



**Resources and Public Realm
Scrutiny Committee**

25 April 2023

**Report from the Corporate Director,
Resident Services**

**Climate & Ecological Emergency Strategy Update: 2022-2024
Delivery Plan & Green Neighbourhoods**

Wards Affected:	All
Key or Non-Key Decision:	N/A
Open or Part/Fully Exempt:	Open
No. of Appendices:	Four Appendix A – 2022-24 Delivery Plan Appendix B – Church End & Roundwood Action Plan Appendix C – Kingsbury Action Plan Appendix D – Green Neighbourhoods Community Engagement
Background Papers:	None
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1.0 Purpose of the Report

- 1.1 The purpose of this report is to inform the Resources and Public Realm Scrutiny Committee on the current key focal points of the council's Climate and Ecological Emergency Programme. This includes the 2022-24 Delivery Plan which was adopted by Cabinet in June 2022, and the new, localised, Green Neighbourhoods action plans which form an integral part of the 2022-24 Delivery Plan. This report provides the context and rationale behind the development of both plans, with an additional report which will report on progress to date expected to be provided to the Committee in Winter 2023/24.

2.0 Recommendations

2.1 The Committee is asked to consider and comment on the content of this report.

3.0 Climate and Ecological Emergency Strategy (2021-2030)

Context

- 3.1 Development of Brent's Climate and Ecological Emergency Strategy ("the Strategy") followed the council's declaration of a climate and ecological emergency in July 2019. The Strategy was ultimately approved by Cabinet in April 2021.
- 3.2 Brent's Climate and Ecological Emergency Strategy consists of five key themes and priorities which were developed in tandem with Brent residents, after extensive engagement with the local community including the Brent Climate Assembly.
- 3.3 The Strategy was also developed to align Brent to similar London-wide goals which were agreed as part of a joint statement by London Environment Directors and the London Councils Transport and Environment Committee in December 2019. These key pan-London areas of focus were:
- Retrofit London: Retrofit all domestic and non-domestic buildings to an average level of Energy Performance Certificate B.
 - Low-carbon development: Secure low carbon buildings and infrastructure via borough planning.
 - Halve petrol and diesel road journeys, via combined measures that can restrict polluting journeys and incentivise sustainable and active travel options.
 - Renewable power for London: Secure 100% renewable energy for London's public sector now and in the future.
 - Reduce consumption emissions: Reduce consumption emissions by two thirds, focusing on food, clothing, electronics and aviation.
 - Build the green economy: Develop London's low carbon sector and green our broader economy.
 - Create a resilient and green London
- 3.4 Through developing themes which reflected the priorities of the Brent Climate Assembly, London-wide goals and through the existing available evidence of emissions attributed to Brent either directly or indirectly, we therefore positioned Brent in the best position possible to do all that we can to respond the climate and ecological crisis.
- 3.5 The five themes that comprise the council's strategy are listed below and reflect both the key priorities of the Brent Climate Assembly and the London-wide goals mentioned above.
- Theme 1 – Consumption, Resources and Waste
 - Theme 2 – Sustainable Travel
 - Theme 3 – Homes, Buildings, and the Built Environment
 - Theme 4 – Nature and Green Space
 - Theme 5 – Supporting Communities

- 3.6 The Strategy committed the council to yearly delivery plans of focused, costed, and deliverable actions to contribute to Brent's aim to be a carbon neutral borough by 2030. Delivery plans were initially agreed to be refreshed and adopted by Cabinet each financial year, with a first-year delivery plan in 2021-22. A full progress report on the 2021-22 Delivery Plan was reported to Cabinet at its meeting in June 2022 ([Item 8](#)).
- 3.7 At the same meeting in June 2022, it was subsequently agreed by Cabinet to move to two-yearly delivery plans. This will allow more time and focus for operational delivery of a more ambitious programme. The next Delivery Plan is therefore expected to be developed for 2024-26 accordingly.

Monitoring

- 3.8 The UK government produces an annual breakdown of carbon dioxide emissions by Local Authority area as a subset of its annual inventory of greenhouse gas emissions. The complexity of carbon accounting means that this dataset is made available with an 18-month timelag. The most recent dataset below is for the 2020 calendar year, with the statistics for 2021 due out to be released in summer 2023.

Emission Category	% of carbon emissions in Brent	Overall tonnes of CO2e
Domestic (Homes)	41%	365,600
Transport	26%	238,200
Commercial	12%	107,100
Industry	12%	105,600
Public Sector	9%	85,800
TOTAL	100%	901,200

- 3.9 This dataset is the core measure that progress will be measured against over the coming years, with council delivery plans being constructed around actions which will reduce carbon emissions to the timeline required, according to the level of resource available at the time.
- 3.10 The council also commissioned a carbon scenarios study to inform the development of this strategy which included detail about Brent's wider greenhouse gas emissions (consumption emissions). Department for Environment, Food and Rural Affairs (DEFRA) has also previously published consumption emissions at a national level and if the consumption approach were applied to Brent, it is estimated that Brent's consumption emissions (indirect emissions) are around 4 to 5 times the size of the carbon emissions table above (between 3,808 and 4,984 kt CO₂).
- 3.11 Given the scale of the emergency that we face and the speed with which the council and all its communities must act, the council's climate team prioritises its time on delivery of actions over monitoring. Officers do however monitor progress with the delivery of our actions, as was comprehensively reported at the June 2022 Cabinet meeting (link provided in paragraph 3.3). The key thematic indicators included in the Strategy are also derived from London Councils indicators and we are working with partners across London to develop frameworks for monitoring against these whilst also establishing our own proxy indicators specific to Brent. Hounslow are

seeking to create a uniform dataset for West London, which Brent is also feeding into.

4.0 2022-24 Delivery Plan

Context

4.1 At its meeting in June 2022, Cabinet approved the council's refreshed Climate and Ecological Emergency Strategy Delivery Plan for 2022-24. The new plan was centred around three new areas of focus which would shape and accelerate the council's activity on tackling the climate and ecological emergency for the next two years. These were:

- A place-based approach, through a) piloting up to three Green Neighbourhoods b) a focus on ensuring the St Raphael's Estate development is as green as possible and c) a review of Brent Local Plan Growth Areas to ensure that sustainability opportunities are maximised.
- Community wealth building, through climate action that supports local economic growth and helps reduce the cost of business for local businesses and other organisations.
- Supporting households with the rising cost of living, through specific climate action that aims to boost household income.

Headline updates: June 2022-March 2023

4.2 There are 42 actions contained within the 2022-24 Delivery Plan, all of which are currently underway. The nature and timescales of this programme mean that different actions will be purposefully programmed to complete at different times to manage officer capacity and workload.

4.3 Since the delivery plan was adopted in June 2022, the following actions have been delivered (all other workstreams are currently in progress):

√ *We will launch the new Green Skills Centre in Willesden (Ref: SC003)*

- Council Partnership with College of North West London in Willesden, named 'Green Skills Centre of Excellence' by the college
- Offering skills in areas of known demand to support climate agenda
- Courses include Energy Efficient Heating Systems (Installation and Maintenance) and Awards in the Requirements for the Installation of Electric Vehicle Charge Points
- Courses are suitable for those looking to adapt their current practice, add as a bolt-on, or up-skill
- We will explore providing work experience opportunities to those qualifying on the course as part of council-led retrofit programmes

√ *We will launch a new sector-based pathways scheme for unemployed people to take up 'green' jobs (Ref: SC004)*

- Funded by Brent, run by Forward Trust
- Free, six-week pathway into the Environmental Sustainability Sector

- Includes qualifications, careers advice, work experience, guaranteed green job or apprenticeship interviews with employers, tailored coaching, mentoring, peer networking
 - Eligibility: aged 18 or older, unemployed, live in Brent
- √ *We will work with partners to create a mini-forest in King Edwards Park (Ref: NGS005)*
- 650 trees planted in one day (1 December 2022)
 - Project sees the creation of Brent's first Miyawaki Forest
 - Partnership between Brent, Network Homes, Wates and the Conservation Volunteers
 - Planting supported by residents and students at Park Lane Primary School
- √ *We will develop and deliver Affordable Energy Advice Services, targeting the most vulnerable households in Brent (Ref: SC005)*
- Branded as the 'Brent Well and Warm' service
 - Council partnership with Groundwork's 'Green Doctors'
 - Aims to provide bespoke energy advice and services to those in fuel poverty in Brent
 - Referral-only service from approved partners, in order to target the most vulnerable
 - 92 consultations to date, Brent has budget for up to 1000 consultations up until the end of next winter
 - Continuing to work with partners to raise awareness of the service and encourage further referrals
 - Reporting provided on monetary estimated savings, estimated carbon emissions savings, and estimated water savings per year
- √ *We will continue to deliver the Together Towards Zero Small Grants Scheme, providing funding to local community projects that contribute to reducing emissions and/or making Brent greener and more biodiverse (Ref: SC008)*
- 31 new community projects have been funded since June 2022
 - Majority are greening, repair or educational projects
 - Phase 1 of scheme enabled grants of up to £1,000, Phase 2 has been expanded to allow applications for grants of up to £5,000
 - An additional £75,000 council funding has been allocated for 2023-24 to continue the scheme
- √ *We will provide targeted support to businesses through energy efficiency grants, carbon footprinting and a new climate charter (SC002)*
- Groundwork has conducted audit reports for 54 SMEs, which include recommendations to improve energy efficiency. The scheme closed for new audits in 2022 and closed for grant fund applications on Friday 20 January 2023.
 - In total, 24 applications have been received for grant funding and Groundwork is on hand to support applicants
 - 9 applications have so far been approved for full or part funding with £95,617 allocated to businesses.

- 7 applications will be fully or partly awarded funding conditional on them supplying some further details. These applications make up a total of £59,460.
 - Employment, Skills and Enterprise service are working to install energy monitoring devices in the businesses which are getting the work done so we can measure the impacts effectively
- √ We will explore funding for a dedicated energy efficiency works programme within the Housing Asset Management Strategy (HBBE005)
- The council has been awarded a £1.32 million pound grant from the Social Housing Decarbonisation Fund for energy efficiency improvements to 127 of Brent's poorest performing social housing stock over the next two years
 - This will be supplemented by match funding from both the Carbon Offset Fund and Housing Capital Pipeline to upscale and maximise this work
- √ We will undertake a Net Zero Schools Retrofit and Engagement Project with at least five local schools (SC006)
- The council worked with Energy Conscious Design (ECD) Architects to undertake a study of 13 buildings across 5 schools in Brent with a view of establishing common approaches to building archetypes to be applied across rest of the schools' estate
 - In addition to the feasibility retrofit assessment, ECD ran a series of hands-on sustainability community engagement workshops within the schools to teach Year 5 students about sustainability, looking specifically at building fabric, air leakage and the impact that humans have on buildings. The children were also asked to come up with ideas to make their buildings more efficient using the concepts they have been taught about.
 - The schools included were Anson Primary School, Byron Primary School, Mora Primary School, Northview Primary School, and Roe Green Infant and Junior School

5.0 Green Neighbourhoods Pilots

Context

- 5.1 As stated in paragraph 4.1, the council's 2022-24 Delivery Plan was centred around several new areas of focus which would shape and accelerate the council's activity on tackling the climate and ecological emergency for the next two years, one of which was the development and delivery of a place-based 'Green Neighbourhood' approach to tackle the Climate and Ecological Emergency.

Rationale

- 5.2 One of the reflections from the council's first year 2021-22 Delivery Plan was that seeking to roll-out all environmental sustainability initiatives at a borough-wide scale provided challenges to the council, particularly in terms of resources, capacity, and impact. As such, the council has adapted its approach and will seek to provide

greater focus, resources, capacity and investment into the development and delivery of several Green Neighbourhood pilots.

- 5.3 The goal of these pilots is to focus our resources in these smaller areas to test how they can become as environmentally sustainable as possible, thereby informing in practice how the whole borough could be net zero and more biodiverse by 2030. The plans embrace the concept of locality-based working and provide opportunity for phased improvements to the initial pilot areas ensuring our ability to progress quick wins while making early preparations for more complex infrastructure projects.
- 5.4 Part of the rationale for this is to forge a strong partnership with local communities within these localities, demonstrating how tackling the climate and ecological emergency relates to local areas in Brent and showcasing the holistic benefits it can bring. Another benefit of this approach is that it would provide the opportunity to learn lessons for delivery to replicate the actions undertaken in these pilots in other areas of the borough beyond 2024.
- 5.5 The ethos of this programme is to be positive and transformative and to make changes which benefit residents' lives, involving residents and communities in the delivery of this programme and encouraging sustainable behaviours.
- 5.6 The concept draws on the themes of the wider Climate and Ecological Emergency Strategy, with the pilot areas essentially acting as a microcosm of the aims and objectives of this Strategy.

High-level concept



Process for choosing pilot locations

5.7 There were two key differential elements within Brent’s approach to selecting suitable locations. The first is that we are aiming to undertake two ‘*Neighbourhood-led*’ pilots, that would be delivered and completed by the end of 2024, and the second is to undertake one ‘*Development-led*’ pilot, that would be longer-term and focused around the new development pipeline, aiming to complete by the end of 2025.

Neighbourhood-led pilot(s) (To be delivered by end of 2024)	Development-led pilot (To be delivered by the end of 2025)
<u>Identifying quicker ‘wins’ i.e.:</u> <ul style="list-style-type: none"> • Existing sustainability infrastructure or initiatives in place • Demand / scope for additional sustainability infrastructure or initiatives • Active local community groups and scope for community buy-in • Mixed demographics (IMD 2019) 	<u>Enhancing sustainability initiatives within development pipeline i.e.:</u> <ul style="list-style-type: none"> • Led by timeline of new development— where there are still opportunities to integrate into design stage • Identifying longer-term opportunities to influence New Council Homes Programme or partnership planning opportunities • Opportunities for net zero new builds, active travel infrastructure, green spaces, and infrastructure, retrofit to any council stock in the vicinity • Opportunities for heat networks, electricity supply, more complex infrastructure etc

5.8 In the process of drawing up proposals for the proposed pilot areas, officers considered a range of datasets and drew up a longlist of 24 potential locations before whittling this down to the pilot areas which have ultimately been selected. The key measures/datasets which were considered are outlined below:

- Active community groups
- Schools/Colleges
- Town Centre/Business Presence
- Indices of Multiple Deprivation (IMD) Considerations
- Council Housing Stock
- Sustainable Travel Infrastructure and Demand
- Access to Parks and Open Spaces

5.9 As a result of this analysis, Cabinet agreed to undertake two neighbourhood-led Green Neighbourhood pilots, one in the north of the borough (north of the North Circular Road) in **Kingsbury** and one in the south of the borough (south of the North Circular Road) in **Church End and Roundwood**. This would aim to provide us with learnings from different parts of the borough in terms of geography, demographics, and community assets within these localities.

- 5.10 The process of selecting a 'development-led' pilot area was more dependent on the milestones within the development pipeline and in particular, the timing of the design stages and opportunities to integrate new sustainability considerations. The best opportunities to embed environmental sustainability and potential for net zero new builds is felt to be through incorporating these objectives into the New Council Homes Programme, in particular those schemes which are currently being considered for feasibility.
- 5.11 Following review of eight schemes within the council's New Council Homes development pipeline, **South Kilburn** was identified as the most suitable area for undertaking a development-led pilot. It has also been agreed that an increased emphasis on sustainability is placed on the regeneration plans for **St Raphael's Estate**.
- 5.12 Finally in respect of the place-based approach, the Plan also includes a commitment to review the development pipeline for Growth Areas in line with the provisions of the new Local Plan, to ensure that all aspects of sustainability are being addressed wherever possible.
- 5.13 It is important to note that to manage officer capacity and resources, the council is taking a phased approach to the delivery of these pilots and thereby the initial focus has been on the **Kingsbury** and **Church & Roundwood** pilot areas.

Community engagement activity undertaken/planned

- 5.14 Since selecting the Green Neighbourhood areas, Officers have undertaken an extensive period of community engagement (1,888 face-to-face interactions stimulating circa 536 ideas with communities in both areas) with the residents in **Kingsbury** and **Church End & Roundwood** to seek their views and ideas for what they would like to see form part of the Green Neighbourhood action plan for their local area. The comments and ideas from the community were analysed and grouped according to key environmental themes. More detail is provided within Appendix D. Our interactions with the community thus far indicate support, interest, and enthusiasm for this agenda – with the majority understanding its significance as a priority to be addressed urgently.
- 5.15 The next phase of community engagement in the two pilot areas has already begun and since the adoption of the Green Neighbourhoods action plan at Cabinet in January 2023, we have held two interactive workshops in the pilot areas. The objectives of this phase of engagement are to i) start co-producing those projects that would be co-delivered with the community and ii) to consult with the community on council-led infrastructure projects to ensure local stakeholders are supportive of scheme design and are encouraged to participate. This work has already begun, and we have begun to develop our plan for a localised Environmental Network in both pilot areas.

Detail on the area-specific action plans

- 5.16 The development work listed above has informed the creation of two specific actions plans for the pilot areas. The action plans listed in Appendix B and Appendix C will

remain live documents which can be added to and tweaked as the project progresses. If opportunities arise for additional resource and funding to upscale some of the projects further, the council will endeavour to capitalise on these.

- 5.17 The development work to this point has helped crystallise the distinct emerging visions in the pilot areas. For example, in the Church End and Roundwood area there is significant potential for developing an area-wide focus on 'Green Corridors' to promote the healthy streets agenda, enhancing and linking green and active infrastructure. The aim is to develop a series of cycle / pedestrian friendly green corridors and each corridor would be considered in terms of what can be done to achieve routes that are safe, direct, attractive and better for nature.
- 5.18 Given the potential transformative scope of this work, the project will be implemented in two phases. Firstly, through commissioning a specialist feasibility study which will seek to consider four potential corridors for further study: two in the north/south of the area, and two in the east/west alignments through the area and consider the potential for more ambitious interventions in the healthy streets agenda which will accelerate the council's public aspirations and support for active travel measures. Once the scope and cost of interventions have been established, work will begin to categorise actions for implementation according to quick wins in the shorter term and medium/longer-term aspirational work which would be dependent on business cases being put together and funding sources being found. There is likely to be a significant role for councillors and ward members in proactively and publicly supporting the proposals arising from this work and leading by example in putting the council's active travel public aspirations into practice.
- 5.19 There is also the potential to use this agenda as a springboard to address several long-standing issues in this area of the borough, particularly around high-emission, polluting transport, and travel patterns. For example, we will use re-engage with relevant partners (Transport for London, London Borough of Hammersmith & Fulham in particular) to seek to reduce the number of Heavy Goods Vehicles (HGVs) which pass through Harlesden and in and around the south of the Church End and Roundwood Green Neighbourhoods area.
- 5.20 In Kingsbury, a distinguishing factor is the importance of the Kingsbury and Kenton schools cluster who are passionate about environmental sustainability and tackling climate change. There are approximately 16 schools in and around the Kingsbury Green Neighbourhood boundary – which provides a substantial potential for reaching into the heart of local communities on this agenda and encouraging local action.
- 5.21 Officers have held workshops with many of these schools to identify the main issues in the area relating to environmental sustainability and the schools' priorities for working together. These were: sustainable travel, energy efficiency on school sites, recycling, and biodiversity measures.
- 5.22 Highlights from the expected outcomes from the action plans for both areas are listed in the table below, with the full list provided in the appendices to this report. Each action has been categorised as follows:
- Short term, funded (quick wins, to deliver in 2023)
 - Medium term, funded (to deliver in 2024)

- Short-term, aspirational (subject to identification of funding)
- Medium/long-term, aspirational (subject to identification of funding)

Church End & Roundwood Green Neighbourhood	Kingsbury Green Neighbourhood
<p>Short term, funded:</p> <ul style="list-style-type: none"> • Area-wide feasibility study on the creation of new Green Corridors, linking active travel routes and green spaces in the area • Exploration of the reduction in flow of Heavy Goods Vehicles in the area • 11 x new Electric Vehicle Charge Points and accompanying comms campaign • 3 x permanent School Street Schemes delivered • 2 x new bike hangars (funding for a further 6 being sought) • New virtual docking bays for Lime Bikes • New biodiversity infrastructure in green spaces (such as Roundwood Park, St Mary's Church, Willesden Cemetery) • New verge greening schemes and rain gardens at selected locations • New internal food waste caddies for eligible flats • New behaviour changes campaigns around re-use, repair, and recycling • 3 x Re-use and Repair Pop-Up Events at community locations • Expanded cargo bike trial scheme for businesses • New offer to businesses: energy saving grants, carbon foot printing tools, climate charter • Development of sustainable, green, School Travel Plans for all schools in the area • New Brent Environmental Network Community Action Group • New standard of energy efficiency improvements with housing associations in the area • Closer cooperation energy efficiency improvements with private sector landlords in the area <p>Medium term, funded:</p> <ul style="list-style-type: none"> • Retrofits of some of the least energy efficient council properties in the area <p>Short term, aspirational:</p> <ul style="list-style-type: none"> • New trees and flowerbeds 	<p>Short term, funded:</p> <ul style="list-style-type: none"> • Develop a dedicated Schools Climate Network with the Kingsbury (& Kenton) Schools Cluster • 6 x permanent School Streets delivered • Development of sustainable, green, School Travel Plans for all schools in the area • Feasibility study on creating a green corridor between Fryent Park and Roe Green Park • 4 x new Electric Vehicle Charge Points and accompanying comms campaign • New biodiversity infrastructure in green spaces (such as Roe Green Park) • New verge greening schemes and rain gardens at selected locations • Expanded cargo bike trial scheme for businesses • New offer to businesses: energy saving grants, carbon foot printing tools, climate charter • New internal food waste caddies for eligible flats • New behaviour change campaigns around re-use, repair and recycling • 3 x Re-use and Repair Pop-Up Events at community locations • New Brent Environmental Network Community Action Group • New standard of energy efficiency improvements with housing associations in the area • Closer cooperation energy efficiency improvements with private sector landlords in the area <p>Medium term, funded:</p> <ul style="list-style-type: none"> • New green infrastructure improvements at Leybourne Open Space

<ul style="list-style-type: none"> • New community gardening schemes • New initiative to provide materials (like seeds) to residents to green their homes • New 'Environmental Street Champion' scheme <p>Medium/long-term, aspirational</p> <ul style="list-style-type: none"> • Delivery of Green Corridor programme • Reduction plan for Heavy Goods Vehicles 	<ul style="list-style-type: none"> • Deliver the council's first exemplar net zero new build as part of the New Council Homes Programme • Retrofits of some of the least energy efficient council properties in the area <p>Short term, aspirational:</p> <ul style="list-style-type: none"> • New trees, flowerbeds and tree planting in selected locations • New community gardening schemes • New initiative to provide materials (like seeds) to residents to green their homes • New 'Environmental Street Champion' scheme <p>Medium/long-term, aspirational</p> <ul style="list-style-type: none"> • Delivery of the Fryent Park to Roe Green Park Green Corridor
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Timescales for delivery

5.23 As it stands, there are 34 actions in the Church End & Roundwood Action plan and 28 actions in the Kingsbury action plan. The aim is to embed environmental sustainability at the heart of day-to-day life in these locations. The plans will be phased to enable delivery of quick wins that form part of an overall vision to be fully delivered within two years.

6.0 Alternative Options Considered

6.1 There were no substantive alternative options considered at this time.

7.0 Financial Implications

7.1 Detailed financial implications were provided as part of the June 2022 and January 2023 Cabinet reports, when the 2022-2024 Delivery Plan and the Green Neighbourhoods Action Plans were approved respectively.

8.0 Legal Implications

8.1 The Climate Change Act 2008 (the Act) is the statutory basis for the UK's approach to tackling and responding to climate change. The Act places a legal duty on central government to set legally binding targets to reduce UK greenhouse gas emissions to net-zero by 2050.

8.2 The data provided from those who sign up to the Brent Environmental Network is managed in accordance with General Data Protection Regulation (GDPR) and other relevant Data Protection legislation.

8.3 In delivering the Brent Climate and Ecological Emergency Strategy, the Council continues to have regard to internal governance procedures and the Public Contract Regulations 2015 in respect of any procurement.

9.0 Equality Implications

9.1 The council, as a public authority exercising public functions, is subject to a general public sector equality duty (PSED) under section 149 of the Equality Act 2010 (EqA). The PSED requires public authorities to have 'due regard' to:

- The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EqA
- The need to advance equality of opportunity between persons who share relevant protected characteristic and persons who do not share it. This involved having due regard to the need 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
 - Encourage persons who share the relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
- The need to foster good relations between persons who share a relevant and protected characteristic and those who do not share it. This includes having due regard to the need to tackle prejudice and promote understanding.

9.2 A full Equalities Impact Assessment was undertaken for the Climate and Ecological Emergency Strategy and is available on the climate emergency section of the council's website (www.brent.gov.uk/climateemergency). This strategy and action plan will support Brent Council to continue to meet its public sector equality duties.

10.0 Human Resources Implications

10.1 Budget has been obtained for two, two year fixed term posts (Green Infrastructure Delivery Lead and Schools Climate Action Coordinator) to help the delivery of the Green Neighbourhood pilots, which are currently in the process of being recruited to.

11.0 Property Implications

11.1 This council is working towards a decarbonisation strategy for Brent's estate as noted within the 2022-2024 delivery plan.

12.0 Environmental Sustainability Implications

12.1 Environmental sustainability considerations are integral to the purpose, content and recommendations in this report.

13.0 Proposed Consultation with Ward Members and Stakeholders

13.1 A Members' Learning and Development session was held in July 2022 to reinforce councillors' role as community leaders in leading by example on tackling the climate and ecological emergency and embodying the council's carbon neutrality aims.

- 13.2 Members are kept abreast of developments through, amongst other things, the councils' Members' Bulletin, from briefings via the Lead Member for Environment and through the Brent Environmental Network newsletter.
- 13.3 Ward Members were also invited to the Green Neighbourhoods community action workshops and will continue to be encouraged to lead local communities in delivering the action plans.

Report sign off:

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Corporate Director, Resident Services