellbeing, and ultimately impact how well, and long we live. This inequality is harmful for everyone in Ealing.

When we looked at recent feedback from Ealing communities, we understood how important these building blocks of health and wellbeing are for creating healthy and more equal life experiences. In other words, it is important to residents that they have better quality housing, more community spaces for people to come together, good well-paid local jobs, greater access to green space for connection to nature, inclusive access to information and services, and an anti-discrimination culture. It is also essential that relationships between communities, the Health and Wellbeing Board member organisations and partners are strong. Good partnership working is the key to enhancing the existing vast and rich resources of Ealing's communities for the benefit of local people.

Communities have also told us they want to be more engaged with the work of the board, its member organisations and partners at every stage. They want to share the power and control needed to bring about improved health and wellbeing, and reduce the unfair differences experienced and observed in their everyday lives. We heard how the board needs to listen, learn and respond to Ealing's communities through a new relationship built on trust and partnership. The board has a key role to play in unlocking the potential and creativity in Ealing to create better health and wellbeing for all.

We have heard how work at a neighbourhood level is important in Ealing, recognising the specific nature of each neighbourhood and the different communities that live there. We also recognise that residents belong to multiple communities that exist due to a shared belief, perspective, background or interest beyond the geographical location in which they live.

We are reminded of the vital importance of leaving no one behind on the journey to improved health and wellbeing in Ealing, and the key role of the Health and Wellbeing Board in leading this agenda. We understand the importance of tackling structural discrimination, learning from the COVID-19 pandemic, Black Lives Matter movement, Ealing Race Equality Commission and the current cost of living crisis.



Together in Ealing has set out nine commitments within three key themes, to drive Ealing’s Health and Wellbeing Board’s work over the next five years.

Together in Ealing

We will see Ealing’s communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing

<div style="display: flex; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); font-weight: bold; margin-right: 10px;">Page 62</div> <div> <p style="text-align: center; font-weight: bold; margin: 0;">Putting communities at the heart of everything</p> <ul style="list-style-type: none"> • Listen and learn from community conversations • Harness our collective resource to enhance the power of the voluntary, community and faith sector • Develop new models for working with our local communities </div> </div>	<p style="text-align: center; font-weight: bold; margin: 0;">Systems and structures that leave no one behind</p> <ul style="list-style-type: none"> • Drive excellence in a shared equality, diversity and inclusion agenda • Make services and support meet the diverse needs of our communities • Ensure the Health and Wellbeing Board is equipped to operate for the benefit of our diverse communities 	<p style="text-align: center; font-weight: bold; margin: 0;">Connecting the building blocks of health and wellbeing</p> <ul style="list-style-type: none"> • Ensure the lens of wellbeing and inequalities is applied to the ‘building blocks’ • Ensure greater contribution of the board to the building blocks of health and wellbeing • Lead a whole system approach to work on the building blocks of health and wellbeing
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The themes and the commitments have been informed by a wealth of intelligence from communities, via existing consultations and strategy processes of the board member organisations, bespoke community engagement and survey methods, as well as an understanding of Ealing’s inequalities through local data analysis. The themes and commitments have also been shaped by best practice approaches and principles gathered from national and regional evidence and learning.

The board will implement these commitments over the next five years. In the immediate term, this will involve planning key actions for year one which will build the foundations for the board’s work with communities, under each of the commitments for the further four years of the strategy. The success of the strategy will be monitored, and the learning used to adapt practice in real time, ensuring maximum impact and visible change.

We will see Ealing’s communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing.



Acknowledgments

The authors of **Together in Ealing**, on behalf of the **Health and Wellbeing Board**, are:

- [Maddy Gupta-Wright](#)
Consultant in Public Health
- [Ruxandra Ratiu](#)
Health and Wellbeing Strategy Support Officer
- [Mandy Harling](#)
Consultant in Public Health
- [Anna Bryden](#)
Director of Public Health.

The creation of **Together in Ealing** would not have been possible without the participation of many local residents, colleagues from voluntary, community and faith sector organisations, as well as Ealing Council, and our NHS colleagues working across Ealing.

We would like to express our thanks in particular to:

- All our local residents who participated in the engagement process (through focus groups, community conversations and the online survey) for Together in Ealing.
- The members of the Steering Group who oversaw the process of delivering this plan from inception to completion providing invaluable feedback throughout.
- The members of the Health and Wellbeing Board who shaped the priorities for Together in Ealing following consultation and workshops
- Colleagues from Ealing NHS organisations for their guidance and input at various stages of the development of Together in Ealing
- Ealing Councillors and Colleagues from Ealing Council for their advice and contribution at various stages of the development of Together in Ealing
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- Colleagues from the Public Health Team, in Ealing Council for their contributions to the best practice evidence and interpretation of inequalities data.
- Colleagues in the Strategy, Intelligence and Corporate performance team in Ealing Council for their helpful data sourcing, presentation and analysis.

All those that were involved in the engagement process, specifically:

- Residents from an Irish traveller community
- Participants at an Anti-Poverty Week Summit organised by Southall Community Alliance in November 2022
- Residents in Northolt as part of the Active Travel Scheme engagement in October 2022 at the Northolt Leisure Centre/Library
- Acton Gardens Community Centre mum and toddler group and 50-year-old plus Caribbean group
- Residents at the Ealing Residents Forum at the Ealing Town Hall, in collaboration with NHS colleagues
- Let's Go Southall Community
- Mind Food
- Ealing Hounslow Community Voluntary Service users including people seeking asylum in Ealing
- RISE drug and alcohol service users
- Young people from Bollo Brook Youth Centre

Steering Group members:

- Rajiv Ahlawat - Strategic Intelligence and Corporate Performance Manager, Ealing Council
- Imran Ali - Integrated Care Programme Manager, NHS North West London
- Janpal Basran - Network and Community Development Manager, Southall Community Alliance
- Anna Bryden - Director of Public Health, Ealing Council
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- Simon Hall – Chair of Ealing Community Network
- Mandy Harling - Consultant in Public Health, Ealing Council
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- Mark Wiltshire - Director of Community Development, Ealing Council



Introduction

Together in Ealing is the Joint Local Health and Wellbeing Strategy for 2023-2028, setting out the commitments of Ealing's Health and Wellbeing Board over the next five years. Where we refer to Ealing in this strategy, unless qualified, we are referring to Ealing borough as a whole.

Health and Wellbeing Boards were established by the Health and Social Care Act 2012. As the Board, we are responsible for setting the tone and direction of local action to improve health and wellbeing for all Ealing's communities.

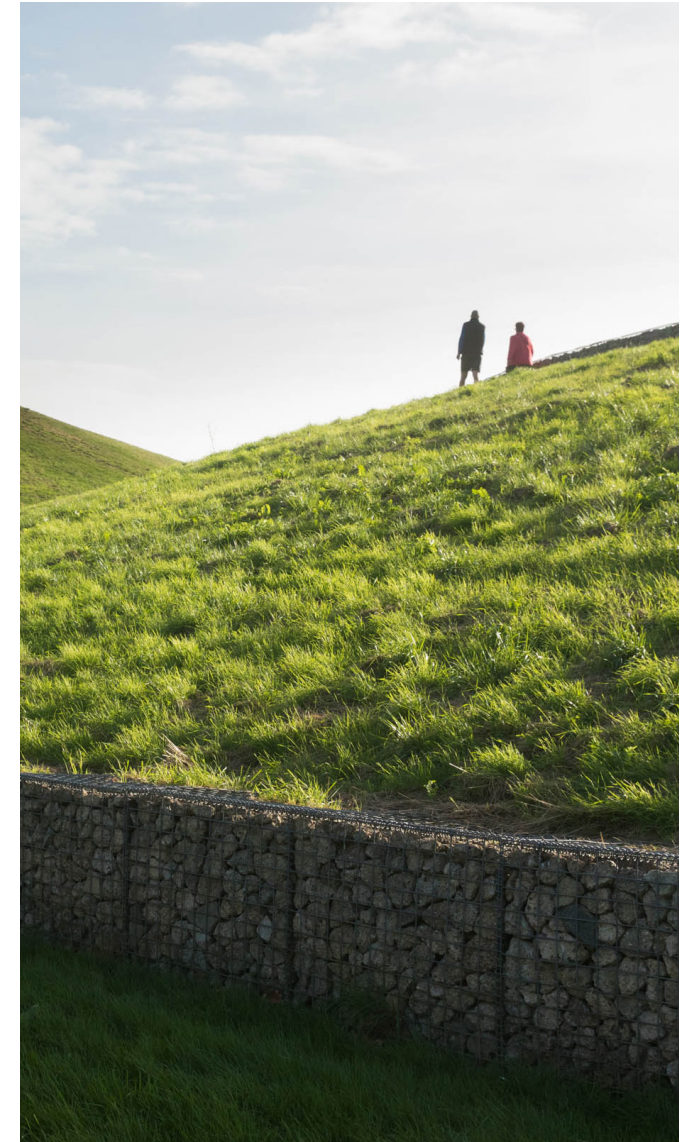
Ealing's Health and Wellbeing Board brings together local leaders from across the system, who have a role in the creation and maintenance of health and wellbeing in Ealing. This includes leaders in the health and social care system but also in the broader system responsible for the [building blocks of health and wellbeing](#).

The member organisations of the Ealing Health and Wellbeing Board are:

- Ealing Council
- Ealing NHS Integrated Care Board (ICB)
- Healthwatch Ealing
- London North West University Healthcare NHS Trust
- West London NHS Trust
- Hillingdon Hospital Trust,
- Imperial College Healthcare NHS Trust
- Ealing GP Federation
- Ealing Community Network

The purpose of Ealing's Health and Wellbeing Board is to lead and coordinate local collaborative efforts to improve health and wellbeing and reduce health inequalities in Ealing. This strategy is a statutory duty of the Board and its development has been overseen by a steering group made up of representatives of the Health and Wellbeing Board member organisations.

Ealing's Health and Wellbeing Board serves the communities living in the seven towns of Ealing, which are supported in health care delivery by eight primary care networks, Ealing's integrated neighbourhood teams and community and hospital NHS trusts. In addition, the Health and Wellbeing Board has strong partners in the police, local education institutions, and employers in the borough.



The focus on inequality

The Vision: We will see Ealing’s communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing.

Ealing communities are richly diverse, resilient and have a wide range of valuable resources and cultural capital. However, we know that people in Ealing have unequal life experiences including their health and wellbeing. In addition to inequalities in health outcomes, we also know that Ealing’s communities experience inequalities in the building blocks of health and wellbeing, the conditions of life which are the root causes of health and wellbeing, and ultimately impact how well, and long we live. This inequality is harmful for everyone in Ealing.

These inequalities are not new, but their significance was more exposed during the COVID-19 pandemic, and existing health, social and economic inequalities were exacerbated. In addition to COVID-19, we learnt more about racial inequality in Ealing through the Race Equality Commission in 2021.² The commission declared race inequality a

crisis that demands an urgent response, calling on Ealing’s institutions to be bold and make clear commitments in response to their work. The Health and Wellbeing Board’s decision to focus its strategy for 2023-2028 on tackling inequality is an opportunity to respond to this need.

Reducing inequality reduces the number of people in Ealing living with poorer health, dying prematurely, and reduces the unfair differences between groups so everyone has an equal opportunity to thrive. Even for people living in relative privilege, wealth and good health, living in an unequal society is bad for us. We lose social empathy and are less likely to act as a community to make improvements for everyone. In other words, reducing inequalities is good for everyone’s health and wellbeing.^{4,5,6}

As well as the strong moral arguments for reducing inequalities, there are considerable financial arguments too,

as it reduces the costs to families, communities, employers, the economy and of course the health, social care and welfare system as a whole.⁴

The inequality focus for Together in Ealing is a shared vision of the Health and Wellbeing Board. It aligns well with ‘Fighting Inequalities’ as one of the three Ealing Council plan 2022-2026 priorities, complements the strategic vision set out in the North-West London Integrated Care System Strategy, and is echoed as a core principle for the Ealing Integrated Care Board, supported by the Core 20 Plus 5 NHS England frameworks for adults and children, which are designed to support Integrated Care Systems to reduce healthcare inequalities.

Together in Ealing will build on a wealth of good practice across the board, looking for ways to scale up, adapt and enhance this work to drive and improve positive change which is already occurring. But we also recognise that we must be bold in our approach to new ways of working. We must be innovative, test new approaches, and ensure that there are good mechanisms for learning and adaptation in place.⁷



¹ Ealing Council 2021 Annual Public Health Report COVID Inequalities

² Ealing Council 2021 Race Equality Commission

³ Scanlon, T.M. Why Does Inequality Matter? New York: Oxford University Press 2018 Pp. ix + 170

⁴ Wilkinson, R. and Pickett, K. The Spirit Level 2009

⁵ Marmot 2010 Fair society, healthy lives: the Marmot Review: strategic review of health inequalities in England post-2010

⁶ Marmot 2020 Health Equity in England: The Marmot Review 10 Years On

⁷ NHS England Core20PLUS5 (adults and children and young people) – an approach to reducing healthcare inequalities for children and young people



What has informed Together in Ealing?

The following four sections describe the intelligence which has informed the development of the themes and commitments in this plan. These are:

1. The Building Blocks of Health and Wellbeing

2. Inequalities in Ealing

3. What our residents, communities and partners told us

4. Best practice approaches

Some of this intelligence is from the national and regional literature on tackling inequalities, some of it is quantitative data on the inequalities in Ealing, and some of it is very locally specific, from key existing reports and consultations and bespoke engagement activities. Through the processes of gathering these different strands of intelligence, we heard and read the same themes many times. The voices of Ealing residents were strong and echoed in a variety of reports and conversations. As well as this, the national and regional best practice guidance has led us to a purposeful approach to addressing the 'Building Blocks of Health and Wellbeing' as the most sustainable route to tackle the specific inequalities facing the communities in Ealing.

The voices of Ealing residents were strong and echoed in a variety of reports and conversations



1. The Building Blocks of Health and Wellbeing

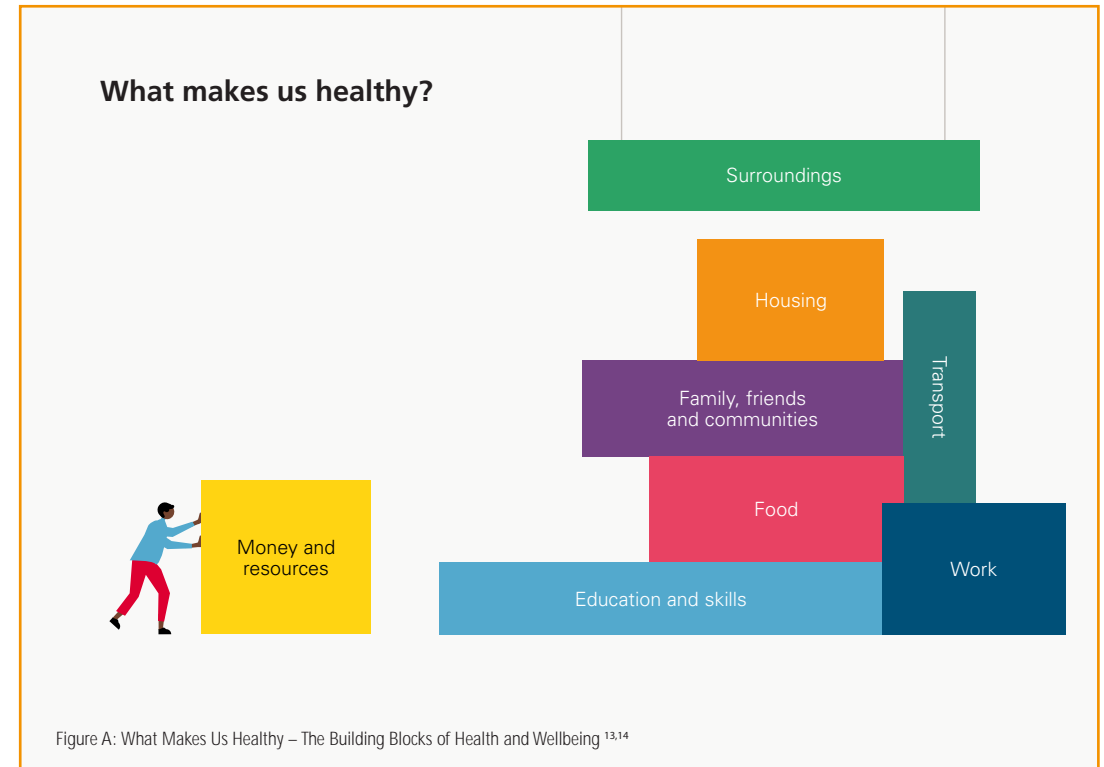
Good health and wellbeing is much more than just the absence of illness. It is the overall state of wellbeing of individuals and communities and their capacity to thrive. It must be actively created by ensuring everyone has the building blocks for good health and wellbeing and has access to mechanisms and knowledge to protect themselves from poor health and wellbeing. In other words, health and wellbeing will be best achieved by ensuring that the conditions of life are health-creating.^{8,9,10,11,12}

The ‘building blocks of health and wellbeing’ refer to a wide range of aspects of our lives, such as work, homes, access to education, skills and learning, green space and transport, how well socially connected we are, and whether we experience poverty or racism. These conditions of life are the root causes of health and wellbeing, and ultimately impact how well and long we live.

Of course, our access to quality, prevention or treatment health and welfare services, impact our health and wellbeing greatly. However, sustained health and wellbeing over our life course, and the unfair differences in

health and wellbeing for different groups of people, occur more as a result of the building blocks of health and wellbeing, than service provision alone.

Related to this, our behaviours (such as smoking) are not simply a choice but are informed by the building blocks of health and wellbeing around us, for example, through what we can afford, the degree of stress we are under, and the cultural and social norms that make us who we are. Food is a good example here - less healthy food is often cheaper to buy (fresh food inflation hit 15% in the UK in December 2022 according to The British Retail Consortium), there are different cultural norms around food which influence the health benefits or harms that food brings, and foods that are less healthy may be eaten more at times of stress, for comfort or convenience. Information about healthier food choices will not address the inequality but tackling some of the building blocks of healthier food choices, such as food prices, accessibility, and the licensing and regulation of the food industry, will.



⁸ Local Government Association 2016 Health in all Policies

⁹ The Health Foundation 2019 Implementing health in all policies

¹⁰ Local Government Association 2021. Inclusive economies and healthy futures: Supporting place-based action to reduce health inequalities

¹¹ Marmot 2010 Fair society, healthy lives: The Marmot Review: strategic review of health inequalities in England post-2010

¹² Marmot 2020 Health Equity in England: The Marmot Review 10 Years On

¹³ The Health Foundation 2022 How to talk about the building blocks of health

¹⁴ The Health Foundation 2022 Shaping places for healthier lives

People's experience of the building blocks of health and wellbeing will also be different because of other influences such as people's language, digital skills, sense of power and control over their lives, and whether or not they are affected by discrimination, including racism. These phenomena are themselves 'building blocks of health and well-being' and of course, none of these factors, work in isolation. In reality, the same groups of people experience multiple disadvantages which are connected and dependent on one another. This 'intersection of disadvantage', creates an even greater day to day stress and strain, resulting in poorer wellbeing over a range of time frames (see example in Figure B). Comparing oneself to others and feeling disadvantaged is distressing, which can lead to biochemical changes in the body, eventually causing ill health¹⁵. The frequency and level of stress experienced by an individual or community will also influence the size of the impact on health and well-being. In contrast, an 'intersection of advantage' will help a person or community have greater resilience and social capital for mitigating the harms of life stresses.

This is how, and why, we see a range of inequalities affecting the same groups of people. This phenomenon was most starkly revealed during the COVID-19 pandemic, where both direct and indirect impacts of the pandemic were greatest for some of the same groups of people over very short time frames.

In combination, the building blocks of health and wellbeing, and the sense of power and control we have over them, are the foundations of creating good health and wellbeing. Working in partnership across the Health and Wellbeing Board, with partners and our communities, sustainable system change is achievable to fight inequalities, and improve health and wellbeing in the seven towns of Ealing. Together in Ealing has this strong partnership and 'whole system working' of the board, with communities, at its heart.

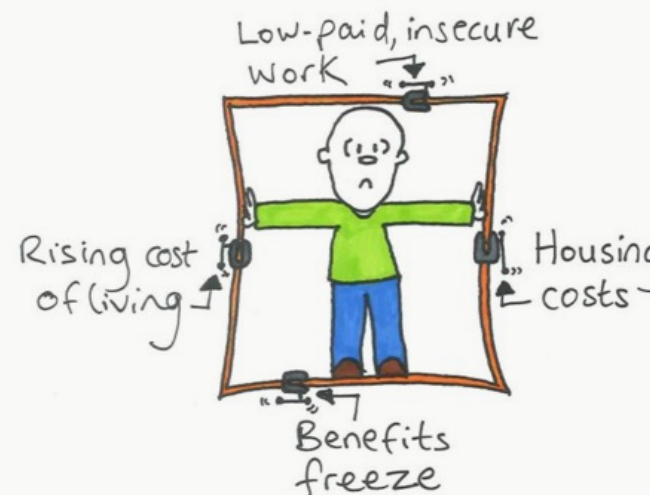


Figure B: Example of the intersection of disadvantage upon a person's health and wellbeing - Joseph Rowntree Foundation¹⁶



The importance of community assets and relationships

The building blocks of health and wellbeing include the strength and resource of the communities with which we identify. Health and wellbeing can be created and sustained through strong relationships, community connection and access to community 'assets' (see figure C). The power of good relationships for health and wellbeing is profound, whether between couples, families, in our communities, or between ourselves and the services we use, the resilience and support we gain from these interactions is very health creating.^{17,18}

Overall, people experiencing less stress from the physical building blocks of health and wellbeing i.e. those with better housing etc.

and less discrimination will find it easier to have stronger, more nurturing relationships and social connection. In other words, wealth and privilege makes relationships and social connection easier because of greater access to local spaces, and resources to enhance social activity and fewer stresses in life to test our relationships. However, this is not always the case. Positive social connection through strong, supportive, and reliable relationships, can be achieved in a variety of ways. Many of the mechanisms for developing such 'health creating' relationships are not reliant on material means, such as through faith or shared interests or perspectives. Authentic and nurturing relationships may also be stronger for residents who have built dependencies and shared assets within their communities.



Figure C: What are community health assets? UK Health Security Agency¹⁹



¹⁷ Holt-Lunstad J, Smith TB, Layton JB. Social relationships and mortality risk: a meta-analytic review. *PLoS Med.* 2010 Jul 27;7(7)

¹⁸ Hawe P, Shiell A. Social capital and health promotion: a review. *Soc Sci Med.* 2000 Sep;51(6):871-85

¹⁹ UKHSA 2018 Health Matters: Community-centred approaches for health and wellbeing

The importance of race equity and health and wellbeing

Racism is a health issue. In other words, racial equity is essential for individuals and communities to experience equity in health and wellbeing. We can think of racial equity as a building block of health and wellbeing itself, but also as the wider context and an essential foundation for other building blocks to have positive impact.

Sadly, there has long been evidence of stark health inequalities faced by ethnic minority groups in UK.²¹ Some of these health inequalities can be firmly attributed to racial inequity in access, experiences and outcomes of health care,²² and some of it because the stress associated with being discriminated against based on race, directly affects people's mental and physical health.^{22,23} There are also huge contributions from racial inequity in access to, and experiences of, the building blocks of health and wellbeing.²⁴ In addition, any intersection in disadvantage in the building blocks of health and wellbeing for ethnic minority communities can frequently be linked back to experiences of 'structural' racism.

By 'structural', 'systemic' or 'institutional' racism (used interchangeably), we mean racism arising from systems, structures, or expectations that have become established within society or an institution.

A more detailed definition of institutional racism is

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.'²⁵



Examples of the health inequalities experienced by ethnic minority groups in the UK are many and shameful, not least the example of COVID-19. The pandemic shone a brighter light on these inequalities, because COVID-19 had, and continues to have, a disproportionate impact on ethnic minority groups. Analysis published by the Government showed that the greater negative impact of COVID-19 on certain ethnic groups could not be fully explained by the other building blocks of health and wellbeing (e.g. income) suggesting that structural racism was a contributor.²⁶ This fits with evidence of structural racism as a contributor to many other poorer health outcomes.²⁶

In late 2020, Ealing Council established an independent Race Equality Commission (REC) to look at race inequality in detail.²⁷ The catalysts to the commission were the COVID-19 pandemic and the brutal murder of George Floyd by a police officer in the United States and the Black Lives Matter movement as a response to this atrocity. While very different in nature, both these events and the more open conversations about race equity that followed, were the backdrop to the commission's work.

The Commission concluded that to bring about change in Ealing, those responsible for commissioning, delivering and co-designing services must:

- Build trust with communities.
- Listen to the experiences of residents and understand their challenges, recognising the differences between groups and their histories.
- Use data and insight to ensure the tenacious pursuit of narrowing inequality.

Through the commission, the Board has a clear remit to do more to improve life chances and outcomes for all communities by working on racial equity.

Throughout the strategy and its implementation, we have been clear to acknowledge that language has power and limitations, and the words we use when talking about race and ethnicity have an impact on residents and communities. Where possibly we will be specific in referring to an ethnic group, however where collective terminology is needed, we have opted to use the language of 'ethnic minority groups' or 'people from ethnic minority backgrounds' as per government guidance.²⁸ These terms refer to all ethnic groups except the white British group, and hence includes white minorities, such as Gypsy, Roma and Irish Traveller groups. We acknowledge that no one term is preferred by everyone in Ealing, but we use these terms with utmost respect to individual and community dignity. As part of the board's learning journey in this strategy we will remain receptive and adaptable to changing our approach to language in the future.



We acknowledge that no one term is preferred by everyone in Ealing, but we use these terms with utmost respect to individual and community dignity. As part of the Board's learning journey in this strategy we will remain receptive and adaptable to changing our approach to language in the future.

²⁶ Public Health England 2020 Disparities in the risk and outcomes of COVID-19

²⁷ Ealing Council 2021 Race Equality Commission | Race Equality Commission

²⁸ Government 2021 Writing about ethnicity



The impacts of the building blocks of health and wellbeing

The 'building blocks' impact our health and wellbeing in a host of complex ways (figure D). Some of these ways are more 'direct' and others more 'indirect'. Those causing more direct impact include, for example, the nutritional quality of the food we eat, the quality of the air we breathe and the access to space, active travel infrastructure, or facilities in which to undertake physical activity.

Other building blocks have more indirect impacts for example the financial resources we have available to us, the education and skills that afford us better opportunities for income generation, job satisfaction and welfare at work, and the levels of stress that we experience in getting timely access to quality services and support that meet our needs. Such stress builds up to affect our bodies causing for example higher blood pressure, poorer mental health and a weaker immune system. It also affects our sleep, relationships, ability to be productive at work, and how likely we are to adopt unhealthy behaviours.

Some building blocks can impact directly and indirectly in different ways, for example there is a wealth of evidence for the significant impact on our mental and physical health and wellbeing of being better connected to nature and natural green spaces of high biodiversity. Not only is it good for us to use green space to be physical active, there are huge indirect benefits to our mental health and wellbeing from being amongst nature.²⁹

All our different circumstances and experiences through the 'building blocks' combine and lead to real differences in our quality of life and overall wellbeing, our risk of developing specific health conditions, and our long-term ability to thrive and prevent ill-health for ourselves, our families and communities.

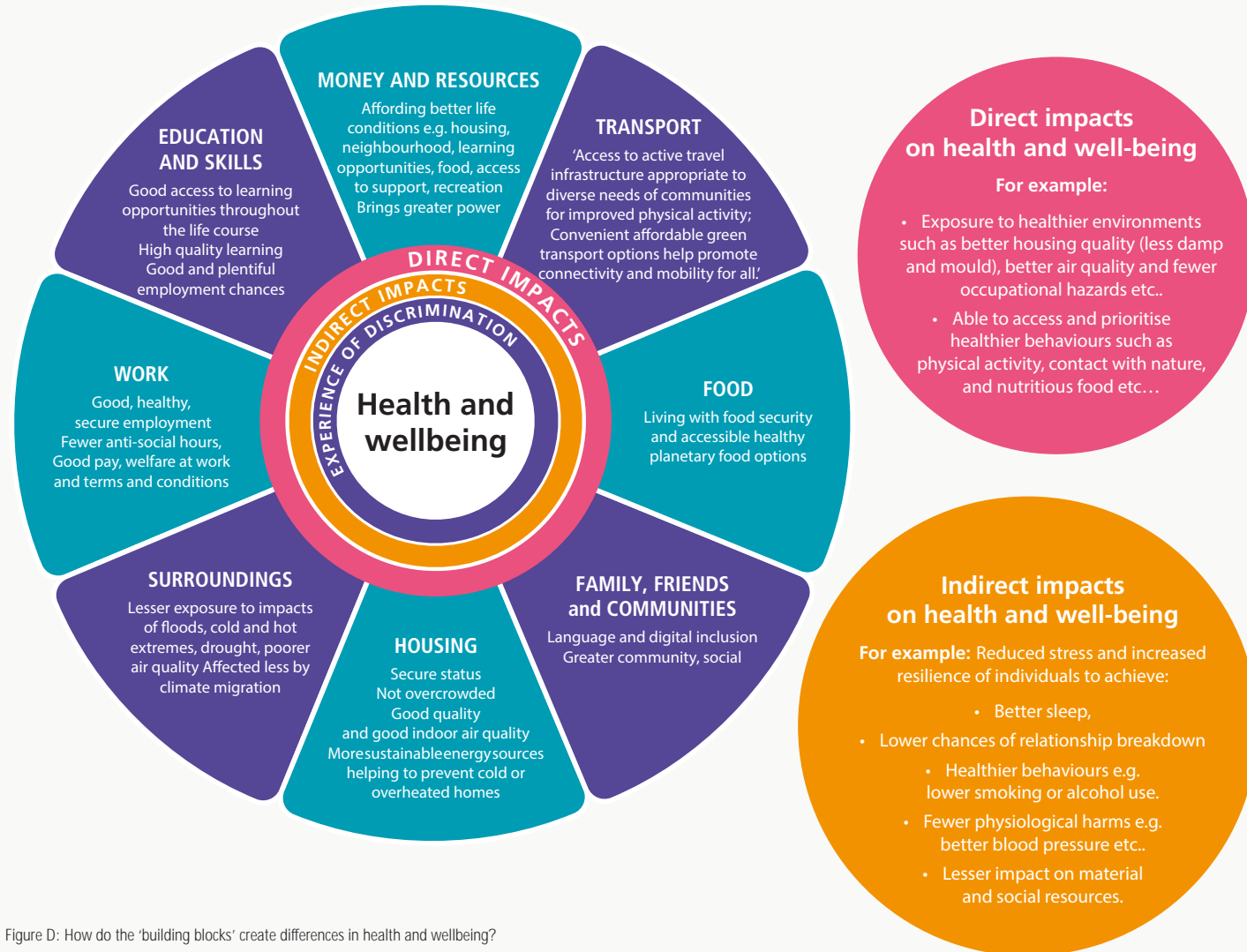


Figure D: How do the 'building blocks' create differences in health and wellbeing?

The role of the Health and Wellbeing Board in achieving change in the building blocks of health and wellbeing

Ealing’s Health and Wellbeing Board operates a ‘place-based partnership’,^{31,32} and as such is well placed to lead on whole system change to the building blocks of health and wellbeing in Ealing.^{33,34} We will do this through the coordinated efforts of its member organisations who have the collective responsibility for the health and wellbeing of Ealing’s residents. The key functions of such a place-based partnership are described by The Kings Fund in figure E and have helped shape our commitments for Ealing.

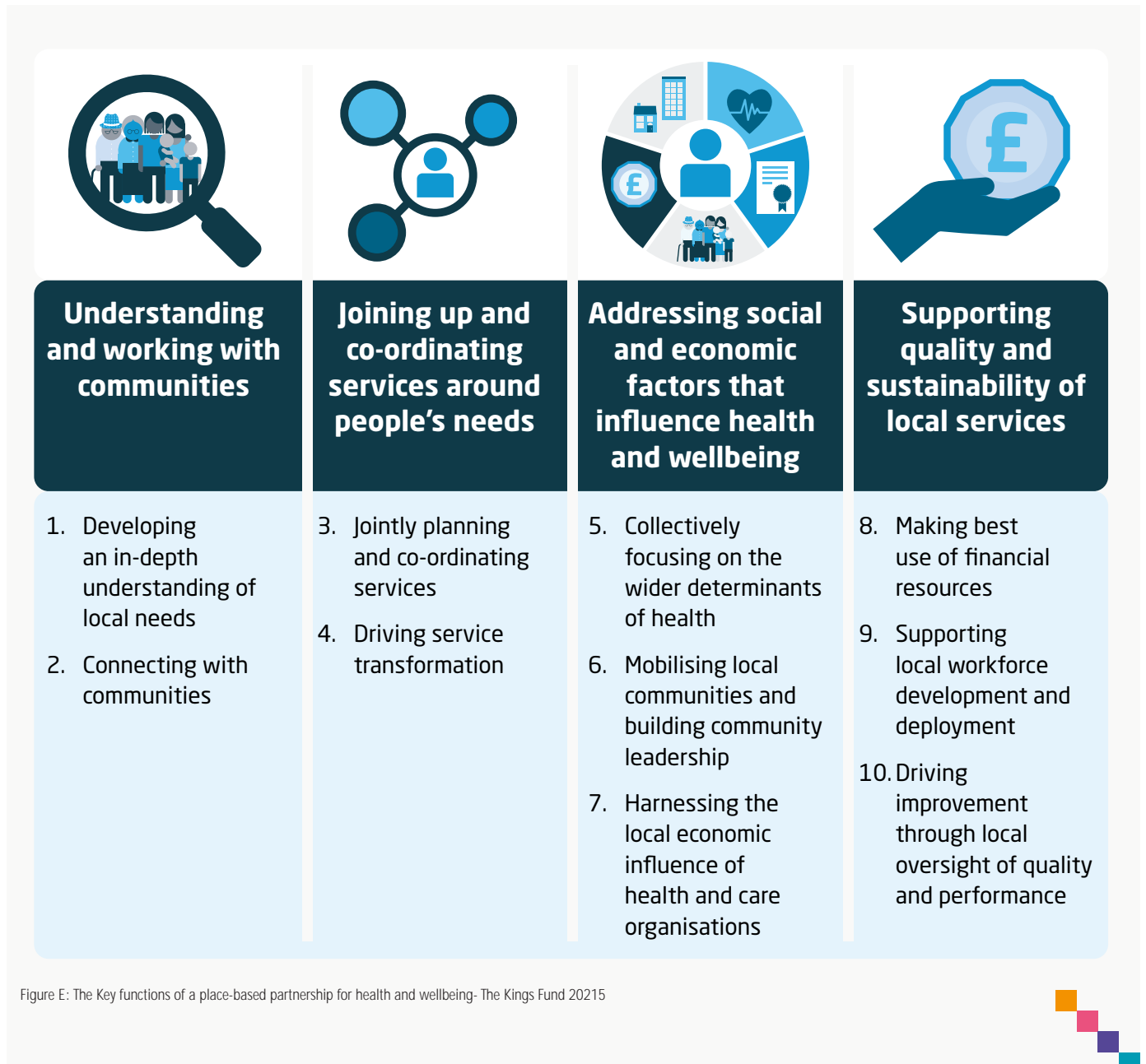


Figure E: The Key functions of a place-based partnership for health and wellbeing- The Kings Fund 20215



³¹ The Kings Fund 2021. Developing place-based partnerships: The foundation of effective integrated care systems

³² Ealing Borough Based Partnership: North West London ICS (www.ealingbbp.nhs.uk)

³³ Institute of Health Equity 2021. Addressing the National Syndemic: Place-based problems and solutions to UK health inequality.

³⁴ Public Health England 2019. Place-based approaches for reducing health inequalities: main report.

2. Inequalities in Ealing

Ealing is a large borough with the third largest population in London.

The following summary of data for Ealing’s communities, includes a snapshot of what we know about some of the building block of health and wellbeing. Whilst the data highlights the rich diversity we have to celebrate in Ealing, it purposefully focuses on the inequalities we also see amongst our communities. These inequalities are the drivers for this plan’s approach for 2023-2028 and provide important context for the selection of the themes and commitments.



Population and Life expectancy

Residents are having children at a declining rate and the proportion of residents in their older years is growing, similar to across London and England. Compared to the rest of England, Ealing’s residents as a whole population, are relatively young.³⁵ Ealing residents live in one of seven town neighbourhoods (see figure F).

Men and women on average in Ealing live to 80.3 years and 84.4 years respectively. However, there are differences for men and women living in different areas. At the extremes, men living in Hanger Hill live on average 6.4 years longer than men living in South Acton; whilst women living in Northfield live on average 6.9 years longer than those living in Norwood Green.

The stark difference that deprivation has on health and wellbeing can be demonstrated by the difference in the life expectancy for men and women between the most affluent and least affluent areas of Ealing. For 2020-2021, this ‘life expectancy gap’ across Ealing for males is 6.5 years and for females 4.6 years.

Within the years of life lived by residents in Ealing, an average of 18.5 and 18.8 of those years for men and women respectively will be spent in ill health).³⁶

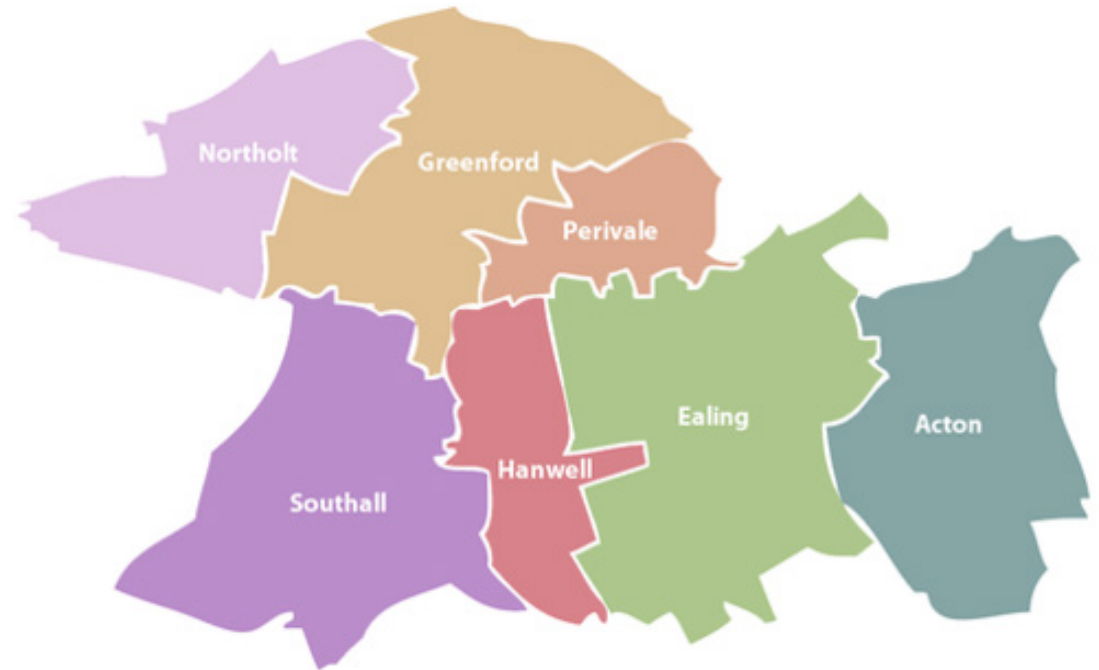


Figure F: Map of Ealing borough showing the boundaries of the 7 town neighbourhoods





Ethnicity, country of birth and language

Ealing is the third most ethnically diverse borough in England and Wales ³⁷, with under 50% of Ealing residents identifying in the overall White ethnicity category, and only 24.3% identifying as White British (figure G).

Over half (50.8%) of the residents of Ealing were born outside the UK. ³⁸

Within the borough, Southall Broadway, Southall Green and Dormers Wells have the highest percentages of residents from different ethnic minority backgrounds. ³⁹ As well as a high percentage overall, these wards and others are also home to a wide range of residents from different ethnic minority backgrounds.

According to the National Census 2021, compared to local authorities in the rest of England & Wales, the ethnic composition of Ealing includes the:

- Largest number of Polish residents 18,816
- Highest number of Afghan residents 7,006
- Highest number of Iraqi residents 4,779
- 3rd highest number of Iranian residents 3,796
- 3rd highest number of Somali residents 5,848
- 3rd highest number of Sri Lankan residents 602

There are more than 170 different languages spoken in Ealing's schools ⁴⁰. Only just over two thirds (69.1%) of Ealing residents, identify English as their main language, a 15% increase between 2011 and 2021. After English, the most common main languages spoken in Ealing are shown in figure H.

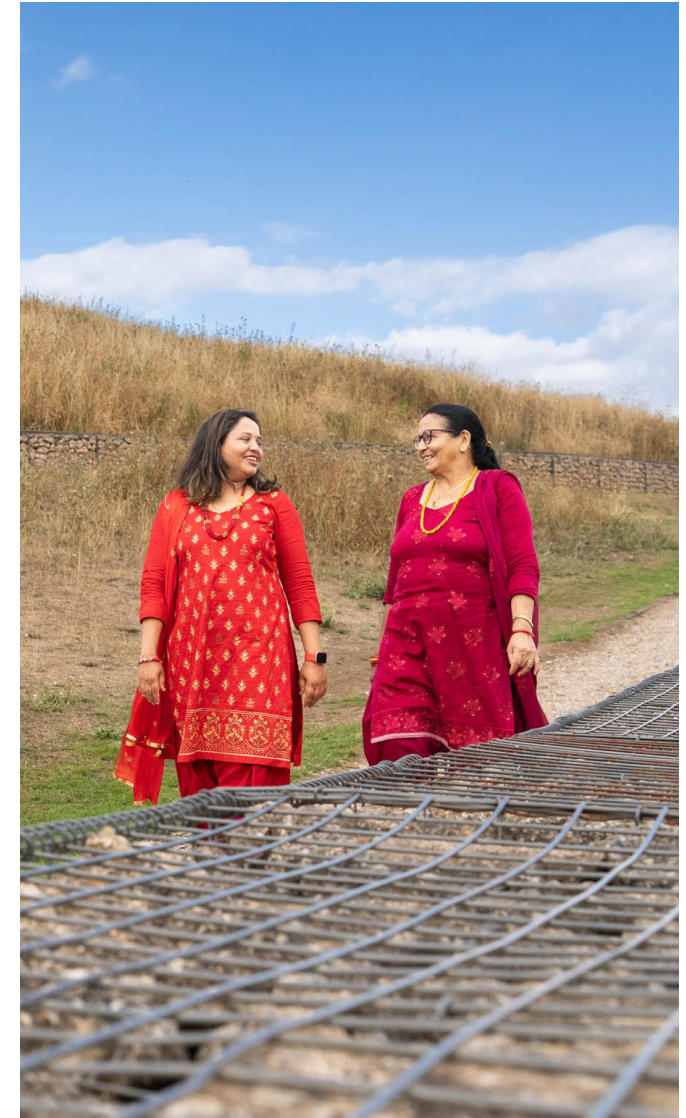
For those whose main language isn't English, proficiency in English language varies, with 22,872 residents (20.8%) able to speak little or no English. ⁴¹

Importantly, 25,000 (19%) households in Ealing reported to have no-one that had English as a main language; this was the highest count in London and the second highest across all local authorities in England and Wales.

In March 2021, Ealing was amongst London boroughs with the highest number of people seeking asylum; 525 asylum seekers were formally receiving support as of September 2022. ⁴²

There are estimated to be over 2,000 people from Traveller communities in Ealing at certain times of the year. Currently, Traveller groups are largely from the following traditional communities:

- Travellers of Irish heritage
- East European Roma
- English, European and international circus and fairground Travellers.



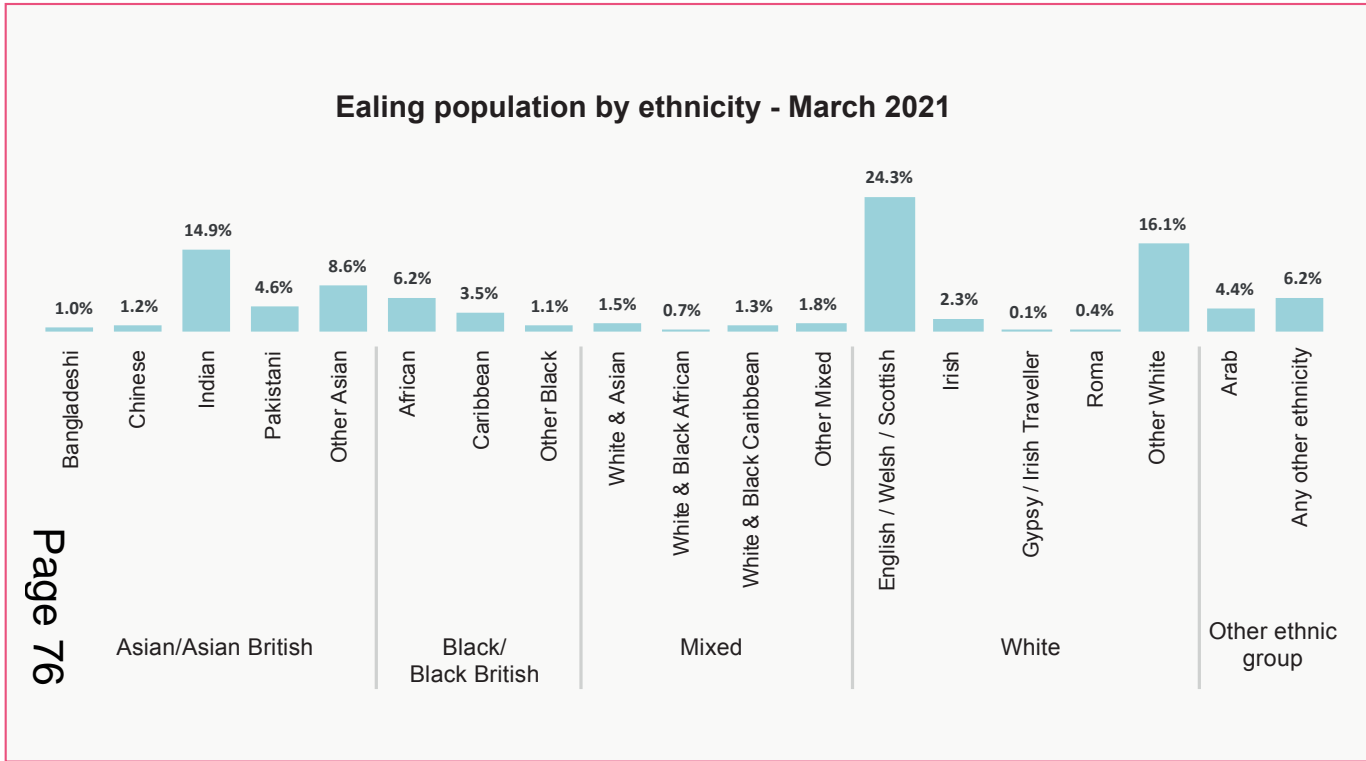
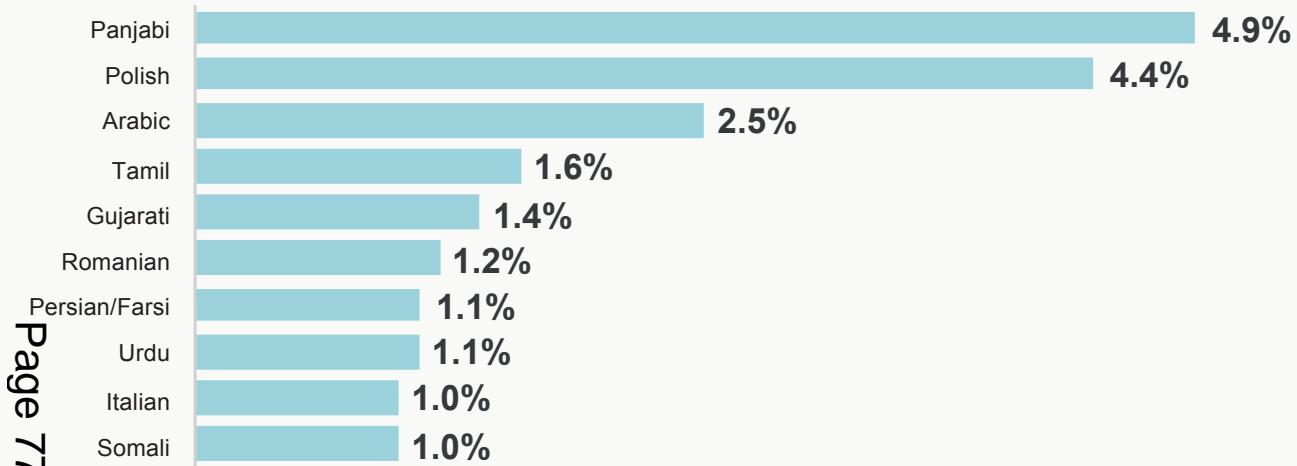


Figure G: Ealing Population by Ethnic Group; Source: National Census 2021, ONS



Top 10 languages (excluding English) spoken as a main language (% of Ealing population, March 2021)



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Figure H: Top 10 languages (excluding English) spoken as a main language in Ealing;
Source: ONS, National Census 2021





Deprivation

Levels of deprivation vary across the borough, with the highest deprivation concentrated in and around Southall, Northolt and Acton (see figure I). Ealing has 4 residential areas that are in the 10% most deprived in the country.

While the current cost of living crisis will impact everyone, impacts will be worse for those already experiencing poverty and inequality. Evidence of a worsening of inequality in Ealing includes the increase in number of families eligible for Free School Meals, which has increased from 9500 in Sept 2020 to 15,600 in December 2022, and the increase in food bank usage with approximately 35% more clients in 2022 than for the same period in 2021.



Income, employment and skills

The number of working residents and families facing poverty is increasing in Ealing. The proportion of children (under 16 years) in Ealing living in poverty is 14%, having increased by 10% since 2015.⁴³ There are huge differences in household income, with households in Southall Green and Southall Broadway having approximately half of that of households in Southfield and Ealing Broadway.

73% of 18-64 year olds in Ealing are employed compared to 75% in London, but 26% of these jobs are paid below the London Living Wage (LLW) of £10.85 and the quality of work is poor with over 40% of jobs in low paying sectors compared to 33% in London as a whole.⁴⁴

Because of its industrial heritage Ealing has high levels of long-term unemployment, and notable rates of economic inactivity. This is likely to have increased due to the impact of the COVID-19 pandemic.



Education and development

Seven out of ten Ealing school children achieve a good level of development at the end of Reception, which is similar to England, but lower than London.⁴⁵ However, there are significant inequalities for children living in different towns in Ealing. In Perivale, Northolt and Greenford, a significantly smaller percentage of children achieve a good level of development by the end of Reception, than in Southall, Acton, Hanwell and Ealing (figure J).

There are other inequalities in educational experience in Ealing. Black Caribbean pupils who make up 3.8% of the school population in Ealing experience 17.9% of the permanent exclusions and 12.5% of the fixed term exclusions (based on 3-year average figures) at secondary school, highlighting how Black Caribbean young people are under-served by our education system in Ealing.

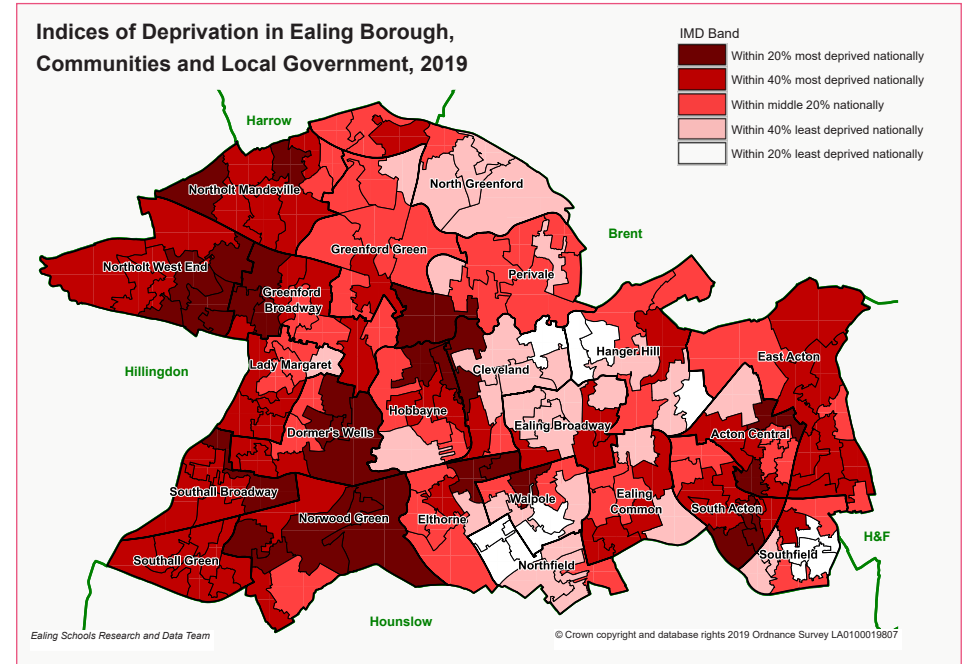


Figure I: Map of Indices of Deprivation for 2019 showing the more deprived areas in darker red. (ONS 2019)

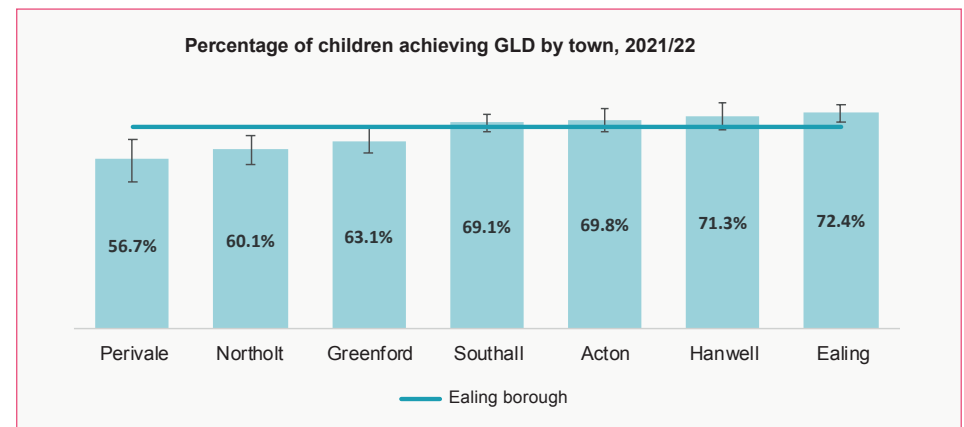


Figure J: Percentage of children achieving a Good Level of Development (GLD) by the end of Reception year; Source: Summer assessments 2022, Ealing Schools.

Food poverty

In January 2021, 2.33% of Ealing households reported experiencing hunger, defined as having skipped food for a whole day or more in the previous month, or indicated they were hungry but not eaten because they could not afford or get access to food.⁴⁶

At the same time, 8.69% of Ealing households were struggling with food insecurity; This was defined as at least one of the following:

- Seeking help accessing food
- Skipping or shrinking meals
- Having a reason for not having enough food

13.81% of Ealing households were very worried or fairly worried about getting enough food. (Source: The University of Sheffield using survey data from Food Foundation/ You Gov, Jan 2021) Ealing has the busiest Trussell Trust foodbank in London, and fourth busiest in UK.⁴⁶

Fuel poverty

11% of households in Ealing are experiencing 'fuel poverty'. A household is said to be fuel poor if it is living in a property with an energy efficiency rating of band D, E, F or G (as determined by the most up-to-date Fuel Poverty Energy Efficiency Rating (FPEER) methodology); and its disposable income (income after housing costs (AHC) and energy needs) is below the poverty line.⁴⁸

Housing

In February 2022, there were 18,756 housing benefit recipients in Ealing, which is 15% of all households (Source: LG Inform 2022).

With 13% of households living in overcrowded conditions (Source Census 2021).

In 2021/22, 267 households in Ealing were assessed as statutorily homeless, 497 as threatened with homelessness, and 19 per 1,000 households were in temporary accommodation (Source: LG Inform 2021/22).

Health inequalities

In Ealing as a whole, the number of people stating they had a limiting long-term health problem or disability was 44,811 (12.2%) in 2021. There are significant differences between the wards with the highest proportions of people with limiting long-term health problems and disabilities compared to those with the lowest. At the two extremes there are 2,210 people in Dormers Wells (14.2%) compared to 1,542 people in Southfield (9.4%) (Source: Census 2021).

There are a number of key health and wellbeing measures which are worse in Ealing compared to the London and England averages. These are shown in figure K.⁴⁹



Figure K: Key challenges in health and some building blocks of health and wellbeing for Ealing compared to England average (Source: Public Health Outcomes Framework 2022)

Examples of the links between building blocks of health and wellbeing and health inequalities in Ealing.

The following three case studies are examples of the role of building blocks of health and wellbeing in creating specific health inequalities in Ealing.

Health inequality example 1 – Diabetes

One in five adults in the Bangladeshi population in Ealing have diabetes. This is double the Ealing average. Other ethnic communities with rates of diabetes significantly higher than Ealing’s average as a whole, are Indian, Pakistani, those identifying in an ‘other Asian’ ethnic category, and Caribbean populations.⁵⁰ Some of the reasons for this ethnic inequality will include coinciding socioeconomic deprivation and experience of structural racism. Structural racism can lead to poorer access to quality indoor and outdoor spaces/facilities for physical activities of cultural relevance, poorer access to healthy food, culturally incompetent healthy lifestyle advice, poorer access to healthy and good employment, high levels of stress, coinciding mental health problems, and reduced access to culturally competent prevention and treatment health services.

Health Inequality example 2 – COVID

The wards with the highest total COVID infection rates in Ealing were concentrated in the west of the borough (Southall and Greenford) and to a lesser degree Northolt and East Acton (figure L). A similar concentrated pattern was seen with COVID death rates. These areas correlate with the areas of greatest deprivation indicating that there was a socioeconomic inequality in the direct impact of COVID (Source APHR 2021).

In addition to deprivation, COVID infection rates were highest in wards in the borough with the highest proportion of residents from different ethnic minority backgrounds.⁵¹

COVID illustrated the intersection of disadvantage with regards to the impact of an infectious disease and the societal action taken in response. In particular it demonstrated the vulnerability of both front line and lower paid sector workers, those affected by overcrowded housing, and those experiencing discrimination including racism.

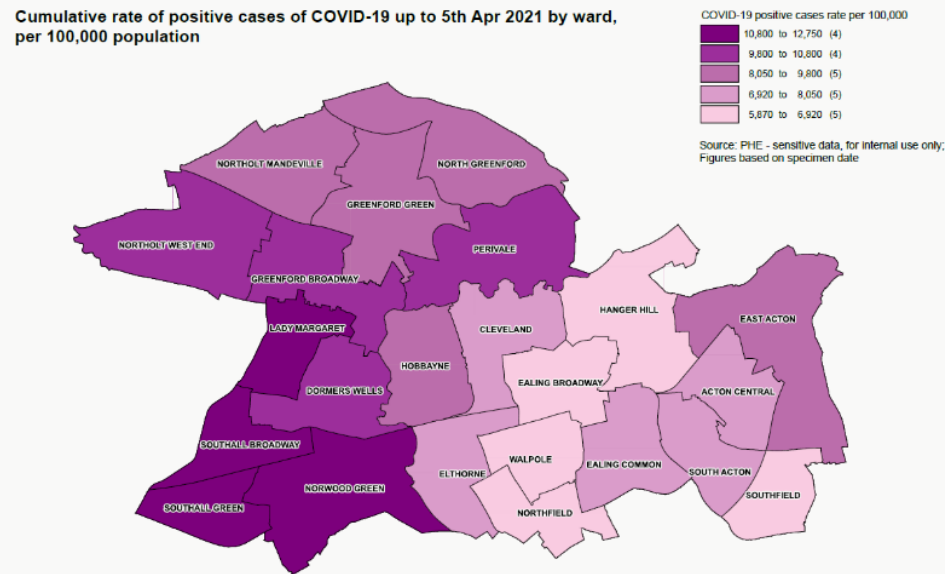


Figure L: Map of cumulative rate of positive COVID-19 cases per ward per 100,000, up to 05th Apr 2021

Health Inequality example 3 – Depression

In Ealing, 7% of the adult population have been diagnosed with depression. The prevalence of depression in Ealing is highest in the White and Black Caribbean population and the White British population. Both nearly double the Ealing average. In addition, the Caribbean population, White and Asian population, Other mixed backgrounds and the Irish population all have rates of depression significantly higher than the Ealing average.⁵³ Qualitative data from stakeholder and community engagement in Ealing has highlighted stigma around mental health diagnoses amongst certain community groups, which can lead to a lack of health seeking behaviour. Mental health services also lack cultural competence, with language barriers and some psychological therapies which do not align with some cultural ways of thinking. In addition, the intersection between risk of depression and socio-economic deprivation and ethnicity is complex. There is an increased risk of mental health problems amongst people experiencing greatest stress and discrimination. Improving the building blocks of health and wellbeing in terms of safe secure homes, and access to good education and work, is highly likely to improve mental wellbeing and resilience, however this must also be done in the context of reducing discrimination and improved social connection.

3. What our residents, communities and partners told us

The plan has purposefully used a wealth of relevant information from existing other local consultations and reports before engaging with key local partners and communities to address gaps in information. It has also been informed by national and regional best practice learning.

These information sources in combination have informed the development of the three key themes for the commitments.

The **thematic analysis of existing local consultations and reports** revealed key recurring themes regarding the impact of the ‘building blocks’ of the health and wellbeing of Ealing’s communities

The strongest themes highlighted the need to:

- Understand our communities through the better use of and sharing of local data between partners
- Support the building of trust in those with power and responsibility
- Enable communities to steer future change
- Ensure digital inclusion especially for the young and old
- Make available more accessible and safe spaces, tailored to the needs of all age groups
- Improve access to affordable and good quality housing

Local consultations and reports included in the thematic analysis were:

- Digital Exclusion report for Ealing
- Draft Ealing Youth Plan Consultation
- Ealing Learning Disability Strategy Consultation
- Ealing Male Violence against Women and Girls Strategy 2023-2027 draft
- Ealing Race Equality Commission Report
- NHS NWL Community Insight Reports for Ealing
- Poverty Action Summit – hosted by Ealing Foodbank, July 2022
- Seven Towns consultations
- Shaping Ealing report
- The Women’s Safety Survey and report
- Voices of Colour report – Navigating Finances and the impact of COVID-19 on the health of Asian Women
- Youth Covid-19 Vaccine Engagement in Ealing report

“could not access the health services as easily due to language and digital barriers. There was not enough information in Nepalese”

Voices of Colour report, Navigating Finances and the Impact of Covid-19

“Look at the wider determinants of health, use data better and share it more widely with people in our communities”

Race Equality Commission Report

“COVID-19 vaccine hesitancy is embedded in a context that drives relationships of mistrust between minority communities and authorities”

Youth Covid-19 vaccine Engagement in Ealing engagement

“Local people should be more involved in steering future change [...]. Many called for greater opportunities for said involvement.”

Visions for Northolt report

“Lower levels of educational attainment and older age affect levels of digital exclusion”

Digital exclusion risk in Ealing report



The online survey captured local perspectives on how the 'building blocks' impact the health and wellbeing of residents.

697 responses

The responses to the **online survey** were crucial to further understand some of the relevant 'building blocks' that impact on the health and wellbeing of our local population. Of course, the group that completed the survey is not likely to be representative of the whole resident population living in Ealing. There are voices that may and may not have been included in the survey responses (not least due to the barrier of digital access) which we should be mindful of when interpreting the results.

When asked what has the largest positive impact on their health and wellbeing, 64% of the respondents said that safer public spaces would do that. Over 60% of the respondents said that affordable places for people to be able to come together are also needed in their areas.

Respondents also said that the following services would be most useful for the health and wellbeing of their families: better availability of medical appointments (65%), services to help people be more physically active (62%) as well as access to mental health support (61%).

When residents asked if they could change one thing in Ealing to improve their health and wellbeing their responses can be summed up as follows:

- Having a forum for residents' voice (like the previous Ward Forums) to help anchor institutions understand residents' perspectives and needs and make services more accessible to residents
- Better access to patient appointments
- Affordable leisure facilities
- A more thought through process of local development with infrastructure that meets the different needs of the local population
- Safer streets, neighbourhoods and roads

"Housing that is affordable, less properties/new builds are destined for renters. Build for the community rather than people from far away" **online survey respondent**

"Contacting the Council is incredibly hard, it would make me feel a lot better if being able to ring them about a relevant issue was easier, clearer, and more straightforward" **online survey respondent**

"Inclusivity/accessibility – people being aware of each other's differences (autism awareness), a feeling of inclusion and having access to suitable activities for all ages"

EHCVS event



The bespoke **community conversations and focus groups** emphasised some of the conclusions of the previous intelligence on the building blocks and their impact on health and wellbeing in Ealing

The views expressed most frequently and strongly from participants included:

- The value of hyperlocal communities and organisations that support people to feel included, connected, understood, and accepted.
- Belonging to organised groups to better understand health and wellbeing and having opportunities to connect and socialise.
- The desire to be more involved in decisions about their local area.
- Access to services that are culturally competent, which understand people and can advocate for their needs.
- Safe and 'elevated' local areas for people to access and use

Community conversations and specific focus groups

Total of 180 participants

Focussing on the question 'What matters to you for your health and wellbeing?'

Residents from an Irish traveller community

Anti-Poverty Week Summit organised by Southall Community Alliance in November 2022

Residents in Northolt as part of the Active Travel Scheme engagement in October 2022 at the Northolt Leisure Centre/Library

- Acton Gardens Community Centre mum and toddler group and 50-year-old plus Caribbean group
- Residents at Ealing Residents Forum at the Ealing Town Hall, in collaboration with NHS colleagues
- Let's Go Southall Community
- Mind Food
- EHCVS service users and asylum seekers,
- RISE drug and alcohol service users
- Young people from Bollo Brook Youth Centre.

Internal and external partner consultations

Two bespoke workshops with Health and Wellbeing Board member organisations to shape themes and commitments for the plan

Series of consultations with senior leaders and partners

"Elevate local areas to encourage people to use them more: add signage for short walks, add more public toilets, organise Park runs"

local resident at the Active Northolt engagement event

"Activities for elderly groups have stopped and there is a struggle to find others to replace them"

EHCVS service users and asylum seeker engagement event

"Being part of a community, feeling appreciated, heard and represented"

local resident from the Active Northolt engagement event

"We need local organisations to act as advocates for vulnerable people and those who cannot access the system" –

RISE service users engagement event

"Let's Talk Sessions organised by a Let's Go Southall lead for GP groups had a very positive impact on mental health of people participating" –

Let's Go Southall engagement event



4. Best practice approaches from the literature

Tackling inequalities is a complex task but there is good evidence for certain approaches to help achieve this together. Given what we have learnt through the development of this plan, including what we know about Ealing's specific inequalities, we have looked at the national evidence for the most effective ways to tackle inequalities in Ealing. From this, we have concluded that a suite of approaches are important for the board's work on health and wellbeing in Ealing over the next five years. Some are guiding principles and others are frameworks which can be tailored to Ealing's specific needs.

These are:

1	Strong community participation and ownership ^{35,36,37}
2	Work as a whole system for system change on issues of inequality ^{15,38,39,40,41,42,43,44}
3	Take an asset-based approach ⁴⁵
4	Deliver universal support and services with additional provision scaled in proportion to need. The following figure depicts this framework using the example of parenting support ^{19,46}
5	Prioritise hyperlocal place-based working ^{19,47,48}
Page 84	Work across the life course to ensure prevention of and early intervention to fight inequalities ⁴⁹
	Tackle the root causes of inequalities so they can be prevented for the long-term ^{4,5,6,19,22}
	Embed a learning culture so that we use and create best practice evidence, adapting our work in response ⁵⁰
6	Use the full power and influence as an 'anchor institution' to invest in local communities and set a local precedence ^{6,51}

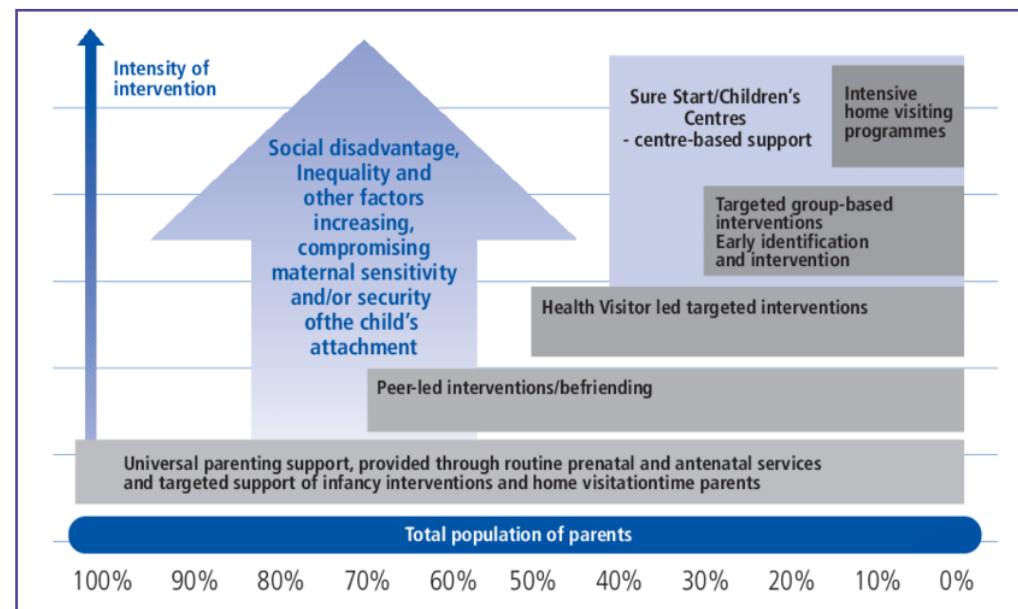


Figure M: Diagram showing Proportionate Universalism for parenting support (Source Marmot 2010)
 'To reduce the steepness of the social gradient in health, actions must be universal, but with a scale and intensity that is proportionate to the level of disadvantage. We call this proportionate universalism.' (Marmot, 2010)

⁵³ UKHSA 2018 Health Matters: Community-centred approaches for health and wellbeing

⁵⁴ UKHSA 2022 Community-centred public health: taking a whole system approach

⁵⁵ NICE 2016 Community engagement: improving health and wellbeing and reducing health inequalities

⁵⁶ Public Health England 2020. Whole systems approach to obesity: a report on the opportunities to strengthen place-based systems approaches to consider and address associated health inequalities

⁵⁷ PHE 2018 Adults with complex needs who are homeless: evidence review

⁵⁸ University of Cambridge and University of Newcastle 2021 Levelling Up Health: A practical, evidence-based framework.

⁵⁹ The Kings Fund 2019. Creating healthy places: perspectives from NHS England's Healthy New Towns programme.

⁶⁰ Foster-Fishman PG, Behrens TR. Systems change reborn: rethinking our theories, methods, and efforts in human services reform and community-based change. *Am J Community Psychol.* 2007 Jun;39(3-4):191-6

⁶¹ Willis, C. Best, A. Riley, B. Herbert, C. Millar, J. Howland, D. Systems thinking for transformational change in health: Evidence & Policy: A Journal of Research 2014, 10 (1)

⁶² Peters DH. 2014 The application of systems thinking in health: why use systems thinking? *Health Res Policy Syst.* 12:51

⁶³ UKHSA 2018 Health Matters: Community-centred approaches for health and wellbeing

⁶⁴ Marmot 2010 Fair society, healthy lives: the Marmot Review : strategic review of health inequalities in England post-2010

⁶⁵ Public Health England 2019. Place-based approaches for reducing health inequalities: main report.

⁶⁶ Institute of Health Equity 2021. Addressing the National Syndemic: Place-based problems and solutions to UK health inequality.

⁶⁷ Marmot 2010 Fair society, healthy lives: The Marmot Review: strategic review of health inequalities in England post-2010

⁶⁸ NICE 2018 Implementing evidence-based practice into local authority setting

⁶⁹ Kings Fund 2021 Anchor institutions and how they can affect people's health.



Commitments

Together in Ealing

We will see Ealing's communities thriving, with good health and wellbeing, and with fairness and justice in the building blocks of health and wellbeing

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Putting communities at the heart of everything

- Listen and learn from community conversations
- Harness our collective resource to enhance the power of the voluntary, community and faith sector
- Develop new models for working with our local communities

Systems and structures that leave no one behind

- Drive excellence in a shared equality, diversity and inclusion agenda
- Make services and support meet the diverse needs of our communities
- Ensure the Health and Wellbeing Board is equipped to operate for the benefit of our diverse communities

Connecting the building blocks of health and wellbeing

- Ensure the lens of wellbeing and inequalities is applied to the 'building blocks'
- Ensure greater contribution of the board to the building blocks of health and wellbeing
- Lead a whole system approach to work on the building blocks of health and wellbeing



Theme 1: Putting communities at the heart of everything

Vision: We will have a new relationship with communities: one rooted in a deeper understanding of lives in the seven towns, the resources of communities themselves, and one which drives a culture change of working in stronger partnership.

Whilst the board works to empower communities for better health and wellbeing, we have heard that we need to do more, and in new ways, to fight inequality and facilitate communities to thrive.

This includes new ways of engaging with residents on what matters to them, and improved ways of working together to co-design and co-develop healthier neighbourhoods and more empowered, socially connected communities. This rethinking of community engagement will require us to review the structures and forums we already have, to connect with communities meaningfully and where there are gaps. Of course, Ealing borough's communities as not simply geographically based, but emerge through multiple types of diverse shared identities or perspectives,

such as faith, shared hobby or interest, a long-term medical condition etc. We will need to consider as a board what additional support each structure to connect different kinds of communities' needs. This support will enhance the power of communities to affect change in health and wellbeing for all. (Figure N). helps us to see what we currently have in place, and what the specific infrastructure needs might be.

We also need to support and facilitate communities to have stronger connection and relationships with each other.

As the foundation to this work, we need to understand residents' issues and lives better so we can focus on the root causes of inequality and disadvantage and foster a vibrant, resilient and rich community life.

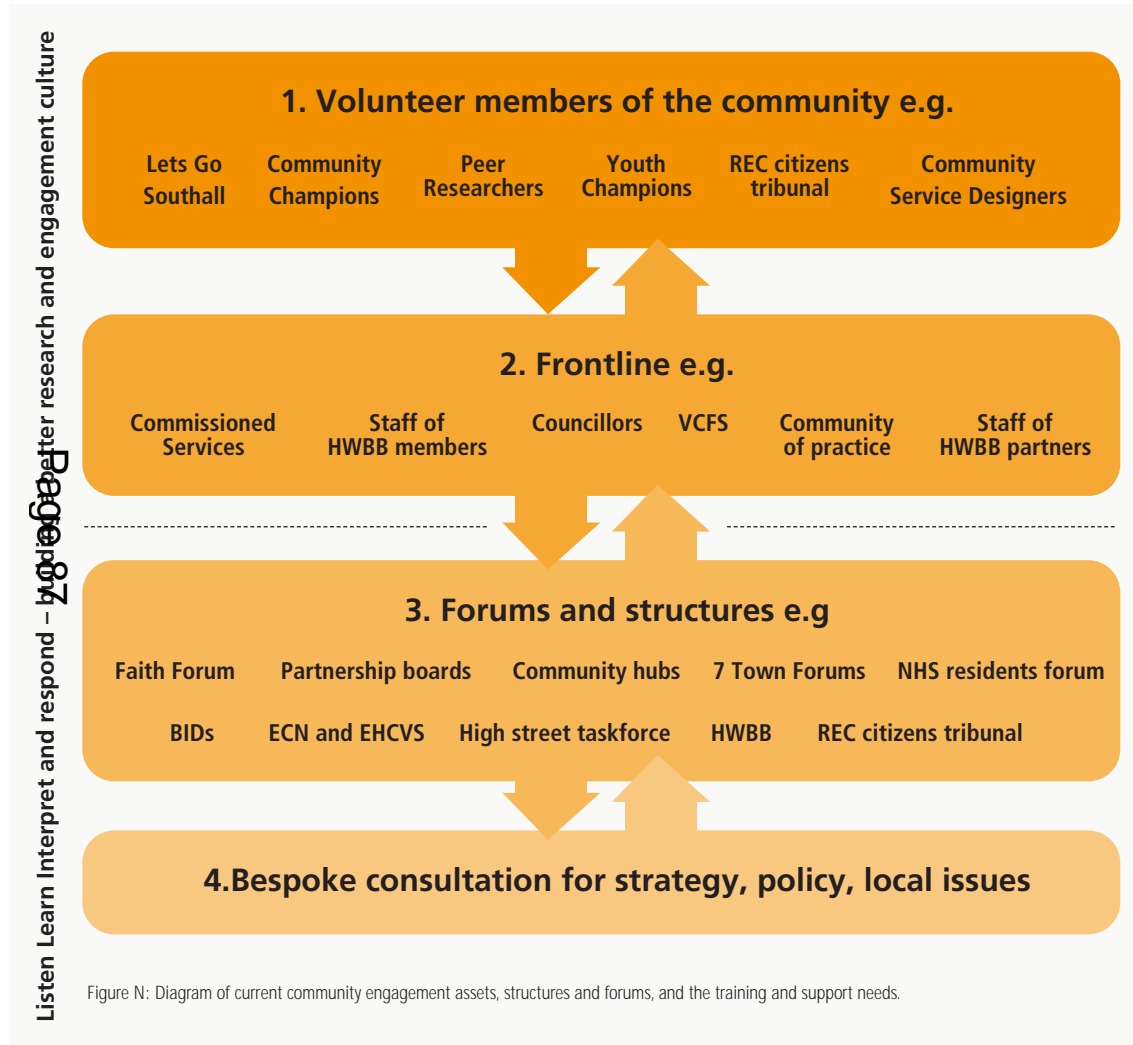
Ealing and its neighbourhoods are rich in a diverse range of community resources which are essential to their capacity to thrive and hugely valued by our communities. We have heard how the board can work differently to support and develop these networks, initiatives, and cultural capital to create better health and wellbeing.

Ultimately this theme of commitments will mean communities will have more control over their health and wellbeing. These commitments will push power into the hands of our communities, in particular to residents who seldom have it, and will be the backbone of more effective system change on the building blocks of health and wellbeing and the fighting of inequalities.

DEEPER UNDERSTANDING
stronger partnership
CULTURE CHANGE



Community Engagement assets, structures and forums



	What does this asset/structure do?	What does it need?
1	<ul style="list-style-type: none"> Asset based approach Empowers communities Allows a direct continuous community conversation Promotes community connection Signposts to support and services 	Making every contact count training Social Entrepreneur training Regular engagement and input re: content Relinquishing power to community members Facilitation skills training
2	<ul style="list-style-type: none"> Gathers community intelligence Connects the system Signposts to support and services 	No wrong door approach System of sharing intelligence/responding Well-being support to staff Facilitation skills training
3	<ul style="list-style-type: none"> Coordinates a version of a 'community' response Offers a conduit for feedback for communities Is not necessarily 'representative' 	Promotion through meaningful channels Regular, quality input Response Decentralised power – community chairing etc
4	<ul style="list-style-type: none"> Asks for specific feedback for specific purposes Should operate to fill gaps in understanding and build on continuous conversations 	Needs to happen early on and through meaningful, accessible channels Coordination to help reduce consultation fatigue



Commitment 1: Listen and learn from community conversations

Collectively, the board and key partners gather a wide range of insights through outreach activities and community interactions. This rich source of qualitative data is key in helping us better understand our communities. We will expand our skills in creating, using, and interpreting this qualitative data to better understand the different inequalities that residents face. We will better resource ourselves with stronger academic partnerships that will support this learning culture across the board, building on good examples like the research report on youth vaccine hesitancy produced in partnership with the Institute of Development Studies.⁵² We will develop joined up ways to listen and share this rich data so that residents can see us learn and change as a whole system.

This commitment is also about improving the creation, linkage and sharing of quantitative data that captures inequalities in more detail. We have heard from partners and residents how important meaningful data on inequalities at the level of neighbourhoods in Ealing is for place-based change.

Examples of current related good practice

- **The Communities of Practice programme launched in early 2023** acts as a forum to share skills and experience in engaging with residents and help set standard practices and processes for effective community engagement. The ideas discussed within the forum are reported back to the strategic leadership team to help inform future service design and move further towards a resident-led model of working.
- **The Living Roots Project** is a partnership between the Institute of Development Studies, Ealing Council, NHS North West London and a number of local voluntary sector organisations to build a community research consortium focussing on work to address health equity. Key activities of this work include a peer researcher and a reverse mentoring programme.⁵³
- **Ealing's Community Champions programme** is a system wide initiative which recruits volunteers, living or working in Ealing, who want to help people in their communities live healthier, happier lives. The volunteers use their informal networks, lived experience, knowledge and desire to listen, to facilitate a two-way conversation with the council and partners, supporting a feedback loop between local communities and the council.⁵⁴
- **The Ealing Health and Care Residents' Forum** is an engagement initiative taking place on a quarterly basis in different venues across the borough of Ealing to work with local residents to improve access to health and wellbeing services in Ealing. Forums are rotating around geographical areas and are evolving to allow a stronger dialogue between residents, the NHS and the council, one where residents' lived experience of interacting with health and wellbeing services can be heard and solutions can be co-developed with communities.



Commitment 2: Harness our collective resource to enhance the power of the Voluntary, Community and Faith Sector

We heard how we need to improve the board's collective and direct support to the VCFS to enable the sector to thrive and respond best to the needs of communities.

We recognise that whilst capacity, skills and infrastructure support for smaller organisations does exist, the sector's awareness of this support may vary. The board will work to target communication of such support to those organisations most in need, and also to promote a shared understanding of the existing support, its limitations and how to improve this.

This commitment is about the board working in partnership with the VCFS to ensure better and more equitable support, training and skills development, proportionate to need.

The board will work in partnership to improve systems and processes for the VCFS to access support for a wide range of needs also. This could include simpler, shared and more responsive processes that would ultimately create a more supportive system and help organisations grow and develop more effectively.

This commitment includes sharing the learning regarding the development of social value policies across the board's member organisations. This may help the board have a shared understanding of social value, how it can best be demonstrated, and how it can be used as an outcome of effective action to fight inequalities.

Examples of current related good practice

- **The Ealing Together Fund** uses a civic crowdfunding programme to facilitate community-led projects across the borough, with the council contributing towards capital elements of projects that meet its priorities. Examples of projects that have already been funded through the Ealing Together Fund are: a project celebrating migrant communities' vital role in creating and enriching Britain's arts and culture in Bedford Park/Acton, and the renovation of an old church building to house a food and homeless project in Southall.
- **A Community Charter** is being produced in collaboration with residents, voluntary, community and faith organisations which sets out the standards and principles residents can expect in engaging with them. The work will include extensive engagement and insights so that the process is inclusive and transparent.



Commitment 3: Develop new models for working with our local communities

We have heard how communities want us to work with them in new ways.

Building healthy, resilient, connected and empowered communities is a core aim of the board and an important way to improve and sustain the health and wellbeing of residents in Ealing. Community-centred approaches have been shown to result in people having more control over their health and lives, better social connections and community capital helping to achieve greater equity.

Key elements of such approaches which translate the best to Ealing are:

- embedding a culture of listening, learning and responding to communities
- using participatory approaches, such as community members actively involved in design, delivery and evaluation
- ensuring engagement activity is open, transparent and meaningful to communities
- reducing barriers to engagement
- utilising and building on the local community assets
- collaborating with those most at risk of poor health
- improving the building blocks that drive poor health at a meaningful locality/neighbourhood
- building social networks, social capital and empowerment
- increasing people's control over their lives and health
- acknowledging and working with the rich 'assets' that communities have in Ealing.

This commitment includes working with best practice models of community engagement and coproduction. It acknowledges the expertise that communities have to solve problems, enhance lives and help each other to reduce inequalities. It also recognises the huge benefit of community rooted initiatives whereby communities are equal partners in local decision making, service design and strategic thinking. It is about both scaling up existing programmes of good work with communities, and testing new approaches, learning and re-developing. This commitment will drive us to consider better ways to connect current best practice initiatives together so that learning can be shared, activity mutually enhanced, and consistent approaches agreed.

We have heard how communities want us to work more consistently at the level of their neighbourhoods – seven towns, supported by eight primary care networks and the integrated neighbourhood teams. In doing this more local work, we need to acknowledge the unique resources and strengths, as well as challenges of each neighbourhood, and develop tools and structures through which to work with communities in these geographies.

Of course, people identify with communities outside of geographical location, through a faith, an interest, a shared history, background or perspective. We need to be agile at working with different types of communities.

We have a role in supporting communities to achieve better social connection. One way we can do this is by proactively facilitating communities to maximise the use of quality local spaces, including indoor and outdoor assets of the board member organisations, for activities that improve social connection and nurture health and wellbeing.



Examples of current related good practice

- **Let's Go Southall (LGS)** is a community led initiative established to enable people who live in, work in, or have local connections with Southall, to promote social movement as a way of leading healthier lives and making Southall a better place to live. One of the ways LGS does this is by encouraging physical activity, including through cycling lessons on refurbished bikes.
- **The Community Service Design Centre (CSDC)** - with a prototype launched in Northolt in 2023 the CSDC aims to implement a new and innovative way of working that promotes collaboration between service providers and residents. The centre will be utilised by trained community service designers who work with their community to identify problems, find out what is causing them before designing prototypes to explore and evaluate potential solutions. The project aims to transform Ealing residents and service providers into service designers.

- **Community Connections** is a funding stream part of the overall voluntary and community sector funding programme. The purpose of the grants is to provide a programme of sustainable community-based activities for local people of all ages with the purpose of reducing social isolation, strengthening communities, improving health and wellbeing and increasing activity and independence. Some of the activities include luncheon clubs for the elderly, armchair based exercise sessions, diabetes awareness workshops, IT or English language classes, gardening and allotment projects. This programme is an example of local investment in 'community capital' building as a key building block of health and wellbeing.
- **The Ealing Together Matrix** was launched in 2022 to enhance collaboration between the voluntary, community and faith sector. This builds on the strong links that were established with the sector during the pandemic. The Ealing Together Matrix creates new opportunities of collaborative working, maximising the use of shared resources and building accessible links to the people to benefit for different local services. It shares the information about what and how the voluntary, community and faith sector does with council services, specialists like social workers, regeneration officers, social prescribers, and park rangers to foster a working relationship where mutual support can be found. It aims to drive information towards the communities, by providing better links with the council and creating opportunities for stronger collaborations.



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"There is a strong feeling that there is a lack of civic spaces where people can come together, whether that's to offer practical support such as training, advice, or as part of building a more connected community.

The Commission encourages all custodians of space - school, leisure, Council or college - to find a way to unlock buildings and give communities access."

EREC



"Although we have green space and play areas - we don't have accessible toilets/ changing spaces and other features which make them attractive and useable. Often equipment is old/ poorly maintained and discourages use"

Participant in Active Northolt engagement event



Theme 2: Systems and structures that leave no one behind

Vision: We will have a culture of fairness and justice, where no-one is left behind, and where we each challenge one another to be better at responding to the diverse needs of our communities at every opportunity.

We have heard how we need structures and systems that are more open, transparent and inclusive, and also responsive to the specific needs of Ealing's communities. This will be as important for services that address the building blocks of health and wellbeing, as it is for health services themselves.

Building on the learning from the COVID pandemic, the Black Lives Matter movement and more, this commitment will facilitate a joint and proactive approach to equality, diversity and inclusivity for the board's work.

Through Ealing's independent Race Equality Commission (EREC), the board has a clear remit to do more to improve life chances and outcomes for all communities. We are committed to working cohesively as a board and with our communities and partners.

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BETTER AT RESPONDING
fairness and justice
DIVERSE NEEDS



Commitment 1: Drive excellence in a shared equality, diversity and inclusion agenda

Our role to jointly and proactively drive the equality, diversity and inclusion agenda in Ealing is key to fighting inequalities. We will ensure we have a shared approach and use the power and influence of the board and its partners to create a culture of no one left behind. It will also involve us embedding a reflective learning culture for the board on equality, diversity and inclusion.

Related to this, the board has ownership of the health demands of Ealing's independent Race Equality Commission. As part of this work and beyond, the board will work collectively on equality and inclusion in the workforce of its constituent organisations. Learning the lessons from the pandemic, we have understood the need to develop a clear strategic plan for greater representation of diverse residents including from different ethnic minority backgrounds in workforces and leadership positions across the board member organisations and partners.

The board will proactively look for joint ways to identify and interrupt behavioural and structural discrimination across the system. It will also discuss the use of language around equality, diversity and inclusion such that we are responsive and sensitive to communities' feedback on particular terminology. This includes language on ethnicity, neurodiversity, disability, vulnerabilities and other topics.

Drawing on learning at a London wide level, the board will also agree a shared approach to the development of inclusive and culturally competent communications resources, campaign materials and interventions to address health literacy.

Examples of current related good practice

- The North West London Integrated Care Board **workforce development project** working across NHS trusts and eight local looks to address health outcome barriers related to structural racism. One of the key areas of focus is looking at barriers to leadership progression for ethnic minorities staff. An independent provider that will use a qualitative approach will be sourced to work with staff to understand what some of the invisible barriers are to career progression. The outcome will be a published report that includes recommendations for any structural as well as behaviour change and increased accountability required.
- A team of trained, dedicated 'digital champions' were recruited in partnership with Citizens Online to support residents to improve their basic **digital skills** and to build their confidence to use the internet to access opportunities and services across the borough. Residents can access support via a free helpline where they can be put through to a digital champion, who will be able to offer support remotely or in person. Residents can also drop into one of Ealing Council's four Community Hubs based at Acton, Southall, Northolt and Ealing Libraries, where a trained digital champion will be able to support them.
- **The Learning Disability and Autism Partnership Board and the Autism Partnership Board** include experts by experience (people with a learning disability, autistic people and their families and friends). Engaging in conversation with experts by experience helps the partnership to have a deeper understanding of communities, and to work more closely to develop improvements to support and services, as well as ensuring closer engagement on strategic issues.
- **The Ealing Learning Partnership** which has at its core the 'no learner left behind, no school left behind' ethos, works to address the disproportionate representation of Black Caribbean, White and Black Caribbean and Somali heritage pupils in suspensions and permanent exclusions from schools. In their new 2023-2026 plan, the partnership will be running seminars on leadership, self-evaluation, and ways to challenge disproportionality.



Commitment 2: Make services and support meet the diverse needs of our communities

Inequalities are worsened and sustained if people most affected are also unable to access and benefit from services and support as easily as others. Services and support need to be accessible to all, experienced fairly by all, and have the capacity to deliver positive outcomes for all. The intensity of support offered through services also needs to be proportionate to need, such that they are both universally available and targeted with greater resource towards those communities experiencing the most vulnerabilities. The board and partners will ensure services and support are reviewed, and new ones developed, through the lens of inclusive and person-centred design, drawing on those with lived experience to co-design and develop services such that they meet their current and future needs.

This commitment will include partnership working to create meaningful points of access to holistic support across the system. This is essential to reduce stress and ensure a positive experience of the pathway into and through services for all. This person-centred approach will involve connecting support and signposting across the front-line service workers of different board member organisations and at a neighbourhood level e.g. social prescribers, GPs, housing hub officers, customer centre etc. Drawing on the principles of Making Every Contact Count (MECC), this will enable holistic support and avoid stress for residents living in each locality.

To inform the person-centred design of services and support for greater inclusivity, the board will need to challenge itself to reconsider who is vulnerable to inequalities in Ealing. In particular, this process may identify hidden vulnerabilities amongst those, for example, who are armed forces personnel and veterans, care leavers, or informal carers particularly young people.

Services and support will be promoted more directly to those most in need through trusted and meaningful engagement routes. We should not wait for residents to find services but take service awareness to groups we know are affected by inequalities.

This commitment is also about ensuring the cultural competence of services and support to the specific diverse communities in Ealing. Services and support design will build on the assets and cultural capital of communities so that support is meaningful and works with different communities' needs and world views.

Examples of current related good practice

- **Integrated Neighbourhood Teams** consist of staff from a number of different teams/professions: social care for adults and children/families, health, police, mental health, along with the voluntary sector and operate at a place based level that maps with the 8 primary care networks. The staff from these different teams work together to deliver a number of key objectives that address inequalities and improve health and wellbeing of the local population as well as develop a shared workforce in structure and culture.
- There is work underway to develop an **“Ealing for Everyone” pledge**, ensuring that all public spaces, businesses, and services are welcoming and accessible to people with physical and mental disabilities. Delivery of the pledge requires thorough engagement and input across the Health and Wellbeing board member organisations and partners.
- **The tuberculosis (TB) awareness outreach programme** is delivered across Ealing, targeting specific areas and sub-groups of the population which have higher TB prevalence. Information from a TB survey for residents was used to identify resident knowledge gaps and tailor the service accordingly. Messages are culturally competent, reducing stigma and using many of the languages spoken in Ealing. The programme also helps reduce health literacy barriers for Ealing residents. The information provided is clear and accessible with the aim of residents attending outreach session leaving with the knowledge and confidence to access further advice or treatment for TB. There is also a training provided for professionals working in Ealing such as Ealing Council employees, NHS colleagues, community pharmacists, VCSF organisations, criminal justice services, drug and alcohol teams and places of worship to ensure a consistent message is delivered across the borough.

Commitment 3: Ensure the Health and Wellbeing Board is equipped to operate for the benefit of our diverse communities

This commitment means the board thinking critically about its broader membership, considering how to bring in more community voice and partner engagement opportunities.

It also includes the board assessing its own specific training needs in areas of cultural competence and ways to interrupt bias, and how it can cultivate space for open, transparent, review of equality, diversity and inclusion practices.

The board will review how it learns and responds to the diverse needs of Ealing's communities, considering as part of this how public participation in meetings can be promoted to boost engagement in the board's work.

The board will seek support and training to strengthen its role in the new integrated care system architecture, its own partnership working, and to innovate effectively to fight inequalities in the new context.

"...people being aware of each other's differences (autism awareness), a feeling of inclusion and being understood, including having access to suitable activities for all ages – young, old" **EHCVS event**

"We are happy with our culture – we have our own ways of living/ our culture and our life; we don't want to change that. It might seem that living in a caravan is not great, but this is how we live and what we know, and this will stay as it is." **resident of traveller site**

"Having someone from a similar culture or who understands the language spoken that people trust"
Let's Go Southall engagement event



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Theme 3: Connecting the building blocks of health and wellbeing

Vision: We will have a shared practice across the board and with our communities on the building blocks of health and wellbeing, and a joint understanding of our role in improving them for all in Ealing.

We have heard how communities in Ealing want better support and improvements in the building blocks of health and wellbeing, including having systems of support that speak to each other and can work together taking a person-centred approach.

We know the evidence is strong for partnership work on the building blocks of health and wellbeing improving health justice and reducing inequalities.

We know there are approaches and frameworks we can draw on in Ealing to do this work well. The board is an ideal focal point for this work, bringing together key players and being able to flex its broader membership appropriately for the work being discussed.

Membership needs to have director representation from place-making in the council such that the building blocks of health and wellbeing can be addressed through the board's work.

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SHARED PRACTICE
joint understanding
COMMUNITIES



Commitment 1: Ensure the lens of wellbeing and inequalities is applied to the 'building blocks'

Putting the improvement of health and wellbeing and the reduction of inequalities as core aims of work on the building blocks of health and wellbeing such as housing, education and skills learning, employment, community safety, planning and regeneration, and climate action, will reveal new priorities and synergies for the board member organisations. For example: highlighting the cross over between climate injustice and health inequalities helps to frame the co-benefits of climate action for health and wellbeing bringing new momentum for communities and partners. Seeing housing quality such as overcrowded space, damp and mould, poor indoor air quality, as a significant health risk and a core driver of inequality helps to galvanise whole systems working on the complex issue. We heard from residents how the dominant building block for health is housing. Having a safe, secure and quality home directly impacts our health in many ways. The vulnerability that the many forms of homelessness create is extreme and profoundly bad for health.

Understanding planning and regeneration of the public realm in terms of health, and reduction in inequalities brings several new dimensions to its design. Drawing on approaches to tackle inequalities such as age-friendly, and disability-inclusive design of the urban realm will be key. We have seen more than ever during the pandemic how critical access to green space is for residents' health and wellbeing and hence the need to increase access to functional open and green space at neighbourhood level.

Understanding the significance of community safety for wellbeing can illuminate community level interventions and partnership approaches to the issue, including the co-benefit of training workforces such as housing hub officers in the delivery of basic health creating conversations and signposting for health services.

National evidence and guidance regarding this kind of approach will guide the board to have an optimum impact on health equity.¹⁹

Examples of current related good practice

- The development of local **community-led housing initiatives** including Community Land Trusts and a Private Renters Association, led by renters, to provide mutual support, advocacy and increased power and agency over solutions to local housing issues to the families that are renting privately within the borough. This is a health creating intervention by improving housing conditions but also by improving the community empowerment for traditionally marginalised families.
- **The Acton & Park Royal Creative Enterprise Zone (CEZ)**, launched locally in September 2022, has been established to support and promote the local creative sector within its immediate community and on the London-wide stage. Key initial projects for the CEZ include:
 - Creating Space: providing affordable space for work and collaboration
 - Developing Skills: supporting access to creative careers with placements, internships and jobs
 - Promoting Place: celebrating the diverse skills, talent and ongoing work within the area
 - Supporting community: supporting the creative network and wider community to collaborate
- **The Ealing Food Partnership** provides a platform for collaboration between residents, organisations and businesses to help establish a more sustainable food system in the borough. The aim of the partnership is to reduce harmful emissions caused by higher food mileage, address the issues of food insecurity, and increase the health and wellbeing of residents with better access to affordable, healthy, seasonal, local, and sustainable food. The initiative's work may include a food mapping exercise, to understand what food initiatives and businesses are being run through the borough, sourcing food education materials and securing access to space for community food growing within developments.
- **Learn and Work Ealing** are the main providers of adult community education and offer a range of programmes supporting the long-term unemployed back into work, through job searching, interview preparation, CV writing, and speaking in public. The support is tailored to residents' holistic needs. For example, Harbinder, 71, an Ealing resident, joined the Startup School for Seniors to help her with her business of freshly prepared chilli relishes. This school provided specific information on marketing products, budgeting and also fits around people's busy and complex lives.
- **The Let's Ride Southall programme** is the largest community cycle project in London, removing the multiple barriers certain communities face in terms of accessing cycling as a form of physical activity. The programme is supporting local residents to become mechanics, instructors and cycle leads. A new local workshop at a faith setting offers a facility for building, repairing and maintaining cycles. This centre also loans cycles for daily led rides for all abilities. The 10-person pool of mechanics is made up of 4 mechanics who have been provided Cytech Level II training – the industry benchmark for freelance mechanics – who are in turn developing junior mechanics, with further training scheduled for the future.

The CEZ aims to support the delivery of an inclusive economy within the Creative Sector, building a sustainable, accessible community which is well supported for business growth and individual well-being and progression within those businesses.

"The biggest dissatisfaction is the availability of affordable homes, the way the area is changing, air quality and employment opportunities [...] especially for our young population"

Shaping Ealing

Commitment 2: Ensure greater contribution of the Board to the building blocks of health and wellbeing

This commitment will drive the board to take greater responsibility over place-based change as a building block of health and wellbeing. Recognising the intersectionality of the health, equity and environmental impacts of planning, development and regeneration, the board is well placed, through its multisectoral partnership, to contribute more and earlier to strategic work on the built environment.

In particular, this year, the board will more proactively engage with the process of Ealing's Local plan development, contributing critical discussion to ensure that the lens of health and wellbeing and the reducing inequalities is applied to the work throughout.

This commitment will drive the board to take a more proactive role in responding to the climate and ecological crisis in Ealing, recognising its important impact on health and health inequalities.

The board will proactively engage and contribute to work on education, learning, skills development and employment. Keeping abreast of good practice in these areas will also help the board to use its collective power and resource to scale up, where possible, programmes which are already in place. In addition, by taking more interest in these building blocks of health and wellbeing will help member organisations to consider what their own contribution is to linking up with this work, enhancing it where possible and ensuring that residents and communities can benefit from the most joined up holistic support possible.

The board will take a more proactive role in helping to shape the building of community wealth and social connection in Ealing as important social building blocks of health and wellbeing. Through the connections with other work of member organisations such as social prescribing and the important work of the VCFS in this area, the board is well-placed to enhance existing work and drive forward new approaches as a partnership.

Examples of current related good practice

- The Ealing Local Plan Health Study, a key piece of evidence for the Local Plan development, focused on the building blocks of health and wellbeing and their importance in shaping the new Ealing Local Plan. This work was presented to the Health and Wellbeing Board allowing discussion and comment from the Board. This was a new and welcome approach to the Local Plan, recognising the impact that the Plan will have upon health and wellbeing, and the reduction of inequalities for Ealing's communities.



Commitment 3: Lead a whole system approach to work on the building blocks of health and wellbeing

Complex and multiple vulnerabilities amongst our residents are often traceable back to the building blocks of health and wellbeing and their intersectionality. Trying to tackle each vulnerability and its root cause leads to silo working, inefficiency and lack of cohesive person-centred support to residents.

Instead these complex inequalities require an approach which is committed to system change through whole system working. This approach is well described in figure O.

The board is well placed to lead such a system change approach to cross-cutting and complex issues such as homelessness, food insecurity, child poverty and climate injustice.

In addition, the board will look for ways that closer partnership working on the building blocks of health and wellbeing could engage co-benefits are enhanced and collateral harms are mitigated, for example the development of a joint health, equity and environment impact assessment for planning and development.

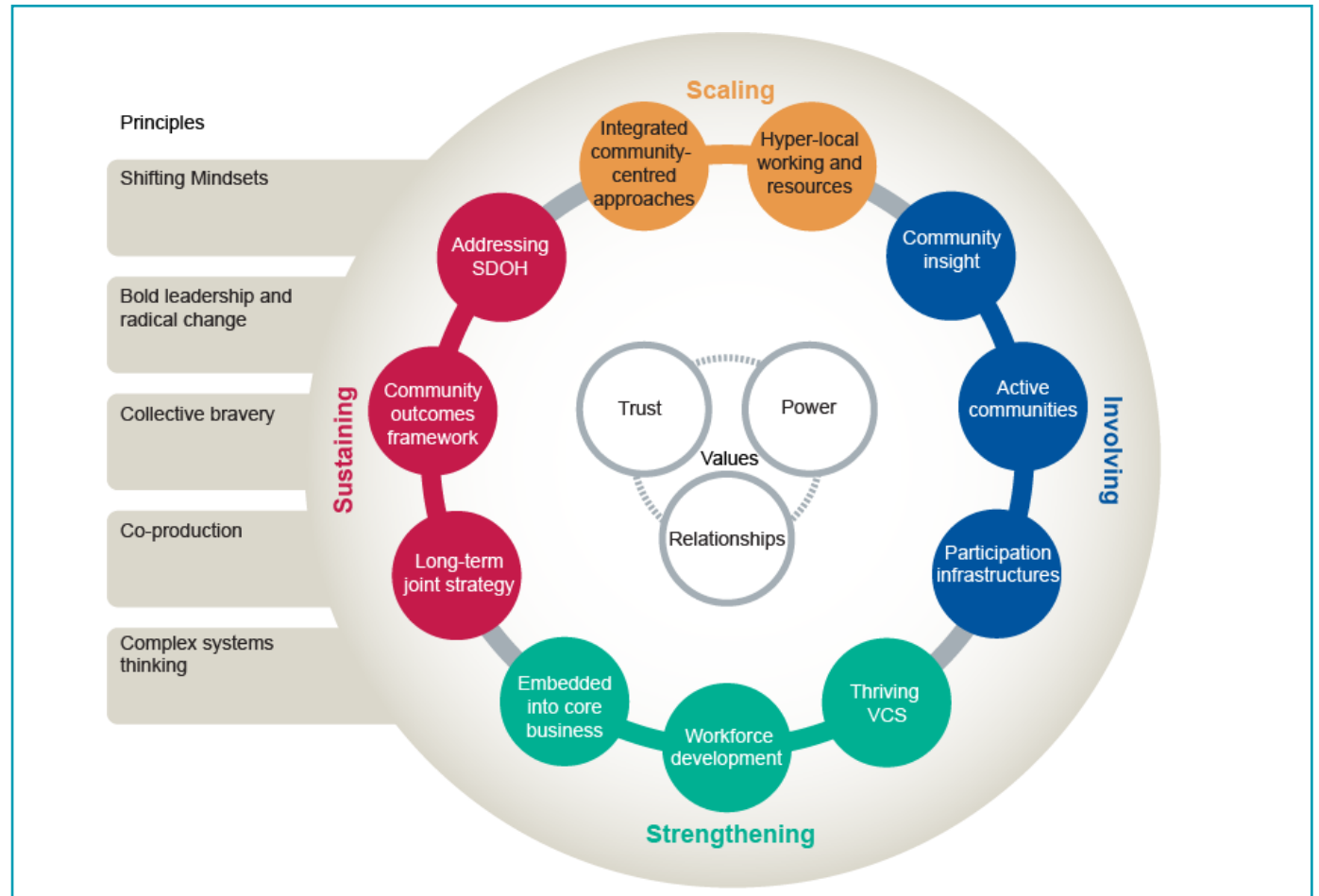


Figure O: Eleven elements of a whole system approach to community-centred public health work ⁷³

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Examples of current related good practice

- System-wide commitments in the **Ealing’s Strategy to Tackle Male Violence Against Women and Girls** (2023-2027) bring together the Council, Police, schools, the NHS and the VCSF sector to address four main priorities to safeguard women and girls.
- The provision of **Cost-of-Living support** developed for Ealing’s communities is a good example of whole system working.⁷⁴ The increase in the cost of living has been pushing many families into poverty, further exacerbating health inequalities. The 2022-2023 Household Support Grant has supported Ealing households facing financial hardship with food or direct payments, in an effort to take positive steps to support the local residents’ health and wellbeing. In addition, Warm spaces are being supported in the borough so that people have somewhere to go if they were struggling to heat their homes. These spaces are offered by community organisations and the Council, include libraries, leisure centres, community centres, children’s centres, and day care centres. Four community hubs are also in operation in Acton, Northolt, Southall

and Ealing with advice, internet access and family-friendly places to relax. The range of advice provided is from across the system including financial support, benefits and council tax, as well as health, fuel, food and local support services. In addition, warm space hosts have been offered a suite of health monitoring, advice and awareness activities to take place in the warm spaces themselves.

- **Best Start in Life and Children’s Agenda** - The Children and Young people’s Board is on a journey to create a more coherent children and young people’s ‘system’ in Ealing. Some of the developments progressing include creating a place-based ‘family hub’ model for preventative and early help services, that works with and for families, children and young people in Ealing. A strongly relational focus is at the heart of this work as we know that strong relationships- between parents/carers and their children, within families, between professionals and those who use Ealing’s services, and relationships between members of the community – are all vital for good health and wellbeing.



Next steps for implementation and action planning

To deliver the commitments, the Health and Wellbeing Board will oversee the development of a number of action plans with partners and communities over the next five years.

In the first year of the strategy, the action plan will include actions that:

- equip the board and its partners with the necessary foundations and infrastructure for the new ways of working under each theme
- support a shared understanding of concepts such as Building Blocks of Health and Wellbeing and health equity with communities and partners
- address any specific training, or new membership needs of the board
- build on, and scale up, existing good practice under each commitment
- scope work and funding opportunities and set up systems for future actions in years 2-5.

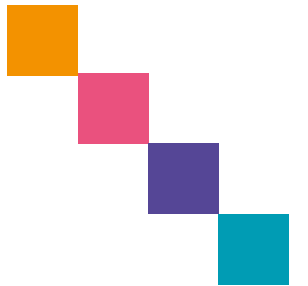
Different actions will be the responsibility of different key member organisations and partners to drive forward. However, in developing these actions, all partners will be considering the key principles and approaches in this strategy.

The action plans will be monitored and refreshed annually by the board to ensure we maintain progress towards the visions set out under each theme of the strategy.

Bespoke monitoring indicators, and/or narratives of impact will be described for collection against each action.

We will do all of this through continuing our conversations with you.







Report for:
INFORMATION
 Item Number:

Contains Confidential or Exempt Information	NO
Title	Health of the Borough
Responsible Officer(s)	Anna Bryden, Director of Public Health
Author(s)	Dr Zainab Shather, Public Health Consultant
Portfolio(s)	Cllr Josh Blacker, Cabinet Portfolio holder for Healthy Lives
For Consideration By	Cabinet
Date to be Considered	17 th May 2023
Implementation Date if Not Called In	1 st June 2023
Affected Wards	All
Keywords/Index	Inequalities, health and wellbeing, communities, anti-discrimination, inclusion, equality, equity, engagement

Purpose of Report:

The Health of the Borough report is a new annual report which sets out how every part of the Council contributes towards the Council’s overarching strategic objective of ‘Fighting inequality’.

The report is a Council Plan deliverable. Although the Public Health team coordinated the report, each Council directorate provided input to demonstrate their work to reduce inequalities. The report includes sections on health and wellbeing, housing, employment and poverty, adults, children and young people, education, community engagement, community safety, climate crisis response, cost of living and community hubs, in addition to an overview of the Council’s Corporate Equality, Diversity and Inclusion (EDI) action plan. Each section contains an overview of key achievements from 2022/23 and, where available, case studies.

1. Recommendations for NOTING

That Cabinet is recommended:

- 1.1 To note the report and breadth of programmes across the Council which support the reduction of inequalities among residents.

2. Reason for Decision and Options Considered

The report is a Council Plan deliverable. This is the first year that this report has been completed. To develop the report, each Council directorate provided information to demonstrate their work to reducing inequalities and to contribute towards the Council's overarching strategic objective of 'Fighting inequality'.

A summary has also been provided of overarching indicators of inequalities in health and wellbeing among Ealing communities.

3. Key Implications

All directorates in the Council contribute to the overarching strategic objective of 'Fighting inequality' and it is important that this is recognised. There is no single team or directorate that can deliver this strategic objective, and everyone has a contribution to make.

This new annual Health of the Borough report is a way of demonstrating and sharing the excellent examples of programmes and initiatives across the Council, and to allow for stronger connections to be made across directorates – as well as with external partners. Many of these examples will also contribute towards other Council Plan commitments but this report is a way of demonstrating how all directorates are also contributing towards reducing inequalities.

The annual summary of the data on inequalities also allows for all Council teams and partner organisations to understand the key inequalities in the Borough and to use the data to inform their service planning and strategic work.

Linked to the Health & Wellbeing Strategy (to be published in May 2023), the report also demonstrates the positive opportunities across the Council to further reduce inequalities, for example to provide frontline officers with key tools and training in relation to wellbeing.

4. Financial

The initiatives described within the report have been funded from a variety of budgets most notably the Council's budget agreed in February 2023, which was later shaped by the Budget Priorities Update in May 2023. Other Council funding sources are also used to support local initiatives.

In addition, a number of government grants successfully bid for by the Council have been used to support a number of specific initiatives, which have also required matched funding from the Council. Finally the Council works in partnership with other public bodies in the borough to maximise efficient use of funding to support health initiatives, priorities and better outcomes, most notably with health partners through pooled budget arrangements and the Joint Improvement Fund.

5. Legal

There are no direct legal implications as part of this report.

6. Value For Money

Having clear objectives and measurable targets assists the Council to ensure that all activity is focused on delivery, makes managers accountable for that delivery and increases effectiveness.

7. Sustainability Impact Appraisal

Not applicable

8. Risk Management

None

9. Community Safety

None.

10. Links to the 3 Key Priorities for the Borough

The Council's administration has three key priorities for Ealing. They are:

- fighting inequality
- tackling the climate crisis
- creating good jobs.

This report demonstrates the Council's work in tackling inequalities across all directorates.

11. Equalities, Human Rights and Community Cohesion

The report provides a summary of data to understand key inequalities in Ealing, and outlines programmes and initiatives to reduce inequalities.

12. Staffing/Workforce and Accommodation implications

None

13. Property and Assets

There are no property implications.

14. Any other implications

There are no other implications

15. Consultation

The Health & Adult Social Services Scrutiny Panel discussed this report on 12th April 2023. The Panel welcomed the report and provided positive feedback, particularly on the case studies. Although this is a report about the work of the Council, there was a discussion around how the Council could more generally share and celebrate wider work on reducing inequalities (e.g. by other partner organisations or by communities) and potentially how this 'qualitative' aspect could be developed further

on the Council's website. There was also a recommendation that, for future years, some of the trends in the inequalities indicators could be provided to add to the context and understanding, and that some of the achievements/outcomes of the initiatives included could also be expanded on. Next year's report will go to scrutiny in spring 2024.

16. Timetable for Implementation

Not applicable.

17. Appendices

Appendix 1: Health of the Borough Report

18. Background Information

Ealing Council Plan 2022-2026

Ealing Health and Wellbeing Strategy 2023-2027

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Kerry Stevens	Strategic Director of Adult Social Services and Public Health	24/03/23		
Jumoke Adebisi	Senior Finance Business Advisor	11/04/23		
Justin Morley	Head of Legal Services (Litigation)	11/04/23	12/04/23	
External				

Report History

Decision type:	Urgency item?
For information	No
Report no.:	Report author and contact for queries:
	Dr Zainab Shather, Public Health Consultant, shatherz@ealing.gov.uk

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Health of the Borough

May 2023

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Navigate by scrolling each slide or clicking on the section buttons at the top of each slide. Sections may contain more than one slide

Foreword

The pandemic shone a spotlight on the vital role that Public Health plays within our communities, and threw the barriers faced by marginalised and underrepresented communities when it comes to accessing healthcare into sharp relief. These long-standing inequalities have for too long prevented too many Ealing residents from living lives which are as healthy as possible.

These health inequalities – the shortcomings within the system which prevent certain people and groups from receiving the care they need – existed before the pandemic and will not disappear overnight. As a council, we are committed to being open, transparent and inclusive. That means being honest about the scale of the challenge we face, but also being transparent with our residents about our approach to meet it.

Our health is dependent on the world around us – what we call the ‘building blocks’ of health. Those ‘building blocks’ range from access to a good education, high-quality green spaces, safe and affordable housing, employment, social connections – all of which affect how well and long we live.

To cement these ‘building blocks’ and secure lasting, progressive change, we are directly investing £100m over four years into our residents and communities. And we are inviting partners to do the same, whether that’s the NHS, housing associations, charities, or local businesses and the private sector.

This report is an enabler – it sets out how every part of the council could contribute to reducing health inequality. We will continue to work in close partnership with local organisations and residents, including our new Citizens Tribunal and in particular its health sub-committee, as we learn, invest and cement the foundations of those ‘building blocks’ of health.

We hope we can count on your support as we work to make sure that residents across Ealing’s seven towns have ready access to the care and support they need.

Councillor Peter Mason and Councillor Josh Blacker

Introduction

The Health of the Borough report shares the Council’s achievements during 2022/23 in our bid to tackle inequalities. Fighting inequality is a key strategic objective under the Council Plan, and this report demonstrates how multiple Council departments are working to support this objective.

By “inequalities”, we mean the unfair and avoidable differences in factors between different groups of people which contributes to and determines an individual's overall health status. Our aim is to create a borough where we work hard to address inequalities in all its forms, to ensure that no-one is left behind in terms of achieving their potential.

In order to tackle inequalities, we must ensure that everyone has the building blocks for good health and are able to protect themselves from poor health through access to knowledge and tools. The ‘building blocks of health and well-being’ refer to a wide range of aspects of our lives, such as work, homes, access to education, skills and learning, green space and transport, how well socially connected we are, and whether we experience poverty or racism; these are the root causes of health and wellbeing, and ultimately impact how well, and how long we live.

By addressing the differences in these factors, we can help to reduce inequalities among people living in Ealing, improve their health and wellbeing, and move towards a fairer, more equal society where everyone thrives.

This report shares work undertaken across different council departments in partnership with multiple partner organisations and communities, all working hard to tackle inequalities in all its forms. The work shared in this report helps to take forward the Race Equality Commission’s recommendations and also demonstrates how the Council is working to meet some of the objectives and priorities of the Council Plan.

The Ealing Context: Population Overview and Health (1/2)



Third largest population in London.



Less children under 5 compared with London whilst the proportion of residents over 65 years of age is increasing.

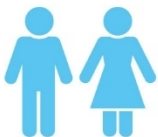
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Third most ethnically diverse borough in England and Wales; only 24.3% identify as White British. Southall Broadway, Southall Green and Dormers Wells have the highest percentages of residents from different ethnic minority backgrounds.



69.1% identify English as their main language. After English, the top five languages spoken as a main language are: Panjabi (4.9% of population), Polish (4.4%), Arabic (2.5%), Tamil (1.6%) and Gujarati (1.4%).



On average, men live to 80.3 years and women live to 84.4 years. However, there are differences in life expectancy in different areas of the borough. For example, men living in Hanger Hill live on average 6.4 years longer than men living in South Acton; whilst women living in Northfield live on average 6.9 years longer than those living in Norwood Green.



Highest areas of deprivation are concentrated in and around Southall, Northolt and Acton. Ealing has 4 residential areas that are in the 10% most deprived in the country.

The Ealing Context: Population Overview and Health (2/2)



Increase in the number of families eligible for Free School Meals.



Highest rate of alcohol related hospital admissions (496/100,000) in London. The top five wards with highest alcohol admission rates were Lady Margaret, Southall Broadway, Southall Green, Northolt West End and Elthorne.



Approximately 2 in 10 reception children and 4 in 10 year 6 children are overweight or obese.



Two thirds (61.3%) of adults are physically active.



One in ten (10.3%) adults smoke.



Ealing has the third highest rate of new TB cases in England at 34.2 per 100,000 population.



Ealing has a high prevalence of diabetes. Almost 1 in 10 adults (18+) are diabetic. In the Bangladeshi population, one in five adults have diabetes, which is double the Ealing average.

The Ealing Context: The Wider Determinants (1/2)



There are 133,657 households in Ealing; of these, 46% are owner occupied, 17.5% are socially rented, 34% are private rentals, and 2% are in shared ownership.



£525k is the average house price in Ealing. This is sixteen times median earnings – significantly above the London average.

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Sub-standard housing conditions are significantly more prevalent in Ealing's private rented sector than the national average, with over 22% of the borough's private rented properties predicted to have at least one or more Category 1 housing hazard compared to the national average of 13%.



Ealing has almost double the rate of households threatened with homelessness compared with the London average.



Almost three quarters (73.8%) of Ealing residents are in employment.



Wards with the lowest household income are Southall Broadway, Southall Green and Dormers Wells.

The Ealing Context: The Wider Determinants (2/2)



26% of jobs in Ealing were paid below the London Living Wage of £10.85 per hour, compared with approximately 17% across London.



Approximately 7 out of 10 (68%) pupils achieved a good level of development at the end of reception in 2022. School readiness has dropped nationally compared to pre COVID performance. However, Ealing is now in line with London and better than the national average.



There is a drop in levels of attainment as Black Caribbean pupils move through different stages of school, highlighting that Black Caribbean pupils have been underserved by the education system.



There were 9,860 violence offences (29 per 1,000 population) in 2021/22. This is significantly higher than the London average.



There were 54 first time entrants to the youth justice system in 2021.



With the exception of Nitrogen Dioxide (NO2), air quality in the borough of Ealing is meeting all national UK Air quality strategy standards (2007). More than half of NO2 pollution and particulate matter that originates from within Ealing borough are from road transport.

Corporate Equalities, Diversity and Inclusion Action Plan

The Council's Corporate Equalities, Diversity and Inclusion (EDI) Action Plan is a 2 year plan for the Council's workforce, covering the period 1st April 2023- 31st March 2025 in order to drive forward action to ensure we keep to our ambition of high priority and high ambition. The plan is overarching and sets out the actions, success measures and designated responsible officers. Directorate priorities will continue to be reviewed and reflected in the action plan throughout the life of the plan.

Key themes include:

- Data: ensuring we collect and analyse workforce data and use the information to inform decisions
- Recruitment/representation: exploring opportunities to maximise applications from diverse applicants
- Leadership and development: investigating new content to enable senior leaders to lead and tackle inequality and unfair practices provide development and EDI education to staff at all levels using a mix of approaches

Positive Action: understanding how and when to apply the principle in order to address under representation in senior roles

Staff Equality Groups: enabling the groups to increase their involvement and diverse voices in council business

Benchmarking: assessing Ealing's processes and practices against the London Councils EDI Standard and other councils

Examples of actions that council teams have committed to/delivered include:

- Establishing accurate and reliable workforce/establishment data to help identify clear EDI targets and inform decision making
- Implementation of the race equality action plan and supporting the Citizen's Tribunal
- Development of an internal and external communications plan to support delivery of objectives
- Ensuring appraisals are completed with regular reporting to the management team
- Setting meaningful targets and management monitoring arrangements
- Writing a directorate EDI plan with a distinct race equality strategy

Health & Wellbeing: This Year's Achievements 2022/23

- Health and Wellbeing Strategy 2023-2028:** A 5-year Health and Wellbeing Plan, *Together in Ealing*, is being developed for Ealing which aims to reduce inequalities experienced by communities, and improve the long-term health and wellbeing of all residents in the borough through work on the building blocks of health and wellbeing¹. The strategy has been informed by engagement with communities and partners over the last year. The strategy will be published mid 2023.
- Ealing's Community Champions Programme:** The programme was launched in Autumn 2022. The programme recruits volunteers, living or working in Ealing, who want to help people live healthier lives. The programme allows for the better two way dialogue with community members on what matters to them. The volunteers receive training on a wide range of topics including cost of living support, loan shark awareness, and mental health signposting. The volunteers share accurate information with residents, direct people to relevant support and services, and link with existing community groups and organisations in the borough.
- Joint Strategic Needs Assessments (JSNA):** JSNAs provide an assessment of the current and future health and social care needs of Ealing residents. This helps to inform planning of local services and policies to tackle inequalities. Mental Health JSNA, Sexual Health JSNA and the Healthy Weight, Healthy Lives JSNA are being developed and these will be published shortly.
- The Oral Health Bus:** This initiative provided free dental check-ups and fluoride varnish application to 380 children at 7 primary schools across the borough, and parents were encouraged to register children with local dentists. Schools were identified based on health needs and deprivation data. Discussions with the Oral Health Promoter about the levels of engagement with oral health work in different schools were also taken into consideration.
- Recovery Interventions Service Ealing's (RISE) dual diagnosis team:** This team aims to reach residents who have found it difficult to engage with drug & alcohol treatment because of compounding issues/needs including neurodevelopmental conditions, learning disabilities, challenging personality disorders, poor physical health, safeguarding/exploitation concerns, and lack of family support. The team is peripatetic conducting assessments and reviews through assertive in-reach. The in-reach service is provided at the Mental Health Integrated Network Team where residents can see a Dual Diagnosis Team worker with a Care Co-Ordinator over multiple sessions. A bespoke RISE treatment plan is devised with joint client, MINT, RISE and carer input, and regular reviews.
- Sexual and Reproductive Health (SRH) Service:** The integrated SRH health service at Mattock Lane was launched in 2022. London Northwest Healthcare Trust (LNWHT) provides a one-stop shop integrated sexual health service from the Mattock Lane site, with access to a range of contraception, testing and treatment of Sexually Transmitted Infections and PrEP (a drug which can prevent HIV) and prevention. LNWH in partnership with Voluntary Sector Partners (Spectra, THT and Brook) provide outreach awareness and testing in variety of settings, with a focus on reducing health inequalities, working with groups who may be more vulnerable and less likely to access mainstream services.

¹The 'building blocks of health and well-being' refer to a wide range of aspects of our lives, such as work, homes, access to education, skills and learning, green space and transport, how well socially connected we are, and whether we experience poverty or racism; these are the root causes of health and wellbeing, and ultimately impact how well, and how long we live.

Health & Wellbeing: Case Studies

Case Study: TB Awareness Service



Ealing Council currently commissions West London NHS Trust to provide TB awareness services across Ealing. This service provides awareness raising for residents through in-person events, online events, stalls, and social media especially targeting those who do not engage in health services and to help tackle health inequalities. Community outreach takes place in various settings such as libraries, faith settings, businesses, education areas, and NHS venues. The service also provides both in-person and online training for professionals who work with Ealing residents, so they can raise awareness and signpost residents to health services.

Case Study: Substance Misuse Service

The drug and alcohol treatment system (RISE) are running 2 pilots during 2023 in South Southall & Northolt, placing community engagement workers in primary care to deliver alcohol and drug interventions through sessions in GP surgeries, and other community settings including local gurdwaras. The worker will develop strong links with all relevant local services and community groups across the patch to support effective engagement and sustainment in structured treatment. They will be working as part of the neighbourhood network teams aimed at integrating services in multi-disciplinary teams.

They will be providing drug and alcohol treatment to residents with several healthcare needs and integrating the drug and alcohol work into a wider healthcare plan to help residents achieve more sustainable and effective outcomes.

RISE will reach a more hidden group of drinkers and drug users and engage them in treatment at an earlier stage and while they still have recovery capital in place such as friends, family and a job. This means there is the potential to achieve positive outcomes over a shorter treatment journey. The work will be part of several interventions aimed at reducing alcohol related hospital admissions in some of Ealing's most affected areas.



Housing: This Year's Achievements 2022/23

- **The Housing & Homelessness Strategy:** The Housing and Homelessness strategy is currently in development. The strategy has a theme focused on tackling housing inequalities such as overcrowding, fair access to the housing register, supporting residents with the cost of living crisis and meeting specialist housing & support needs. Preventing homelessness and rough sleeping is another important theme of this strategy.
- The Council extended and expanded its private rented property licensing schemes and established one of the largest property licensing areas in West London which commenced in January 2023 and will bring over two thirds of the private rented sector in to the property licensing framework, the objectives of which include improving housing conditions and property management standards

A number of initiatives were undertaken to help residents avoid becoming, or remaining homeless, including:

- Negotiating with landlords or householders to see if homelessness can be prevented or delayed
- Considering financial help to tenants, in cases where this would help to persuade landlords to extend a tenancy
- Referrals to employment support, to help people overcome welfare benefit caps
- Working with colleagues in the property regulation service, in cases of serious disrepair
- Referring cases to Safer Renting, for tenancy relations advice, when landlords are acting unlawfully
- Helping and supporting households to find new accommodation, when there is no prospect of them remaining in the current home
- Assessing whether we can offer financial help with rent deposits; referring customers to the Local Welfare Assistance Team, where this is the appropriate way to get help with tenancy costs
- Helping families to move out of London, including to social housing in less pressured, more affordable areas, if that is something they would like to consider
- Determining what kind of temporary and longer term housing is suitable, including on health grounds
- Referring appropriate customers for supported housing and sheltered housing, or for floating support
- Referring customers to Adult or Children's Social care, for additional support
- Working with a domestic violence (DV) specialist housing worker to ensure complex domestic abuse situations get the best support and advice
- Commissioning a rough sleeping outreach service, provided currently by St Mungo's
- Using grant funding we successfully bid for to house and support rough sleepers, including referrals to specialist drug and alcohol support
- Working with rough sleepers who have no recourse to public funds, to link those who could gain settled status or who want to reconnect to a home country, with immigration advice
- Working closely with charitable organisations, who can provide additional help and support to those in need

Housing: This Year's Achievements 2022/23

Case Study: Rough Sleeper

Mr M was a rough sleeper from Poland who did not have settled immigration status in the UK, having failed to apply under the EU Settlement Scheme (EUSS) by the deadline.

At the time the rough sleeping outreach services encountered him sleeping rough, in Spring 2022, he had had a cancer diagnosis. The Outreach team asked for the Council to book Mr M into emergency accommodation, so that his circumstances could be fully assessed. A successful bid for funding through the government's Rough Sleeping Initiative enabled the Council to provide accommodation to Mr M, on a short-term basis, while his immigration status and other needs were assessed.

Whilst placed in short-term accommodation, Mr M was supported by our commissioned St Mungo's team, to gather evidence prove he had been in the UK for 5 years. He was then referred for specialist immigration advice. A Care Act referral was also made.

The immigration adviser worked directly with the Home Office and Mr M was granted settled status. A floating support officer was then able to assist Mr M to find a rented studio, in the borough. Once he was housed, a care package was provided.

The cross-team, multi-disciplinary working ensured Mr M had a settled base and appropriate care and support, which meant he could engage with cancer treatment from a settled accommodation base.

Case Study: The H Family

The H family were homeless as a result of their tenancy ending and Mr H, the father of 2 children, had had a mental health diagnosis of depression and anxiety. They lost their original tenancy through rent arrears, after Mr H lost his job, because his mental health had led to high sickness absence.

Unfortunately, the family then accrued rent arrears in their temporary accommodation and there was a risk of them being evicted again. Efforts to offer budgeting and financial advice to the family led to an arrears reduction plan being put in place but after the family failed to stick to the plan, they were, unfortunately, evicted again.

Taking account of Mr H's health needs and the children's wellbeing, one further emergency placement was agreed. Mr H's mental ill health had had a health impact on the rest of his family too. Support was put in around the family, including employment support, Mrs H got work, and, at the same time, Mr H started an online tutoring business. They were able to bring their arrears down to near zero. They were supported in bidding for accommodation and were extremely lucky in being able to access a secure social housing tenancy, outside our borough, but still in Greater London.

Employment & Poverty: This Year's Achievements 2022/23

A range of bespoke services, for ages 16+, have been commissioned across the borough to ensure a wider reach and tackle inequalities in employment:

- **BEAM:** BEAM provides support for finding suitable housing and employment for Ealing residents who are at risk of homelessness or homeless.
- **Action West London (AWL):** AWL have been commissioned to work with Black men to tackle unemployment. AWL offers training and support with job applications and CVs.
- **Horizons Pathways programme:** This programme has created a diverse range of over 30 placements within the council for care leavers.
- **Apprenticeships:** Ealing Council has its own internal apprenticeship scheme for residents to apply for opportunities within the council. We are on track to achieve 15 apprenticeships in 22/23.

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

- **Digital skills:** We offer digital skills training to support residents across Ealing to overcome digital disadvantage, build independence and get into employment.
- **Launched 2 Learning zones:** These zones support and empower local digital engagement (available in Northolt and Southall libraries).
- Supporting residents into jobs through bespoke English for Speakers of Other Languages (ESOL), English, Maths, Digital, Employability and Professional training to clients and partners including JCP, A2 Dominion, Centre for Armenian Information and advice (Acton) and Ingeus.
- **Start-up School for Seniors:** We have partnered with Start-up School for Seniors to provide support and start-up training to residents over 50 years of age, enabling them to become self-employed.
- **Integration and wellbeing support:** This offer includes ESOL, confidence building, manage finances (Ealing soup kitchen), Chair Yoga, ESOL and health, Tai Chi (Resident involvement team - Acton); First aid for women, Yoga, Yoga Shapes, Koch's snowflake (learning about fractals and applied this to create a snowflake decoration - Southall community alliance); ESOL courses within settings across Ealing with creche support for parents to support equality and access.

Employment & Poverty: Case Studies

Case Study: Learning Support Assistant in a primary school

Navjot Kaur lives in Southall and completed a Level 1 Childcare course with Learn Ealing. She progressed to our level 2 Supporting Teaching and Learning courses and was then able to secure a full time role as a learning support assistant in a primary school. This is what she had to say:

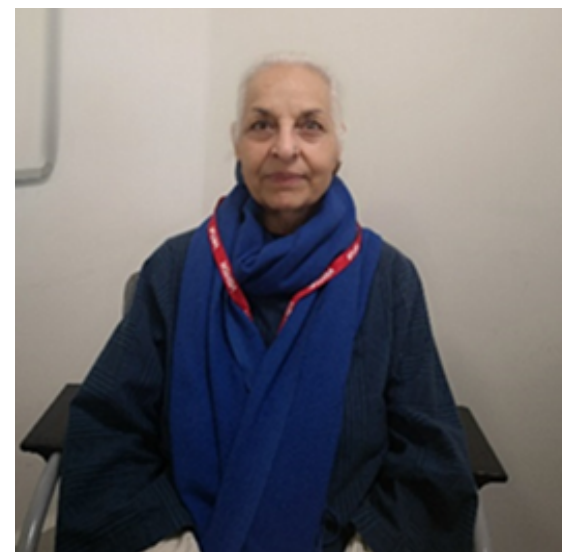
“This is to say thank you to my most supporting teacher who always guided, encouraged and motivated me to learn and gain practical knowledge and skills. Because of your positive encouragement and guidance, today I am able to secure myself financially by working through agency as a Supply Teaching Assistant. Now, it’s been a month I am working on paid position as Supply TA . This brings a lot of positive change in my life. My family is proud and I feel more valued in my family. Thank you so much for giving direction to my career.”

Case Study: Supporting learners over 50 to re-enter the labour market

Harbinder, 71, an Ealing resident, has a business of freshly prepared chilli relishes, Bavi’s Condiments. Harbinder says: “When I joined the Startup School for Seniors, I was quite surprised. Both Suzanne and Mark were very friendly. They made everyone at ease. The group was nice, they were like me - new people. When I started my business in May, I needed answers to my questions - where to go for information; who to contact; budgeting; how to market your product; why would people want to buy it? And you can Google as much as you'd like but the specific information was difficult to combine. And that’s why this course is very, very, very helpful. Starts ups like these are invaluable.”

According to Suzanne Noble, 60, co-founder of Startup School for Seniors, “many people over 50 have complex lives such as caring for an elderly parent or a child, which prevent them from accessing traditional courses taught in venues. With this in mind, it was important for us to create a course that fits in with our people’s lifestyle and where they could meet others in similar circumstances.”

Mark Elliott, 57, co-founder of the school also adds “many people later in life find it difficult to obtain a job that suits the pace or flexibility that they need, so self-employment or starting a business is often the best way for them to achieve this. Startup School for Seniors shows them what to do and helps them do it.”



Community Engagement: This Year's Achievements 2022/23

- **Race Equality Commission (REC) report:** A partnership action plan was developed which responds to the demands of the REC report.
- **Citizen Tribunal:** Following on from the REC, an independent body called the "Citizen Tribunal" has been appointed which has the skills and lived experience to hold the council and its partners to account.
- **Community Support Matrix project:** We have delivered the Community Support Matrix project to develop individuals/groups trusted by people that historically do not trust statutory organisations. The aim of the project was to create pockets of time for the groups that are already working in their local communities to increase their capacity to do what they do best – listening, signposting, caring and developing their volunteers and ensuring there is appropriate training, including enabling engagement with covid vaccination and other public health programmes.
- **Do Something Good website:** We are developing the Do Something Good website hosting the Community Support Directory listing Warm Spaces and support offered by the VCFSE (voluntary, community, faith and social enterprise) sector.
- **Customer Relationship Management (CRM) system:** We are piloting a CRM system using data from the Community Support Directory to deliver targeted and co-ordinated interventions by enabling better liaison across council services.
- **Multifaiths' Forum:** We are establishing a boroughwide Multifaiths' Forum, which is being developed with faith leaders and which builds on the work undertaken to engage with the community during the pandemic.
- **The Ealing Together Fund, crowdfunding opportunity:** Since covid this programme, consisting of a dedicated crowdfunding platform and support, has resulted in nine community-led projects. Projects have included helping people with their mental health through English writing, Punjabi theatre, pandemic art, film and outdoor activities, the setting up of a nationally recognised golf academy for children from BAME communities, improving physical access to a local croquet club, and enabling a youth-led creative media team to develop a peer-to-peer mentorship program that provides creative volunteering and job opportunities for young people aged between 16-25 from black, Asian, and minority communities in Ealing.

Community Engagement: Case Studies

Case Study: Ealing Together Honours Afternoon Tea

During the pandemic neighbours, community organisations, voluntary services and faith organisations came together to support each other, with food support and shopping, befriending and signposting, provision of PPE and fundraising, and lifting people's spirits. The public were invited to nominate people and organisations as part of the Ealing Together Honours in 2021 and all those receiving nominations and some of the VCFSE who were active in Ealing Together, came to a celebratory afternoon tea in Greenford Hall in October 2022 with local talent being showcased.



Adults: This Year's Achievements 2022/23

Adult social care supports over 3,000 people to live independently in the community with support. During 2022/23, a range of resident and stakeholder engagement events were undertaken with a view to refining our understanding of local needs, user and carer experience, post COVID, to help us better shape the delivery of services.

This includes a consultation and co-design on the following:

- Learning Disabilities strategy
- The effectiveness of our Partnership Boards
- Our Direct Payments offer
- Our priorities for people with Autism

Payment of the Real Living Wage as a contract requirement for domiciliary care agencies has also been implemented. An estimated 1,900+ care workers have benefited from the pay uplift to £11.05 per hour which also supports ambitions for local employment and equalities given the profile of what is a predominantly female workforce.

Last year, based on our national user survey, the proportion of people who use social care services who said that those services have made them feel safe and secure rose by over 6% to 86.2%, which is above the London average of 82.1%

Children & Young People: This Year's Achievements 2022/23

- **Ealing's Additional & Special Educational Needs and Disabilities (SEND) strategy**, co-produced with parent/carers, children, young people & partners will go live in April 2023.
- **Ealing Early Start service** provides integrated health visiting, children's centres & speech & language services, in partnership with midwifery and perinatal mental health services.
- **The Youth Plan for Ealing (2022-26)** gives a vision and structure upon which Ealing Council, young people, partners, and communities can join to provide programmes and activities. These programmes and activities ensure that every child and young person can be inspired to fulfil their potential in a safe and supported environment across Ealing and that address issues around inequalities and disproportionality. Key strands of work includes enhancing support to young people with SEND and supporting young people and families at risk or victims of gang activity and involvement in the criminal justice system.
- **Co-production of Ealing Start for Life/Family Hubs**, a system-wide model of high-quality, joined up family support services, integrated across health, social care, education, voluntary/community sectors.
- **The Holiday and Food (HAF) Programme**, provides enriching activities & nutritious food, supporting children in receipt of free school meals & targeted vulnerable children, including SEND, throughout main school holidays.

Case Study: Holiday & Food Programme (HAF)

- The 2022 Summer HAF programme ran between 1st and 26th August 2022, and 2,629 unique HAF funded children/young people attended.
- There were 46 providers across 74 venues. 43% (32) based on school sites. In total 22,590 meals were served, 70% in partnership with Akshaya Patra Foundation. In addition, the Felix Foundation delivered 4,202kg of surplus food to HAF settings to distribute to families. This is the equivalent of an additional 10,005 meals.
- We increased the proportion of secondary school participants to 16% and increased the percentage of children with SEND attending to 28%.

Education: This Year's Achievements 2022/23

- **Education Race Equality Strategic Plan 2022-2026:** An outline of all pledges and planned activity with schools was developed to reduce persistent inequalities in educational outcomes for Black heritage pupils in response to the key findings of the Race Equality Commission.
- **Ealing Learning Partnership 2023 -2026:** An outline of the vision, aims and key ambitions of the council's partnership with schools to promote educational excellence and wellbeing for all pupils – No learner left behind.
- **Ealing Learning Partnership delivery plans 2022-2023:** Delivery plans co-constructed with schools to achieve ELP's key mission -no learner left behind; no school left behind. There are five plans targeted at building the capacity of schools to tackle inequalities across full spectrum of disadvantage: Learning and achievement action plan; Safeguarding and wellbeing action plan; SEND and inclusion committee action plan; Progression and pathways action plan; and Recruitment and retention action plan.

Localised and specific programmes and projects delivered by our Schools Partnership and Enrichment Team

• **Children's University programme** that provides access to extra-curricular activities for pupils from 6 schools in the Northolt / Greenford area of the borough, selected due to the high level of disadvantage in the area

Five schools supported to secure funding from the John Lyon's charity to subsidise new **Parent Ambassador** roles in school

• **SEN Family School Partnership Award** that supports schools to review and enhance their engagement with parents of children with additional needs

- New training programmes developed for **parents of children with additional needs**, aiming to empower them to advocate on behalf of their children and also to provide peer-to-peer support. A series of nine information videos produced for parents of children with additional needs around topics such as understanding autism, starting school, speech and language support etc and translated into community languages

Case Study: Ealing Music Service

The Ealing Music Service offers short term music and opera projects specifically to children with additional and special educational needs in partnership with Live Music Now and Orchestra of the Age of Enlightenment at highly reduced rates. Saturday Music Centre offers 50% subsidy to families whose pupils are in receipt of free school meals or pupil premium. Whole Class Ensemble Tuition programmes are offered to all primary schools at highly reduced rates to increase direct participation of pupils.



Community Safety: This Year's Achievements 2022/23

- Led a conversation around the challenges of disproportionality with policing including stop and search, engagement with young people, the over representation of black young men in the criminal justice system. This work includes monitoring and holding police to account and undertaking engagement.
- Community networks are being created and engagement around extremism and radicalisation, including working with community groups and religious establishments to enable conversations and working with and funding community outreach projects to build capacity.
- Working to protect the boroughs most vulnerable residents from criminal, sexual or physical exploitation through interventions like civil or criminal enforcement powers.
- A new Male Violence Against Women and Girls strategy has been developed, which includes a borough wide listening exercise to get women's view on their safety in public, funding new initiatives to make women safer and creating an ongoing dialogue with communities around tackling violence and misogyny.

Case Study: Safer Ealing for Women

Safer Ealing for women was our largest engagement exercise to put women at the heart of our response to making our borough safer for them. Over 3000 women and girls took part, sharing their thoughts and experiences of living in Ealing. Some of the commitments to tackle inequalities, challenge misogyny and make Ealing a fair and inclusive place includes:

- Installing 14 new HD CCTV cameras in key locations
- Increasing street lighting on all residential roads
- Launch a one stop shop website dedicated to VAWG which provides information on reporting, link to StreetSafe app and providing access to support
- Launch a £40k education program that will be offered to every secondary school, looking at healthy relationships and giving young people the tools to identify and challenge unacceptable behaviours

Climate Response: This Year's Achievements 2022/23

- **Healthy Homes Ealing (HHE):** HHE is a flagship affordable warmth and fuel poverty reduction programme, which has more than doubled the number of households reached in 2022/23 and will be expanded even further in 2023. HHE connects low-income and vulnerable residents with Energy Efficiency specialists, to help assess their homes and energy use, ensure they are on the best tariff, help with small draughtproofing measures, and refer the household on to other efficiency programmes or agencies which can further assist them.
 - **Breaking Ground:** Grant funding has been awarded from Hubbub and the Mayor of London to work with minoritized communities in Northolt to address climate justice. The project, called Breaking Ground, is community-driven and aims to empower residents to develop creative and tangible solutions to issues that are most affecting them, whilst improving health, wellbeing, and the local environment. Delivered in partnership with Building Bridges, the project has been designed to provide kick-start funding to support initial engagement and events over the next year to support the step-by-step process of achieving community-led environmental and social change at a local level.
- Low carbon heating system:** Grant funded installation of low carbon heating system and renewable power is being delivered at four sheltered homes to tackle carbon emissions and protect residents against rising energy costs. These projects will pilot innovative, renewable and affordable heat, will deliver improved local air quality and will support local community in understanding the required transition to low-carbon economy.

Climate Response: Case Studies

Case Study: Green Homes Grant programme

Ealing has led the Department for Business, Energy and Industrial Strategy funded Green Homes Grant programme for a coalition of West London boroughs since early 2021, carrying out energy efficiency retrofits on over 500 homes. This programme offers grants, averaging around £10,000 per home, to low-income and vulnerable residents living in cold homes (measured by their energy performance certificate rating). The programme, which aims to reduce fuel poverty and to create good paying jobs across West London, is still delivering works across 13 boroughs.

Case Study: Let's Ride Southall

The Let's Ride Southall (LRS) programme is the largest community cycle project in London, using relationship power through a social movement to help remove the multiple barriers certain communities face in terms of positive behaviour change. Up to 2,500 cycles will be provided for free with all accessories and training. The project plans to overcome key barriers such as having a good roadworthy bike, friends to cycle with, language and cultural support with training in nearby locations.

The programme develops local residents to become mechanics, instructors and cycle leads to create a future platform.

The Let's Ride Southall programme is making strides in developing local partnerships and is in the driving seat for making an impact towards the council's ambition to tackle the climate emergency. We have a key partnership with West London Waste Authority (WLWA) that allows us to get 'free' second hand bikes to refurbish and distribute back into the community as part of our overall sustainability model with c200 bicycles received that would otherwise have gone into landfill. LRS mechanics work with WLWA to triage bikes pool and support delivery of a key recycling partnership. Locally development of skills and employment is being used in the wider system to support sustainable and health outcomes.

Recently, Let's Ride Southall headlined at the Local Government Association's national COP27 event as an example of how the system can create climate action change with the numerous health benefits that are attached - air quality improvement via reduced traffic, regular exercise as part of daily lifestyle integration - as well as the social benefits of community cycling for all by the inclusion of 35 bespoke adapted tri-cycles.



Cost of Living: This Year's Achievements 2022/23

- **Tackling digital exclusion by:**
 - Providing laptops to unemployed and/or low income residents who are digitally excluded.
 - Registering our Community Hubs to become data banks which will enable residents to access free data for phones and other devices.
 - Training 'Community Champions' to also become 'Digital Champions' to support those who lack confidence and skills to use digital devices / transact online.
 - Allocating funding to voluntary sector organisations to purchase devices and hardware to enable them to better support their digitally excluded clients
- **Signposting:** Information is provided regarding financial, and other, support that is available to residents and how they can access it. The contact centre also carries out proactive calls targeted at low income residents to ensure they are aware of the cost of living support available and to signpost to relevant services.
- **Warm spaces:** Grant funding is being provided to local organisations to support the development and ongoing provision of 25 warm spaces in the borough (funded up to end of March 2023). These warm spaces are heated, welcoming, safe spaces in local voluntary, community and faith organisations buildings across the borough. Residents are welcome to spend as long as they want in comfort at the warm spaces, free of charge. Many of the facilities also offered tea, coffee and biscuits and have other events on simultaneously.
- **Pension Credit Uptake Campaign:** This campaign specifically targets those who are entitled to receive, but have not applied for, pension credit.
- Offering physical space to a local resident who has been collecting community donations for residents in need.
- Supporting the development of a food partnership specifically looking to fill a gap of emergency food provision in Southall.
- **Cost of Living Dashboard:** a dash board is being developed which will illustrate demand for key services and trends over time.

Community Hubs: This Year's Achievements 2022/23

- There are four Community Hubs set up in 2022/23. These are council customer service centres, distributed across the borough in Acton, Ealing, Northolt and Southall. Community Hubs provide residents with an option to self-serve or to directly speak to a Service Advisor who either help and advise the resident in solving their issue, triages or signposts them into a service or organisation that can better support them.
- Residents have been supported to access the energy rebate and household support fund as part of the Council's cost of living response.
- Learning Zones were launched from Northolt and Southall Community Hubs offering training and learning opportunities and career support to residents.

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The Local Welfare Assistance team delivered advice and support from Hubs, on top of existing commitments in the job centre, foodbanks and Southall food hub.

Council Tax have set up a free training session around identifying someone who may be a victim of a loan shark and how to make referrals to the Illegal Money Lending team.

Community Hubs: Case Studies

Case Study: Community Hub Service Advisor shares her experience

Community Hub Service Advisor, Rosa shares her experience:

“After six months in the role, I have lots of similar stories to tell but this was one of my first customers in Southall who truly benefitted from the support we offer.

Unfortunately, a local gentleman and regular library user had been out of work for some time. A medical condition meant he was in constant pain and was unable to work. He knew he needed to apply for Disability Benefits but did not have the internet at home so I supported him with the initial application. During our conversations I found out he was in arrears with his rent payments and he was also struggling to pay for food.

We discussed his options and I immediately referred him to the Southall Foodbank while we worked through the other support he could apply for. I also encouraged him to discuss his rent arrears with the council's housing department which resulted in an affordable payment plan which was more manageable.

With the immediate pressure relieved, over the next few days he revisited the library and with my support he applied for a Discretionary Housing Payment and a Crisis Payment from Local Welfare Assistance. He had the digital skills to make the applications independently with a little support from me to scan the right documents. Both applications were successful and enabled him to get back on track with his finances.

Looking for other ways he could save money, I suggested he contacted his mobile phone provider to see if they had a social tariff to support customers on low incomes. It turned out they did which really made a difference to his monthly budget.

As he is a regular library user, I've seen him many times since and he's like a different person, no longer with the weight of the world on his shoulders. Every time he thanks me for the support I offered him. It makes my job so rewarding to know I have supported someone to turn things around for themselves.”



Appendix – data sources

Population

- National Census, 2021
- Ethnicity: National Census, 2021
- Top community languages : National Census, 2021

Deprivation

- ONS, 2019

Life expectancy

- ONS, PHE Local Health Profile, 2021

Free School Meals

- Public Health Outcomes Framework, accessed Feb 2023

Alcohol related hospital admissions

- Public Health Outcomes Framework, accessed Feb 2023

Obesity/physical activity/ smoking / TB

- Public Health Outcomes Framework, accessed Feb 2023

Diabetes prevalence

- Whole Systems Integrated Care Dashboard, 2022

Housing

- National Census, 2021
- Private rented property licensing schemes – consultation document, Ealing Council 2021
- Land Registry
- Department for Levelling Up, Housing and Communities - live stats on homelessness

Income & Unemployment

- Industrious Ealing 2022
- CACI, Equalised PayCheck Directory 2021

Education

- Public Health Outcomes Framework, accessed Feb 2023
- Ethnic Group Attainment Report, 2022

Crime

- Public Health Outcomes Framework , accessed Feb 2023

Air Quality

- Ealing Council: Air Quality JSNA 2019



**Report for:
INFORMATION**

Item Number:

Contains Confidential or Exempt Information	NO
Title	Climate and Ecological Emergency Strategy Update and Progress Report
Responsible Officer(s)	Peter George, Strategic Director of Economy and Sustainability
Author(s)	Jo Mortensen, Climate Action Programme Manager
Portfolio(s)	Cllr. Deirdre Costigan, Cabinet Member for Climate Action
For Consideration By	Cabinet
Date to be Considered	18 May 2023
Implementation Date if Not Called In	8 June 2023
Affected Wards	All
Keywords/Index	Climate emergency, climate action, energy, net zero, food partnership, active travel, circular economy, nature, climate justice

Purpose of Report:

Ealing Council declared a climate emergency in April 2019 and responded with its Climate and Ecological Emergency Strategy in January 2021, in pursuit of a carbon neutral outcome by 2030. The council subsequently published its Council Plan 2022-26 (July 2022) with one of its three strategic objectives to expedite the council's work in 'tackling the climate crisis'. This report updates cabinet on delivery over the first two years of work toward the objectives set out in the strategy. It also proposes activities over the next three-year horizon 2023-2026 for Cabinet to note.

1. Recommendations

It is recommended that Cabinet:

- 1.1. Notes the two-year progress report (2021-2023) on delivering the Climate and Ecological Emergency Strategy (Appendix 1)
- 1.2. Notes the planned activities within the progress report to deliver the Climate and Ecological Emergency Strategy between 2023-2026 which includes enhanced activity across all council activities towards carbon neutrality by 2030.

- 1.3. Notes the links between inequality and climate impacts and recognises that climate action is an opportunity for the council to make a positive contribution to social justice, with these actions achieving the greatest benefit for those already most vulnerable to climate change.
- 1.4. Notes the plan to ramp up our work on campaigning for the changes necessary to deliver on the Net Zero ambition including greater powers and funding in support of the transition, and that the Cabinet Member for Climate Action will formally write to the Secretary of State for Energy Security and Net Zero urging government to increase funding for retrofitting homes and active travel measures.
- 1.5. Notes that the council will evaluate all future planning applications against the retrofit first principle, in line with the Council Plan commitment to pursue retrofit and as set out in the Strategy, to prevent the needless demolition of buildings in the Borough.
- 1.6. Notes the establishment of a new Climate Leadership Board which will coordinate cross-council working to deliver the Strategy and engender a greater climate conscious culture within the council.
- 1.7. Notes the council's recent success in securing greening and decarbonisation grants and delivering works in line with grant objectives and agrees to develop a holistic and cross-cutting Ealing retrofit programme to further enhance and expedite investment to improve energy performance of council assets.

2. Reason for Decision and Options Considered

Climate and Ecological Emergency Strategy, 2021 – 2030

- 2.1. The council has committed to treat climate change as a crisis, where a swift, intensive and substantial response is compulsory. Climate change presents an opportunity for communities to unite behind a common cause and proactively change their behaviours, prepare for the future, and mitigate ongoing harm to our natural environment.
- 2.2. In recognition that the effects of climate change are predicted to cause profound impacts on humanity and the ecological systems it relies on, Ealing's full Council declared a climate emergency in April 2019 and pledged to make Ealing carbon neutral by 2030. In Ealing, the risks of extreme weather events such as floods, droughts, and excessive heat are likely to rise profoundly, affecting health and livelihoods. The scope of the declaration and the January 2021 Climate and Ecological Emergency Strategy (CEES) aims to address all carbon emissions, both produced and consumed, by everyone in the borough.
- 2.3. The council's strategy is structured around five themes, where the organisation has the most control and direct influence, based on policies, procurement, projects, and stakeholder relationships.
- 2.4. Each of the themes within the strategy identifies unique objectives, targets and actions that will either reduce or capture carbon emissions in Ealing and beyond. As outlined in the CEES and the subsequent Council Plan, the

council has been prioritising efforts to meeting its 2030 pledge. However, since the climate emergency declaration, the council has also had to mitigate unforeseen challenges including the pandemic, the cost-of-living crisis, and inflationary pressure in all sectors of the economy including construction costs.

- 2.5. The delivery of the CEES, first drafted in 2019, has been impacted by unprecedented global events. The pandemic response necessitated a diversion of resources from many council services to support residents and businesses in times of hardship and uncertainty. Further, global events have led to an escalation of the cost-of-living crisis, increased levels of fuel poverty, and have impacted the markets of raw materials and labour, adding to the market shocks caused by the pandemic.
- 2.6. Underlying assumptions adopted in the development of the council's climate strategy were central government's commitment to make regulatory changes and strategic investment to ensure the nation meets binding targets agreed in the 2008 Climate Change Act and subsequent carbon budgets. Neither has been forthcoming to the pace and extent forecast, which makes delivering the strategy far more challenging than previously estimated. Although the impacts of these challenges are recognised, the council must continue its efforts, capitalise on emerging opportunities, and find solutions to mitigate the impact of these challenges on our aim to achieve the 2030 net zero pledge.
- 2.7. Notwithstanding the challenges, the council made Tackling Climate Crisis one of its key cross cutting strategic objectives in the Council Plan 2022-2026, and the role of Cabinet Member for Climate Action was first created in the intervening period, reinforcing its commitment to addressing the key challenge.
- 2.8. Successful delivery of the climate strategy depends on the integration with, and implementation of, other council strategies, action plans, and innovation in the delivery of many services. To improve the effectiveness of implementation, a new Climate Leadership Board is established to mainstream delivery, uphold accountability, and engender a greater climate conscious culture within the council.

Ealing's Climate and Ecological Emergency Strategy in summary

- 2.9. The Strategy sets out the council's ambition to become carbon neutral by 2030; the strategy comprises the following thematic objectives:
 - 2.10. **Energy**
 - Prioritise energy performance (retrofitting)
 - Ensure net zero new builds
 - Invest in renewable energy
 - 2.11. **Food**
 - Create a food partnership
 - Improve access to sustainable food
 - Improve information about sustainable food

2.12. **Nature**

- Enhance biodiversity
- Expand natural (green) infrastructure services
- Improve operational CO2 emissions

2.13. **Travel**

- Increase active travel
- Reduce vehicles travelling in/through borough
- Decarbonise essential vehicle journeys

2.14. **Waste**

- Get circular
- Reduce waste arisings
- Improve operational CO₂ emissions

2.15. Ealing's Council Plan 2022-2026 focuses on three cross cutting strategic objectives: Creating Good Jobs, Tackling Climate Crisis, and Fighting Inequality. Identifying the Climate Crisis as the key theme commits the organisation to putting sustainability at the heart of everything it does and taking leadership in ensuring the future of the borough is sustainable. Because the development and adoption of the CEES preceded the publication of the Council Plan, this update includes the linking principles and commitments from both strategic documents.

2.16. The objective of Creating Good Jobs is interlinked with the delivery of the CEES, as the transformation of local and national economies require the skills of new green economy. By delivering the CEES, the council both directly creates and incentivises the creation of the jobs of the future in energy efficiency, design, construction, installation, surveying, monitoring, and compliance. By continuing the delivery of capital programmes, and through its contracts, the council delivers local employment, training, and education opportunities for young people.

Building the tackling of inequalities into climate action: the co-benefits for health equity and climate justice.

2.17. Fighting Inequality is one of the three Council Plan priorities. Climate action is an opportunity for the council to make a positive contribution to social justice, thus advancing both Council Plan priorities concurrently. It is well documented that it is the most disadvantaged that are disproportionately impacted by climate change, as was the case in the pandemic which revealed rampant health inequalities.

2.18. The same people affected by unfair and avoidable differences in health and economic prosperity in Ealing will be more likely to experience the worst impacts of climate change – excessive heat, floods, droughts. They will also face more barriers to being able to take positive climate action. Social and economic deprivation, and a person's experience of discrimination including racism, are possibly the strongest and most interconnecting factors.

2.19. The series of maps below shows the relationship between data related to heat and flood risk, indices of multiple deprivation and ethnicity. The

highest numbers for each category are shown on the maps, i.e., highest two categories of heat and flood risk, top three deciles for indices of multiple deprivation and the highest counts of non-white Ealing residents.

- 2.20. Where heat and flood risk are high, a proxy for high climate risk areas, the maps show corresponding data indicating experience of high deprivation and the borough's highest numbers of non-white residents. To fully understand the nature of any correlation further analysis would be needed.

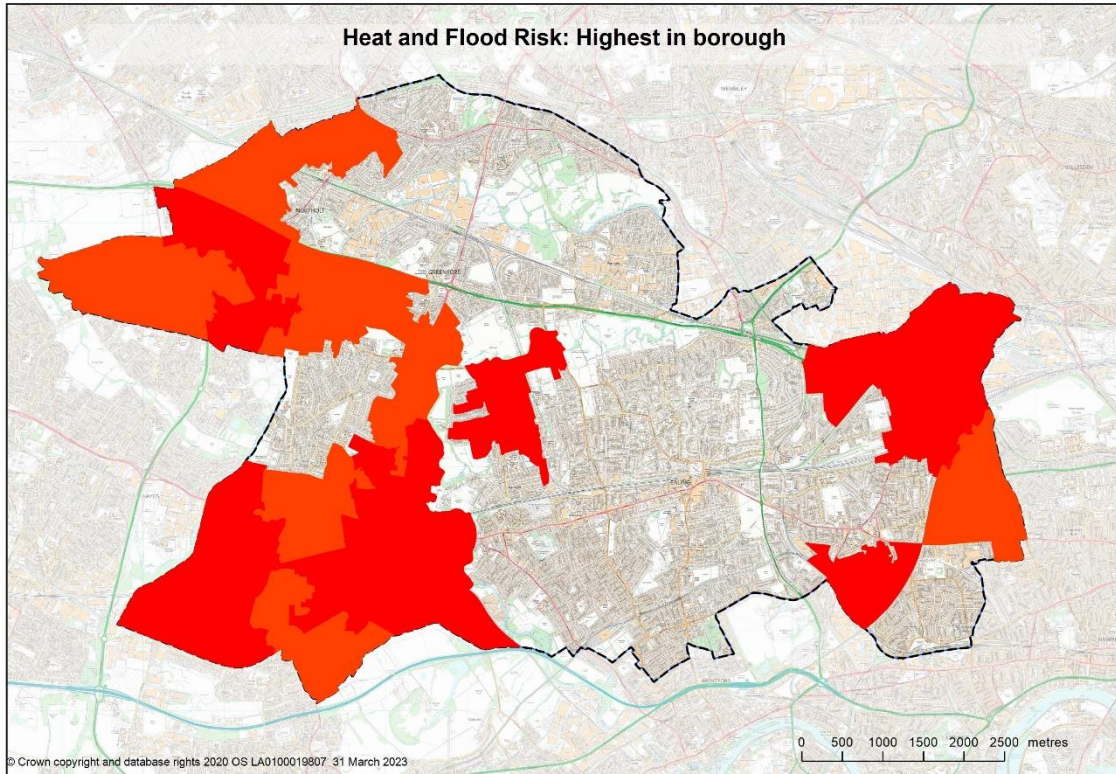


Figure 1. Map of Ealing Heat and Flood Risk. Two highest risk categories selected, showing in red.

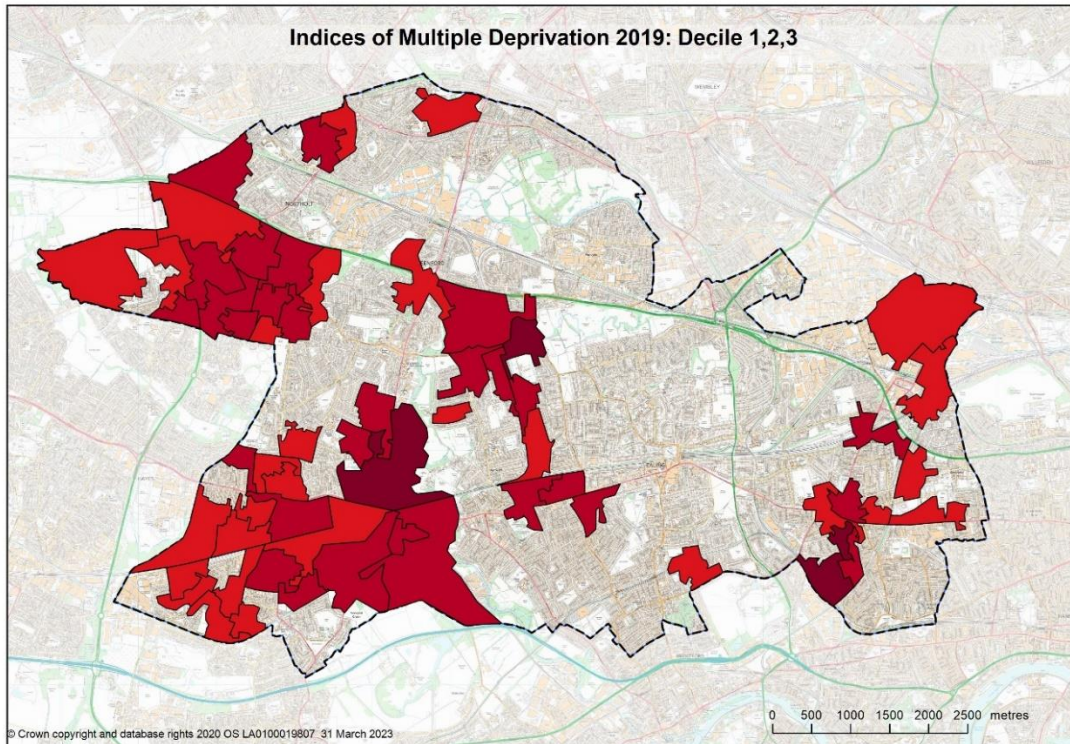


Figure 2. Map of Ealing Indices of Multiple Deprivation 2019. Three categories selected, showing highest instances of deprivation in the borough.

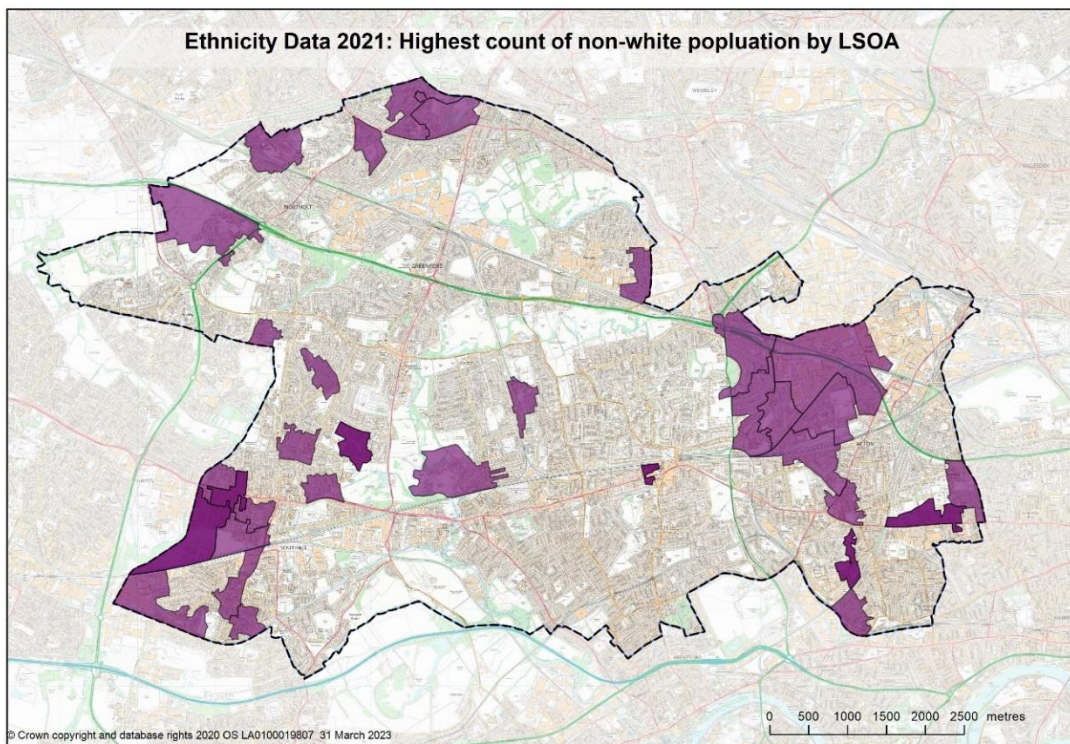


Figure 3. Map of Ealing Ethnicity Data 2021. Data selected shows highest counts of non-white residents in the borough by Census Lower Super Output Area.

- 2.21. This complex but stark relationship between ill-health and the effects of climate change calls for a **whole system approach to climate justice and health equity**.
- 2.22. Climate justice demands that action against climate change is understood as an issue of equity. Health equity can only be achieved long term through work on the ‘building blocks of health and wellbeing’, the life conditions in which we are born, grow, live, work and age. These life conditions include living in healthy and stable environments, protected against the impacts of climate change.
- 2.23. In alignment with the Council Plan strategic objective ‘fighting inequality’ in Ealing, the climate and ecological emergency strategy will implement climate actions to achieve greatest benefit for those already most vulnerable to climate change. Tackling inequality in climate impact will benefit everyone.
- 2.24. Equally, Ealing’s Joint Local Health and Wellbeing strategy for 2023-2028, ‘*Together in Ealing*’, currently under development, is focussed on addressing health equity through improvements to the building blocks of health including a whole systems approach to the creation of healthy and stable environments.
- 2.25. Climate action which explicitly addresses equity involves:
- Acknowledging inequity in current impact and taking action to reduce this gap and
 - Ensuring that equity and fairness is established as a core principle for all climate action, including the building of climate resilience.
- 2.26. Actions in both the CEES and the Joint Local Health and Well-being Strategy for Ealing, will work to reduce inequality, and co-create a healthy, sustainable and thriving environment for Ealing residents.

Climate and Ecological Emergency progress to date

- 2.27. When the council published its Climate and Ecological Emergency Strategy in 2021, the Citizen Review Panel and public consultation shaped and challenged the draft plans. The result was a focus on the most meaningful actions to address climate change throughout the borough. Produced at the height of the pandemic and delivered during the onset of the cost-of-living crisis, the strategy has been stress tested against multiple competing strategic challenges.
- 2.28. These emergency responses highlight a greater need to act with agility and foresight to achieve outcomes from council services and project delivery whilst simultaneously delivering on the council’s pledge to make Ealing carbon neutral by 2030. Moreover, putting climate action at the heart of council policy development and investment decisions would help make the borough more resilient to future socioeconomic shocks. It also underscores opportunities to deliver on climate commitments, hand in hand with communities, who have proven themselves to be vital in facing these cascading challenges.

- 2.29. The first progress report of the Ealing Council Climate and Ecological Emergency Strategy (CEES) is set out in Appendix 1. This document gives an indication of the scale of activities from the council and its partners and progress made over the past two years, towards becoming carbon neutral by 2030. It sets out ambitions for 2023-2026 and it highlights where delivery and performance gaps exist, and further improvement is needed.
- 2.30. As with the strategy itself, the progress report is structured around the five themes of the CEES and each chapter refers to the United Nations Sustainable Development Goals (UN SDGs), which highlights the global importance of local climate actions.

Climate action highlights from 2021-2023

- 2.31. With 42% of borough emissions produced in homes, **retrofitting** them is vital to becoming carbon neutral as a borough. While the electricity grid is projected to decarbonise nationally, heat electrification has to be delivered along with the complementary action of reducing energy demand from buildings. Since the adoption of the CEES, the council has won more than £29m in grant funding, allocated Housing Revenue Account, and other capital budgets and delivered domestic and office retrofits for Ealing.
- 2.32. Greening borough homes: the council has made steady progress improving home **energy efficiency** and installing renewable energy across the borough. Council officers successfully bid for £39m of funding for West London to establish programmes to deliver home retrofits at an unprecedented scale. A deep retrofit pilot is nearing completion of 44 council homes, with residents enjoying the benefit of comfort and financial protection from rapidly rising energy bills.
- 2.33. Further funding success has led to £16m of **energy efficiency and heat decarbonisation** projects to retrofit 14 corporate buildings. Work will complete on seven schools, with an additional school to progress significantly along with four sheltered blocks by the time this report is published. Another £13.8m has been awarded to decarbonise three leisure centres and seven schools over the coming year.
- 2.34. On the **food** front, the council is grasping the rewarding task of establishing a food partnership, with an experienced project lead now in place. The food partnership seeks to bring together Ealing's food community to ensure access and choice of healthy, seasonal, local and sustainable food across the borough.
- 2.35. The collaborative work of the 20 community organisations initiating the **food partnership** has been recognised in the latest nationwide 'Every Mouthful Counts' report by Sustain, making Ealing one of a small group of local authorities leading the way in supporting and creating more sustainable ways for growing, selling and delivering food in Ealing.

- 2.36. Aligning the climate strategy with **nature** is an important connection point for local residents and staff. In 2022, the council launched a new Biodiversity Action Plan to address the **ecological emergency** to protect and enhance plant and animal diversity locally. The targets match up across both plans, giving the council a clear mandate.
- 2.37. The Council Plan reinforces the important role nature plays in combatting climate change, setting a target of 50,000 trees to be planted by 2026. Ten new parks and open spaces are planned to reintroduce nature to 800,000 m2 of the borough through re-wilding and pioneer 10 new community growing spaces in our housing estates and new developments. The bold target will require partnerships to plant and maintain trees, and invites residents and businesses to host their own trees to expand the urban forest.
- 2.38. One-third of borough emissions relate to the use of fossil-fuelled **travel** in the borough. Encouraging residents and businesses to choose **active travel** is non-negotiable in regard to the climate emergency – and health, despite it being a major behavioural shift for many stakeholders. The hugely successful Schools Streets programme serves as an exemplar project where health, safety and climate benefits meet to serve the community in a multitude of ways. To date, 21 schools have embraced their school streets, which eliminate vehicle traffic around schools at peak times. A further 29 programmes are in the pipeline through 2026. As part of the Southall Reset Programme, the council has also commenced engagement with the Southall community to co-design a significant investment in active travel infrastructure in Southall town centre.
- 2.39. Where it isn't possible to eliminate car **travel**, the council is supporting **electric vehicle charging** infrastructure. Electric vehicles come with their own set of downsides and inequalities, but they are agreed to be a step in the right direction for local air quality and carbon emission reductions. The 450 charging points in the borough exceeds the council's climate target of having every home within a 10-minute walk of a charging point by 2025.
- 2.40. We are supporting the emergence of a **circular economy** in the borough by creating opportunities for the community to reuse, repair and maximise the life of materials. One example of this is the council supported Let's Go Southall project, where volunteers are rescuing abandoned and old bikes, and repairing them to be given to local residents in support of active lifestyles.
- 2.41. **Food waste** is also a core focus of the climate strategy, and a programme to increase access to food waste collection is making steady progress. Teams have successfully rolled out the food waste collection service for flats, and currently 29% of flats in the borough are served with food waste recycling, up from 8% in 2019.

Challenges to delivery

- 2.42. It is important to celebrate the successful delivery of projects by the council and its partners over the last two years. Equally it is necessary to

be candid and transparent about the underlying challenges the council has in delivering its **carbon neutral 2030** pledge and identifying keys to unlocking success in the short term. The update report recognises central government policy direction and funding has a fundamental bearing on the success of the council and its partners meeting the 2030 pledge. To date both the policy direction and the level of committed investment are not sufficient to enable a carbon neutral borough in 2030. Therefore, the Cabinet Member for Climate Action will be writing to government urging them to accelerate investment and legislative changes.

- 2.43. The council will continue delivering on renewed commitment to working with communities, academic institutions, developers, investors, businesses, and civil society to shape new planet-friendly, community-enriching behaviours. Over the next three years, the council will continue working ambitiously with established and emerging partners to deliver the multi-year projects and achieve actions highlighted in the update report.

Key delivery activities 2023-2026

- 2.44. Energy - the council is focused on supporting more schools, households and businesses in the transitions to energy efficiency and replacement of natural gas to renewable energy sources. In support of this, the council aims to:

- Deliver eight retrofits on schools and three leisure centres to reduce energy demand and decarbonise heating. Further energy audits for schools and leisure sites will set out plans to decarbonise heating systems that will enable capital grant bids.
- The Healthy Homes Ealing programme will be fortified to deliver more home visits and energy efficiency measures to residents to help with the cost-of-living crisis.
- Local Plan policies and council projects will underpin the commitment for new buildings to meet zero carbon ambitions. Subject to the statutory Examination in Public (EiP) phase in 2024, the draft new Local Plan will emphasise the council's retrofit first principle requiring applicants to demonstrate that it is essential to demolish and rebuild rather than retrofit. Applicants will also need to demonstrate the future resilience of their buildings both from a durability perspective and from an alternative use perspective to prevent buildings that gain consent today not needing to be demolished in the future.

- 2.45. Food – the council will convene Ealing's food community through a food partnership, focused on reducing greenhouse gas emissions, and bringing greater visibility to healthy, seasonal, local and sustainable food across the borough. Activities in support of this include:

- Lead a food mapping exercise to gain a full understanding of the borough's food system and identify potential physical spaces for siting local food markets.

- Commission a Green Infrastructure Strategy for the Local Plan, covering the full range of green infrastructure assets required for food growing provision.
 - Increase Ealing schools' access to practical food education including site visits, outreach within schools, facilitating the Cultivate Ealing schools' competition, Grow Some Share Some, Growing Kids and Cooking Kids programmes.
 - Pioneer 10 new community growing spaces in our housing estates and new developments.
- 2.46. Nature – the council will strengthen connection with nature by evolving its approach to management and maintenance. Over the next three years the council will:
- Plant 50,000 trees over the four year period, supported by £5 million Tree Planting Programme.
 - Create 10 new parks and open spaces, and rewild 800,000 m2.
 - Electrify 100% of our maintenance equipment by 2025 where equipment is available and fit for purpose.
 - Install sustainable urban drainage systems, flood attenuation and alleviation projects at: Dean Gardens, Belvue Park and Lammas Park and carry out the Glade Lane Sewer daylighting scheme part of the Southall Wellbeing Way.
- 2.47. Travel – the council will be supporting active travel, reducing the use of cars on the roads and supporting Ealing's residents' transition to electric vehicles. In the next three years projects fulfilling this ambition include:
- Ensure school children can actively, and safely, get to 50 of our schools by strengthening and expanding our school streets programme.
 - Install 25 new bike hangers by April 2023, and another 25 by the end of summer. Then install at least 25 more each year to 2026.
 - Expand access to Electric Vehicle Charging Points (EVCP) by adding 400 EVCP on streets each year, working towards having 2,000 charge points by 2026.
- 2.48. Waste - supporting Ealing residents to reduce the amount of waste that goes to landfill, projects introduce infrastructure across the borough to accelerate the model where residents fix, reuse, upcycle and recycle. Actions supporting this transition include:
- Trial a new approach for food and commercial waste collections to increase efficiency and minimise the CO2 emissions of the fleet.
 - Support the circular economy with a neighbourhood approach to waste minimisation and opening Ealing's first Library of Things. These projects aim to inspire positive behaviour change, where the community will consume differently, waste less and reuse, repair, share and recycle more.

- Investigate the potential of the whole life assessment in the borough, for those carbon emissions resulting from the construction and the use of a building over its entire life, including its demolition and disposal.

Supporting successful delivery

- 2.49. Corporate governance processes supporting the delivery of the strategy will be refreshed to ensure it remains a cross-cutting priority and aligns with Council Plan. The Strategic Director of Economy and Sustainability will assume the role of strategic sponsor and will hold the organisation to account and ensure council actions set an example for external partners and communities.
- 2.50. The Council will ensure efficiencies and collaborative opportunities are identified and acted upon, and council budgets and services are aligned to achieve the CEES actions. Further, the establishment of an internal governance board will signal executive commitment and accountability for the success of the strategic goal of becoming carbon neutral by 2030. Cross-council steering groups who co-developed the strategy will be re-engaged to help ensure the successful delivery of the strategy.
- 2.51. The council's work on building retrofits will be brought together in an "Ealing retrofit programme". This will bring efficiency and coherence to the work of strategic property, housing asset management, the schools project delivery unit, facilities management and climate action teams. It provides the opportunity to utilise learning from past projects, bid and tender collectively and resource project delivery most effectively.
- 2.52. The Local Planning Authority also has an important role to play in promoting the retrofit agenda. Future planning applications will be evaluated against a retrofit first principle requiring applicants to demonstrate the necessity to demolish rather than retain and refurbish. Where the case is made to demolish buildings, applicants will be encouraged to reuse materials from existing buildings. Furthermore, in order to mitigate future demolitions applications for new buildings will be required to demonstrate both their durability and future adaptability.

Staff engagement on climate action

- 2.53. In autumn 2022, the climate action and sustainability team conducted a staff survey to measure the awareness of climate change and understanding of sustainability in the workplace. Results indicated 83% of officers are concerned about climate change. This suggests an sympathetic audience who, given appropriate tools and training, can support the council in effectively delivering the CEES.
- 2.54. However, only 12.8% of officers said they are aware of the Climate and Ecological Emergency Strategy. Officers also highlighted the responsibility of managers and directors in delivering sustainable services. These findings support better internal communication and engagement with staff

and leadership to ensure they have the knowledge and skills to deliver on the council's climate change priority.

- 2.55. To address the potential for staff engagement and the current gap in knowledge, the council will take up a highly relevant, accessible, specialised training, e.g. carbon literacy, available to all staff. It will be especially important for senior leadership and members to become early adopters.
- 2.56. To increase the awareness of the strategy, the climate action and sustainability team is implementing a new internal programme offering opportunities to learn new skills and network with others: Be the Solution. As part of the programme, the current sustainability induction course has been updated with practical examples of what staff can do to take action on climate change. The team also created a new Be the Solution space on OneSpace, providing more accessible and bite-size knowledge about climate change and sustainability. Lastly, a Teams space for officers interested in connecting and networking with others has been launched.

Carbon emissions data

- 2.57. The council's climate strategy sets out a plan to reduce carbon emissions as an organisation and outlines a commitment to use its influence to reduce emissions emitted across the borough to become carbon neutral. It's essential to look at these numbers to understand the impact of council policies and projects in Ealing and to understand their limitations.
- 2.58. Two data sets track emission reductions providing data sets to help the council quantify impact:
 - The borough-wide emissions, which track trends related to produced carbon emissions reductions the council has influenced, especially in the areas of transport and home energy use.
 - The council's greenhouse gas reporting quantifies produced emissions from council operations.
- 2.59. The borough-wide baseline data for the climate strategy comes from the 2020 Department for Business, Energy and Industrial Strategy (BEIS) (now Department for Energy Security and Net Zero) Local Authority carbon emissions estimates (Figure 4). Data show reductions related to the council's influence and support as a regulator or convener. The objective is to reduce the overall borough emissions from this 2020 baseline figure of approximately 1m tonnes CO₂e. This data set is produced annually by the government, two years retrospectively.

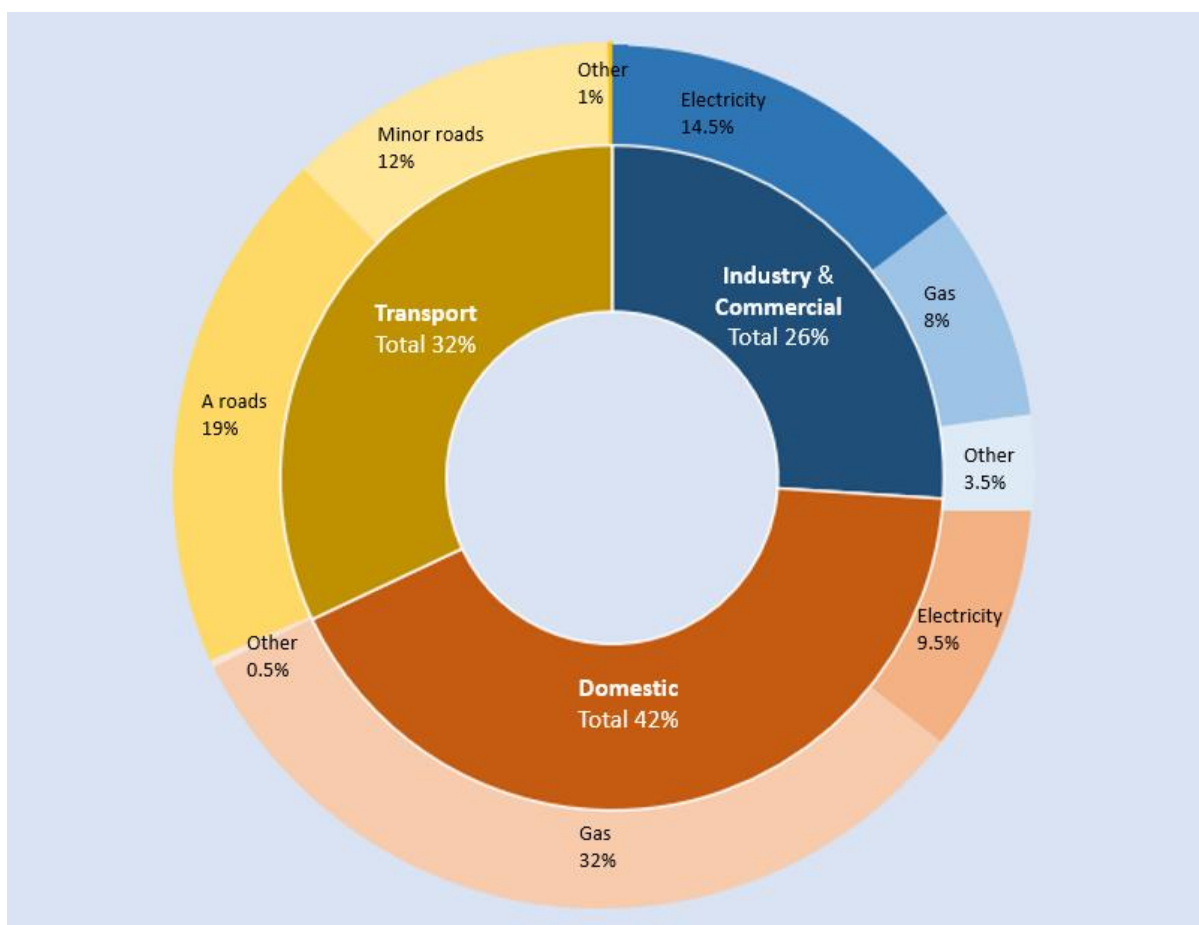


Figure 4. BEIS Ealing annual carbon emissions estimates: 1,008,700 tonnes CO₂e

2.60. The second data set focuses on the areas and projects where the council has direct control over activities and resources. The council's annual greenhouse gas emissions report tracks progress against the strategy's overall goal of achieving carbon neutral status by 2030. Figure 5 shows the downward trend of carbon emissions originating from council operations.

<u>Element of Footprint</u>	<u>Reporting Year (tonnes CO₂e)</u>			
	<u>2018/19</u>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>
<u>Grid Electricity</u>	<u>3,892.47</u>	<u>3,265.89</u>	<u>1,874.73</u>	<u>2,090.55</u>
<u>Natural Gas</u>	<u>1,274.23</u>	<u>1,446.96</u>	<u>1,342.85</u>	<u>1,263.10</u>
<u>Council Fleet Vehicles</u>	<u>242.45</u>	<u>221.03</u>	<u>190.18</u>	<u>137.59</u>
<u>Business use of personal vehicles</u>	<u>55.78</u>	<u>98.28</u>	<u>45.37</u>	<u>45.39</u>
<u>Water – supply & treatment</u>	<u>101.88</u>	<u>101.88</u>	<u>138.09</u>	<u>22.09</u>
<u>Total Emissions (tCO₂e)</u>	<u>5,566.81</u>	<u>5,134.03</u>	<u>3,591.21</u>	<u>3,558.72</u>

- 2.61. Officers are currently improving data quality to further the understanding of baseline data and achieve better prediction of changes to emissions in the future. The analysis is currently focused on understanding the impacts of home working and other business changes including vehicle use since the pandemic shifted behaviours. It is generally agreed that while office carbon emissions show a falling trend, the emissions produced by employee households would have increased due to flexible working arrangements.

3. Key Implications

- 3.1 The CEES aligns council actions with national and regulatory requirements, whilst demonstrating ambitious and progressive leadership on this critical agenda.
- 3.2 Without the adoption of a Strategy and the implementation of an Action Plan, the council will not meet its 2030 carbon neutral pledge and will not make its necessary contribution to ensuring that global temperature rises are to be kept within the recommended 1.5 degrees Celsius.
- 3.3 Prioritising council resources to deliver the Climate and Ecological Emergency Strategy will deliver the following expected benefits:
- Reputational benefits for demonstrating leadership in the borough through robust and consistent climate and biodiversity policies, projects and services
 - Reduction in the council's and borough carbon emissions
 - Protected and enhanced biodiversity within the borough
 - Improved health and wellbeing of residents that will help reduce the council's budget spend on health and social care
 - Increase resilience, social and economic, of Ealing's diverse communities to future shocks and the ongoing cost of living crisis
- 3.4 Utilising grant funding, complemented by the council's capital budgets, to deliver a holistic and cross cutting Ealing retrofit programme on both private sector homes and the council's own corporate buildings deliver multiple benefits including:
- Financial savings to residents and the council through reduced energy and building maintenance costs
 - Demonstrating leadership in the borough with energy saving projects
 - Development of local case studies
 - Positive changes in staff behaviour at work, which could also lead to positive changes in behaviour outside work
 - Reduced cold-related ill health (excess winter deaths and winter hospital admissions)

- The growth of the Green Economy, supporting economic recovery and renewal through the skills agenda so residents can access good quality and secure employment

4. Financial

- 4.1 Recent work has been undertaken to understand the costs and beneficial impacts arising from the delivery of activities supporting the CEES. A tool has been developed that assesses projects against fifteen environmental, economic and social criteria to understand the impact of each project. It allows officers to input project cost data and relative carbon savings to derive an impact score.
- 4.2 The outputs have many uses, including offering a potential prioritisation metric and identifying where efficiencies and impact can be strengthened. This information can also be used to establish funding options including mainstreaming and re-purposing of existing budgets, as well as accessing grants, other funding streams and the use of prudential borrowing to the extent that this is affordable. It is proposed that the tool becomes part of the decision-making process on delivering the CEES going forward, with its use and effectiveness reviewed as part of future governance structures.
- 4.3 Any additional resource requirements (either revenue or capital) flowing from the strategy not already contained within the existing budget and MTFS will need to be considered within the budget and MTFS process in the medium to longer term. There will be close working between the service and finance to ensure that the strategy is closely aligned to financial planning going forward. Budget impacts in the shorter term will be considered on a project by project basis and brought to Cabinet in line with financial regulations.

5. Legal

- 5.1. The Climate Change Act 2008 is the basis for the UK's approach to tackling and responding to climate change. It requires that emissions of carbon dioxide and other greenhouse gases be reduced and that climate change risks are prepared for. The Act also establishes the framework to deliver on these requirements.
- 5.2. The Climate Change Act commits the UK government by law to reducing greenhouse gas emissions by at least 100% of 1990 levels (net zero) by 2050.

6. Value For Money

- 6.1. One aim of the Strategy will be to quantify the projects and policies delivering the best value over the long term and making strategic investment.
- 6.2. Best value will not always mean the lowest short-term financial cost to the council, but it will deliver the greatest benefit to residents, the environment and the local economy over the medium to long term. As part of the final strategy, officers have identified co-benefits of working on the climate

change agenda, especially be health, biodiversity, community cohesion, housing and/or avoided future costs.

- 6.3. When planning for projects and programmes of work, value for money will be driven by the selection of contractors on the basis of Most Economically Advantageous Tender where the successful contractor is selected on the basis of both price and quality. All contracts will be procured under the council's Contract Procedure Rules, applied as appropriate to the value of contract. In many cases the contract value will exceed the £500,000 threshold and requires full Cabinet approval.

7. Sustainability Impact Appraisal

- 7.1. In response to the council's declaration of a Climate and Ecological Emergency and commitment to becoming carbon neutral by 2030, Ealing Council has made a commitment to deliver and enable the delivery of projects, policies and services that support its climate commitments enshrined in the Climate and Ecological Emergency Strategy.

8. Risk Management

- 8.1. The most pressing risk is that of the council missing its commitment to become carbon neutral by 2030. There are several external factors contributing to this risk, including a hostile and challenging delivery environment tied to inflation and skills and labour shortages in key green economy sectors. The strategy itself was deliberately ambitious when it was adopted, and while the council has demonstrated many delivery successes summarised in this report, the compounded pressures faced today have made delivery particularly challenging, requiring a new approach.
- 8.2. This paper proposes mitigation in the form of a renewed governance structure and decision-making frameworks that embed and persistently reinforce climate action as a council priority. The cross-cutting leadership board will ensure delivery resources – teams and funding, and the council operating model are fully aligned to deliver the ambitions of Council Plan and the climate strategy.

9. Community Safety

- 9.1 None

10. Links to the 3 Key Priorities for the Borough

- 10.1 The council's administration has three key priorities for Ealing. They are:
- *Creating Good Jobs* - the "green economy" is a growing sector of London's economy, with the market growing 90% in the decade leading to 2017/18. The CEES creates opportunities for job creation and should be used to invite job growth in low carbon, renewable energy, and environmental sub-sectors.
 - *Tackling the Climate Crisis* –The CEES addresses the priority directly.

- *Fighting Inequality* – with its emphasis on active travel and green spaces the CEES is foundational to tackling health inequalities. Improved air quality and access to mental health enhancing open spaces will benefit Ealing residents. The CEES also addresses running costs of homes when delivering retrofit, and on account of design choices that improve energy efficiency and the health of residents.

11. Equalities, Human Rights and Community Cohesion

- 11.1 Equalities Analysis Assessment considers Equalities implications of the Climate and Ecological Emergency Strategy. [EAA Climate and Ecological Emergency Strategy, 2021 \(moderngov.co.uk\)](https://www.moderngov.co.uk/eaa-climate-and-ecological-emergency-strategy-2021)

12. Staffing/Workforce and Accommodation implications:

None

13. Property and Assets

- 13.1 The Public Sector Decarbonisation retrofit programme aims to improve both the energy performance and physical environment of council corporate properties. The energy efficiency upgrades can mean 100% funded projects as a result of successful grant awards. Well executed retrofits result in renewed assets, which are likely to require less maintenance and associated costs. The reduction in energy demand translates to cost avoidance, particularly during this turbulent time for energy pricing.

14. Any other implications:

None

15. Consultation

None

16. Timetable for Implementation

The council's commitment is to become carbon neutral by 2030.

17. Appendices

Appendix 1. Climate and Ecological Emergency Strategy Progress Report, 2023.

Appendix 2. Climate and Ecological Emergency Strategy Targets, 2021

18. Background Information

- 18.1 Climate and Ecological Emergency Strategy, adopted January 2021: https://www.ealing.gov.uk/download/downloads/id/15879/climate_and_ecological_emergency_strategy_2021-2030.pdf

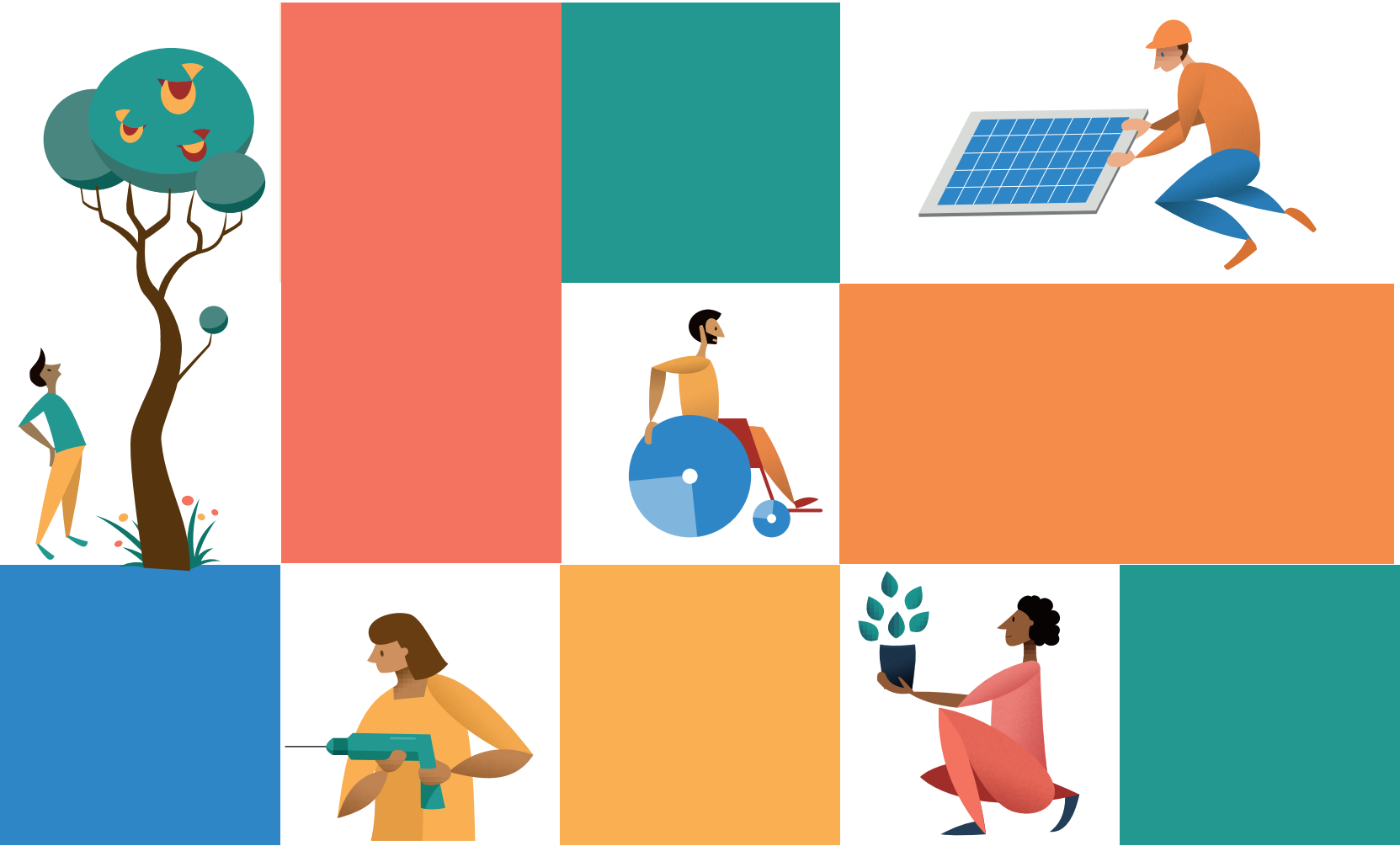
Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Connor McDonagh	Assistant Director, Economic Growth	27/3/23	27/3/23	Throughout
Cllr Deirdre Costigan	Cabinet Member for Climate Action	28/3/23	28/04/23	Throughout
Sandra Fryer	Interim Strategic Director, Growth and Sustainability	28/3/23	05/04/23	Throughout
Maddy Gupta-Write	Consultant in Public Health	31/3/23	31/3/23	2.12-2.21
Adam Whalley	Assistant Director Capital Investment Programme	12/4/23		
Jessica Tamayao	Assistant Director of Strategic Property and Investment	12/4/23		
Martin Shaw	HRA Capital Programme Manager	12/4/23		
Peter George	Strategic Director, Growth and Sustainability		20/4/23	Throughout
Rusell Dyer	Head of Accountancy	12/4/23	25/4/23	Section 4
Jackie Adams	Head of Legal	12/4/23	24/4/23	Section 5

Report History

Decision type:	Urgency item?
For information	No
Report no.:	Report author and contact for queries:
	First and surname, job title

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Ealing Climate Action and Sustainability progress report

2023 Update

Ealing Climate Action and Sustainability progress report

When we first published our Climate and Ecological Emergency Strategy in 2021, we engaged people across Ealing to ensure we were focusing on the most meaningful actions to address climate change in our borough. The challenges faced in the past two years have highlighted the greater need to work hand in hand with communities, to tackle the climate and energy crisis in an equitable way and inspire optimism.

A vision with a mission

This is the first progress report of the Ealing Council Climate and Ecological Emergency Strategy (climate strategy). We aim to share our journey so far as we reach our first milestones of activities described in our action plans. With the essential support from communities, partners across Ealing and colleagues in every corner of the council, we want to celebrate some first successes in improving our environmental impact as a borough.

We discuss our progress over the past two years, and we present our ambitions for how we would like things to look like in the future. Finally, we highlight where gaps exist, and further improvement is needed.

Structure and jargon

Page 156 This report is structured around the five themes in our Climate and Ecological Emergency Strategy: Energy, Food, Nature, Travel and Waste. Each chapter refers to the United Nations Sustainable Development Goals (UN SDGs), which highlights the global importance of our local climate actions.

Climate change can be a jargon heavy topic, we have done our best to keep our language straightforward. In our climate strategy¹, we have included an entire section on definitions you may wish to review if any terms are unfamiliar.

Social and Climate Justice

Climate change is an issue that affects all of us, but how we are affected depends on factors such as income, ethnicity and geographic location. In London, those on lower incomes and minority ethnic groups are already experiencing poorer air quality, overheating or lack of access to green spaces. In Ealing, the same populations affected by current health, social and economic inequalities will be more likely to experience the worst impacts from climate change and face uneven barriers to positively contribute to climate action.



1. Climate and Ecological Emergency Strategy: https://www.ealing.gov.uk/info/201304/climate_action/2691/ealing_s_climate_and_ecological_strategy#:~:text=Ealing%E2%80%99s%20cli%20and%20ecological%20strategy%20What%20we%20are,we%20feel%20we%20can%20make%20the%20most%20difference.

2. Visions for Northolt: <https://www.visionsfornortholt.co.uk/projects.html#:~:text=Ealing%20Council%20and%20multiple%20local%20partners%20have%20secu%20red,and%20create%20new%20jobs%20in%20the%20green%20economy.>

The council is committed to supporting community – led projects to address climate justice and ensure equitable access to the benefits of reversing climate change. We are piloting projects to tackle social and environmental issues such as active travel, access to green and growing spaces or lack of community cohesion. The Breaking Ground programme is designed to create a community-led environmental and social impact project to those most affected in the borough by climate change. Visions for Northolt² explores locally led ideas to reduce waste, pollution and carbon and create new jobs in the green economy. The Let's Go Southall project³ is experiencing community engagement success through the creation of a social movement to encourage people to get active and connect.



Enabling conditions for change through community, education and climate action

We are actively involved in establishing new community-led projects, designing new resources to assist local businesses and community organisations to reduce carbon emissions and using communications to encourage choices that benefit the planet. In practice, making climate action happen requires the active participation of many key groups. At Ealing, we have identified four key players: schools, community groups, businesses and adult education.



Our Climate and Ecological Emergency Strategy is a response to the people of Ealing demanding the council to get serious about climate change. To support and enable citizen action, we have begun an ongoing process to engage residents to share knowledge and develop solutions.

In 2021, we worked with community campaigners to launch ActForEaling⁴, a community climate hub, to publicise local activities and invite more Ealing residents to participate in the movement. This work includes launching a Green Schools Network for schools to share their progress on taking climate action and inspire each other. The council also created a hub for climate action news, the Climate Action tab on the Around Ealing website, to offer inspiration, information and actions that people can do or can join to help the environment.

To amplify our impact in the next two years, we are developing a new communication and engagement strategy for climate action with buy-in from all key players to include effective participation mechanisms. We will create a plan to ensure that the perspectives of a range of equalities groups are incorporated to engage with communities that previously have not participated in the climate change conversation. Within the council, we are updating and creating mandatory climate awareness training for all our employees.

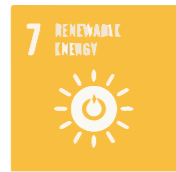
3. Let's go Southall: <https://www.bing.com/search?q=lets+go+southall&cvid=f3db7ef55f5c49b0885478421b547e2f&aqs=edge.69i57j0l2j69i64j69i11004.2729j0j1&pglt=43&FORM=ANNAB1&PC=U531>

4. ActForEaling: ActforEaling Climate Action Hub

Changing how we think about Energy

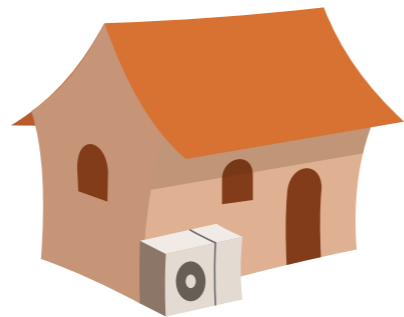
We will enable residents and businesses to reduce their energy usage by supporting the replacement of natural gas heating with low-carbon and renewable energy alternatives. We will use our regulatory powers to stimulate the growth of community energy networks and local energy generation. All new housing developments will be adapted to the effects of climate change.

Focus UN SDGs



Our progress towards a zero carbon future

Energy used to heat and power building in Ealing is one of the main contributors of carbon emissions in our borough. We need to move away from natural gas central heating and move towards low-carbon alternatives. In the past two years, we have made a good progress piloting projects for improving the energy use of our buildings.



Greening our homes

We have made good progress in improving home energy efficiency and installing renewable energy across the borough.

To support our energy transition, we rolled out over 1000 improvements to homes in the borough and offered 4 different programmes to help residents get funding for retrofitting their properties. Our free Healthy Homes Ealing service is available to all residents that provides advice on how to make your home more energy efficient and identifies which grants might be available.

44 council owned homes are being given a "deep retrofit" on the Village Park Estate, including insulation and ventilation, low-carbon heating systems, and solar PV panels for on-site energy generation.

103 solar panel installations have been made possible across the borough, through the Solar Together scheme, between 2018 and 2022.



Greening public buildings

Over the past two years we secured c. £16m in funding for retrofit projects, including solar power and other low carbon alternatives.



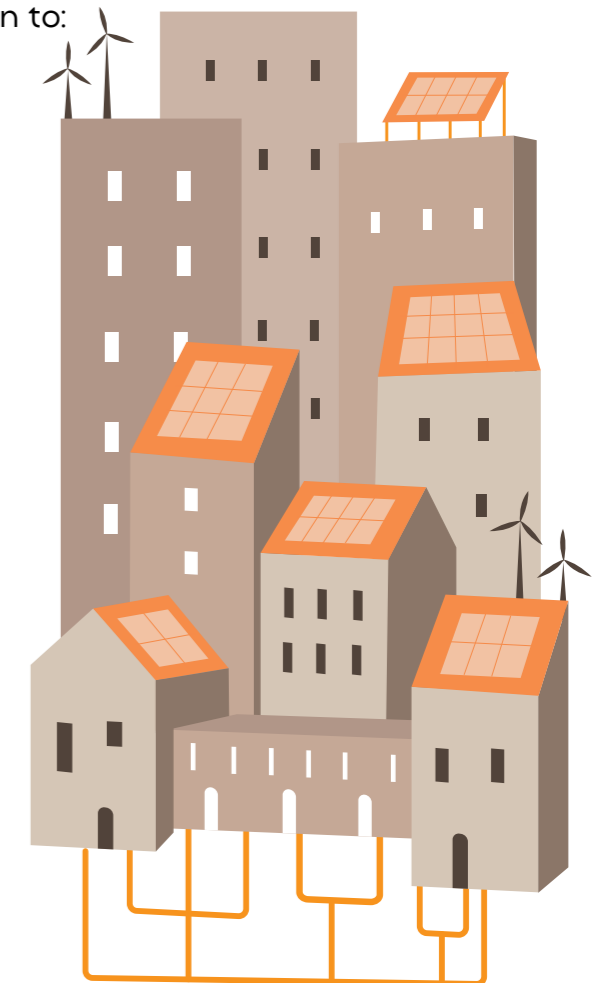
We secured Public Sector Decarbonisation Scheme funding to deliver energy-efficient projects at 14 high consumption council offices in Ealing. Projects to replace fossil fuel heating systems with lower carbon alternatives for a further eight schools and four sheltered housing blocks will complete in summer 2023. We are already working on getting more funding to reach our long-term goal of 30 locations by the end of 2024.

Schools are also actively participating in the challenge to cut their emissions with 17 schools having installed solar panels with help from Ealing Transition's Solar Schools programme, creating potential savings of 134,910kg of CO₂ each year.

Our 2023-2026 climate action highlights

We are striving to support more schools, households and businesses in the transitions to energy efficiency and replacement of natural gas to renewable energy sources. In the next two years we plan to:

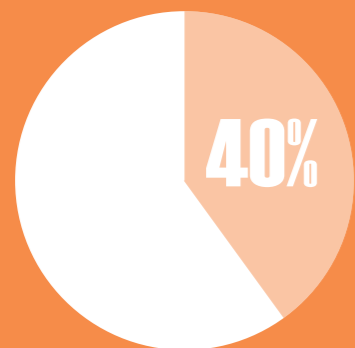
- 1 Deliver energy audits in 60 schools and 20 leisure sites to set out plans to decarbonise heating systems
- 2 Deliver eight retrofits on schools to reduce energy demand and decarbonise heating
- 3 Strengthen our Healthy Homes Ealing programme to deliver more home visits and energy efficiency measures to residents
- 4 Ensure our new buildings meet zero carbon ambitions
- 5 Develop a council-led scheme to encourage and incentivise Ealing residents in privately owned properties to install solar PV.



Energy

Research by the Committee on Climate Change showed that 40% of the UK's carbon emissions come from households, with almost half of these from heating. By tackling the issue of homes that do not heat well or retain heat, we will reduce the amount of carbon emissions used to heat them. This has become one of our top priorities, to help support those in fuel poverty and improve the energy efficiency of homes in Ealing.

The Energiesprong programme focuses on insulating homes and using renewable technology to reduce the dependence on fossil fuel heating. Energiesprong homes aim to keep a steady 21 degrees Celsius inside the house, through a series of insulating measures, whilst electricity is generated through solar panels that are installed on the roof. Work is currently underway for 44 council-owned houses and flats, which will support residents with cutting down their emissions and living in a more comfortable home, whilst delivering the vision for clean energy in Ealing.



UK carbon emissions from households



Food

Ealing Allotments Partnership has been actively supporting Ealing's Food strategy. Village Park allotments in our borough connects with local charities and community groups to deliver surplus grown food from their sites to increase the number of people who can access fresh fruit and vegetables.

Village Park allotments recorded more than 40kg of vegetables delivered to local organisations last summer! Fresh produce includes leeks, lettuce, radish, rhubarb, potatoes, cucumbers, tomatoes, chard, and a fair few courgettes! The Village Park allotment's manager says they have actively encouraged other allotment sites to send excess produce to charity. This effectively addresses the food waste issue in the borough, whilst also reducing food-related emissions as the crop is local and seasonal, so these vegetables have a shorter travel distance.



Food for the Future

We will harness the power of the communities in Ealing who have a key role in growing awareness about a more sustainable food system. Ealing will have a thriving food partnership, who encourages access and choice of healthy, seasonal, local and sustainable food across the borough. We will support access to food growing spaces, educational experiences, as well as markets and restaurants which offer healthy food.

Focus UN SDGs



Linking food and climate change

Food is a major determinant of our health outcomes and is a significant contributor of GHG to our atmosphere. Around 14.5% of all GHG globally comes from meat and dairy production⁵, it essential to increase the amount of fruit and vegetables eaten in the borough and reduce the amount of meat and dairy products. But more than this, food has an important cultural and social meaning for many.

Page 159



Collaborating for sustainable food in Ealing

We are on track to set up a food partnership and bring a greater visibility to sustainable food across the borough.

We started our journey into food and climate as a collaborative approach with Ealing's food community. Currently, we have a growing group of around 20 stakeholders across the borough who will work together to create a food partnership which will support the borough in reducing food related GHG emissions while also delivering on the co-benefits of health and social equity. We have appointed a new council lead for the Food Partnership to support this borough-wide collaboration.



Our collaborative work has been recognised in the latest nationwide 'Every Mouthful Counts' report by Sustain⁶, placing us in the small group of local authorities leading the way in supporting and creating more sustainable ways for growing, selling and delivering food across the borough.

Growing access to healthy, seasonal, local and sustainable food

We are creating 10 new community growing spaces across Ealing.

On the ground, we have begun work to deliver ten new community growing spaces. At the time of writing this report, three sites, Western Road Community Garden, Dean Gardens and Jerome Allotments, are being prepared and put into action in time for 2023 growing season.

Our 2023-2026 key activities supporting sustainable food systems

- 1 Connect Ealing's food community by creating a food partnership, focused on reducing GHG, and greater visibility on healthy, seasonal, local and sustainable food across the borough
- 2 Lead a food mapping exercise to gain a full understanding of the borough's food system and identify potential physical spaces for siting local food markets
- 3 Commission a Green Infrastructure Strategy covering the full range of green infrastructure assets required for food growing provision
- 4 Identify and recommend appropriate food education materials to be shared with the public
- 5 Increase Ealing schools' access to practical food education including; site visits, outreach within schools, facilitating the Cultivate Ealing schools' competition, Grow Some Share Some, Growing Kids and Cooking Kids programmes.



⁵ Food and Agriculture Organization of the United Nations: <http://www.fao.org/news/story/en/item/197623/icode/>

⁶ Every Mouthful Counts Report: <https://www.sustainweb.org/publications/every-mouthful-counts-2022/>

Learning with Nature

We are continuing to reshape and modernise our approach to management and maintenance of our green space network to maximise carbon capture, enhance wildlife value, provide flood resilience and ensure spaces are equipped to sustainably meet the needs and aspirations of communities.

Focus UN SDGs



Addressing an ecological emergency by protecting biodiversity

We launched a new Biodiversity Action Plan to address the ecological emergency to protect and enhance plant and animal diversity.

With the launch of the refreshed Biodiversity Action Plan (BAP) in 2022, the council partnered with Ealing Wildlife Group to deliver free talks on Ealing's biodiversity in primary and secondary schools, to raise awareness and encourage young people to connect with nature. The Ealing BAP was developed through consultation with internal and external stakeholders, including local experts, conservation and community groups, land managers and different services within the council. It outlines the current and future priorities for habitats and species.



Greening our urban places

We are increasing the tree canopy by planting 2,500 street trees each year.



Science agrees, more is better when it comes to trees. Trees in local streets, parks and green spaces are crucial for providing shade during warm summer days, reducing air pollution, providing habitat, absorbing carbon and improving mental and physical wellbeing. We are reviewing every square meter of the borough to identify areas to plant more trees. To help us reach our commitment to plant 50,000 trees by 2026, we launched a collaboration with Trees for Streets in November 2022, enabling residents to sponsor a tree.

Biodiversity Net Gain (BNG)

We are preparing for the new Biodiversity Net Gain legislation which strengthens the link between development and biodiversity.

The importance of biodiversity is highlighted by Ealing Council declaring a climate and ecological emergency. There is a growing awareness of biodiversity loss particularly in relation to new construction. From November 2023 development in England will have to deliver a minimum requirement of 10% biodiversity net gain (BNG). This gain will help to ensure we prevent losing valuable biodiversity and enhance our natural environment.



Ealing is currently developing local BNG policy and collecting evidence to inform this. Part of this involves work by the Parks team, who are helping to establish a biodiversity baseline by assessing the SINC (Site of Importance for Nature Conservation) in the borough.

Our 2023 – 2026 highlights for greener Ealing

We will strengthen our connection with nature by evolving our approach to management and maintenance. Over the next two years we will:

- 1 Plant 50,000 trees over the three years period supported by £5 million Tree Planting Programme
- 2 Launch tree warden scheme and identify a site for green waste to be processed in Ealing
- 3 Electrify 100% of our maintenance equipment by 2025 where market products are feasible
- 4 Install sustainable urban drainage system, flood attenuation and alleviation projects at: Dean Gardens, Belvue Park and Lammas Park
- 5 Carry out the Glade Lane Sewer daylighting scheme part of the Southall Wellbeing Way.



Nature

Perivale Park – Greenford to Gurnell Greenway SuDs Project Site 2: Sports Pitches Ponds & Planting

The sports fields occupy the main open space within the park. They consist of a mixture of cricket, football and rugby pitches. The River Brent is located approximately 400m to the south of the pitches. This project provided an opportunity to better manage the water on site to provide multiple benefits.

The project provides a good example of how playing field pitch edges and water management can provide multiple benefits. The ponds have extended the playing season of the pitches by improving the drainage while offering a variety of new complementary habitat types. Park users benefit from a more interesting parkland landscape and the new path provides new routes for walking and jogging. The ponds provide an excellent new habitat by taking advantage of what was formally a problem area.



Before - The existing pitches lacked landscape interest and games were sometimes cancelled due to waterlogging. Water gathered at the low point of the pitches causing a large muddy area. This also restricted movement for local residents as the area was impassable at certain times of year. This also meant people would be less likely to visit the park cafe.



Low point where water gathers causing a muddy area which also makes the area difficult to walk past during the winter



After - To hold the excess water one large seasonal pond was created at the low point with two smaller ponds. The main pond is also connected to the old land drains. A path was also constructed to provide a much needed new access route which also completes the circuit of the park. Six items of outdoor gym equipment have been located along the new path. Five thousand trees and shrubs have been planted to add interest and habitat to the area.

Seasonal ponds to store water and improve the playability of the pitches

New path

New tree and scrub planting



How we travel matters

We are creating a borough where active travel, including walking and cycling, are the natural choices for everyday local journeys. Taking mobility into account our dependency on motorised vehicles will be dramatically reduced. We are ensuring that as our population grows, our residents choose public transport and cleaner vehicles as alternatives.

Focus UN SDGs



Our clean and active travel roadmap to improve health, air quality and slash emissions

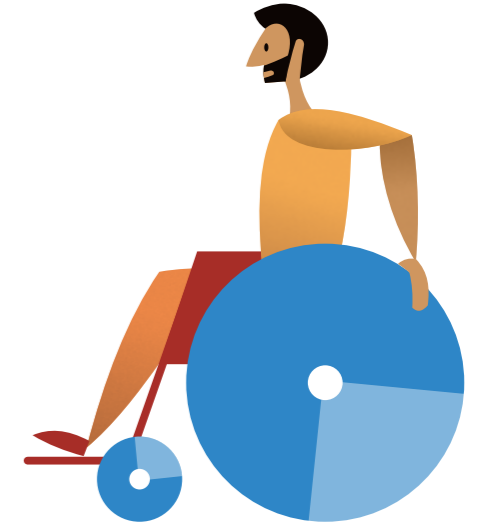
We need to accelerate our work on transport, increase our active travel and decrease our car dependency. Our borough-wide dataset on GHG⁷ makes it clear that transport is the second largest contributor of emissions in the borough, providing the biggest challenge but also the biggest opportunity in meeting the 2030 vision.



To improve local air quality and tackle carbon emissions, we revised local parking charges and supported efficient driving. In 2020, we introduced emissions-based parking permits, meaning that lower vehicle emissions equal lower parking permit fees. Cars are necessary for some journeys, especially for disabled people. But the more we walk, cycle or use public transport, the better and easier it is for those who really need to drive or be driven.

Building a charge point network to help residents transition to electric cars

At the end of 2022 we had over 5900 electric vehicles registered, and with our growing electric vehicles charging points network – over 450 points installed. We are on track to exceed TfL's forecast of 2030 required charging points four years early. Increasing sustainable modes of transport can improve air quality and reduce many diseases, including asthma, strokes or cancer.



Enabling active travel by introducing school streets

We have introduced 21 school streets across the borough to support children and teenagers in safe school journeys and promote active travel.

Our 2023 – 2026 transport highlights

We will invest in projects supporting active travel, reducing the use of cars on the roads and supporting Ealing's residents' transition to electric vehicles. In the next two years we will:

- 1 Ensure school children can actively, and safely, get to 50 of our schools by strengthening and expanding our school streets programme
- 2 Install 25 new bike hangers by April 2023, and another 25 by the end of summer. Then install at least 25 more each year to 2026.
- 3 Improve Ealing's air quality and increase the number of active travel projects with new cycle lanes and walking routes, including Get Southall Moving and Visions for Northolt
- 4 Reduce the number of diesel cars by expanding access to Electric Vehicle Charging Points (EVCP) by adding 400 EVCP on streets each year, working towards having 2,000 charge points by 2026.



Travel

Ealing Council has worked with schools and residents to advise on pedestrian safety and teach cycle training skills. The recent expansion of Street Schools and Ultra Low Emission zone helps us to reduce traffic and improve air quality significantly. Our manifesto 2026 outlines further improvements for transport in the borough. We will have 2000 charging points for electric vehicles across the borough and install 25 bike hangars each year, by 2026.



Waste

Food is something that can bring us all together and in Ealing we have a community that embraces many different cultures and backgrounds, bringing availability to some amazing foods! An issue that the borough faces is the access to food waste bins, especially for residents that live in blocks of flats.

Over the past two years Ealing council Waste team have been working hard to implement food waste bins for residents in flats that previously didn't have access to them. We implemented a six-stage project to invite residents to the recycling programme, provide kitchen caddies and information about food recycling. Prior to starting this project, only 8% of flatted properties had a food waste collection service. At the end of 2022, this rose to 29%, working towards Ealing's carbon-neutral vision.

Additionally, a home composter bin competition for residents was run to promote feeding your garden from leftover food. Ealing residents are already using their home composter bins to recycle kitchen and garden waste: "Composting at home enables me to make a contribution towards protecting the environment and the battle against climate change. The compost I make is great for my garden and soil". – Patrick

"By composting, I am giving back to the earth while staying in touch with nature. The compost bin was very easy to assemble." – Cesar

“The compost I make is great for my garden”



“By composting I am giving back to the earth”

Waste – a construct of the past

We will see the emergence of a circular economy in the borough and are actively reducing the creation of waste by creating opportunities for the community to reuse, repair and maximise the life of materials. We want to promote to residents that rubbish could be a resource.

Focus UN SDGs



Making recycling easy

We are consistently in the top 3 London boroughs for recycling performance.

We support Ealing residents to dispose of their rubbish in ways that can reduce the amount of waste that goes to landfill, we are introducing infrastructure across the borough to accelerate the model where we fix, reuse, upcycle and recycle. We focus here particularly on textiles and small electricals, including toasters, kettles or phones. Our new partnership with TRAIID⁸ has helped us to increase textiles and small electronics collections to save CO₂ emissions and save tonnes of surplus clothes.

Re-using and re-making waste

We have been supporting local groups and residents to reuse and repair.

We currently support a group of community organisations, charities and volunteers linked to - Let's Go Southall⁹. This is a local initiative to get the town of Southall more physically active, and to create a space for a circular economy model. Let's Go Southall collect abandoned and old bikes, they are repaired and refurbished and given to local residents.



Residents can gain the skills and knowledge to reuse the things they own. In these spaces residents share tools and equipment that people might only use occasionally. They also share advice and best practice on how to repair the things they own.

Reducing food waste

We have increased the number of residents in flats with access to food waste bins.

Food is a core theme of the strategy, with a focus on food waste. We have successfully rolled out the food waste collection service for flats, and currently 29% of flats in the borough are served with food waste recycling. We are aiming to increase this number over the next two years. We will be trialling commercial food waste collections in the borough, with the hope to roll this service out to all businesses if the trial is successful. We remain focussed on increasing home composting in households in the borough, by offering discounted composters and developing a campaign to improve residents' knowledge about what, how and why to compost.



Our 2023 – 2026 climate action highlights

Over the next two years we will:

- 1 Trial a new approach for food and commercial waste collections to increase efficiency and minimise the CO₂ emissions of the fleet
- 2 Trial a low carbon neighbourhood in Acton. The trial will aim to embed circular economy best practice into the neighbourhood, this will hopefully result in positive behaviour change, where the community will consume differently, waste less and reuse, repair, share and recycle more



- 3 Open Ealing's first 'Library of Things' to help residents reduce waste and save money by renting tools and electronics rather than purchasing new ones
- 4 Transition to an Electric Vehicle collection fleet wherever possible, as well as trial Hydrotreated Vegetable Oil for the vehicles
- 5 Investigate the potential of the whole life assessment in the borough, for those carbon emissions resulting from the construction and the use of a building over its entire life, including its demolition and disposal.



8. TRAIID partnership https://www.ealing.gov.uk/info/201171/recycling_services/1780/textile_recycling

9. Let's go Southall: Home - Let's Go Southall (letsgosouthall.org.uk)

Unlocking future success

It is important to celebrate the successful delivery of projects by the council and its partners over the last two years. Equally it is necessary to be transparent about the underlying challenges to delivering our carbon neutral 2030 ambitions and identifying keys to unlocking success in the short term. Over the next three years, we will continue working ambitiously with our key partners to deliver the multi-year projects and achieve actions highlighted in this report.

Central government funding and policy direction

To support local climate action, we need considerable and consistent central government financial and policy leadership. We have seen more funding in recent years to deal with the climate crisis; however, local councils are in a vulnerable position, given greater community needs after the pandemic and ongoing financial uncertainty. In order to rapidly progress our retrofitting of existing buildings, we will need a steady stream of funding to continue good affordable warmth programmes.

Our residents also need access to low-cost lending to upgrade privately owned homes – this requires close collaboration with regulators. Recent analysis indicates Ealing homes require an estimated £26k per property on average to improve to their energy performance rating to a high enough standard that will put us on the pathway to net zero as a borough. This is an important piece of the carbon neutral puzzle that we continue to work with local authority partners to progress.

At a national level, progressive planning and building regulations that support the delivery of net zero neighbourhoods, local economies and businesses are necessary. Our draft Local Plan sets out climate action as key strand of work, underpinning the expectations we set for how the borough changes over time.

We are campaigning for the necessary changes, including increased local powers for climate action and access to funding, to strengthen the transition and delivery of Ealing's carbon neutral ambitions. The Cabinet Member for Climate Action will communicate formally with the Secretary of State for Energy Security and Net Zero and urge the government to increase funding for house retrofitting and active travel measures. In addition, all planning applications will be evaluated against retrofitting principles in line with the Council plan commitment. This will prevent the demolition of buildings and enable more modern and energy-efficient housing in the borough.

Taking action together

The most recent Intergovernmental Panel on Climate Change (IPCC) report included a clear endorsement of changing the social and cultural behaviours to accelerate climate action and impact. This work relies upon local governments working hand in hand with individuals, communities and businesses to shift lifestyles and decision making. Everyone has a role to play in this interconnected system. This shared journey has the potential to unlock a multitude of multiple benefits to the borough such as improved health and wellbeing, a more robust local economy, more access to nature, better air quality and stronger communities.

To unlock opportunities at scale, we collaborate with other local authorities and educational institutions. Together we lobby the vital support from the central government, conduct studies and create projects that reach across borough boundaries. In recent years, we have laid strong foundations for working together in the realms of energy, circular economy and transportation, which benefit from collaboration. More work at a grassroots level – working directly with communities to deliver their own ambitions – is required to make local climate action a true success.



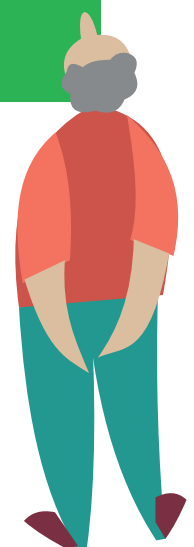


WHAT IS CLIMATE ACTION?

CLIMATE ACTION IS EVERYWHERE.

SCOUT TROOPS TAKING PART IN RIVER CLEAN UPS, CARGO BIKE COURIERS OFFERING ZERO-EMISSION DELIVERIES, COMMUNITY GARDENERS SUPPLYING FRESH, LOCALLY PRODUCED FOOD WHILE SIMULTANEOUSLY PROVIDING WILDLIFE HABITAT, MENDERS MAKING CLOTHING LIKE-NEW AGAIN, BIRDERS WATCHFULLY TRACKING SPECIES DIVERSITY, UPCYCLERS RESCUING MATERIALS FROM THE TIP, FOOD REDISTRIBUTORS PUTTING OTHERWISE WASTED FOOD INTO THE MOUTHS THAT NEED IT, LITTER PICKERS TAKING PRIDE IN LOCAL SPACES, STUDENTS FORGING NEW SOLUTIONS TO OLD PROBLEMS, ELDERS REMINDING US THAT NOT TOO LONG AGO, WASTE WASN'T AN OPTION – ARE ALL DOING THINGS THAT CONTRIBUTE TO A CLIMATE POSITIVE FUTURE.

THIS IS CLIMATE ACTION.



Objective	Targets	Measure of progress	Target progress
ENERGY			
Council-Owned Residential Buildings			
1: Future Proof The Energy Performance Of All Existing Buildings	E1.1 100% of building products used in council owned homes will contribute to zero carbon outcomes by 2023 (i.e. low energy lighting, low carbon heating systems, electric appliances and low flow toilets)	% of specifications that have been revised to meet target	Planning phase
1: Future Proof The Energy Performance Of All Existing Buildings	E1.2 All council owned homes will have an average EPC rating B (SAP points) by 2030	Average EPC rating	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.3 All staff responsible for managing properties and procuring property-related goods and services will receive training on climate change, with all role profiles requiring a focus on sustainability (note, this target reaches across all themes)	No. and % of total staff JD/roles revised to meet target	Planning phase
Privately-Owned Residential Buildings			
1: Future Proof The Energy Performance Of All Existing Buildings	E1.4 Use council-led programs to carry out 50,000 energy efficiency measures in private homes by 2025	No. of measures in year and in total	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.5 Contact 100% of licensed landlords to promote energy efficiency measures and programmes across all housing tenures by 2021 and where appropriate use legislative powers to require/enforce property improvements	No. and % of licensed landlords contacted to meet target	Complete
1: Future Proof The Energy Performance Of All Existing Buildings	E1.6 As a priority for 2021 create a digital hub to help all property owners to have access to the information necessary for them to efficiently address heat loss in their property	Hub created: yes/no	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.7 Create a Local Authority Revolving Fund of £5m to provide affordable loans for whole house retrofits by 2023	Fund created: yes/no	Planning phase
Council-Owned Corporate Estates			
1: Future Proof The Energy Performance Of All Existing Buildings	E1.8 All corporate properties will have an energy audit and performance target by 2021	No. and % of properties audited and target set to meet target	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.9 All non-Display Energy Certificate (buildings which are under 500m2) will be improved to an EPC level C by 2025	No. and % of properties meeting target	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.10 All operational buildings will have a Building Energy Management System with monitoring and targeting in place	No. and % of buildings meeting target	Planning phase
School Properties			
1: Future Proof The Energy Performance Of All Existing Buildings	E1.11 Energy Management systems for schools will be implemented and the schools benchmark report will be prepared so that the performance of schools (kWh/m2) can be used for advocating energy efficiency projects by 2022	No. and % of EMS and benchmark reports	In progress
1: Future Proof The Energy Performance Of All Existing Buildings	E1.12 All managed school buildings will be targeted to reduce energy demand as far as possible in support of becoming zero carbon by 2030	No. and % of buildings meeting target	In progress
Council-Owned Residential Properties			
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.1 All new council owned housing will be designed to be certified Passivhaus or equivalent from 2020 with the aim of achieving net zero carbon by 2030	No. and % of designs that have meet target	In progress
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.2 All new council led developments will be designed to achieve a high level of energy performance and meet the GLA standard of zero carbon. All developments to achieve a minimum 35 per cent on-site carbon reduction beyond Building regulations Part L 2021. Contractors to be incentivised to further reduce embodied and operational carbon during construction.	No. and % of designs that have meet target	In progress
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.3 By 2025 all council led schemes will be designed to achieve zero carbon on site, where site constraints allow. A maximum carbon offset payment of 30% permitted.	No. and % of designs that have meet target	In progress
Privately-Owned Residential Properties			
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.4 Build on London Plan targets to redefine local zero carbon building targets for new builds to be included in the planning policy evidence base by 2022 for adoption in 2023 (this target applies to all buildings in Ealing)	The establishment of an appropriate target through a new local plan - in draft fom initially and then eventually through an adopted policy. Initial progress to be measured against completion of evidence base work.	In progress

2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.5	All minor residential developments to be included in low/zero carbon targets by 2023	The establishment of an appropriate target through a new local plan - in draft form initially and then eventually through an adopted policy. Initial progress to be measured against completion of evidence base work.	In progress
Council-Owned Corporate Estates				
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.6	All new council owned corporate buildings will be built to zero carbon standards by 2025	No. and % of designs that have meet target	Planning phase
School Properties				
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.7	All new community school building designs will target net zero carbon standards by 2023	No. and % of designs that have meet target	Planning phase
2: All New Residential And Commercial Buildings Will Be Built To Zero Carbon Standards	E2.8	All new community school buildings will target building to net zero carbon standards by 2025	No. and % of designs that have meet target	Planning phase
Council-Owned Domestic Buildings				
3: Invest In Renewable Energy Generation	E3.1	Actively install low carbon replacement heating solutions from 2021, including air- and ground-source heat pumps, district heating, and solar thermal heating	Activity levels - no. of installs; proportion of total	In progress
3: Invest In Renewable Energy Generation	E3.2	Last replacement communal gas boilers will be installed in 2025 for blocks Baseline: Communal systems serve 2,773 properties as of 2019/20	Activity levels - no. of decarbonised installs; proportion of total	In progress
3: Invest In Renewable Energy Generation	E3.3	Last replacement gas boilers will be installed in 2030 Baseline: 13,943 individual heating systems in 2019/20	Activity levels - no. of decarbonised installs; proportion of total	In progress
3: Invest In Renewable Energy Generation	E3.4	Install solar panels on 50 housing properties by 2025 Baseline 395	Activity levels - no. of installs	In progress
Privately-Owned Domestic Buildings				
3: Invest In Renewable Energy Generation	E3.5	Encourage 5,000 homeowners to install renewable generation technology by 2025; 10,000 by 2030 Baseline 2018 domestic installations total: 1171	No. of homeowners installing renewables.	In progress
3: Invest In Renewable Energy Generation	E3.6	Influence 10,000 homeowners to switch to 100% renewable electricity programs by 2023 Baseline 2020 domestic energy switches: 1751	No. of homeowners switching via BLES.	In progress
3: Invest In Renewable Energy Generation	E3.7	As a priority for 2021 create a digital hub to help residents know where to start on energy efficiency retrofits and renewable heating technologies	Hub created: yes/no	In progress
3: Invest In Renewable Energy Generation	E3.8	Support the completion of 20 new community led energy projects within the borough by 2026	No. of projects supported	In progress
Council-Owned Corporate Estates				
3: Invest In Renewable Energy Generation	E3.9	100%-kilowatt peak (kWp) increase in solar PV capacity from current levels by 2025; 100% again by 2030 Baseline: 289kWp	kWp installed in year	In progress
3: Invest In Renewable Energy Generation	E3.10	100% of replacement heating and hot water systems to those which use low carbon technology from 2025	No. and % systems replaced in year	Planning phase
School Properties				
3: Invest In Renewable Energy Generation	E3.11	From 2021, solar panels will be considered for installation when school buildings are undergoing roof replacement if sufficient space is available, the roof is suitable, and the installation is structurally feasible	No. and % of buildings considered; actioned	Planning phase

FOOD

1: Ealing's Food Community will become more connected by creating a partnership, initially focused on reducing GHG, to bring greater visibility to healthy, seasonal, local and sustainable food across the borough	F1.1	The council will play a leading role in developing a food partnership for the borough with the aim of creating the conditions within the borough to enable and support the vision, by the end of 2022	Food partnership created.	In progress
1: Ealing's Food Community will become more connected by creating a partnership, initially focused on reducing GHG, to bring greater visibility to healthy, seasonal, local and sustainable food across the borough	F1.2	The council will coordinate a food mapping exercise to understand what food initiatives and businesses are being run throughout the borough, where food is being produced and grown in the borough, and to show where there is lack of access to affordable, healthy, seasonal, local, and sustainable food, by the end of 2022.	Borough food system has been mapped.	Planning phase
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.1	Following a review of the effectiveness of current planning policies in protecting existing provision and securing access to space for community food growing within developments, an appropriate policy response will be developed as part of preparation on the new Local Plan which is due to be adopted in 2023.	Food Growing spaces in developments. Food Growing spaces considered as part of the planning process.	In progress
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.2	All council food procurement contracts (including school meals contracts) must include "meat free" days a minimum of twice a week and offer at least one vegan and one vegetarian meal every day, from 2022.	Meat free days minimum twice a week and one vegan and vegetarian meal everyday in all council food procurement contracts.	In progress
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.3	The council will undertake a review and create a net zero food sources policy which will include seasonal, local, fair trade and sustainable food principles by the end of 2022.	Net zero food sources policy in place.	No progress
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.4	Five new open days at community growing spaces (including allotments and farms) will be held in 2022.	Five new open days at community growing spaces.	In progress
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.5	Using the data from the mapping exercises (F1.2), by 2025, investigate and set up appropriate initiatives in areas of the borough which do not currently have adequate access to fresh fruit and vegetable sales. These initiatives may include new markets, working with current retailers in these areas to increase their stock of fresh fruit and vegetables, through to community supported agriculture schemes and supporting the sharing of surplus food within the borough.	Investigate and set up appropriate initiatives in areas of the borough which do not currently have adequate access to fresh fruit and vegetable sales.	No progress
2: Ealing residents will have greater access to healthy, seasonal, local and sustainable food	F2.6	15% more food retailers in the borough will accept Healthy Start vouchers by 2024.	15% more food retailers in the borough accepting Healthy Start vouchers by 2024.	In progress
3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.1	By the end of 2023, food education materials will be sourced and identified with the assistance of public health professionals and food educators in the borough which will cover topics including sustainability, health, culture, and budgeting.	Sustainability, health, culture and budgeting food education materials.	Planning phase
3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.2	By summer 2024 the borough wide food education information identified under target F3.1 will be made available through an online portal (managed by the food partnership) and in the community spaces in the borough including community centres, schools, doctors' surgeries, food banks, guides, and scout huts, allotments, and community growing spaces.	Food education information available across the borough.	No progress

3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.3	Increase of schools participating in food growing/cooking initiatives and schemes and including sustainable, low carbon food education on their curriculum by a percentage each year to be agreed by EFP between now and 2025.	Increase of schools participating in food growing/cooking initiatives and schemes.	No progress
3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.4	Pilot a flagship educational programme with a community farm (or series of plots through the borough) which is/are open to schools and community groups to access practical education on low carbon healthy, seasonal, local and sustainably produced food.	Piloted a flagship educational programme with a community farm.	No progress
3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.5	The EFP and council will have developed a pilot low carbon sustainable food business programme with a rating system by 2023.	Piloted a low carbon sustainable food business programme.	No progress
3: Residents in Ealing will have access to more information about healthy, seasonal, local and sustainable food systems.	F3.6	From 2023 the EFP will produce an annual monitoring report which will be considered by the partnerships steering group and relevant council officers.	Annual monitoring report produced.	No progress
NATURE				
1: Increase In Tree Canopy Cover Across Ealing By 2030	N1.2	Increase planting in parks, open spaces and on housing estates: 40,000 trees in total, including woodland BAP targets - 1ha woodland, 1ha orchard, 1.5km hedgerow - by 2026	No. trees	In progress
2: Manage Green Spaces To Increase Biodiversity, Increase Natural Carbon Capture And Reduce Carbon Emissions	N2.1	100% of the council's maintenance equipment to have zero carbon output by 2025 Baseline: 60% of equipment currently has zero carbon output	% of equipment meeting target	In progress
2: Manage Green Spaces To Increase Biodiversity, Increase Natural Carbon Capture And Reduce Carbon Emissions	N2.2	All council green waste from council managed green spaces to be processed in Ealing by 2030	Volume? as a % of total green waste processed/not processed?	Planning phase
2: Manage Green Spaces To Increase Biodiversity, Increase Natural Carbon Capture And Reduce Carbon Emissions	N2.3	50% of the council's parks and green space vehicles to be electric/hybrid by 2026 Baseline: Currently 29% of these vehicles are electric/hybrid	% of vehicles meeting target	Planning phase
2: Manage Green Spaces To Increase Biodiversity, Increase Natural Carbon Capture And Reduce Carbon Emissions	N2.4	Enhance the biodiversity and carbon sequestration potential of parks and open spaces by maintaining and improving best practice for habitat management and achieving targets to increase grassland, wetland and woodland habitats as laid out in the Biodiversity Action Plan 2021	BAP progress statement/link	In progress
3: Utilise Green Infrastructure To Capture Carbon, Mitigate Surface Water Flooding And Improve Biodiversity And Water Quality	N3.1	All residential and commercial new builds and refurbishments to contribute to green infrastructure and biodiversity enhancements from 2023	% of new builds and major refurbishments meeting target	In progress
3: Utilise Green Infrastructure To Capture Carbon, Mitigate Surface Water Flooding And Improve Biodiversity And Water Quality	N3.2	All paving in major developments must be permeable where technically feasible from 2021	% of new major developments meeting target	In progress
3: Utilise Green Infrastructure To Capture Carbon, Mitigate Surface Water Flooding And Improve Biodiversity And Water Quality	N3.3	To create new or expand existing standing water areas, with community involvement, with total surface area of at least 0.5 hectares by 2030	New or expanded area contributing to target	In progress

3: Utilise Green Infrastructure To Capture Carbon, Mitigate Surface Water Flooding And Improve Biodiversity And Water Quality	N3.4	Flood alleviation/mitigation projects to create 10,000m3 of additional surface water storage by 2025	New storage capacity contributing to target	In progress
TRAVEL				
1: Reduce Number Of Vehicles Travelling In And Through Ealing	T1.1	Introduce transport schemes that improve conditions for walking and cycling and reduce traffic dominance across the borough by 2030	No. of transport schemes introduced satisfying this intent	In progress
1: Reduce Number Of Vehicles Travelling In And Through Ealing	T1.2	All Ealing roads to have an enforced 20mph speed limit by 2021	% of roads meeting target	In progress
1: Reduce Number Of Vehicles Travelling In And Through Ealing	T1.3	Seek to introduce a Workplace Parking Levy in the Borough by 2030	Parking Levy introduced: y/n	No progress
1: Reduce Number Of Vehicles Travelling In And Through Ealing	T1.4	Seek to introduce enhanced parking management by 2025 and lobby for road user charges across the Borough by 2030	Enhanced parking management: y/n; lobby for road user charges: y/n	Planning phase
1: Reduce Number Of Vehicles Travelling In And Through Ealing	T1.5	Support Introduction of flexible/demand responsive bus services to high car dependency areas (e.g. Heathrow and Park Royal), reintroduction of a service by 2026 and coverage across the borough by 2030	Service re-introduced: y/n	Infeasible
2: Increase Active Travel (Mode Shift)	T2.1	Implement 12 miles (20km) of safe cycle network/route to serve major routes and destinations across the Borough by 2030	Distance of network implemented	In progress
2: Increase Active Travel (Mode Shift)	T2.2	Investment target of £10m cycling and pedestrian measures to 2026	£ spent in year	In progress
2: Increase Active Travel (Mode Shift)	T2.3	60% of schools to have obtained TfL's STARS (Sustainable Travel: Active, Responsible, Safe) accredited by 2025 (from 35 schools in 2020 to 72 schools in 2025). This scheme inspires young Londoners to travel to school sustainably, actively, responsibly and safely by championing walking, scooting and cycling.	% of schools meeting target	In progress
2: Increase Active Travel (Mode Shift)	T2.4	At least 80% of Ealing Council's staff to be travelling sustainably to work by 2030 (active travel or by public transport). In a recent staff travel survey, 65% of staff based at Perceval House travel by sustainable transport (based on 732 responses).	% of staff meeting target	Planning phase
2: Increase Active Travel (Mode Shift)	T2.5	Significantly increase cycle training with schools and adults; support at least 450 adults in cycle training annually from 2021	no. of adults trained	In progress
3: Cleaner Motor Vehicles	T3.1	Significant growth in the provision of the electric vehicle charge point (EVCP) network; EVCPs installed within a ten-minute walk of all residents by 2022 and a five-minute walk of all residents by 2025	Ten-minute network complete: y/n; five minute network complete: y/n	In progress
3: Cleaner Motor Vehicles	T3.2	All council fleet and term contractors to use only electric vehicles or cycles in their fleets by 2030	% of contractors using EVs	Planning phase
WASTE				
1: Reduce Overall Borough Waste	W1.1	Reduce household waste produced per head by 5kgs by 2030	kgs HH waste per head	In progress
1: Reduce Overall Borough Waste	W1.2	Prevent an increase in local authority collected waste produced (from 2020 baseline) by 2030 by engaging in active citizens programmes such as cooking with leftover food, mending clothes or household items, or working with organisations such The Restart Project.	LA collected waste direction of travel from 2020	In progress
1: Reduce Overall Borough Waste	W1.3	Implement a school behaviour change programme utilising WRAP (Waste and Resources Action Programme) resources (2022/23)	School programme implemented: y/n	Planning phase
1: Reduce Overall Borough Waste	W1.4	Initiate shared economy projects, e.g. a library of things which will enable residents and businesses to loan out infrequently used appliances to encourage people to borrow rather than buy these types of items	Shared economy project initiated: y/n	In progress
1: Reduce Overall Borough Waste	W1.5	Support more waste prevention events and campaigns in the borough – support 10 events and campaigns annually by 2025 and 15 by 2030	No. of events in year	Planning phase
1: Reduce Overall Borough Waste	W1.6	Reduce the amount of food waste in residual waste streams by 75% by 2025	Food waste reduction %	In progress
2: Maximise Use Of Materials (Reuse, Repair, Recycle) And Promote The Circular Economy	W2.1	Increase the recycling rate of local authority collected waste to 50% by 2025 (in line with London Environment Strategy objective)	Recycling rate of LA collected waste	In progress
2: Maximise Use Of Materials (Reuse, Repair, Recycle) And Promote The Circular Economy	W2.2	To divert 30% of household bulky waste for reuse, repair, or recycling by 2025 Baseline: Fridge/freezers are the only item recycled	HH bulky waste diverted %	In progress
2: Maximise Use Of Materials (Reuse, Repair, Recycle) And Promote The Circular Economy	W2.3	Increase the recycling rate in Local Authority schools to 70% by 2030 Baseline 2020 data point: 50.8% of schools waste capacity is for recycling	LA schools recycling rate	Planning phase

2: Maximise Use Of Materials (Reuse, Repair, Recycle) And Promote The Circular Economy	W2.4	Increase reuse and recycling site diversion rates to 80% by 2030	R&R diversion rate	Planning phase
2: Maximise Use Of Materials (Reuse, Repair, Recycle) And Promote The Circular Economy	W2.5	95% of properties in the borough will have access to food waste recycling service by 2022 2019 baseline: 80% of all domestic properties have access to food waste; only 8% of flats	% properties with food waste recycling	In progress
3: Reduce Environmental Impact Of Our Operations	W3.1	To have reduced emissions from operations associated with local authority collected waste by 15% from 2020 by 2030 Baseline: 3.05mtCO2	Operational emissions mtCO2	Planning phase
3: Reduce Environmental Impact Of Our Operations	W3.2	All heavy vehicles to run on alternative fuels or become electric by 2030	No. and % HV meeting target	Planning phase
3: Reduce Environmental Impact Of Our Operations	W3.3	All light vehicles to be electric by 2026	No. and % LV meeting target	Planning phase
3: Reduce Environmental Impact Of Our Operations	W3.4	Update the Procurement Policy to include a Sustainable Procurement Policy by 2022 <i>(note, this target reaches across all themes)</i>	Status	Planning phase



Report for:
ACTION

Item Number:

Contains Confidential or Exempt Information	NO
Title	Waste Reduction and Recycling Plan
Responsible Officer(s)	Darren Henaghan, Interim Director of Housing & Environment
Author(s)	Catherina Pack, Waste & Street Services Manager
Portfolio(s)	Councillor Deirdre Costigan, Climate Action
For Consideration By	Cabinet
Date to be Considered	17 May 2023
Implementation Date if Not Called In	7 June 2023
Affected Wards	All
Keywords/Index	Reduction, reuse, recycling, plan, waste, London Environment Strategy, Mayor

Purpose of Report:

To approve Ealing’s Waste Reduction and Recycling Plan (RRP), attached as Appendix A. The plan sets out objectives, targets and policies for the effective management of Ealing’s waste and recycling activities.

1. Recommendations for DECISION

It is recommended that Cabinet:

- 1.1 Approve Ealing’s Waste Reduction and Recycling Plan (RRP), attached as Appendix A. This plan sets out objectives, targets and policies for the effective management of Ealing’s waste and recycling activities.

2. Recommendations for NOTING

- 2.1 None.

3. Reason for Decision and Options Considered

- 3.1 In May 2018 the Mayor of London published the London Environment Strategy (LES). The LES sets out objectives, targets and policies for the effective management of London’s municipal waste and to accelerate the transition to a circular economy.

- 3.2 In performing their waste functions, waste authorities need to show how they are acting in general conformity with the municipal waste provisions of the LES.
- 3.3 The Mayor initially required local authorities to develop Reduction and Recycling Plans (RRPs) covering the period 2018 to 2022, which demonstrate how Local Authorities intend to meet the Mayor's objectives and include local reduction and recycling targets that contribute to the Mayor's London-wide targets.
- 3.4 The RRP's are four year plans and were written prior to the Covid-19 pandemic. The pandemic has since led to changes in waste volumes and composition, staff shortages and social distancing challenges. Local authorities have worked hard to keep services running smoothly, but this understandably had an impact on progress of the agreed actions set out in the first set of RRP's.
- 3.5 The Mayor declared a climate emergency in 2018 and has set ambitious aims for London to be a zero carbon city by 2030. Given the integrated nature of delivering waste services and associated environmental impacts, the Mayor expects that RRP's support wider environmental policies and proposals set out within the London Environment Strategy. RRP actions should therefore demonstrate consideration of wider key policy areas, including but not limited to reducing carbon emissions associated with waste operations, maximising air quality and vehicle LEZ / ULEZ compliance, and implementing actions that integrate circular economy thinking and practices
- 3.6 Local authorities are now looking ahead to the government's Resources and Waste Strategy (Environment Act 2021, Government Bill), which will see the most significant changes to waste collection and disposal systems for a generation. At the time of publication of the guidance associated with producing the RRP, Defra has still to confirm the changes local authorities will need to put in place. The GLA acknowledges that there is still considerable uncertainty over exactly which services local authorities will be required to provide, the timescales, and the funding they will receive to support their implementation. Due to this uncertainty and given existing RRP's already contain actions from 2022 up to 2025, existing RRP's will remain in place until they are replaced by the new RRP's.
- 3.7 The GLA has determined that the new RRP's should focus on a two year period from April 2023 to the end of March 2025, rather than four years (2022 – 2026).
- 3.8 Ealing's Reduction and Recycling Plan (RRP) follows the format requested by the Mayor to ensure consistency with other Borough RRP's.
- 3.9 Ealing's RRP has been reviewed by the Mayor's Office (Greater London Authority) and ReLondon, and comments have been incorporated.

4. Key Implications

- 4.1 Ealing Council will contribute to London being a zero-waste city. The Mayor's aim is that by 2026 no biodegradable or recyclable waste will be sent to landfill, and by 2030 65 per cent of London's municipal waste will be recycled.
- 4.2 The Mayor's London Environment Strategy waste and recycling objectives are:
- Objective 1: Drive resource efficiency to significantly reduce waste focusing on food waste and single use packaging
Objective 2: Maximise recycling rates
Objective 3: Reduce the environmental impact of waste activities (greenhouse gas emissions and air pollutants)
Objective 4: Maximise local waste sites and ensure London has sufficient infrastructure to manage all the waste it produces
- 4.3 In supporting the Mayor to achieve these aims and objectives, Ealing Council will take action to support the Mayor's London wide targets, which are:
- To reduce 'avoidable' food waste by 50% by 2030
 - To achieve a 65% municipal waste recycling rate by 2030
 - To achieve a 50% recycling rate for local authority collected waste by 2025
 - To send zero biodegradable or recycling waste to landfill by 2026
 - London to manage net 100% of all the waste it produces by 2026
- 4.4 The RRP is a two-year plan. It is a dynamic working document; therefore, annual review will take place internally.
- 4.5 Ealing's recycling rate has been consistently in the top three in London in the last few years, and collected the lowest kilogrammes per household, per year of residual waste. Fortnightly collections have reduced vehicle movements throughout the borough benefitting road safety, air quality and carbon emissions.
- 4.6 See Table 1 for Ealing's comparison with their nearest neighbours in terms of recycling rate, kilogrammes of residual waste per household per year and service profile.

Table 1: Ealing's comparison with nearest neighbours

Borough	Performance		Service profile			
	Recycling rate (%)	Kg/hh/yr residual waste	Refuse	Recycling	Food waste	Garden waste
Barnet	29.80%	653.91	Weekly, 240l bins	Weekly, fully co-mingled, 240l bin	No food waste collection	Fortnightly, 240l wheeled bin, chargeable
Brent	37.84%	439.74	Fortnightly, 240l bins	Weekly, fully co-mingled, 240l bin	Weekly, separate	Fortnightly chargeable
Bromley	48.70%	464.89	Fortnightly, black sacks	Alternate weekly 55l boxes, fibre week 1, non fibre week 2.	Weekly, separate	Fortnightly chargeable 240l bin/sacks
Ealing	47.25%	356.21	Alternate weekly, 180l wheeled bin	Alternate weekly, 240l wheeled bin	Weekly, separate	Fortnightly, 240l wheeled bin, chargeable
Enfield	30.91%	600.22	Weekly, 140l wheeled bin	Weekly, 240l wheeled bin	Weekly, separate	Fortnightly chargeable
Hammersmith and Fulham	26.27%	359.06	Weekly, 140l wheeled bin	Weekly, 240l wheeled bin	Weekly, separate	No collection
Harrow	35.66%	619.28	Alternate weekly, 240l wheeled bin	Alternate weekly, 240l wheeled bin	Weekly, separate	Fortnightly, 240l wheeled bin, chargeable
Hounslow	35.86%	557.36	Fortnightly, 140l bins	Weekly, three streams, boxes	Weekly, separate	Fortnightly chargeable
Merton	42.00%	480.66	Alternate weekly, 180l bins	Alternate weekly, twin stream - fibres separate, bins and boxes	Weekly, separate	Fortnightly chargeable
Waltham Forest	32.01%	639.12	Weekly, 140l bins	Weekly, fully co-mingled, 140l bin	Mixed organics collection	Mixed organics collection

4.7 The benchmarking exercise for Ealing Council demonstrates that the Council is performing far better than their nearest neighbours, with the exception of

Bromley (the highest performing London borough). This is largely due to the Council (in 2016) moving to fortnightly residual waste collections, and continuing to roll out and encourage participation in recycling services.

- 4.8 Ealing’s current year to date recycling performance (April – December 2022) is 48.29%, an improvement from 47.25% in 2021-22. This is in comparison to 48.82% for the same period the year before (during the pandemic, 2020-21) and 50.07% pre-pandemic (2019-20).
- 4.8 The pandemic led to changes in waste volumes and composition, and whilst we are seeing a recovery, there is still improvement to be made to recover to pre-pandemic levels, and further encourage waste reduction and increase reuse and recycling.
- 4.9 During the pandemic period, household waste increased across the country while recycling also increased but to a lesser extent, leading to a slight fall in net recycling rates. This was reflected even more strongly in Ealing. However post-pandemic we have seen household waste reducing in Ealing, in contrast to the London average which continued to rise. From 2019-20 to 2020-21, there was an average increase of 8% to total household waste and a 7% increase on average in total household recycling in England, compared to 13% and 7% respectively for Ealing. On average, recycling rates in England declined by 0.34%. Total household waste declined 1.16% on average from 2020-21 to 2021-22 (across Q1 and Q2). This figure was a 1.2% reduction for Ealing. The London average shows an increase of household waste of 2.75%, therefore the 1.2% reduction seen in Ealing is encouraging.
- 4.10 Ealing’s Reduction and Recycling Plan (RRP), attached in Appendix A, details that the Authority is already meeting the Mayor’s minimum service level for the collection of the six main dry recyclable materials (glass, paper, card, plastics, tins and cans). Ealing has a separate weekly food waste service for all kerbside properties, and is rolling this service out to blocks of flats. A trial will be carried out to assess the feasibility of collecting food waste from flats above shops. See Table 2 for the key performance targets, which Ealing aims to achieve.

Table 2: Key performance targets from the RRP

Performance targets	Baseline performance (2019/20)	Performance target (2024/25)
Total annual household waste per head (kgs/head)	240.68 (note 259.53 2021/22 figure)	252.17
Total annual household residual waste collected per household (kgs/household)	310.92	291.66
Total annual household avoidable (edible) food waste (kgs/head)	76	60
Annual household waste recycling rate (% by weight)	50.35	55

Annual LACW recycling rate (% by weight)	34.89	50
Proportion (%) of properties receiving the Mayor's minimum level of service for household recycling:		
% of kerbside properties (all households on a kerbside collection) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays) <u>and separate food waste</u>)	100	100
% of flats (communal collections, <u>excluding flats above shops</u>) collecting six main dry materials <u>and separate food waste</u>	5 (note 25% at end of 2022)	90
% of flats (communal collections, <u>excluding flats above shops</u>) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)).	100	100
% of flats above shops (FAS) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)) <u>and separate food waste</u>	20	25
% of flats above shops (FAS) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)).	100	100
Proportion (%) of waste fleet heavy vehicles that are ULEZ compliant	100	100
Performance of LACW activities against the Mayor's EPS (tonnes of CO2eq per tonne of waste managed).	-0.118	-0.084

- 4.11 Ealing restricts residual waste by offering smaller residual waste wheelie bins, and collecting on an alternate weekly basis, reducing the amount of general waste produced by households and driving up recycling.
- 4.12 Ealing has procured electric vehicles for some smaller fleet vehicles and is exploring opportunities for low or zero emissions options for larger vehicles as they become more widely available and transitioned all waste fleet vehicles to Ultra Low Emission Zone (ULEZ) compliant vehicles in 2020, in line with the start of the Local Authority Trading Company, Greener Ealing Limited (July 2020).
- 4.13 There is ongoing work with the West London Waste Authority (WLWA) to engage with communities in waste reduction and reuse activities, moving towards a circular economy approach (an economic model designed to minimise resource input, as well as waste and emission production) – including identification of potential sites and engaging stakeholders to support the community in waste reduction and reuse, trialing a low-waste/circular neighbourhood, and open a 'library of things' to help residents reduce waste and save money by renting items such as tools and electronics, rather than buying new.

- 4.14 Ealing will look to maximise usage and materials accepted at Reuse and Recycling Centres in the borough to increase capture. Officers are delivering a project with WLWA, who are funding £0.2M as an incentive to increase reuse and recycling performance at Household Reuse and Recycling Centres. Improvements are currently underway, and include a refresh of signage at Greenford Reuse and Recycling Centre.
- 4.15 Other areas of focus include improvements to increase participation in recycling services, increase the quality of the dry recyclate collected, increase food waste recycling in flats and waste and recycling provision for all new housing developments. Officers utilised funding available from WLWA est London Waste Authority of £0.5M to increase food waste recycling performance, including targeted communications to kerbside properties and rolling out food waste recycling services to flats in the borough. The roll out of this service continues.
- 4.16 A marketing and communications plan is being developed, as part of business as usual processes to ensure that the appropriate behaviours, in line with the waste hierarchy are targeted.
- 4.17 There are no alternative options, London boroughs are required to produce a Reduction and Recycling Plan (RRP) to set how each will contribute to the Mayor of London's Environment Strategy targets and demonstrate general conformity with the Strategy.
- 4.18 Officers in waste management are closely involved in the work the Council is carrying out following the declaration of a climate emergency in April 2019. The objectives within the Reduction and Recycling Plan will contribute to the Council's target for the borough to be carbon neutral by 2030.

5. Financial

- 5.1 There are no budgetary implications arising from the recommendation of this Cabinet report. The existing approved budget will be utilised to deliver the objectives, targets and policies for the effective management of Ealing's waste. Officers will be monitoring the targets during the regular budget monitoring cycle and bid for available external funding where required, e.g. from Resource London and WLWA.

Impact of Environment Act 2021

- 5.2 The Environment Act 2021 (the Act) operates as the UK's framework of environmental protection and is a vehicle for a number of Department for Environment, Food and Rural Affairs' (Defra) environmental policies, and sets out the legal framework for significant reforms to local authority waste and recycling services, as well as creating new statutory duties for local authorities on nature recovery. Taken together, the Act establishes a new relationship between central and local government on environmental improvement.

- 5.3 Work on implementing the Act is well underway, with several consultations now closed, such as the Deposit Return Scheme for drinks containers, Extended Producer Responsibility for packaging and consistent recycling collections, which will impact the way in which waste is managed.
- 5.4 The policy statement published in September 2021 confirmed the Government would fully fund local authorities for all the new burdens arising from the Environment Act 2021. The policy also acknowledged the need to allow local authorities sufficient time to adapt to the new duties and to communicate changes with local residents.
- 5.4 At this time the financial impact of these changes is unknown but officers (working with WLWA) will look to review the proposed strategy and plan to reflect any changes following publication of the Government's response to the consultation on consistency in recycling for households and businesses.

6. Legal

- 6.1 The Mayor is required to prepare and publish a London Environment Strategy by the Greater London Authority Act 1999 ('GLA Act' as amended), under changes made by the Localism Act 2011.
- 6.2 Arising out of the London Environment Strategy is an expectation from the Mayor that Local Authorities develop Reduction and Recycling Plans, which should include local reduction and recycling targets that contribute to the Mayor's London-wide targets.
- 6.3 The Environment Act, which became law in 2021, acts as the UK's new framework of environmental protection. The Bill makes provision about targets, plans and policies for improving the natural environment; for statements and reports about environmental protection; for the Office for Environmental Protection; about waste and resource efficiency; about air quality; for the recall of products that fail to meet environmental standards; about water; about nature and biodiversity; for conservation covenants; about the regulation of chemicals; and for connected purposes.
- 6.4 The recommendations set out within this report are within the Council's powers and duties.

7. Value For Money

- 7.1 Alternate weekly collections of dry mixed recycling and residual waste, supported by weekly collections of food waste (including the roll out to flats) has successfully driven up the recycling performance and driven down waste disposal costs. Increasing participation in the recycling services across kerbside properties and flats will increase the performance further.
- 7.2 Operational efficiencies as part of the ongoing review of routes and rounds in partnership with Greener Ealing Limited will also be realised.

8. Sustainability Impact Appraisal

8.1 This report proposes actions that will support increased waste reduction, reuse and recycling. This is proven to reduce the amount of greenhouse gasses produced.

9. Risk Management

9.1 The benefits are largely contingent on changing resident behaviour. The actual changes to tonnages and the recycling rate will be closely monitored to track progress.

10. Community Safety

10.1 Ensuring that waste and recycling is contained as far as possible means that less loose waste on the borough's streets. Increased maintenance of public space is shown to positively impact on community safety.

11. Links to the 3 Key Priorities for the Borough

11.1 The recommendations positively support the priorities of tackling the climate crisis. The council's administration has three key priorities for Ealing. They are:

- fighting inequality
- tackling the climate crisis
- creating good jobs.

12. Equalities, Human Rights and Community Cohesion

12.1 A full Equality Analysis Assessment has been carried out.

13. Staffing/Workforce and Accommodation implications:

13.1 None.

14. Property and Assets

14.1 None.

15. Any other implications:

15.1 Existing Officer resource will be used for actions within the plan.

16. Consultation

16.1 As below.

17. Timetable for Implementation

17.1 See Appendix 1: Reduction and Recycling Plan.

18. Appendices

18.1 Appendix 1: Reduction and Recycling Plan.

19. Background Information

19.1 London Environment Strategy 2018

<https://www.london.gov.uk/what-we-do/environment/london-environment-strategy>

19.2 Waste Reduction and Recycling Plan Cabinet Report March 2020

[Cabinet Report \(moderngov.co.uk\)](#)

[Appendix A.pdf \(moderngov.co.uk\)](#)

Consultation

Name of consultee	Post held	Date sent to consultee	Date response received	Comments appear in paragraph:
Internal				
Earl Mckenzie	Assistant Director, Street Services	06.04.2023		
Darren Henaghan	Executive Director, Housing and Environment	06.04.2023		
Jackie Adams	Head of Legal Services	06.04.2023		
Yalini Gunarajah	Finance Manager, Place	06.04.2023		
Cllr Deirdre Costigan	Deputy Leader of Ealing Council, Cabinet Member for Climate Action	20.04.2023		
External				

Report History

Decision type:	Urgency item?
Key decision	No
Report no.:	Report author and contact for queries: Catherina Pack Waste & Street Services Manager, 020 8825 9902

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MAYOR OF LONDON

Part 1 –Reduction and Recycling Plan (RRP) April 2023 to March 2025

1. Context:

Ealing is performing well and has consistently been in the top three in London in the last few years, but with an ambitious target to increase recycling to 55% by 2025. The introduction of alternate weekly collections for residual waste and dry mixed recycling (whilst maintaining a weekly food waste collection service) for kerbside properties in June 2016 has helped Ealing increase recycling rates, but more needs to be done, including recovering from the impacts of the pandemic on waste. The Council needs to continue to encourage behaviours in line with the waste hierarchy in order to meet this target. Of 135,000 households, approximately 35,000 properties are flats - retrofitting recycling services particularly food waste recycling can be difficult, participation can be low and contamination can be high. Ealing is a large borough with a transient population, a high number of HMOs and privately rented properties, high BME and high deprivation in parts.

Ealing makes a meaningful contribution to meeting the Mayor's targets by offering the Mayor's minimum level of household recycling service provision (6 key materials collected glass, cans, paper, card, plastic bottles and mixed rigid plastics), giving residents straightforward and easy-to-use recycling collection services for kerbside properties – and with recent improvements for residents living in blocks of flats. Food waste is collected separately and weekly from all kerbside properties. A proportion of flatted properties have access to a communal food waste recycling service, with this service currently being rolled out to further properties. It is important to encourage participation in services and strive to improve the quality of recycle.

Ealing Council's council plan sets out an ambitious vision for the borough while managing the challenges faced. The plan identifies the council's three priorities for the next year:

- Creating good jobs - returning good well-paid jobs to our borough and delivering the next generation of genuinely affordable homes.
- Tackling the climate crisis - cleaning our air and ensuring the borough we build is sustainable.
- Fighting inequality - those blights too many lives and disproportionately holds back all too many people from achieving their dreams and aspirations.

Ealing Council declared a climate emergency in April 2019, committing to treat the climate and ecological emergency as a crisis requiring immediate and vital action. The aim is to become carbon neutral, as a borough and an organisation by 2030. The strategy sets out a plan to reduce the council's produced emissions and outlines a commitment to use our influence to reduce emissions emitted across the borough.

The Council works closely with the Waste Disposal Authority, West London Waste Authority at a strategic level to ensure we are taking a holistic approach to resource management and that overall sustainability goals are supported. We have agreed the following priority areas for the next five years; to manage and automate waste data to share info in a timelier way, looking at Smart cities – bulky waste, flytipping, streets, booking systems, the transformation of HRRCs, and a food waste focus, delivering zero food in the residual waste. The Circular Economy Strategy will support green recovery and support facilitating a circular economy in West London, reducing waste and increasing material recovery.

The waste/recycling collection and cleansing contract is carried out by the Council's Local Authority Trading Company, Greener Ealing Limited. There is an alternate weekly collection service of residual waste and recycling, and weekly food waste collection service to kerbside properties, and weekly collection of residual waste and recycling to flatted properties. 25% of flatted properties have access to the food waste recycling service (at the end of 2022), with more currently being added. We currently also deliver a commercial waste service, with recycling services to some customers. There is one Reuse and Reduction Centre (RRC) within the borough, which is also operated by Greener Ealing Limited.

2. Key strategic documents linked to this plan:

Climate and Ecological Emergency Strategy 2021-2030 [Climate and ecological emergency strategy | Ealing Council](#)

West London Low Carbon Procurement Policy 2021

West London Waste Authority Circular Economy Strategy 2021

Joint Municipal Waste Management Strategy (JMWMS) 2019

3. RRP Dashboard:

Common Performance Targets	Baseline Performance (2019/20)	Performance Target 2024/25	Metric Guidance / Data source	Target Guidance
Total annual household waste per head (kgs/head)	240.68 (note 259.53 2021/22 figure)	252.17	Defra stats (Ex BVPI84a)	Borough sets own targets, informed by ReLondon /WRAP good practice.
Total annual household residual waste collected per household (kgs/household)	310.92	291.66	Defra stats (Ex NI191)	Borough sets own targets, informed by ReLondon/WRAP good practice.
Total annual household avoidable (edible) food waste (kgs/head)	76	60	Borough to estimate based on own or WRAP food waste composition data. Estimates should be based on avoidable food waste produced (i.e. not just food waste collected).	Based on estimated avoidable food waste produced. Borough to set own targets, informed by ReLondon/WRAP good practice and support programmes (e.g. Trifocal).
Annual household waste recycling rate (% by weight)	50.35	55	Defra stats	Borough sets own targets, informed by ReLondon/WRAP Route Map modelling and other good practice. The GLA will use the borough recycling benchmarking table in the Route Map modelling as a reference point when assessing local authority targets set in the RRP process (See Appendix 2 of the London Environment Strategy, page 111: https://www.london.gov.uk/sites/default/files/les_appendix_2_-_evidence_base_0_0.pdf)
Annual LACW recycling rate (% by weight)	34.89	50	Defra stats	Borough sets own targets, informed by ReLondon/WRAP good practice. Targets should at least match household recycling targets, going beyond the Mayor's 50 per cent LACW recycling target by 2025 where possible.
Proportion (%) of properties receiving the Mayor's minimum level of service for household recycling:				
% of kerbside properties (all households on a kerbside collection) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays) and separate food waste	100	100	Borough to take from own info. Separate food waste does not include co-mingled with garden waste	Borough sets own target, informed by ReLondon/WRAP good practice. Separate food waste does not include co-mingled with garden waste
% of kerbside properties (all households on a kerbside collection) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)	N/A	N/A	Borough to take from own info (Nb included for boroughs that are unable to provide food waste collections due to long term contractual issues).	Borough sets own target, informed by ReLondon/WRAP good practice.
% of flats (communal collections, excluding flats above shops) collecting six main dry materials and separate food waste	5 (note 25% at end of 2022)	90	Borough to take from own info.	Borough sets own target, informed by ReLondon/WRAP good practice.
% of flats (communal collections, excluding flats above shops) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays).	100	100	Borough to take from own info.	Borough sets own target, informed by ReLondon/WRAP good practice.
% of flats above shops (FAS) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)) and separate food waste	20	25	Borough to take from own info.	Borough sets own target, informed by ReLondon/WRAP good practice and FAS data.
% of flats above shops (FAS) collecting six main dry materials (glass, cans, paper, card, plastic bottles and mixed rigid plastics (pots, tubs and trays)).	100	100	Borough to take from own info.	Borough sets own target, informed by ReLondon/WRAP good practice and FAS data.
Proportion (%) of waste fleet heavy vehicles that are ULEZ compliant	100	100	See www.tfl.gov.uk/modes/driving/ultra-low-emission-zone	Borough should aim to operate a fully ULEZ compliant waste fleet as a minimum; with aspirations to introduce zero emission vehicles where practicable. Please include baseline and target % of waste vehicles that are zero emission capable where applicable
Performance of LACW activities against the Mayor's EPS (tonnes of CO2eq per tonne of waste managed).	-0.118	-0.084	Use tool found here Boroughs to set by uploading WDF data into the GLA tool.	Borough to run their own scenarios using GLA tool to determine planned service changes (DSO borough) or new contract options against the EPS for target years (2024/5). See London Environment Strategy Proposal 7.3.2.b

4. RRP Actions:

Ref	Theme <ul style="list-style-type: none"> Waste Reduction Maximising Recycling Reducing Environmental Impact Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
Ealing #1	Waste Reduction	Restricting residual waste capacity	<ul style="list-style-type: none"> Following the successful implementation of the alternate weekly collection service in 2016, the residual waste wheelie bin capacity has been restricted, from 240 litres to 180 litres for standard kerbside properties. 	<ul style="list-style-type: none"> Where residual waste capacity is restricted, WRAP evidence indicates that recycling services perform better, and where frequency is reduced to fortnightly, waste services are more cost effective to deliver. Household recycling rates increased by 5% following introduction of alternate weekly collections. By restricting the residual waste capacity further, this should encourage a further reduction in residual waste arisings and an increase in recycling. ~3,500 180 litre bins delivered between February 2019 to February 2023. Containers are delivered to replace existing bins when residents request containers. All standard bins in the borough will be replaced with this smaller size across the life cycle of the original bins. 	<ul style="list-style-type: none"> Since February 2019, new and replacement standard bins issued are the smaller size of 180 litres for residual waste. Ongoing – we envisage an annual churn of average replacements until all 100,000 properties are covered. 	WCA
Ealing #2	Waste Reduction	Revisiting larger bins criteria	<ul style="list-style-type: none"> The team have revisited the criteria for larger bins and the capacity provided for Houses in Multiple Occupation (HMOs), with the idea of reducing capacity or encouraging the sharing of bins. This will be on a case by case basis taking into account individual needs. Any change in capacity will be supplemented with engagement and education on how to dispose of waste and recycling correctly and in line with the waste hierarchy. Liaison takes place with Property Regulation on individual cases and issues, including reviewing capacity at particular properties. 	<ul style="list-style-type: none"> Reduction in residual waste, increase in quality recycling (reduction in contamination). Continued marketing and communications focusing on waste reduction, 'love food hate waste', reuse and correct recycling. Boroughwide engagement to remind residents 'which bin is for which material' Winter 2022. Any specific issues brought to the attention of the team are dealt with as and when received. Information is regularly communicated in the Licensed landlord and Agent quarterly newsletter. 	<ul style="list-style-type: none"> Regular communications and direct communications on a case by case basis, ongoing. Boroughwide engagement (Around Ealing magazine) to remind residents 'which bin is for which material' delivered Winter 2022. 	WCA
Ealing #3	Waste Reduction	Commercial waste service	<ul style="list-style-type: none"> The commercial waste service offers residual waste collection and a new dry mixed recycling service (introduced in November 2019, see Maximising recycling section). Businesses are encouraged to consider overall waste management, including waste reduction, and then an appropriate and fit for purpose contract for the waste and recycling that they do produce. When on site with a person of authority, the commercial waste sales team review how much waste a business is producing, the type of containers used, storage available and what collection frequency can be recommended. When gaining an understanding on the type of waste being produced, the commercial waste sales team advise the business (if appropriate) that there is an environmental and cost saving opportunity by reviewing their suppliers on how they package the goods which are sold to the business and advise the business further that if their suppliers use less packaging, this will cause less waste being produced, meaning less commercial waste costs to the business and much 'greener' for the environment too. These activities encourage waste to be managed in line with the waste hierarchy as far as possible. Waste arisings should reduce with increased education, and there will also be a positive impact on waste collected for recycling. 	<ul style="list-style-type: none"> Initial discussions have commenced with ReLondon and the Commercial Waste Sales Manager. Gradual understanding of business owners and staff on benefit of reducing commercial waste being produced both economically and environmentally. Increase in customers using the dry mixed recycling service and reduction in residual waste. Increased understanding for local businesses on their waste production, separation and disposal cost and benefits. 	<ul style="list-style-type: none"> Ongoing. Ongoing. Summer 2023. 	WCA

Ref	Theme <ul style="list-style-type: none"> • Waste Reduction • Maximising Recycling • Reducing Environmental Impact • Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
			<ul style="list-style-type: none"> • Liaison with ReLondon and available communications materials that could be used to support face to face visits around waste education. • ReLondon toolkit on commercial food waste recycling services and potential food waste trial for businesses in selected area/s of the borough. 	<ul style="list-style-type: none"> • Separation of food waste from residual waste for our business waste customers. Reducing disposal and container maintenance (due to weight, rusting and mess) costs whilst increasing food waste recycling numbers for the borough. 	<ul style="list-style-type: none"> • Identify a suitable area for a trial in 2023. 	
Ealing #4	<ul style="list-style-type: none"> • Waste Reduction 	Circular Economy Strategy and activities	<ul style="list-style-type: none"> • Stakeholder mapping currently being undertaken to identify local businesses and charities that support a circular economy and encourage their addition to a virtual circular economy hub run with WLWA. • Encourage reuse and repair by promoting local forums (e.g. Repair Café) and Repair week each year. • Explore the introduction of reuse hubs where repairs, reuse and prevention of waste can occur. • Build relationships with local charities and provide information to residents to encourage diversion of reusable items directly to organisations/people that can keep them in use. • Discussions with WLWA and Property Services regarding the feasibility of supporting temporary pop-up repair events and longer-term repair spaces by providing access to empty properties and community buildings. • Encourage swishing in the community http://getswishing.com/ • Trial a low waste/circular neighbourhood in one area of the borough. 	<ul style="list-style-type: none"> • To facilitate the creation of a Circular Economy Hub and foster an environment that encourages entrepreneurs. • Encourage local communities to embrace options of reuse and repairs. 	<ul style="list-style-type: none"> • Stakeholders map Autumn 2022. • Ongoing communications. • Discussions ongoing with WLWA. • Pilot hub trials Q4 2022-23. • Identify an appropriate area for a low waste/circular neighbourhood in Q3 2023. 	WCA/WDA
Ealing #5	<ul style="list-style-type: none"> • Waste Reduction 	Home composting promotions	<ul style="list-style-type: none"> • Ealing Council works with Straight Plc and Get Composting to offer discounts to residents that wish to take up composting at home. Work towards community composting is continuing with advice being given to residents and community groups. In addition, Christmas tree recycling points are provided over the festive season within open spaces and parks; this material is composted. A yearly compost event is also carried out to promote and advise residents (a competition was run in May 2022). • Information on home composting is available on the Ealing Council website and WLWA website. The team will investigate the feasibility of running further engagement events around composting. 	<ul style="list-style-type: none"> • It has been estimated by WRAP that a home composting bin can divert approximately 150 kg per household per year of organic waste. We aim to reach approximately 500 households a year with events and promotions of home composting, and therefore a potential anticipated diversion of 75 tonnes of organic waste from these activities. 	<ul style="list-style-type: none"> • Continued promotion of the subsidy and events. • Promotions in Q1 Spring-time and Q3 around leaf fall season and ongoing during e.g. compost awareness week. 	WCA
Ealing #6	<ul style="list-style-type: none"> • Waste Reduction 	Bulky/waste reuse	<ul style="list-style-type: none"> • Ealing Council previously worked with the London Reuse Network and Furnish on a bulky reuse collection service. Unfortunately, this ceased. The Council are looking at alternative ways to encourage bulky waste reuse locally and in partnership with WLWA. • With WLWA, explore the feasibility of introducing a material collection service which supports the collection of reusable items from homes. Use technology to support a quick and responsive service to collect items that are no longer wanted from peoples' homes. • The Council signposts residents to the reuse and recycling centre, and other local charities that collect or accept items for reuse. This activity will help towards reducing waste arisings. • Continue to explore alternative ways to encourage bulky waste reuse locally. • Discussions ongoing with WLWA, including separating bulky waste for reuse. • Abandoned bikes in Ealing collected and repaired/reused as part of the 'Let's Go Southall' programme for residents to become more active in this area. • Discussions taking place with Ealing Housing and Void Clearance Teams to ensure that items that are reusable or recyclable are separated from items for disposal where practicable. 	<ul style="list-style-type: none"> • Continue to divert bikes from the residual waste stream. Bikes being repaired/reused, further up the waste hierarchy (83 bikes reused from January – July 2022). • Other bulky items separated for reuse or recycling and tonnages captured. 	<ul style="list-style-type: none"> • Ongoing 	WCA/WDA
Ealing #7	<ul style="list-style-type: none"> • Waste Reduction 	Plan for the Environment (Adopted)	<ul style="list-style-type: none"> • Developers are required to refer to the Plan for the Environment (Adopted), National Planning Policy for Waste, SPG4 Refuse and recycling and complete the Sustainability Checklist when submitting planning applications to the Council. Developers also refer to the Council's Waste management guidance for developers. • Ensure that developments make sufficient provision for waste management and promotes good design to secure the integration of waste management facilities with the rest of the development and, in less developed areas, with the local landscape. This includes providing adequate storage facilities at residential premises, for example by ensuring that there is sufficient and discrete provision for bins, to facilitate a high quality, comprehensive and frequent household waste and recycling collection service. 	<ul style="list-style-type: none"> • Officers comment on developer waste management plans and provide advice on specific proposals, where required. This should ensure that developments meet the requirements for waste management. 	<ul style="list-style-type: none"> • Ongoing 	WCA

Ref	Theme <ul style="list-style-type: none"> • Waste Reduction • Maximising Recycling • Reducing Environmental Impact • Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
			<ul style="list-style-type: none"> • The handling of waste arising from the construction and operation of development should maximise reuse/recovery opportunities (e.g. bulky items) and minimise off-site disposal. • Sustainable development maximises reuse/recovery and recycling, contributing to waste reduction and increased contribution to recycling targets. Continued engagement with planning officers and developers to ensure that reuse (e.g. bulky items) and recycling is designed in to developments. 			
Ealing #8	<ul style="list-style-type: none"> • Waste Reduction 	Championing waste reduction initiatives	<ul style="list-style-type: none"> • Work in partnership with WLWA to promote waste reduction activities such as Love Food, Hate Waste through public stalls at community events. Food prevention workshops held at community events and schools; engagement to reduce amount of food waste disposed of per household. • Explore partnership and local promotion of Olio, Kitche & the 'Too Good To Go' apps in the borough. • Ealing will be part of the Pan-London sustainable food campaign which will run from 2022-24. The scope is to design and deliver a pan-London awareness-raising campaign to inform and empower individuals to reduce their personal food footprint. The campaign will use inspiring messages and practical advice to build on the success of past campaigns such as TRiFOCAL (the 'Small Change, Big Difference' campaign) and existing campaigns such as Food Wave. The project will develop a new, London-specific campaign built on relevant insights and delivered across a minimum of two years. Taking this approach would deliver a high impact, engaging and focused campaign designed to achieve exactly what stakeholders require. • Advertise the Mindful Shopper website via the Council website, social media channels and at events. The Mindful Shopper is a guide to products and services which help people reduce waste as part of a more sustainable lifestyle. https://mindfulshopper.co.uk/ 	<ul style="list-style-type: none"> • The Pan-London Sustainable food campaign will involve a mix of social and out-of-home advertising; pop-ups, events, and workshops; community projects & collabs; supermarket & business collabs (e.g. Kitche, Olio etc.); university collabs & co-creation. • Based on the TRiFOCAL campaign (Small Change, Big Difference) led by ReLondon in 2017 in 6 boroughs achieved an average reduction of 9% in avoidable food waste per household per week. This food campaign could have a similar or higher impact across the city if enough funding is secured. Achieving a 9% food household food waste reduction across the city would mean that more than 80,000 tonnes of food waste would be avoided per year. • 86% of the food consumed in London is eaten at home – around 460 kg per person per year. A change in consumption behaviours and diets could have a large impact on consumption-based emissions. A more detailed analysis will be needed to quantify this potential impact. 	<ul style="list-style-type: none"> • Autumn 2022 go live for the Pan-London campaign • Pre-campaign benchmarking – March 2023 • Campaign launch – 27 March 2023 (OOH and social) • 2nd burst of media – September 2023 (OOH and social) • 3rd burst of media – March 2024 (Social and audio) • Measurement and evaluation – April 2024 	WCA/WDA
Ealing #9	<ul style="list-style-type: none"> • Waste Reduction 	Reusable nappies	<ul style="list-style-type: none"> • Promoting WLWA's reusable/washable nappy trial packs https://westlondonnappies.com/ via the Council website. • Investigating options to house washable nappy trial packs in public buildings around the borough or developing local volunteers to promote and loan out packs (subject to funding). • Explore opportunities to provide a financial scheme to enable families to afford washable nappies (subject to funding). • Look into the feasibility of providing information to all parents registering a new birth about opportunities to reduce waste and save money as a new parent including washable nappies, second hand opportunities. Liaise with Hillingdon Council, who were trialling a leaflet in early 2022. 	<ul style="list-style-type: none"> • Using reusable/washable nappies means less waste and therefore reducing residual waste arisings. • By using just one real nappy in place of a disposable every day could save 912 nappies from landfill/incineration from just one baby. 	<ul style="list-style-type: none"> • Website updated Autumn 2022. • Discussions with Hillingdon Council and WLWA to be arranged. 	WCA/WDA
Ealing #10	<ul style="list-style-type: none"> • Waste Reduction • Reducing Environmental Impact 	Partnership with social enterprise to develop a library of things	<ul style="list-style-type: none"> • Partnership with a social enterprise, such as the Library of Things, third sector organisation or WLWA (to be confirmed) to develop an object lending library to help residents reduce waste and save money by renting tools and electronics rather than purchasing new, including locating an appropriate space such as a library, community centre or town centre retail space. • Work with partner to stock range of tools and equipment for hire and ensure robust arrangements in place with suppliers. 	<ul style="list-style-type: none"> • Reduction in residual waste to landfill and consumption based carbon emissions; increased awareness on the circular economy. • Target to determine an appropriate space for a Library of Things by Summer 2023 	<ul style="list-style-type: none"> • Options appraisal to be carried out during 2022/23 • Determine an appropriate space by Summer 2023 	WCA/WDA
Ealing #11	<ul style="list-style-type: none"> • Waste Reduction 	Development of the Council's Climate Emergency and Sustainability Strategy	<ul style="list-style-type: none"> • The aim to make Ealing carbon neutral by 2030 has been considered in two parts – first, where the council has direct control over policies and resources and second, where the council is able to influence and advise. • The Council is gathering data to establish current carbon emissions across the various sectors within the borough including Council's own estate, schools, homes, business and transport. • Strategy developed and adopted by Cabinet in January 2021. Updates to be presented to Cabinet – timescale, to be confirmed. 	<ul style="list-style-type: none"> • Reduction in carbon emissions associated with the Council's waste services. 	<ul style="list-style-type: none"> • Baselineing of waste services to be carried out, inception meeting March 2023. • Updates on the Strategy to be 	WCA

Appendix 1 - Waste Reduction and Recycling Plan

Ref	Theme <ul style="list-style-type: none"> Waste Reduction Maximising Recycling Reducing Environmental Impact Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
					presented to Cabinet – timescale to be confirmed.	
Ealing #12	Waste Reduction	Courtauld Commitment 2025	<ul style="list-style-type: none"> Aim to become a signatory to the Courtauld Commitment 2025. Use the reports, guides, tools and case studies created by WRAP to work with third sector companies and commercial organisations to reduce food waste and packaging. 	<ul style="list-style-type: none"> Activities will contribute towards reducing waste arisings. Plans to be linked to work around the Circular Economy. The Regeneration Team can assist with engaging businesses locally. 	<ul style="list-style-type: none"> Ongoing. 	WCA
Ealing #13	Waste Reduction	Plastic waste reduction	<ul style="list-style-type: none"> There are 8 water fountains installed so far in the borough of Ealing through various partnerships and funding streams, including the Mayor's Office, Thames Water and #OneLess. Officers will continue to encourage the reduction in use of single-use plastic, refilling and reusing (and recycling e.g. plastic bottles when applicable). This activity should help towards reducing plastic waste arisings. Funding opportunities to be sought for installing further water fountains across the borough. Raise awareness of local businesses and Council Officers that regularly engage with businesses of Refill London scheme membership Refill London - Refill - Staying hydrated in the capital Continue to work with colleagues in the Sustainability team and Facilities Management across all Council buildings to remove single use plastic cups where possible. The head office complex in Ealing does not use plastic cups. Staff are encouraged to bring reusable cups/mugs/bottles for cold and hot drinks. Work with WLWA to promote ways to encourage reduction in plastic use; West London Waste Plastics 	<ul style="list-style-type: none"> Activities will contribute towards reducing waste arisings. Raised awareness of action on single use plastics, re-use and waste reduction. Analyse current use of single use plastics across Council buildings and develop programme to remove single use plastic cups across all sites where possible, in line with the head office complex by Q4 2023. 	<ul style="list-style-type: none"> Ongoing. 	WCA
Ealing #14	Maximising Recycling	Alternate weekly collection service	<ul style="list-style-type: none"> It is important to ensure that residents participate fully in the waste and recycling services available. Using ReLondon communications assets, boroughwide engagement (Around Ealing magazine, targeted social media) is planned to remind residents 'which bin is for which material'. This will help to improve participation in services and reduce contamination, ensuring quality recycle. A doorknocking campaign to encourage residents to use the food waste recycling service has started (August 2022). The campaign focuses on kerbside properties in 6 lower performing (low participation) rounds and is scheduled to complete in March 2023. In partnership with WLWA, waste composition analysis will be carried out approximately every 15 months, with results used to inform communication campaigns and potential service changes. 	<ul style="list-style-type: none"> Reduced contamination of dry mixed recycling and increased participation in the food waste recycling service, therefore maximising recycling. Analysis of the impact of the doorknocking campaign to be carried out Q1 2023-24 	<ul style="list-style-type: none"> Doorknocking campaign August 2022 onwards. Boroughwide engagement (Around Ealing magazine) to remind residents 'which bin is for which material' delivered Winter 2022. 	WCA/WDA
Ealing #15	Maximising Recycling	Increased participation in the garden waste collection service	<ul style="list-style-type: none"> Annual communications to promote the garden waste collection service, also with regular communications to subscribers, and communications specifically around the half yearly discount offer in October each year. 	<ul style="list-style-type: none"> Subscriber numbers currently 13,000 with a target of 14,000 each year. 	<ul style="list-style-type: none"> Communications carried out in October 2022, March 2023 and continue annually in March/October. 	WCA
Ealing #16	Maximising Recycling	Improving recycling quality and reducing contamination of dry mixed recycling from flats	<ul style="list-style-type: none"> Signage across bin stores will be reviewed in line with the ReLondon Flats Recycling package and posters provided in communal spaces where practical. 	<ul style="list-style-type: none"> Reduced contamination of dry mixed recycling, therefore maximising recycling. Target to review signage during Summer 2023. 	<ul style="list-style-type: none"> Boroughwide engagement (Around Ealing magazine) to remind residents 'which bin is for which material' delivered Winter 2022. 	WCA
Ealing #17	Maximising Recycling	Reinvigorate flats food waste collection service and introduction of service to further blocks of flats	<ul style="list-style-type: none"> Encourage take up of food waste recycling service at existing flats by communicating and reminding residents of the service via leaflets, and targeted social media. Rolling programme introducing food waste recycling to the remaining blocks of flats in the borough. 	<ul style="list-style-type: none"> Coverage currently 25% (approximately 9,000 properties) with a target of 90% coverage by 2023, where practicable, leading to an increase in recycling. Target 2kg/hh/week. 	<ul style="list-style-type: none"> Roll out continuing 2022-23. 	WCA
Ealing #18	Maximising Recycling	Schools recycling	<ul style="list-style-type: none"> Regular communications to schools about recycling and food waste recycling. Reinvigorate schools recycling with a communications campaign (using WRAP resources) to ensure that recycling services are being used to their full potential. 	<ul style="list-style-type: none"> All schools signed up to the Council's waste collection services have dry mixed recycling and food waste collection services. 	<ul style="list-style-type: none"> Develop communications campaign in line with WRAP resources and seek funding opportunities for 	WCA

Ref	Theme <ul style="list-style-type: none"> Waste Reduction Maximising Recycling Reducing Environmental Impact Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
				<ul style="list-style-type: none"> Communications campaign to be developed to ensure we are maximising recycling from schools. 	further engagement with schools during 2023-24.	
Ealing #19	<ul style="list-style-type: none"> Maximising Recycling 	Expansion of commercial waste service to offer further dry mixed recycling services and trial food waste collections	<ul style="list-style-type: none"> Commercial customers are currently offered a dry mixed recycling sack collection, which was introduced in November 2019. Service growth has been limited due to the pandemic. 4% of current commercial customers utilise the dry recycling sack collection service. A survey is currently being carried out to inform the development of the recycling service to include bins, as well as sacks. This will increase the take up of the service, as sacks are not suitable for all commercial properties. Current commercial waste customers are being targeted for uptake of the recycling service as well as new businesses that may not have used the Council service previously due to a limited recycling service offer. The recycling service is more cost effective and environmentally friendly and evidences the customer's own sustainability credentials and therefore should drive uptake. The survey will capture data from current residual waste bin customers to understand how many would take on a dry mixed recycling bin service. Commercial properties are not currently offered a food waste collection service. The development of this service has unfortunately been delayed due to the pandemic. We are looking to introduce a trial food waste collection service to some commercial properties in 2023. We are working with ReLondon for help and guidance around food waste collections from commercial properties and in discussion with other boroughs also. Discussions to take place regarding a commercial food waste collection trial in selected area/s of the borough where known food waste production is at its highest to gain data on how this could work and logistically how effective this may be. Trial data to be used to understand on the demand business have for this service, how viable a commercial food waste service is operationally for businesses and the cost/saving opportunity to the council whilst working toward the recycling rate targets. 	<ul style="list-style-type: none"> To contribute to achieving the local authority collected waste recycling rate. Using results of survey, customers to be spoken to/visited and contracts amended to introduce dry mixed recycling bins alongside their residual waste collection, thus increasing recycling tonnages and reducing landfill/incineration. Initially target the equivalent of 1,500 sack collections per week or 100 bin collections per week for dry mixed recycling. 	<ul style="list-style-type: none"> Survey sent out in January 2023. Follow up survey to be sent March 2023. Summer 2023 Dry mixed recycling bins and collections to be rolled out. Identify a suitable area for a commercial food waste collection trial in 2023. 	WCA
Ealing #20	<ul style="list-style-type: none"> Maximising Recycling 	Flats above shops food waste recycling trial	<ul style="list-style-type: none"> Introduce a pilot to trial food waste collections from flats above shops along one high-street/parade in the borough, accompanied by a targeted communication campaign. Discuss with ReLondon and other boroughs to learn from best practice. Should the pilot be successful, and subject to what government will require as part of Consistency policy, funding will be sought to roll out this service. This could also include flatted properties that may be unsuitable for the current communal food waste recycling service being rolled out and require a different solution. 	<ul style="list-style-type: none"> Increased availability of food waste recycling services to residents, therefore maximising recycling. Target 1kg/hh per week of food waste. 	<ul style="list-style-type: none"> Identify appropriate pilot area Q1 2023-24. 	WCA
Ealing #21	<ul style="list-style-type: none"> Maximising Recycling 	Waste management guidance for developers to be updated in line with best practice	<ul style="list-style-type: none"> Developers refer to the Council's Waste management guidance for developers. Update in line with ReLondon's report Making recycling work for people in flats 2.0 and example supplementary planning guidance. Ensure that developments make sufficient provision for waste management and promotes good design to secure the integration of waste management facilities with the rest of the development and, in less developed areas, with the local landscape. This includes providing adequate storage facilities at residential premises, for example by ensuring that there is sufficient and discrete provision for bins, to facilitate a high quality, comprehensive and frequent household waste and recycling collection service. The handling of waste arising from the construction and operation of development should maximise reuse/recovery opportunities (e.g. bulky items) and minimise off-site disposal. Sustainable development maximises reuse/recovery and recycling, contributing to waste reduction and increased contribution to recycling targets. Continued engagement with planning officers and developers to ensure that reuse (e.g. bulky items) and recycling is designed in to developments. 	<ul style="list-style-type: none"> Officers comment on developer waste management plans and provide advice on specific proposals, where required. This should ensure that developments meet the requirements for waste management. 	<ul style="list-style-type: none"> Ongoing. 	WCA
Ealing #22	<ul style="list-style-type: none"> Maximising Recycling 	Expand the range of materials that can be accepted for recycling at the kerbside	<ul style="list-style-type: none"> Textiles and household batteries continue to be collected from kerbside properties by the Council's Local Authority Trading Company, Greener Ealing Limited. Reuse of items such as textiles where suitable. Promote the doorstep collection of textiles, e-waste and bric-a-brac using the existing TRAIID collection services https://traid.org.uk/collect/ Promote battery recycling facilities in local shops and other spaces, where collection is not available from home. Promote the recycling of soft/flexible plastics in local supermarkets www.recyclenow.com/repeatthecycle 	<ul style="list-style-type: none"> Decrease in residual waste with more items being diverted from the residual waste stream. Increase in reuse and recycling by 0.02% Review Council website to ensure information up to date. 	<ul style="list-style-type: none"> Reviewed website information Autumn 2022. 	WCA
Ealing #23	<ul style="list-style-type: none"> Maximising local waste sites 	Expand the range of materials that can be accepted for recycling at	<ul style="list-style-type: none"> Expansion of the range of materials that can be accepted, including recent partnering with Terracycle to trial collecting hard to recycle items such as toothpaste tubes and pringles tubes from the Household Reuse and Recycling Centre in Greenford. 	<ul style="list-style-type: none"> Decrease in residual waste with more items being diverted from the residual waste stream. 	<ul style="list-style-type: none"> 6 months Terracycle reviewed end of November 2022 with 	WCA/WDA

Appendix 1 - Waste Reduction and Recycling Plan

Ref	Theme <ul style="list-style-type: none"> Waste Reduction Maximising Recycling Reducing Environmental Impact Maximising local waste sites 	Action title	Action Description	Expected Target / Impact	Timescale for action	WCA/WDA
	<ul style="list-style-type: none"> Waste Reduction Maximising Recycling 	the HRRC, and explore reuse/repair activities	<ul style="list-style-type: none"> Introduction of a laptop repair and reuse scheme with dedicated drop off point at the Household Reuse and Recycling Centre in Greenford. HRRRC improvements project to review layout, refresh signage and allow pedestrian access to the site. Develop great communications about using the HRRRC sites so residents can maximise their separation for recycling and reuse e.g. videos showing how a resident would use the site, profiles of different materials and what happens to them after the resident leaves them at site Provide more information about performance on site including recycling rates, reuse rates. Review (with Greener Ealing Limited) the gatekeeping at residual waste containers to encourage maximum sorting of materials. Work in partnership with other WCA and WLWA to trial collections of hard to capture materials e.g. flexible plastics, rigid plastics. 	<ul style="list-style-type: none"> Increase in reuse and recycling. Estimate reuse increase of approximately 2 tonnes per year with laptops and bikes Social value impact from bikes up to approximately 100 people per year 	<ul style="list-style-type: none"> additional drop off location to be added in March 2023 Laptop reuse drop off point introduced in July 2022 HRRRC improvements project underway August 2022 (refresh signage and pedestrian access) 	
Ealing #24	<ul style="list-style-type: none"> Maximising local waste sites 	Neighbourhood sites for recycling electricals and textiles/shoes	<ul style="list-style-type: none"> The Council operates 22 neighbourhood recycling sites with facilities to reuse/recycle items that cannot always be recycled from home, such as textiles and e-waste. Continue to promote these facilities and expand where appropriate (e.g. into schools). 	<ul style="list-style-type: none"> Decrease in residual waste with more items being diverted from the residual waste stream. 5.5 tonnes annually e-waste recycled 500 tonnes annually textiles recycled 	<ul style="list-style-type: none"> Reviewed website information Autumn 2022. 	WCA
Ealing #25	<ul style="list-style-type: none"> Reducing environmental impact 	Shift towards to HVO and electric waste collection fleet	<ul style="list-style-type: none"> Discussions are taking place with Greener Ealing Limited regarding the potential use of HVO and a trial of an eRCV. Timescales and funding to be confirmed. Electric panel vans operational from July 2020 for part of the fleet. Charging point infrastructure at the Council depot has been delayed. Further vehicles to be ordered once timeline confirmed. 	<ul style="list-style-type: none"> Reduction in carbon emissions associated with the Council's waste services. Contributing towards the Mayor's zero carbon city 2030 target Potential carbon emissions savings of ~1,700t CO2^e per annum compared to full diesel alternatives. 	<ul style="list-style-type: none"> Timescales to be confirmed. 	WCA
Ealing #26	<ul style="list-style-type: none"> Reducing environmental impact 	Reducing carbon impact	<ul style="list-style-type: none"> The Emissions Performance Standard tool highlighted areas in need of improvement. For example, commercial waste recycling is currently highlighted as low. This is being addressed by the introduction of the commercial waste dry mixed recycling bin service in 2023 and a commercial food waste recycling trial. Procurement of ULEZ compliant vehicles, electric vehicles where possible, the use of HVO and further optimisation of fleet journeys will contribute to reducing carbon impact. Further introduction of food waste recycling collections from flats will be positive. Consider pre-sorting of residual waste, where prior sorting of certain waste streams takes place prior to being sent to the energy recovery centre. Discussions to take place with West London Waste Authority. Address MRF reject rate and improve with communications with residents, and ensuring contamination is removed during the bulking process, where practicable. Collect fleet data (miles, fuel use etc.) to feed into the process of delivering more effective rounds (in partnership with Greener Ealing Limited). Review data around collections to ensure the sources are correctly identified and the performance of each collection road can be measured to enable targeting of communications about how to use services and what materials are accepted at low performing rounds. Use vehicle tracking data to identify potential changes to collection rounds to improve efficiency. With WLWA, investigate the potential use of sensors in the creation of collection rounds for blocks of flats, on-street banks and litter bins to provide responsive services. 	<ul style="list-style-type: none"> Reduction in carbon emissions associated with the Council's waste services. Contributing towards the Mayor's zero carbon city 2030 target 	<ul style="list-style-type: none"> Ongoing. 	WCA/WDA

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