

## CLIMATE DELIVERY PLAN – YEAR 2

### 1. INTRODUCTION

#### 1.1 Purpose

This Delivery Plan provides a review of progress during the first year of delivery of Merton’s Climate Strategy & Action Plan, and sets out how Merton Council will continue to work towards a reduction in greenhouse gas emissions and adapt to the effects of climate change, within the borough and within the Council’s buildings and services, in 2022.

#### 1.2 About this document

Merton’s Climate Strategy and Action Plan<sup>1</sup> adopted in November 2020, set a strategic approach and the long term actions needed to meet the borough’s net-zero carbon targets<sup>2</sup> and adapt to the effects of climate change. It recognised the need for a delivery plan that was agile to changing circumstances within the Council, in national policy and funding opportunities, and wider innovation and market factors. It also recognised the need to monitor and report progress on a regular basis. The Climate Delivery Plan is intended to fulfil this role.

Merton’s Climate Delivery Plan - Year 1<sup>3</sup> (hereafter referred to as the ‘Year 1 Delivery Plan’) was adopted by Cabinet in January 2021 and set out the Council’s priority actions for the first year of delivery of Merton’s Climate Strategy & Action Plan (i.e. 2021). This included actions to reduce the 2% of emissions that the Council is directly responsible for, and enabling actions to support others to tackle climate change.

“Green Economy”, “Buildings and Energy”, “Transport”, “Greening Merton” and the “Council 2030 target” are the five sections in the Climate Strategy and Action Plan in which long term actions have been set for residents, businesses, landlords, organisations and the Council. To support delivery and expand climate considerations to every part of the Council, 8 workstreams were established in the Council’s Year 1 Delivery Plan. **Annex 1** sets out how these workstreams were formed and their governance structure. The Year 1 Delivery Plan set the baseline against which future years could be compared.

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<sup>1</sup> Merton’s Climate Strategy and Action Plan, LBM, November 2020; available at <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>

<sup>2</sup> Borough target, net-zero by 2050. Council target, net-zero by 2030

<sup>3</sup> Merton’s Climate Delivery Plan – Year 1, LBM, January 2021; available at <https://democracy.merton.gov.uk/documents/s36416/Climate%20Delivery%20Plan%20Y1%20-%20Cabinet.pdf>

There are two main components of the Delivery Plan that will be updated on an annual basis:

The first (**section 2**) monitors the Council's progress in delivering its part of Merton's Climate Strategy & Action Plan, and sets out how the Council intends to progress action in the coming year (January to December 2022). It uses a set of indicators to track progress against the baseline, provides an overview of progress against the priorities identified in the previous delivery plan, and identifies priorities for the coming year; highlighting delivery risks.

The second (**section 3**) assesses wider factors which give an indication of the likelihood of meeting Merton's net-zero carbon targets.

**Annex 2** provides an explanation of the indicators and emissions referred to in sections 2 and 3. Key considerations that were made when forming delivery actions are provided in **Annex 3**. **Annex 4** provides a detailed review of progress against all actions identified in the Year 1 Delivery Plan and identifies all priority actions for 2022. Delivery actions within each workstream have been identified in discussion with officers and benchmarked against the pace and scale of action required by the Council to effectively support delivery.

## 2 THE COUNCIL'S PERFORMANCE IN DELIVERING ITS PART OF MERTON'S CLIMATE STRATEGY & ACTION PLAN AND PRIORITIES FOR 2022

In Merton's Climate Strategy and Action Plan, "*A Strategy to Combat Climate Change*" sets out the Council's overall approach to delivering its role; summarised in the points below.

- Leading by example through delivery of the 2030 Council target, and considering climate impacts at an early stage in all that the Council does.
- Using our unique position as a Local Authority to empower and influence others to act.
- Focusing our limited resources in areas most likely to deliver a tangible reduction in emissions; maximising funding opportunities where possible.
- Supporting projects which have wider environmental and social outcomes as well as carbon reduction benefits; recognising the need to balance competing objectives.
- Continuing to measure and monitor borough and Council emissions, and the impact of individual actions where possible.

This section monitors the Council's performance in relation to the overall approach to tackling climate change set out above. **Section 2.1** monitors the Council's overall performance using key performance indicators relating to engagement with the public and Council staff, as well as Council spend on projects which deliver Climate Strategy objectives. **Section 2.2** monitors progress against key performance indicators relating to each of the Council's 8 workstreams. **Section 2.3** tracks progress against the Council's priority actions for Y1 (2021) and identifies priority actions for Y2 (2022)<sup>4</sup>.

The Annexes provide supplementary information regarding the workstreams (**Annex 1**), indicators (**Annex 2**) and actions (**Annex 3 and 4**) identified in this section.

### 2.1 Overall performance Y1

Merton's Climate Strategy and Action Plan can only be successful if progress is transparent and publically accountable, if climate considerations are fully embedded into all Council activities, and if there is a degree of public confidence, engagement and empowerment amongst Merton Citizens. This section

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<sup>4</sup> This includes actions that the Council intends to take to reduce emissions from its own buildings and services, and enabling actions to support others to tackle the impacts of climate change.

sets out the key indicators intended to monitor these overarching success factors. Some indicators are still in development and others have been developed since the last iteration of the Climate Delivery Plan.

**Table 2-1 Overall performance with regard to Citizen and LBM staff engagement**

<b>Scoring the Delivery Plan’s overall performance with regard to Citizen and LBM staff engagement<sup>5</sup></b>	<b>2021</b>
Public perception that taking action to reduce the impacts of climate change is important	High
Public perception of Council leadership and commitment to the Climate Change agenda	Med
Public feeling on engagement and empowerment to act on climate change issues	TBC
LBM staff perception that taking action to reduce the impacts of climate change is important	High
LBM staff perception of being engaged, empowered and equipped to deliver Merton’s climate commitments	Low-Med

Public perception that taking action to reduce the impacts of climate change is important (High): The Council’s residents’ survey 2021<sup>6</sup> found that 89% of respondents agreed that acting to reduce the impacts of climate change is very/fairly important.

Public perception of Council leadership and commitment to the Climate Change agenda (Med): The Council’s residents’ survey 2021 found that only 41% of respondents agreed that Merton Council is taking action to reduce the impacts of climate change. The high percentage of neutral and don’t know responses indicates a possible lack of awareness among residents on the action Merton is taking.

We note that the declaration of a climate emergency by the Council and Merton’s Climate Strategy and Action Plan received unanimous support by all political groups. Climate Change Officers have observed support from highly engaged groups and individuals through the development of the Climate Strategy and Action Plan, and the implementation of Merton’s Year 1 Delivery Plan. This includes engagement through Merton’s Climate Emergency Working Group<sup>7</sup> and Merton’s Climate Action Group<sup>8</sup>. These organisations and individuals are now looking for evidence that the Council will put in place strong action to combat climate change and have consistently high standards in all areas of the Council.

<sup>5</sup> Scoring based on survey responses: Low = 0-20%, Low-Med = 20-40%, Med = 40-60%, Med-High = 60-80%, High = 80-100%.

<sup>6</sup> Merton’s Residents’ Survey 2021 (1,005 respondents). Results available at: <https://www.merton.gov.uk/system/files?file=202120residents20survey20report.pdf>

<sup>7</sup> Further information available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency-working-group>

<sup>8</sup> Further information available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-action-group>

Public feeling on engagement and empowerment to act on climate change issues (TBC): This indicator will be monitored through the Council's next residents' survey. So far, it has not been possible to gauge the level of action that individuals, businesses and organisations that have not yet engaged with the Council are taking to tackle climate change. This applies to the majority of residents and almost all businesses.

Those that have engaged with the Council through the Climate Change consultation survey in 2019/ 2020<sup>9</sup> (around 550 residents and 50 businesses and organisations), through Merton's Climate Emergency Working Group, and on individual matters generally convey a sense that many actions they would like to see happen are not possible without Council or wider Government support.

In January 2021, the Council launched Merton's Climate Action Group to foster community-led climate action and promote community engagement in Merton's Climate Strategy & Action Plan. Section 2.2 provides more information on levels of engagement through Merton's Climate Action Group in the context of measuring progress against workstream indicators. A few organisations and individuals are highly engaged and have already taken concerted action to combat climate change, but we consider that there is significant scope to increase the numbers of residents, organisations and businesses that can be positively engaged on the climate change agenda.

LBM staff perception that taking action to address climate change is important (High): In November 2021, the Council ran a staff climate survey to better understand staff perceptions of climate change and the key barriers and opportunities for taking climate action. 186 people responded to the survey and 93% of respondents were concerned about climate change and 94% felt a responsibility to help tackle climate change. However, it is worth noting a potential bias in the response with staff who are more concerned about climate change being more likely to complete the climate change survey.

LBM staff perception of being engaged, empowered and equipped to help the Council deliver its part in Merton's Climate Strategy & Action Plan (Low-Med): Of the 186 people who responded to Merton's staff climate survey (2021), 68% were aware of Merton's Climate Emergency declaration and carbon reduction commitments, but only 37% felt engaged in Merton's climate commitments. 40% felt empowered to help drive carbon reduction in Merton through their work but only 25% felt equipped to do so. 33% felt empowered to help build climate resilience through their work but only 27% felt equipped to do so. The high proportion of don't know responses indicate that more internal engagement is needed.

The development of Merton's Climate Strategy and Action Plan, and Climate Delivery Plans for Year 1 and Year 2, have involved a high level of engagement in all Departments. The climate change team observed that generally staff were enthusiastic about incorporating climate change into their agendas, but to date this engagement has been limited to a relatively small number of key officers.

Merton's staff climate survey identified lack of capacity, time, funding, awareness, training, expertise, senior buy-in and supporting infrastructure as some of the key barriers to staff delivering climate action in their work. There was a high level of interest in climate training for LBM staff, with training needs

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<sup>9</sup> Merton Council Climate Survey Consultation Report (2020) Available here: <https://www.merton.gov.uk/assets/Documents/Climate%20survey%20consultation%20report.pdf>

ranging from general climate awareness and carbon literacy, including steps staff can take to reduce their carbon footprint working from home, to understanding job-specific opportunities to tackle climate change. The survey has highlighted the need for increased internal engagement with LBM staff across all departments and teams.

In 2021, the Council allocated funding to recruit a new Climate Engagement Officer to increase internal and external climate communications and engagement from early 2022, and to roll out carbon literacy training for LBM staff. Further work will be carried out in 2022 to consider mechanisms to engage with various Council teams and councillors to identify opportunities for carbon reduction and specific training needs.

**Table 2-2 Council spend on projects which deliver Climate Strategy objectives**

Sector	Green economy	Buildings and energy	Transport	Greening Merton	2030 target	Other/ cross cutting	Total
Spend in 2019/2020	£7,300	£4,500	£1,215,900	£47,700	£786,400	£54,100	<b>£2,115,900</b>
Spend in 2020/2021	£80,730	£179,653	£1,121,157	£102,201	£425,564	£67,869	<b>£1,977,174</b>

Spend on projects which deliver Climate Strategy objectives: Information on Council spend includes capital, revenue and externally-sourced funding. In 2020/21, around £2 million was spent on projects with climate adaptation and mitigation benefits. This was a slight decrease compared to spend in 2019/20 (£2.1 million), but this was likely due to disruption to activities in 2020 as a result of Covid. A summary of climate change spend is set out in the table above. Spend in 2020/21 saw an increase against the 2019/20 baseline in all sectors apart from the 2030 target (which was lower in 2020/21). This was likely due to Council resources being reallocated to the Council’s Covid response.

However, spend in 2021/22 is currently forecast at around £2.8 million, which is an increase against the 2019/20 baseline. In 2021, the Council also allocated an additional £2million in climate reserves to increase capacity across the Council from April 2022 to April 2025 to help decarbonise the Council’s own activities, to secure additional climate funding from national and regional schemes, and to support climate action across the wider borough. However, many public and private organisations are seeking the same services so increasing Council capacity will be subject to the availability of suitable candidates.

## 2.2 Progress against workstream performance indicators

The Climate Strategy and Action Plan identifies three major transformations that need to take place in order to achieve our net-zero carbon targets; in the economy, in buildings and energy, and in transport. In addition, it recognises the importance of greening Merton and progressing the decarbonisation of the Council's own buildings and services.

The "Measuring Success" section of the Climate Strategy and Action Plan sets out a series of metrics which indicate the speed at which transformation is expected. These have been mapped, along with other relevant indicators, onto the eight workstreams set up to deliver the Council's part of Merton's Climate Strategy and Action Plan<sup>10</sup>. Some indicators are still in development, but will be put in place as soon as appropriate information can be sourced.

The indicators are not a direct reflection of the Council's performance, because the emission reduction activity in most cases must be done by others. It does help us to understand where the Council should focus its efforts to support decarbonisation activity in future years.

**Table 2-3 Tracking progress against workstream indicators**

Workstream	Workstream Indicator	Unit <sup>11</sup>	2018	2019	2020	2021	Source
WS1: Sustainable consumption and low carbon economy	Number of businesses involved in Merton's business network for climate action	Number	N/A	N/A	20	26	Data provided by Sustainable Merton.
	Local Authority Collected Waste	t/yr	67,987	66,005	70,124	N/A	South London Waste Partnership waste tonnage data provided to inform Merton's greenhouse gas inventory.
WS2: Retrofit of homes, businesses and non-residential building stock	Homes with "good" insulation (EPC A-C)	Homes	N/A	N/A	18,879	N/A	Parity Projects CROHM database (Accessed May 2020 <a href="https://parityprojects.com/platform/">https://parityprojects.com/platform/</a> ). Merton does not currently have access to this portal but will update this indicator when we do.
	Number of Domestic Renewable Heat Incentive (RHI) accredited installations <sup>12</sup>	Installations	11	14	18	29	UK Gov Renewable Heat Incentive (RHI) Statistics available at: <a href="https://www.gov.uk/government/collections/renewable-heat-incentive-statistics">https://www.gov.uk/government/collections/renewable-heat-incentive-statistics</a> . Numbers of installations by November of the relevant year.

<sup>10</sup> The indicator values, assumptions and data sources have been reviewed and updated since the Year 1 Delivery Plan to use more robust and accessible data sources; this has resulted in changes to some of the indicator values. Additional indicators have also been added to better track progress against the 8 workstreams.

<sup>11</sup> These are all cumulative/ total figures apart from where it is specified that the unit is per year.

<sup>12</sup> The Non-Domestic RHI scheme closed to new applications on 31 March 2021. A new indicator will need to be used in future years.

Workstream	Workstream Indicator	Unit <sup>11</sup>	2018	2019	2020	2021	Source
	Number of Non-Domestic RHI accredited installations <sup>13</sup>	Installations	N/A	N/A	N/A	6	As above.
WS3: Future new build and regeneration	Number of buildings which are capable of operating at net-zero carbon by 2050 without significant retrofit.	TBC					
WS4: Transport infrastructure and modal shift	Car vehicle traffic in Merton	Million vehicle km	543	565	443	N/A	DfT Road Traffic Estimates – TRA8905a available at: <a href="https://www.gov.uk/government/statistics/road-traffic-estimates-in-great-britain-2020">https://www.gov.uk/government/statistics/road-traffic-estimates-in-great-britain-2020</a>
	Merton ownership of vehicles	Vehicles	76,159	73,974	74,238	N/A	DfT Licenced Vehicles - Numbers, Borough available at: <a href="https://data.london.gov.uk/dataset/licensed-vehicles-numbers-borough">https://data.london.gov.uk/dataset/licensed-vehicles-numbers-borough</a> .
	Merton ownership of Ultra Low Emission Vehicles <sup>14</sup>	Vehicles	1078	717	1133	1838	DfT stats VEH0132 available at <a href="https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#ultra-low-emissions-vehicles-ulevs">https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#ultra-low-emissions-vehicles-ulevs</a> . All values are from Q2 of the relevant year as latest available for 2021.
	Merton ownership of Battery Electric Vehicles <sup>15</sup>	Vehicles	220	292	531	967	DfT stats VEH0132 available at <a href="https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#ultra-low-emissions-vehicles-ulevs">https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#ultra-low-emissions-vehicles-ulevs</a> . All values are from Q2 of the relevant year as latest available for 2021.
	Proportion of active travel journeys	%	56 (2015/16-2017/18)	57 (2016/17-2018-19)	61 (2017/18-2019/20)	N/A	Observed data - source: London Travel Demand Survey 2012/13 – 2019/20 and LTS home based travel. <a href="https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys/london-travel-demand-survey . 0..">https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys/london-travel-demand-survey . 0..</a> (Data is based on a three year rolling average and the target year represents final year of the period- e.g. 2020 is the period 2017/18-2019/20.)
	EV Charge points	Charge points	71	143	149	239	EV Charge Point data collected by Merton's Transport Team.
	Electric or hydrogen bus routes	Routes	0	0	0	1	Route 200 (Raynes Park to Mitcham) became electric in 2021. Source TfL

<sup>13</sup> The Domestic RHI scheme is scheduled to close to new applicants on 31 March 2022. A new indicator will need to be used in future years.

<sup>14</sup> This includes both private and company Battery EVs and plug-in hybrids. Source:

<sup>15</sup> This includes both private and company Battery EVs.



Workstream	Workstream Indicator	Unit <sup>11</sup>	2018	2019	2020	2021	Source
	Participation in Sustrans' Big Pedal	Schools/yr	N/A	7	0	21	Big Pedal Schools 2021 available at <a href="https://bigpedal.org.uk/schools?search_name=&amp;search_la=234&amp;sub=Find+Schools">https://bigpedal.org.uk/schools?search_name=&amp;search_la=234&amp;sub=Find+Schools</a>
	Schools Streets	Streets	0	3	30	30	School streets available at <a href="https://www.merton.gov.uk/streets-parking-transport/school-safety-zones">https://www.merton.gov.uk/streets-parking-transport/school-safety-zones</a>
	New Low Traffic Neighbourhoods <sup>16</sup>	Neighbourhoods	0	0	5	5	Data provided by Merton's Transport Team.
	Cycle Hangars	Hangars	1	1	1	20	Merton's Sustainable Infrastructure Story Map available at <a href="https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c">https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c</a>
WS5: Green infrastructure	Canopy cover	%	N/A	N/A	28	N/A	Merton Green & Blue Infrastructure, Biodiversity and Open Space Study 2020 available at <a href="https://www.merton.gov.uk/system/files?file=1.20giboss20summary20report.pdf">https://www.merton.gov.uk/system/files?file=1.20giboss20summary20report.pdf</a>
	Tree numbers on private land	Trees/yr	TBC				
	Tree numbers on public land	Trees	N/A	N/A	N/A	54,791	Highway Asset database = 20,750 street trees Parks, Schools, Cemeteries = 34,041 trees
	Number of SUDs Interventions	SUDs Features	6	7	8	11	Data provided by Merton's Flooding Team.
	Streets participating in Merton Garden Streets	Streets/yr	N/A	N/A	N/A	92	Registration link available at <a href="https://www.frontgardenfriendly.uk/Mertongardenstreets">https://www.frontgardenfriendly.uk/Mertongardenstreets</a> - <a href="https://docs.google.com/spreadsheets/d/1nWQDcj6p57Tt0L_yzLBoUfwSRwF1JSrvht9tRm9LVls/edit?usp=sharing">https://docs.google.com/spreadsheets/d/1nWQDcj6p57Tt0L_yzLBoUfwSRwF1JSrvht9tRm9LVls/edit?usp=sharing</a>
	High street and school parklets	Parklets	N/A	N/A	N/A	10	Merton's Sustainable Infrastructure Story Map available at <a href="https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c">https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c</a>
WS6: LBM Estate and fleet management	LBM Operational buildings electricity use	GWh/yr	5.2	5	3.1	N/A	Data provided by Merton's Facilities Management Team.
	Community Schools electricity use	GWh/yr	5.1	4.7	4.1	N/A	Data provided by Merton's Facilities Management Team.
	LBM Operational buildings gas use	GWh/yr	11.3	11.6	9.6	N/A	Data provided by Merton's Facilities Management Team.

<sup>16</sup> This includes new Low Traffic Neighbourhoods introduced from 2018 onwards but does not include legacy LTNs introduced before 2018.

Workstream	Workstream Indicator	Unit <sup>11</sup>	2018	2019	2020	2021	Source
	Community Schools gas use	GWh/yr	13.7	13.8	14.4	N/A	Data provided by Merton's Facilities Management Team.
	LBM Non-operational buildings electricity use	GWh/yr	TBC				
	LBM Non-operation buildings gas use	GWh/yr	TBC				
	Installed solar PV capacity across Council buildings and community schools	kWp	2067	1980	1980	1980	Data provided by Merton's Facilities Management Team.
	Renewable electricity generated by solar PV across Council buildings and community schools	MWh/yr	1044	952	936	TBC	Data provided by Merton's Facilities Management Team.
	Council Fleet Petrol Vehicle Mileage <sup>17</sup>	km/yr	41,090	56,597	78,072	N/A	Data provided by Merton's Performance Officer.
	Council Fleet Diesel Vehicle Mileage <sup>18</sup>	km/yr	828,478	648,247	622,583	N/A	Data provided by Merton's Performance Officer.
	Council Fleet Petrol Hybrid Mileage	km/yr	8,896	13,369	6,960	N/A	Data provided by Merton's Performance Officer.
	Council Fleet EV Mileage	km/yr	5,427	2,277	6,375	N/A	Data provided by Merton's Performance Officer.
	LBM annual mileage claims for petrol and diesel grey fleet	Miles/yr	282,702	279,857	160,823	N/A	Data provided by Merton Human Resources.
	Fossil fuel vehicles in the Council fleet	Vehicles	94	94	94	N/A	Data provided by Merton's Performance Officer.
	Electric Vehicles in the Council Fleet	Vehicles	1	1	1	N/A	Data provided by Merton's Performance Officer.
	Council fleet emissions	ktCO <sub>2</sub> eq/yr	0.6	0.5	0.4	N/A	Merton's Greenhouse Gas Inventory Report 2021 available at: <a href="https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency">https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency</a> .
	Council operational buildings emissions	ktCO <sub>2</sub> eq/yr	3.7	3.5	2.6	N/A	Merton's Greenhouse Gas Inventory Report 2021 available at: <a href="https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency">https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency</a> .

<sup>17</sup> This includes cars and vans.

<sup>18</sup> This includes cars, vans and HGVs.

Workstream	Workstream Indicator	Unit <sup>11</sup>	2018	2019	2020	2021	Source	
	Community schools emissions	ktCO2eq/yr	4.1	3.8	3.7	N/A	Merton's Greenhouse Gas Inventory Report 2021 available at: <a href="https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency">https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency</a> .	
	Council non-operational buildings emissions	ktCO2eq/yr	TBC					
WS7: LBM Procurements and investments	Weighted Average Carbon Intensity of Merton's Pension Fund	tCO2/\$m sales	219	183	124	87	Data provided by Merton's Pension Fund Investment Consultant.	
	Carbon footprint of Merton's procurements <sup>19</sup>	KtCO2eq/yr	1.8	1.7	1.8	N/A	Merton's Greenhouse Gas Inventory Report 2021 available at: <a href="https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency">https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency</a> .	
WS8: Communication, outreach and LBM corporate procedure <sup>20</sup>	Number of projects being developed and/ or delivered by Merton's Climate Action Group	Projects	N/A	N/A	N/A	10 <sup>21</sup>	Data provided by Merton's Climate Change Team.	
	Individuals signed up to Merton's Climate Action Newsletter	Individuals	N/A	N/A	N/A	3,847	Data provided by Merton's Climate Change Team. Number of subscribers as of 21 December 2021.	
	Merton Climate Action Group followers	Twitter Followers	N/A	N/A	N/A	381	<a href="https://twitter.com/ClimateMerton">https://twitter.com/ClimateMerton</a> . Number of Twitter followers as of 21 December 2021.	

### 2.3 Progress against workstreams and priority actions for 2022

This section provides an overview of the Council's progress in delivering projects that tackle climate change in the first year of implementing Merton's Climate Strategy and Action Plan (Y1, i.e. 2021), and summarises the main intended actions for the following year (Y2, i.e. 2022), for each workstream.

<sup>19</sup> To date, the Council greenhouse gas inventory has only included emissions from Merton's three largest contracts (highways maintenance, green spaces maintenance and waste collection). This figure is expected to increase in future years if emissions data for other contracts becomes available and can be added to Merton's greenhouse gas inventory.

<sup>20</sup> Also see indicators relating to the Council's overall performance in section 2.1.

<sup>21</sup> These projects are: Merton's Schools Climate Action Conference, Energy Matters (Schools energy advice cafes), Merton's Green Buildings Awards, promoting Sustrans' Big Pedal, World Car Free Day and Cycle Buddies locally, The Wheel (circular economy hub), promoting Packshare, Urban Re-Leaf and Merton Garden Streets.

A detailed progress review of all Y1 priority actions, and a full list of priority actions for Y2, are set out in **Annex 4**. This includes a traffic light assessment of the likelihood of delivery for each action (at Y1 and Y2). **Annex 3** sets out key considerations that were made when identifying priority actions to benchmark actions against expected progress towards net-zero carbon.

The main focus of the actions prioritised for Y2 is to continue to develop firm foundations from which low carbon policies, projects and programmes can grow within the Council based on the Y1 actions, and to ensure that the Council is in a position to partner with, support or empower Merton citizens to reduce carbon emissions. This section also identifies where further actions may be necessary in future to fulfil the Council’s commitments under the Climate Strategy and Action Plan.

The assessment of actions and potential future gaps has resulted in a “RAG rating” for each workstream, showing the likelihood of successful delivery of actions to the scale required to fully support Merton’s Climate Strategy and Action Plan. The criteria that the risks were assessed against are set out in **Annex 2**.

**Table 2-4 Workstream risk assessment**

No.	Workstream	RAG Rating at Y1	RAG Rating at Y2
1	Sustainable consumption and low carbon economy	Red	Red
2	Retrofit of the residential and non-residential building stock	Red	Red
3	Future new build and regeneration	Amber	Amber
4	Transport infrastructure and modal shift	Amber	Amber
5	Green infrastructure	Amber	Amber
6	LBM Estate and fleet management	Red	Red
7	LBM Procurements and investments	Amber	Amber
8	Communication, outreach and LBM corporate procedure	Amber	Amber

WS1: Sustainable consumption and low carbon economy (RAG rating Red): Successfully delivering this work stream will require significant behaviour changes from Merton’s residents, businesses and organisations, to drive sustainable consumption habits and enable a transition to a low carbon economy.

In 2021, the Council delivered targeted communications and engagement to encourage sustainable behaviour changes in Merton; working with local partners to maximise the impact and reach of this engagement. This involved highlighting steps that individuals and businesses can take to reduce their carbon footprint; relevant themes included food, business and investments, and waste<sup>22</sup>.

Community-led initiatives were supported through local partners such as Sustainable Merton and Merton's new Climate Action Group. The Council launched Merton's Climate Action Group in January 2021 to foster climate action in the borough; this has resulted in the development of several community-led projects which promote a low carbon economy. In November 2021, Neighbourhood Community Infrastructure Levy (CIL) funding was allocated to a number of relevant community-led projects (e.g. The Wheel: a local circular economy hub for Merton) for delivery in 2022<sup>23</sup>.

The Council also directly supported a recycling on-the-go scheme in Wimbledon town centre, the Morden Library of Things and activity to promote London Circular Economy Week which all helped promote waste reduction and a circular economy.

To date, officers have experienced high levels of engagement from a small group of passionate and dedicated residents who have driven the development of a number of community-led projects. However, achieving this workstream will also require action and behaviour change from residents and businesses who aren't already engaged in the climate agenda. In 2022, the Council therefore intends to build on Y1 activities, and extend engagement to groups which have been less represented to date. See [WS8: Communication, outreach and LBM corporate procedure](#) below for more details on the Council's wider engagement and comms plans for 2022.

This workstream also requires wider engagement with partners outside Merton. In 2021, the Council supported cross-borough programmes via the South London Partnership (SLP), London Councils' seven programmes on climate change<sup>24</sup> and the London Recovery Board's Green New Deal mission<sup>25</sup> to (1) lobby for faster change in promoting a low carbon economy, (2) promote a green recovery from Covid, and (3) understand the green skills required to deliver our net zero carbon targets. Initiatives progressed in Y1 include the Mayor's Construction Academy for South London, the South London Knowledge Exchange Project, and the *Green Jobs and Skills in London: cross-London report*<sup>26</sup>. The Council also worked with local partners, to promote sustainable behaviours in local business through Merton's Best Business Awards, and to support the development of green skills in Merton through Merton's Towards Employment Programme.

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<sup>22</sup> Merton's climate pledge ideas are available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges>.

<sup>23</sup> NCIL 2021 allocations <https://democracy.merton.gov.uk/documents/s44181/Appendix%20A.pdf>

<sup>24</sup> <https://www.londoncouncils.gov.uk/our-key-themes/environment/climate-change>

<sup>25</sup> <https://www.london.gov.uk/coronavirus/londons-recovery-coronavirus-crisis/recovery-context/green-new-deal>

<sup>26</sup> <http://southlondonpartnership.co.uk/wp-content/uploads/2021/11/Green-Jobs-and-Skills-in-London-Final-Report.pdf>

In 2022, through the SLP Green New Deal working group and the SLP Skills & Employment working group, the Council will continue to develop opportunities for collaboration towards a Green Recovery in South London. Understanding of low carbon skills, knowledge and behaviours in local businesses is currently limited but further research is underway and expected to be published in early 2022; this should help inform engagement with local stakeholders regarding green skills and jobs. Other opportunities for collaboration which are currently being investigated include engagement to promote a circular economy across South London.

In 2021, Merton also worked with the South London Waste Partnership (SLWP) and Viridor to baseline carbon emissions, and to consider actions to reduce emissions, from the processing of local authority collected waste at the Beddington Energy Recovery Facility (ERF). These emissions have been added to Merton's borough greenhouse gas inventory<sup>27</sup>, and Merton will continue to contribute to the Beddington ERF decarbonisation plans in 2022 through the SLWP steering group. The draft South London Waste Plan was also submitted to the Secretary of State for an Examination in Public and is expected to be adopted in 2022.

Limited Council resources and funding fall short of the sort of action required to influence behaviour across the borough at the pace and scale of change required. In the context of current government funding, financial support for future projects is unlikely to increase within Merton, so increased focus will be put on finding external partners and applying for funding external to the Council.

WS2: Retrofit of the residential and non-residential building stock (RAG rating: Red): Successfully delivering this work stream will require significant uptake of good quality domestic and non-domestic retrofit by homeowners, business owners, and private and social landlords in Merton. As well as reducing energy demand and carbon emissions, this will help tackle fuel poverty and build climate resilience in the borough.

Key barriers to retrofit include the lack of understanding of homeowners/ business owners/ landlords regarding how to retrofit their properties, the up-front costs, and the lack of skilled installers and supply chain issues<sup>28</sup>.

To increase local understanding and awareness, in 2021 the Council promoted retrofit and energy saving measures through Merton's climate communications campaign<sup>29</sup> and schemes like Solar Together London<sup>30</sup>. These have also been promoted via local partners including Sustainable Merton and

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<sup>27</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

<sup>28</sup> Supply chain issues have been amplified over the last year as a result of increased demand due to the availability of national funding, and reduced supply which has been affected by Covid and Brexit.

<sup>29</sup> Merton's climate pledges: Buildings & Energy. Available at <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges/buildings-and-energy>.

<sup>30</sup> Solar Together London <https://www.london.gov.uk/what-we-do/environment/energy/solar-together-london>.

Merton's Climate Action Group (MCAG). The MCAG Buildings & Energy group is working to showcase low carbon homes in Merton and run energy advice cafes in schools to empower the younger generation to drive behaviour change around energy use; the latter project was allocated Neighbourhood CIL funding to support delivery in 2022. The Council is also considering opportunities for collaboration with the South London Partnership to develop shared resources to promote retrofit.

In addition, Merton has engaged with local housing providers to promote domestic retrofit and to support them in accessing national retrofit funding. The Council facilitated a workshop with social housing providers in January 2021 to get an overview of social housing decarbonisation plans in Merton, to understand the key obstacles and operational challenges to retrofitting the local social housing stock, and to consider opportunities for collaboration. The intention is to run a similar workshop in 2022 to facilitate knowledge and skills sharing between local housing providers, and to inform a borough-wide retrofit strategy.

To help address the upfront costs of retrofit, throughout 2021 the Council has worked with partners to apply for national retrofit funding for fuel poor homes in Merton through the Green Homes Grant Local Authority Delivery (LAD) Scheme, the Social Housing Decarbonisation Fund<sup>31</sup>, and the Sustainable Warmth Competition<sup>32</sup>. To date, retrofit delivery has been limited due to national challenges in delivering the Green Homes Grant Voucher Scheme<sup>33</sup> (which has now been cancelled) and regional challenges and delays in delivering the Green Homes Grant LAD scheme. Referrals for eligible Merton households are now being progressed under Phase 1B of the LAD scheme<sup>34</sup>. The Council is awaiting confirmation of delivery plans for subsequent phases of LAD funding and Sustainable Warmth funding. Current national funding schemes are targeting fuel poor homes so further work is required to consider mechanisms to overcome up-front costs for homes that are considered 'able-to-pay'.

To date there has been limited capacity within the Council to drive borough-wide retrofit. However, in 2021 funding was allocated to recruit two additional members of staff from April 2022 to promote borough-wide retrofit. Priority actions for 2022 will include the development of a retrofit strategy for the borough to consider key barriers to retrofit in Merton, mechanisms to overcome supply chain issues and upfront costs (for able to pay and fuel poor homes), and how best to engage with local homeowners, businesses and landlords to drive the uptake of good quality retrofit. Securing and delivering national retrofit funding in Merton will also be a priority for 2022. It is worth noting here that delivery is subject to being able to recruit suitably qualified staff, but given the intense competition in the market for energy professionals it is not clear how easy this will be.

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<sup>31</sup> Wave 1 of the Social Housing Decarbonisation Fund <https://www.gov.uk/government/publications/social-housing-decarbonisation-fund>.

<sup>32</sup> Sustainable Warmth Competition <https://www.gov.uk/government/publications/apply-for-the-sustainable-warmth-competition>.

<sup>33</sup> Green Homes Grant Voucher Scheme <https://www.gov.uk/guidance/apply-for-the-green-homes-grant-scheme>.

<sup>34</sup> Green Homes Grant LAD1B <https://www.gov.uk/government/publications/green-homes-grant-local-authority-delivery-scheme-entering-a-bid>.

The Council is also engaging with pan-London groups to lobby central government to address supply chain issues, as well as skills and funding gaps, in delivering retrofit. Work with the South London Partnership will hopefully help identify local skills and jobs gaps, and inform engagement with local stakeholders.

Action to date falls far short of stimulating the very substantial and sustained ramp up of retrofit required, both in terms of the number of buildings and depth of low carbon measures needed to achieve zero carbon buildings by 2050. This is not helped by the complicated national funding and policy landscape, so lobbying central government for supportive national policy and an effective long-term funding framework continues to be a priority.

WS 3: Future new build and regeneration (RAG rating: Amber): Successfully delivering this work stream will require that all new developments in Merton, and Merton's energy infrastructure, are compatible with our climate commitments and adaptable to a changing climate.

Merton's New Local Plan was submitted to the Secretary of State for independent Examination in December 2021<sup>35</sup>. The Council has set ambitious Climate Change policies to ensure that from 2025 all new development is compatible with operating at net-zero carbon by 2050 without the need for expensive retrofit. However delivery is dependent on the outcome of the Examination and government policy; including Building Regulations and the impacts of the government's fundamental reforms of the wider planning system. The intention is to adopt Merton's new Local Plan in 2022 following the Examination in Public but this will depend on the examination timescales and outcomes. The Council has also engaged with a range of partners to lobby for faster change in national and regional planning policy, and developing the green skills sector; this will continue in 2022.

The Council is no longer procuring housing directly but will work with partners to ensure new development is compatible with Merton's 2050 borough-target, and continues to seek to secure the delivery of low carbon development within Morden town centre.

Funding has also been secured to develop an energy masterplan to ensure that Merton has the capability to make a transition from gas heating to low carbon alternatives and from fossil fuel transport to electric.

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<sup>35</sup> Merton Local Plan submission to the Secretary of State (2021), available at: <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan/newlocalplan/local-plan-submission>.



WS 4: Transport infrastructure and modal shift (RAG rating: Amber): Successfully delivering this work stream will require everyone who works, lives and studies in Merton to shift from fossil fuel based modes of transport towards more active and sustainable travel, and ensuring that the supporting infrastructure is in place to enable this modal shift.

In 2021, Merton successfully completed the delivery of its emergency Covid Transport Strategy to help support active travel in the borough<sup>36</sup>. Projects delivered included 4 cycle lanes, 5 Low Traffic Neighbourhoods, 28 Schools Streets, 20 Cycle hangars and 20 school cycle shelters. However, the ongoing funding crisis at TfL resulted in the borough receiving a significantly reduced Local Implementation Plan (LIP) funding allocation in 2021/22, so delivery of transport infrastructure projects in the latter half of 2021 has been much less than anticipated. The Council continued to deliver programmes to support active travel, such as cycle training<sup>37</sup>, health walks<sup>38</sup>, the Stars School Travel Plans<sup>39</sup>, and maintaining Safer Routes to School<sup>40</sup> and Public Rights of Way. However, there was also a reduced level of delivery of some of these projects in 2021 compared to previous years due to the impact of Covid restrictions and the reduced TfL LIP funding allocation.

Short term transport priorities were reviewed and a more strategic approach used to develop an interim LIP delivery programme for 2022/23. However, the availability of TfL funding remains highly uncertain and it appears unlikely that sufficient LIP funding will be allocated to enable full delivery of the programme in 2022/23.

The Council also supported Merton's Climate Action Group (Transport sub-group) who have been involved in promoting a number of national initiatives locally to engage with residents and promote active travel and wider climate action in Merton. These have included Sustrans' Big Pedal<sup>41</sup>, World Car Free Day<sup>42</sup> and Cycle buddies<sup>43</sup>.

To support the uptake of EVs the Council introduced 90 lamp column chargers<sup>44</sup> in 2021 and has submitted a bid for Government funding to deliver a larger batch of lamp column chargers in 2022. There has been increased demand for and use of EV charge points from a greater than anticipated transition to

<sup>36</sup> Merton's Covid-19 Transport Strategy available at: <https://www.merton.gov.uk/streets-parking-transport/lip3>.

<sup>37</sup> Merton cycle training for adults <https://www.merton.gov.uk/streets-parking-transport/road-safety/adult-cycle-training> and children <https://www.merton.gov.uk/streets-parking-transport/road-safety/childrens-cycle-training>.

<sup>38</sup> Merton Walks4Life <https://www.merton.gov.uk/healthy-living/sport-and-healthy-living/walk-4life>.

<sup>39</sup> Merton supports TfL's STARS programme <https://stars.tfl.gov.uk/>.

<sup>40</sup> Merton Safer routes to schools: road safety improvements <https://www.merton.gov.uk/streets-parking-transport/traffic-management/safer-routes-to-school>.

<sup>41</sup> Sustrans' Big Pedal 2021 <https://bigpedal.org.uk/>.

<sup>42</sup> Merton Play Streets <https://www.merton.gov.uk/streets-parking-transport/streets-and-pavements/play-streets>.

<sup>43</sup> Merton Cycle Buddies <http://www.mertoncyclingcampaign.org.uk/p/cycle-buddies.html>.

<sup>44</sup> Merton Council – Charging your electric vehicle <https://www.merton.gov.uk/streets-parking-transport/electric-vehicle-charging-points>.

ownership of lower emissions vehicles, which may have been accelerated by national policy announcements on the ending of petrol/ diesel car sales by 2030 and the expansion of the ULEZ in 2021. For this reason, Cabinet resolved that the proposed introduction of new emission-based parking charges was no longer necessary to encourage uptake of lower emission vehicles by residents<sup>45</sup>.

Merton has continued to develop our transport policies including through the submission of Merton's New Local Plan<sup>46</sup>, which strengthens the focus towards active and sustainable travel, in accordance with the Mayor's Transport Strategy<sup>47</sup>, the new London Plan<sup>48</sup> and the Government's recently published Decarbonising Transport strategy<sup>49</sup>. The Council will continue this approach in 2022, through the further development of a LIP delivery plan for the period up to 2025 and work towards long-term transport strategies for the delivery of integrated cycling, walking and EV charging networks.

The Council has also continued the implementation of Merton's Air Quality Action Plan<sup>50</sup>. Initiatives include air quality monitoring, air quality audits in schools, Merton's anti-idling campaign, supporting the world's first Low Emission Zone for Construction, the Wimbledon Clean Air Village, setting targets for new development through a new Air Quality Supplementary Planning Document, as well as delivering public health messaging and events<sup>51</sup>. These are reported annually as part of the Council's annual air quality status reports<sup>52</sup> and a new Air Quality Action Plan will be developed in 2022.

WS 5: Green infrastructure (RAG rating: Amber): Successfully delivering this work stream will require increased tree planting and green infrastructure projects by the Council and private landowners, and increased public participation in community planting.

The maintenance of green spaces and Merton's tree replacement programme continues, alongside new tree planting. The Council is currently undertaking a tree strategy for delivery in 2022. The strategy will provide a coherent framework to maximise tree benefits and minimise tree problems, establishing a clear framework to achieve consistency of decision making, along with clear aims and strategic objectives for the betterment of our tree population. Funding has also been secured for street tree replacement and new tree planting next year. During the annual tree planting programme for 2020/21, the

<sup>45</sup> Merton's Emissions Based Parking Charges Review (2021), available at: <https://democracy.merton.gov.uk/ieListDocuments.aspx?CId=146&MId=3975&Ver=4>.

<sup>46</sup> Merton Local Plan submission to the Secretary of State (2021), available at: <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan/newlocalplan/local-plan-submission>.

<sup>47</sup> Mayor's Transport Strategy, available at: <https://tfl.gov.uk/corporate/about-tfl/the-mayors-transport-strategy>.

<sup>48</sup> Mayor's London Plan (2021), available at: <https://www.london.gov.uk/what-we-do/planning/london-plan/new-london-plan/london-plan-2021>.

<sup>49</sup> Department for Transport's Decarbonising Transport (2021), available at: <https://www.gov.uk/government/publications/transport-decarbonisation-plan>.

<sup>50</sup> Merton Air Quality Action Plan 2018-2023 <https://www.merton.gov.uk/system/files?file=merton20aqap2020182023.pdf>.

<sup>51</sup> Further details are available in Annex 4.

<sup>52</sup> Merton Air quality plans and reports <https://www.merton.gov.uk/communities-and-neighbourhoods/pollution/air-quality-and-air-pollution/local-air-quality-management>.

service planted 328 street trees against a target of 235, representing a 40% improvement against the target. In addition, the Council's tree service has been successful in receiving further external funding to establish an additional 283 standard (i.e. >1.8m tall) trees in our parks. The planting will focus on areas with less canopy cover and 53% of the trees will be planted in the East of the borough.

As part of Merton's new Local Plan, new Green and Blue Infrastructure policies were submitted to the Secretary of State for independent examination in December 2021. These include details on improving access to nature and open space, increasing urban greening and net biodiversity gain across the borough, through planning applications, and are supported by the Merton Green Infrastructure Study 2020<sup>53</sup>. The intention is to adopt Merton's new Local Plan in 2022 following the examination in public but this will depend on the examination timescales and outcomes.

Merton has implemented a number of successful green infrastructure projects including Sustainable Urban Drainage systems (SUDs) and parklets as highlighted in Merton's Sustainable Infrastructure Story Map<sup>54</sup>. There are other SUDs interventions being planned and designed for construction next financial year.

In 2021, Merton's Climate Action Group delivered the Merton Garden Streets Initiative<sup>55</sup>, a volunteer-led project delivered by local residents and businesses to make Merton's streets greener. This initiative was very well received by the local community with over 90 streets signing up to planting days over the summer, and feedback highlighted positive impacts for mental and physical wellbeing, developing a greater sense of community, as well as improving local air quality, biodiversity and climate resilience. Neighbourhood CIL funding was allocated in November 2021 to support the delivery of Merton Garden Streets in 2022.

Opportunities to increase vegetation through "grey to green"<sup>56</sup>, are currently unknown, but in 2021, Merton's Climate Action Group secured some funding with Kingston University to map unutilised space in the borough to help better target it for planting. The Council will continue to support the development of community-based planting projects, seek suitable sites for planting and apply for external funding.

WS 6: LBM Estate and fleet management (RAG rating: Red): Successfully delivering this work stream will require the decarbonisation of the Council's operational buildings and fleet, street lighting and community schools.

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<sup>53</sup> Merton Green Infrastructure Study (2020), available at: <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan-research>.

<sup>54</sup> Merton's Sustainable Infrastructure Story Map <https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c>.

<sup>55</sup> Merton Garden Streets 2021 <https://www.frontgardenfriendly.uk/Mertongardenstreets>.

<sup>56</sup> "Grey to green" means the replacement of areas of hard standing such as paving, with natural vegetation, including the removal of paving, natural sustainable drainage or flood management, the additional of green walls and roofs.

For the last two and a half years, the Council has sourced 100% of the electricity supply for its operational buildings, street lights and many schools through a green electricity tariff which helps contribute to the decarbonisation of the national electricity grid. The Council is in the process of finalising the appointment of a solar PV design and installation company, with the intention to install and expand systems wherever feasible across its building portfolio, adding to the current portfolio which already includes over 2MWP of generation capacity. Further the Council hopes to install several battery storage systems at sites with existing solar PV to further enhance the use of zero carbon power on site and provide financial savings to the Council. The Council has also now converted 10,679 streetlights (82% of all our streetlights in the borough) to LEDs. The remaining legacy bulbs will continue to be phased out through a combination of standard maintenance and Community Infrastructure Levy (CIL) funding.

Grant money of nearly £500,000 was secured through Phase 1 of the Public Sector Decarbonisation Scheme (PSDS)<sup>57</sup>, and a contractor was appointed to deliver the works. The current energy crisis, combined with the intense demand for construction materials, equipment and renewable heating technologies has caused significant issues for year 1 projects, and is expected to continue through Q1 & 2 of 2022/23. This has necessitated the development of a revised scope of works, in order to meet the grant funding criteria, which is currently being considered by Salix. No further external funding has been applied for to date, with officers concentrating on delivery of the PSDS Phase 1 works. Outcomes will be reviewed and installations monitored in 2022 to identify lessons learnt from the first phase of delivering PSDS funding. Work has also started to investigate the use of battery storage; this will continue in 2022 with the delivery of the revised PSDS scope of works which now includes the installation of battery storage systems at three sites in Merton's portfolio.

Work to create a set of criteria to prioritise the Council's buildings for decarbonisation works is nearing conclusion, and officers are exploring the potential to secure a delivery partner for work on the 2030 net zero target. It is hoped such a partner would greatly increase the Council's capacity to secure and implement grant funded works. In 2022, Merton's Property and Asset Management Board will also implement a mechanism to ensure that new Council buildings are capable of operating at net zero carbon by 2030 without requiring significant retrofit.

In 2021, a draft roadmap was developed for the decarbonisation of the Council's fleet and consideration given to the phased installation of EV charging infrastructure to support it. Capital bids have been submitted for the replacement vehicles of Merton's internal and service provider fleet, and the Council has allocated circa £12m in the draft capital programme for the decarbonisation of Merton's refuse collection fleet from 2025. A further £6m is in the draft capital programme for the decarbonisation of our internal fleet. A strategy will be developed in 2022 outlining the infrastructure required to support a decarbonised fleet and associated costs.

Covid has delayed the implementation of permanent staff travel policies but has also resulted in a significant shift in staff travel behaviours, with a large increase in remote working and associated reduction in staff travel. The implementation of improvements to staff cycle parking and travel infrastructure has been delayed in order that likely future staff travel patterns and demand can be reassessed once this has settled. The Council will develop new staff

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<sup>57</sup> Phase 1 Public Sector Decarbonisation Scheme <https://www.salixfinance.co.uk/PSDS>.

travel policies to support a transition to sustainable travel modes and low emissions vehicles for essential staff travel, including through improved cycle parking facilities for the Civic Centre.

To date, limited staff capacity has prevented the development of further projects and grant funding proposals relating to this workstream. However, in 2021, the Council allocated funding to increase capacity and recruit additional members of staff to lead on the decarbonisation of the Council fleet, estate and community schools, and supporting infrastructure needs. The recruitment of a new member of staff to support the ongoing development of the decarbonisation plans for the Council's operational buildings and community schools should commence in early 2022, though given the intense competition in the market for energy professionals it is not clear how easy recruiting a suitably qualified person will be. The fleet management team is also looking to increase capacity and secure technical support to lead on the decarbonisation of Merton's fleet from early 2022. This will also be subject to the availability of expertise in a competitive market.

Merton's Green and Healthy Guardians group was set up as a joint project between the Public Health and Climate Change teams in 2020 to encourage staff-led climate action in the workplace. This was paused in 2020 due to Covid and a shift to working from home. The role of this group will be reconsidered in early 2022, in the context of wider staff engagement plans, once the new Climate Engagement Officer has been recruited.

WS 7: LBM Procurements and investments (RAG rating: Amber): Successfully delivering this work stream will require the reduction of greenhouse gas emissions from Merton's procurements and pension investments, whilst balancing the need to reduce emissions with the potential additional costs of services.

Work is ongoing with individual contractors to measure and reduce emissions from existing contracts. To date engagement has focussed on Merton's largest contracts involving highways maintenance, green spaces maintenance, and the collection and treatment of local authority collected waste. In 2021, Merton trialled innovative low carbon technologies in highways maintenance schemes with FM Conway, and worked with the South London Waste Partnership (SLWP) and Viridor to baseline carbon emissions from the processing of local authority collected waste, which have now been included in the Merton borough greenhouse gas inventory<sup>58</sup>. In 2022, Merton will continue to engage with the SLWP and Viridor to identify and deliver opportunities to reduce emissions from the treatment of Merton's local authority collected waste, but this will also be dependent on the volumes and types of waste

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<sup>58</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

generated by residents. The Council will continue to trial low carbon technologies in Merton's contracts where appropriate, and seek to embed Merton's climate commitments in, and better understand the scale of emissions from, other existing contracts.

In 2021, Merton's procurement policies and procedures have been reviewed to embed climate considerations in new contracts. Merton's Contract Standing Orders<sup>59</sup> (CSOs) were updated to require Responsible Officers to give due consideration to the Council's commitment to the Climate Emergency and seek approval from Merton's Procurement Board when considering procuring any contract that has any carbon implications/impacts, irrespective of the value of the contract. The CSO training and procurement toolkits have been updated accordingly. The Commercial Services' Gateway report templates have been updated to include an 'Environmental Consideration' section to ensure that consideration is given to the climate emergency for all contracts over £100k (or below £100k where a specific contract has any carbon implication / impact). The Council's new Social Value Charter also incorporates a mechanism for considering the impact of climate change mitigation for relevant contracts. In 2020/21, the Council embedded the Council's climate commitments in the tendering process for Merton's school meals catering contract review to ensure that carbon reduction is central to the contract and to provide sustainable meals to Merton's community schools. Priorities for 2022 include rolling out these new policies and procedures across Merton's new contracts.

Over the last few years, while ensuring that Merton Pension Fund investments deliver the expected returns to meet members' benefits and to keep the employers' contribution stable, the Council has made sure that the Fund moves out of fossil fuels towards low carbon, sustainable and renewable energy sectors. Environmental, Social and Governance (ESG) and climate change factors have been incorporated into the Fund's Investment Strategy<sup>60</sup> and this is formalised in the Fund's Investment Belief Statement. The Fund's weighted average carbon intensity has reduced by 60% between 2018 and 2021, and as of June 2021 its measurable carbon footprint was 30% lower than it was the year before. In 2022, the Fund will seek to continue to decarbonise its portfolio.

WS 8: Communication, outreach and LBM corporate procedure (RAG rating: Amber): Successfully delivering this work stream involves raising climate awareness in Merton and empowering residents, businesses, organisations, Council staff and councillors to act to reduce emissions and adapt to the impacts of climate change.

Throughout 2021, working with local comms partners, the Council developed and delivered an external climate comms campaign to increase local climate awareness and engagement. This included Merton's climate pledges<sup>61</sup> which identified steps that residents and businesses can take to reduce their carbon footprint. Merton's Climate Action Newsletter<sup>62</sup> was also launched to highlight climate action happening in the borough, and now has over 3,800

<sup>59</sup> Further information is available at: <https://democracy.merton.gov.uk/documents/s40335/Revisions%207%20July%202021.pdf>

<sup>60</sup> Merton Pension Fund Investment Strategy Statement (2017), available at: <https://www.merton.gov.uk/system/files?file=merton20pension20fund-20investment20strategy20statement-050618.pdf>

<sup>61</sup> Merton's climate pledges <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges>

<sup>62</sup> Anybody can sign up to Merton's Climate Action Newsletter here: <https://public.govdelivery.com/accounts/UKLBM/signup/19626>.

subscribers. The Council also developed specific climate comms for key events including the London Circular Economy Week, World Car Free Day and COP26. In addition, the Your Merton Consultation which ran in 2021 confirmed that sustainability is a local priority and will be embedded in Merton's Covid recovery plans.

Merton's Climate Action Group was also launched in January 2021 to support community-led climate action projects in Merton and has resulted in the development of ten community projects across the four key themes of Merton's Climate Strategy & Action Plan: Transport, the Green Economy, Buildings & Energy, and Greening Merton. In November 2021, Neighbourhood CIL funding was allocated to support the delivery of a number of community-led projects with climate benefits in 2022.

To date, officers have experienced high levels of engagement from a small group of passionate and dedicated residents who have driven the development of a number of community-led projects. However, achieving this workstream, and most of the other workstreams listed above, will also require action and behaviour change from residents and businesses who aren't already engaged in the climate agenda. In 2022, the Council therefore intends to build on Y1 activities, and extend engagement to groups which have been less represented to date. This includes economically disadvantaged groups; residents that consider themselves to be from Black, Asian and Minority Ethnic backgrounds; groups representing the interest of residents with a disability; and businesses. Funding has been allocated to recruit a Climate Engagement Officer to lead on climate change engagement from early 2022, and to support community-led action and engagement via Merton's Climate Action Group and other local partners.

To date, engagement with Council officers to inform the development of Merton's Climate Strategy & Action Plan and climate delivery plans has reached across all Council departments, but has been limited to a relatively small number of key officers. A staff climate survey (November 2021) highlighted the need for increased internal engagement with and climate training for LBM staff across all departments and teams. The intention is to develop general carbon literacy e-learning modules for council staff in 2022. Further work will be carried out in 2022 to consider the best approach to engage with Council officers and councillors to identify opportunities for carbon reduction in their work and any further training needs across the Council's services.

In 2021, a number of changes have been made to embed climate change in the Council's procurement procedures and policies as set out above in WS7: LBM Procurements and investments. In 2022, the Council will investigate other mechanisms to ensure that climate change is considered when taking all Council decisions.

### 3. PROGRESS TOWARDS MEETING THE NET-ZERO CARBON TARGETS

“A Strategy to Combat Climate Change” recognises that Merton cannot achieve our climate ambition in isolation, and that we are dependent on many wider factors, such as a supportive national policy framework, additional funding, and behaviour changes of many individuals, business and organisations.

This section considers the likelihood that the net-zero carbon targets will be met. The main measure is through an annual estimate of greenhouse gas (GHG) emissions, for which the table below represents the period 2017-2019 for the borough inventory and 2018-2020 for the Council inventory<sup>63</sup>. It is worth noting here that there is a lag between the Council’s actions and the GHG inventory due to availability of the emissions data, but the GHG emissions give an indication of the direction of travel.

There have been some changes in the emissions estimates for the baseline year compared to the Year 1 Delivery Plan following Merton’s GHG inventory update in 2021. In part this is due to changes in national activity data and emission factors used in national datasets for the baseline year. In addition, in some cases where emissions data was not previously available for inclusion in the baseline inventories, new data has now become available and been added to the inventories. This includes emissions from the processing of local authority collected waste which have been added to the borough inventory, and emissions resulting from machinery use associated with Merton’s green spaces maintenance contract which have been added to the Council inventory. Further details of how the emission estimates were formed and all changes since the baseline inventory are set out in Merton’s GHG Inventory Report 2021<sup>64</sup>.

Considering the pace and scale of action, both inside and outside of the borough, we also assess the likelihood that progress is sufficient to achieve our net-zero targets in Table 3-1 below. Further details of how the likelihood of meeting the net-zero targets was assessed are provided in **Annex 2**.

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<sup>63</sup> The baseline GHG inventory which informed Merton’s Climate Strategy & Action Plan in 2019/20 was based on 2017 data for the borough emissions (due to availability of national data sets) and 2018 data for the Council target (due to availability of Council activity data). Merton’s updated greenhouse gas inventory (Merton Greenhouse Gas Inventory Report 2021) provides the latest Council and borough greenhouse gas emissions figures based on two years of additional data.

Baseline inventory: Aether (2020) London Borough of Merton Climate Action Support, available at: [https://www.merton.gov.uk/system/files?file=merton\\_support-climate-action\\_v3.1.pdf](https://www.merton.gov.uk/system/files?file=merton_support-climate-action_v3.1.pdf)

Inventory Update: Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

<sup>64</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.



**Table 3-1 Assessment of emissions and likelihood of meeting net-zero targets**

<b>Borough Emissions</b>	<b>Unit</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>Likelihood of meeting 2050 target</b>
Total Borough Emissions	Kt CO2eq	767	701	663	Low
2050 Green Economy	Kt CO2eq	48*	37	26	Low
2050 Buildings and Energy	Kt CO2eq	566	514	491	Low
2050 Transport	Kt CO2eq	154	151	148	Medium
2050 Greening Merton	Kt CO2eq	-1.1	-1.1	-1.1	N/A
<b>Council Emissions</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Likelihood of meeting 2030 target</b>
2030 Council Emissions	KtCO2eq	11	10	9	Low/Medium

\*This figure relates to the processing of Merton’s Local Authority collected waste at the Beddington ERF. Merton’s borough inventory does not include wider scope 3 consumption-based emissions due to the lack of robust data, but these are estimated to be over 1,000 ktCO2eq.

Total borough emissions:

Total borough emissions decreased throughout the time series, reducing by 13% between 2017 and 2019. In Merton’s GHG Inventory Report 2021, Aether found that the total borough emissions are not decreasing as quickly as originally modelled in their decarbonisation pathway which helped inform Merton’s Climate Strategy & Action Plan in 2020<sup>65</sup>, but they noted that the comparison should be seen as indicative only.

Sectors that have the greatest significance in terms of emissions (the green economy, buildings and energy) are also areas where delivery challenges are greatest, the Council has the least control and the resource gaps are widest. Within the current government policy and funding framework it is unlikely that the net-zero targets can be met.

Green Economy:

Merton’s GHG inventory only includes emissions from the processing of local authority collected waste at the Beddington Energy Recovery Facility under the Green Economy theme (approx.. 26 KtCO2eq, 4% of the total borough emissions in 2019). In 2020, the South London Waste Partnership (SLWP) set up a carbon working group with the four SLWP boroughs (Croydon, Kingston, Merton and Sutton) and Viridor to agree an approach for baselining, monitoring

<sup>65</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

and reducing emissions associated with the SLWP residual waste treatment contract. This includes emissions from the Beddington Energy Recovery Facility (ERF). Residual Waste treated during 2019-2020 has formed the baseline. A proportion of the carbon emissions from the baseline year have been attributed to Merton based on the amount of residual waste treated through the contract as a proportion of the total<sup>66</sup>. This figure has been included in the borough GHG inventory. Emissions data for 2017-18 and 2018-19 have been estimated based on the waste tonnage figures for those years and the carbon intensity of treating waste at the Beddington ERF compared to sending waste to the Beddington Landfill Site<sup>68</sup>. The trend in waste processing emissions between 2017 and 2019 is only an approximation and does not reflect efforts to decarbonise the ERF operations, but this reveals the reduction in carbon emissions as Merton has transitioned away from landfill and towards ERF since 2017-18.

Wider scope 3 consumption-based emissions relating to the embedded emissions in the consumption of goods and services by residents within Merton have not been included in the borough inventory due to the lack of robust data but are presented in Merton's 2021 GHG inventory report to demonstrate the scale of a more complete scope 3 estimate. The total consumption-based emissions are estimated at 1,079 ktCO<sub>2</sub>eq. If these consumption-based emissions were included in Merton borough's GHG inventory for 2019, this would comprise 62% of Merton's GHG emissions. Further details can be found in Merton's 2021 GHG Inventory Report<sup>69</sup>.

The sustainability of products and services is complex with many impacts occurring outside the borough. Residents and businesses of Merton generally have low influence on the sale and purchase of low carbon products and services. A move to a green economy requires mass behaviour change in purchasing habits, and changes to national regulation and industry practice, for which the Council has a low level of influence. Major economic impacts from Covid could reduce demand of more expensive sustainable options. Promotion of cheaper options (up-cycling/ low meat diets) may have greater effect in the current economic climate.

LBM has a strong track record and forward plan on recycling and for local authority collected waste which makes up about half of all waste collected in the borough. Separated waste collection helps residents to recycle, but does little to prevent waste arising; which would have the greatest impact on

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<sup>66</sup> Beddington Energy Recovery Facility & Residual Waste Contract 2019-2043 Carbon Management Plan, Baseline Year: 2019-2020, available at: <https://modern.gov.kingston.gov.uk/ieListDocuments.aspx?CId=432&MId=9275&Ver=4>.

<sup>67</sup> These figures are based on Merton residual waste tonnages provided by the South London Waste Partnership (SLWP). They differ slightly from the figures that appear in Viridor's Carbon Management Plan (published June 2021) as Viridor's figures include street sweepings (while the SLWP figures do not). The SLWP and Viridor are aware of this minor discrepancy and work will be carried out over the next 12 months to reconcile them. This may result in minor changes to both the Viridor Carbon Management Plan and the next iteration of Merton's greenhouse gas inventory.

<sup>68</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

<sup>69</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

emissions. The means of collection and treatment of commercial and industrial waste in Merton is divided amongst commercial contracts between businesses and waste disposal companies, over which the Council has no control.

Business engagement on the climate agenda appears relatively low at present, in part due to the focus on dealing with the ongoing impacts and potential aftermath of Covid. There is a significant skills gap in the low carbon economy; particularly in relation to low carbon building and retrofitting which provides a major opportunity to build local jobs within the green skills sector.

#### Buildings and energy:

The sources of emissions in Merton are dominated by the use of natural gas for heating, and electricity for heating and lighting homes, businesses, and other buildings such as hospitals and schools. The greatest reduction in borough emissions between 2017 and 2019 was from electricity use in residential and non-residential buildings which was driven by reductions in the carbon intensity of the UK electricity grid.

Residential gas use remains the largest source of emissions in the borough. 98% of homes in Merton use gas as their primary source of heating and there is currently insufficient evidence to demonstrate any credible options for wide-scale decarbonisation of the gas grid in the short term<sup>70</sup>. All buildings in Merton must therefore be gas free by 2050 in order to achieve our carbon reduction target.

Barriers to retrofitting the building stock within Merton with low carbon measures (mainly insulation and replacing boilers with low carbon heating) remain very high, mainly due to high up-front costs, inconvenience of installation, low understanding and priority amongst most home owners and landlords. The exception is solar PV where suitably located efficient panels still offer a pay-back on investment, and the market has developed funding models which reduce up-front costs for consumers.

There is a major policy and funding gap for retrofit at a National level that is needed in order to grow a sustainable transition to low carbon energy in buildings and a move away from gas heating. This has only now started to be filled by short-term funding opportunities such as the Green Homes Grant, the Social Housing Decarbonisation Fund, and the Sustainable Warmth Competition. However, a complex funding landscape and supply chain issues have delayed delivery of Green Home Grant funding across the South-East. The closure of the domestic and non-domestic Renewable Incentive (RHI) schemes may also impact on the uptake of low carbon heat solutions.

Ensuring that new build development is capable of operating with zero carbon emissions by 2050 without the need for expensive retrofit is a major opportunity to minimise Merton's retrofit burden. The recently reviewed Local Plan policies, if adopted, could make Merton the first Council in the UK to

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<sup>70</sup> Merton's Local Plan incorporating proposed modifications 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan/newlocalplan/local-plan-submission>.

introduce policies which require new build development from 2025 to use energy systems and levels of energy efficiency which are compatible with achieving zero carbon emissions on site by 2050 without expensive retrofit. Higher local standards may have a short term impact on development if other London boroughs do not quickly follow suit. Wider national planning reform threatens to remove the power of Local Authorities to enforce local targets for all development.

Merton is a constrained area in terms of electricity supply. Further work needs to be done to establish the necessary changes to support a transition in energy infrastructure towards electric heating and vehicles. This will be informed by Merton's Energy Masterplan which is currently expected to be commissioned in 2022.

#### Transport:

Emissions from transport did not change significantly across the time series, with a small 6 ktCO<sub>2</sub>eq total decrease between 2017 and 2019. This was mostly due to a 22% decrease in emissions from buses and rail, as the majority of rail emissions in Merton are from electric trains, which reflects the decarbonising of the UK electricity grid. If the trend of decarbonisation of the National Grid continues thereby decreasing emissions from electricity usage in buildings, the proportion of transport emissions to the total borough emissions may increase in future years.

Notwithstanding the limited change in emissions, car traffic in Merton increased between 2017 and 2019 and is expected to increase in the short term as a result of fewer people using public transport due to Covid-19<sup>71</sup>. Reducing carbon emissions from motor vehicles will require the implementation of a comprehensive package of transport measures that support a shift to sustainable travel options alongside measures to better manage car use, including through a transition to low emissions vehicles for essential car journeys.

The Government's decarbonising transport strategy sets out an ambition for half of all journeys in towns and cities to be cycled or walked by 2030. Achieving this increase in active travel will require significant investment in improved walking and cycling infrastructure in the borough. Merton will produce cycling and walking strategies by 2023 which will set out more detailed proposals for cycle and pedestrian route development but this can be challenging due to physical constraints of Merton's public realm and inadequate levels of funding. Development of cycling and walking strategies that are robust and ambitious enough to achieve the decarbonisation of transport necessary to meet 2050 targets will require significant future political and financial commitment, and this remains uncertain.

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<sup>71</sup> Car traffic decreased in 2020 due to lockdowns but is expected to increase in the short term (<https://www.bbc.co.uk/news/uk-england-london-59949097>).

There is also an opportunity to work with partners including TfL, Network Rail and Public Transport Operators to plan for a long-term transition of public transport infrastructure fit for 2050 low carbon transport. TfL's business plan<sup>72</sup> is consistent with decarbonising public transport in line with Merton's carbon targets. However, the continued uncertainty around the long term impacts of Covid on public transport in London mean there is a continued risk of both ongoing reductions to existing public transport services in the borough and on the delivery of proposed improvements including Cross Rail 2 and Sutton Tram Link. This is likely to impact on the delivery of a sustainable transport led recovery to Covid and the ability to achieve the long term reduction in car use necessary to reach Merton's 2050 target.

Reducing carbon emissions from transport will also require the implementation of policies and measures to reduce overall car use and to enable a shift to zero emissions vehicles for essential journeys. Parking policies are one of the most effective tools available to the Council to manage vehicle use and the Council has adopted parking policies and pricing structures that support sustainable transport objectives, including through the introduction of a £20 EV parking permit. However, achieving the required reduction in car use and emissions is also highly dependent on national and regional policies and initiatives, such as the government proposals to end the sale of petrol/ diesel cars by 2030 and the London expansion of the ULEZ in 2021. Indeed, over the last year a greater than anticipated transition to ownership of lower emissions was observed, which alongside concerns over costs of living increases, meant that in 2021 Cabinet resolved not to proceed with the proposed introduction of new emission-based parking changes.

The delivery of EV charge points, whilst ahead of many London boroughs, falls below the number needed to meet anticipated future demand, and there are untapped opportunities to encourage businesses to add EV charging to replace standard private parking bays. The Council will develop an EV strategy in 2022 that will set out how it will support the delivery of the charging infrastructure necessary to support the projected transition to electric vehicles. This will be balanced with concerns about the sustainability of battery technology and the "whole life" emissions associated with electric vehicles and will ensure that a shift from cars to walking, cycling and public transport remains the priority of Merton's transport policies.

#### Greening Merton:

Merton already has a high % tree cover and strong commitments to ensure protection of parks and open spaces through the open space strategy, Local Plan and GLA policies. The Council's management of green spaces and streets is mainly focused on maintenance as opposed to an increase or enhancement of greenery in Merton. Tree planting is broadly consistent with the rate of planting needed to achieve a 10% increase in tree cover in line with the Mayor's target for London<sup>73</sup>; in part due to a long-standing partnership with the voluntary sector, particularly Merton's volunteer Tree Wardens,

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<sup>72</sup> Mayor of London, TfL Business Plan 2020/21 to 2024/25, available at: <https://content.tfl.gov.uk/tfl-business-plan-2019.pdf>.

<sup>73</sup> Mayor of London (2018) London Environment Strategy, available at: <https://www.london.gov.uk/what-we-do/environment/london-environment-strategy>.

who increase tree planting and support aftercare. However, this target will need to be reviewed once Merton’s Tree Strategy is drafted and the iTree survey complete. Merton’s Tree Strategy will help develop a more strategic and integrated approach to tree planting in Merton.

Further opportunities for tree planting in the public realm tend to be small and fragmented, making it challenging and not very cost effective for the Council to improve and maintain in isolation. The removal of funding for previous initiatives such as “Dig Merton” have resulted in spaces that were previously regenerated by volunteers to be neglected, despite potential to significantly increase community planting<sup>74</sup>. Opportunities to increase tree planting on private land are likely to be higher than in the public realm, but are much harder to initiate except where tree protection orders apply and where changes in land use impact on planning decisions.

Opportunities to increase vegetation through “grey to green”<sup>75</sup>, are currently unknown, but in 2021, Merton’s Climate Action Group secured some funding with Kingston University to map unutilised space in the borough to help better target it for planting. Community-led initiatives like Merton Garden Streets also have an important role to play in greening Merton.

The concept of natural capital brings together the potential benefits of using blue/green infrastructure<sup>76</sup> to reduce the impacts of hot weather and flooding through shade and sustainable drainage, improve resilience of biodiversity and capture carbon to offset emissions. All of these, to some extent, have been progressed, and further opportunities can be realised through the identification of suitable sites.

#### Council 2030 Target:

Reported emissions for Merton Council totalled 9 ktCO<sub>2</sub>eq in 2020, representing a 12% reduction compared to 2019, and a 19% reduction compared to the 2018 baseline. Estimated emissions for Merton Council are decreasing slightly faster than the pathway trajectory outlined in Merton’s Decarbonisation Pathways Modelling carried out in 2019/20<sup>77</sup>. This may in part be due to the Covid-19 pandemic, the long-term trends of which remain unclear.

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<sup>74</sup> 74% of respondents to the Climate Consultation survey 2019-20 indicated that they would be willing to plant a tree as part of a community planting effort.

<sup>75</sup> “Grey to green” means the replacement of areas of hard standing such as paving, with natural vegetation, including the removal of paving, natural sustainable drainage or flood management, the additional of green walls and roofs,

<sup>76</sup> Blue/Green Infrastructure: Comprises the network of parks, rivers, water covered spaces and green spaces, plus the elements of the built environment, such as street trees, green roofs, sustainable drainage systems, flood storage or water management corridors all of which provide a wide range of benefits and services.

<sup>77</sup> Aether (2022) London Borough of Merton Greenhouse Gas Inventory Report 2021, available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/climate-emergency>.

Emissions from electricity usage in Council operational buildings decreased between 2018 and 2020. This is in part due to the continual decarbonisation of the National Grid<sup>78</sup>, but also due to reduced electricity consumption reflecting a shift towards working from home. As a consequence of the pandemic, the Council is likely to implement hybrid working (a mix of working in the office and working from home) for LBM staff, which may sustain lower levels of energy consumption in Council operational buildings. However, staff engagement and training should highlight steps that individuals can take to save energy whilst working from home in order to reduce any emissions “outsourced” to staff homes. Council efforts to convert streetlights in Merton has also directly resulted in reduced emissions between 2018 and 2020.

However, gas consumption in school buildings increased in 2020. Based on anecdotal evidence, this is likely in response to the requirement of schools to increase ventilation rates to reduce the spread of Covid resulting in increased heating over the winter period.

Prior to Merton’s declaration of a Climate Emergency, through a 10 year “spend to save” investment programme, the Council had also already installed a number of energy saving measures and renewable technologies across its operational estate and community schools. This programme of measures helped reduce emissions from the Council and community schools but also makes the substantial shift to a net-zero carbon Council building stock harder to achieve because the most straight-forward and cost effective measures are already in place.

The availability of short-term grant funding has the potential to accelerate works, but the extremely challenging timescales mean that only low level works can be funded unless projects are “shovel ready” and can deliver within a ~6 month timeframe. This is particularly true for Community schools, which pose greater delivery challenges and for which the Council has less control. Supply chain issues resulting from Covid, Brexit and the increased availability of funding for retrofit projects, as well as the market volatility in energy costs resulting from the current energy crisis, are adding to the complexity of an already challenging funding landscape, and are expected to continue in the short term. Longer term impacts are currently unknown. The intense competition in the market for energy professionals may also affect the recruitment of qualified staff to progress the Council’s estate decarbonisation plans.

Covid has also radically changed patterns of travel for most staff. There was a reduction in Council fleet vehicle miles and mileage claims in 2020, likely resulting from a shift to working from home and moving some services online. The greater degree of home working will reduce emissions from travel, but it is not known the extent to which increased fuel consumption from home-working will offset this impact. The Council will continue to encourage a greater degree of active and sustainable travel. Demand for staff cycle parking and travel infrastructure will be reassessed once future staff travel patterns are better understood.

In terms of decarbonising Merton’s fleet, whilst the additional cost of electric vehicles may be compensated by the much lower fuel costs in cars and light goods vehicles, the business case to purchase heavy vehicles such as buses and refuse lorries is much more challenging both in terms of costs and an

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<sup>78</sup> By sourcing 100% of its electricity supply through a green electricity tariff, the Council has contributed to the decarbonisation of the electricity grid.

operational track record. A change will also require additional EV charging infrastructure at the Civic Centre, Garth Road and other sites, which will likely require energy infrastructure upgrades and additional funding. This will be informed by Merton's fleet decarbonisation strategy.

Reported emissions from Highway Works vehicles doubled in 2020 compared to 2019. This may have been due to the delivery of Merton's emergency transport response to COVID-19 to improve road safety, support social distancing and provide more space for walking and cycling. There were also likely more opportunities for increased roadworks with minimal disruption to the public, particularly during the initial lockdown period, when there were fewer vehicles on the road.

Emissions resulting from Merton's Pensions Fund are reducing. The Council will continue to move its pension's investments from fossil fuels to low carbon investments, whilst balancing the Fund's requirements to ensure investments deliver the expected returns to meet members' benefits and to keep the employers' contribution stable. The Council's updated procurement procedures will help understand and reduce emissions from future procured goods and services. Emissions from the Council's existing procurements are largely unknown apart from the key services identified in Section 2, and there is substantial scope to work with existing providers to reduce emissions.



## ANNEX 1: CLIMATE CHANGE WORK PROGRAMME

### Workstreams

Eight workstreams cover all areas where carbon emission reductions are required, but are designed to fit in with existing departmental structures and processes to make monitoring and oversight more efficient. The figure to the right shows how the eight workstreams map onto the key areas of Merton’s Climate Strategy and Action Plan.

The aims of each of the workstreams are summarised in the table below. Aims that “encourage” action show where the Council does not have direct control on emissions, but is seeking to influence or support others to reduce carbon emissions.

	GREEN ECONOMY	BUILDINGS/ ENERGY	TRANSPORT	GREENING MERTON
2050 BOROUGH TARGET	WS8: LBM procedure, Communication and outreach			
	<p><b>WS1: Sustainable consumption and low carbon economy</b></p> <p>Public consumption of goods and services in Merton, supply chains and investments from businesses operating in Merton, commercial and industrial waste collection and processing, Local Authority waste processing.</p>	<p><b>WS2: Retrofit of the residential and non-residential building stock</b></p> <p>Owned, occupied and Private rented residential and non-residential Social / Council non-operational buildings/ Buildings of emergency services and public health</p>	<p><b>WS4: Transport infrastructure and modal shift</b></p> <p>Vehicles registered in Merton, Vehicles from outside the borough driving into Merton, Public transport, Transport infrastructure</p>	<p><b>WS5: Green Infrastructure</b></p> <p>Green spaces on private land, Green spaces managed by organisations other than the Council, Green spaces managed by the Council, Public realm (e.g. street trees, sustainable</p>
		<p><b>WS3: Future new build and regeneration</b></p> <p>Major regeneration, Energy infrastructure, New buildings</p>		
		<p><b>WS6: Academies and Faith Schools</b></p>		
2030 BOROUGH TARGET	<p><b>WS6: LBM Estate and fleet management</b></p> <p>Council owned Local Authority waste collection vehicles</p>			
	<p><b>WS 7: LBM Procurements and investments</b></p> <p>Services procured by LBM, Investments, Consumption in LBM</p>	<p><b>SW6: Street Lighting</b></p> <p>Community schools, Council owned operational buildings</p>	<p><b>SW4: Street Staff Travel</b></p> <p>Council owned vehicles</p>	

Summary of workstreams

Work stream	Key aims	Lead department
<p>Workstream 1:</p> <p>Sustainable consumption and low carbon economy</p>	<p>Encourage consumers to reduce their carbon footprint through the purchase of local and sustainable goods and services, preventing waste and reusing/ recycling where possible.</p> <p>Encourage businesses to provide local and sustainable products, minimise waste, reduce greenhouse gas emissions from supply chains and provide clear information to customers about sustainable products.</p> <p>Encourage businesses to foster low carbon practices from staff and corporate functions such as finances.</p> <p>Reduce emissions from the processing of Local Authority collected waste using the principles of a circular economy.</p>	<p>Environment and Regeneration</p>
<p>Workstream 2:</p> <p>Retrofit of homes, businesses and non-residential building stock</p>	<p>Encourage home owners and landlords to retrofit energy efficiency measures in existing homes and non-residential buildings across the borough.</p> <p>Encourage home owners and landlords to install locally produced renewable energy.</p> <p>Encourage residents and business to take up low carbon heating.</p>	<p>Environment and Regeneration</p> <p>Community and Housing</p>
<p>Workstream 3:</p> <p>Future new build and regeneration</p>	<p>Enable all new developments and LBM regenerated public spaces in Merton to be zero carbon capable without expensive retrofit by 2025.</p> <p>Ensure all new developments and LBM regenerated public spaces are designed to be adapted to the impacts of temperature change and support the major decarbonisation transitions in energy, transport and the economy.</p> <p>Ensure utility companies' energy infrastructure supports a transition to low carbon energy use in the borough.</p>	<p>Environment and Regeneration</p>
<p>Workstream 4:</p> <p>Transport infrastructure and modal shift</p>	<p>Encourage consumers to decrease the number of petrol and diesel vehicles.</p> <p>Encourage people living, working and studying in Merton to increase active and sustainable travel.</p> <p>Develop walking, cycling and electric vehicle infrastructure.</p> <p>Encourage government and TfL to accelerate the decarbonisation of public transport.</p> <p>Encourage sustainable and active travel amongst LBM staff.</p>	<p>Environment and Regeneration</p>

Workstream 5: Green infrastructure	Encourage additional planting on private land. Increase tree cover on appropriate public land (in keeping with the open space strategy). Deliver green infrastructure projects. Encourage increased public participation in community planting.	Environment and Regeneration
Workstream 6: LBM Estate and fleet management	Decarbonise LBM operational buildings by 2030. Decarbonise LBM Community schools by 2030. Decarbonise all council owned non-operational buildings by 2050. Encourage the decarbonisation of all Academies and Voluntary-aided schools by 2050. Ensure all Council-owned buildings are adapted to the impacts of temperature change and support the major decarbonisation transitions in energy, transport and the economy. Decarbonise LBM's owned fleet (including waste collection fleet) by 2030.	All Departments
Workstream 7: LBM Procurements and investments	Reduce greenhouse gas emissions associated with goods and services procured by LBM on behalf of Merton residents. Reduce greenhouse gas emissions associated with LBM investments such as pensions.	All Departments
Workstream 8: Communication, outreach and LBM corporate procedure	Ensure that LBM staff and Councillors understand how to consider climate change in their work areas and feel empowered to act. Ensure effective communication of climate messages reach all residents, businesses and organisations in Merton especially in the east of the borough. Ensure that residents, businesses and organisations feel empowered to act to reduce emissions and adapt to the impacts of climate change.	All Departments

### **Governance**

The Delivery Plan will be regularly reviewed by Cabinet and the Overview and Scrutiny Commission, who have responsibility for overseeing the delivery of Merton's Climate Strategy and Action Plan. The Sustainable Communities and Transport Partnership will form the main external stakeholder engagement and will be invited to review the plan on a regular basis.

**ANNEX 2 – FORMING A BASELINE ASSESSMENT FOR MERTON’S CLIMATE STRATEGY AND ACTION PLAN, AND DELIVERY PLAN**

Indicators for the overall delivery plan

There may not be a direct correlation between emission reductions and the success of the Delivery Plan, because the plan only covers actions undertaken by the Council; most of which are enabling and do not reduce emissions in themselves. The following indicators are being used/ developed to test progress against the wider aims set out in the Climate Strategy and Action Plan, considered on an annual basis.

- Public perception of the importance of taking action to tackle climate change, tested through the bi-annual survey.
- Public perception of Council leadership and commitment to the Climate Change agenda, tested through the bi-annual survey.
- Public feeling on engagement and empowerment to act on climate change issues; tested through the bi-annual survey (TBC).
- Staff perception of being engaged, empowered and equipped to help deliver the Council’s part in Merton’s Climate Strategy & Action Plan, tested through a staff climate survey.
- Spend on projects which deliver Merton’s Climate Strategy and Action Plan objectives (internal and external), gathered from finance leads on an annual basis.

Performance indicators for the workstreams

A set of indicators, set out in Merton’s Climate Strategy and Action Plan under “*Measuring Success*”, do not directly measure emissions but provide information about the rate of progress for important aspects of the plan. These provide more granular information relating to the speed

at which change is taking place within Merton, compared to monitoring greenhouse gas emissions alone. It does not directly indicate the Council’s performance, but may indicate where the Delivery Plan needs to be adapted to better support emissions reduction across the borough.

Indicators have been reviewed since the Year 1 Delivery Plan was published and updated to use more robust and accessible data sources. Additional indicators have also been added to better track progress against the 8 workstreams.

Progress against the workstreams

Individual actions within each workstream will be assigned a RAG rating based on the likelihood of achieving this action in the following year within the resources and timescales available to the Council. These are used to indicate where resource or other barriers may prevent action being completed on time.

RAG definitions for individual actions

Green	High likelihood that the action will be completed. The completion of the action will be to the depth and quality expected to fulfil its part in the workstream.
Amber	Likelihood that the action will not be completed to the depth and quality needed to fulfil its part in the workstream.
Red	High likelihood that the action will not be completed, or fall well short of the depth and quality needed to fulfil its part in the workstream.

Using the score of individual actions Climate Change officers have undertaken a risk assessment over all workstreams, identifying where the sum of the likely activity will fulfil the obligations set out in the Climate Strategy and Action Plan.

The table below shows how the RAG ratings have been defined for the workstreams overall.

RAG definitions for the workstreams

Green	Most council actions within this workstream are likely be sufficiently funded and progress well. The total of the actions within this workstream is sufficient for the Council to effectively reduce its own emissions in line with the net-zero target and/or support others to reduce emissions, consistent with meeting the obligations set out in Merton’s Climate Strategy and Action Plan.
Amber	Some or all actions within the workstream may not be progressed to their full extent, due to resource, policy or other barriers. This may result in the Council not reducing its own emissions in line with the net-zero targets, or not supporting others to reduce emissions, consistent with meeting the obligations set out in Merton’s Climate Strategy and Action Plan.
Red	It is highly likely that some or all actions within the workstream will not be progressed, due to resource, policy or other barriers. This is likely to result in the Council not reducing its own emissions in line with the net-zero targets, or not supporting others to reduce emissions, consistent with meeting the obligations set out in Merton’s Climate Strategy and Action Plan.

Greenhouse gas emissions

The main measure of progress towards the net-zero carbon targets will be through an annual estimate of greenhouse gas emissions in relation to the 2050 and 2030 targets. Greenhouse gas estimates rely on national datasets which may be 1-2 years old, so cannot give a strong real-time indication of emission reductions or show the impacts of specific local actions.

For the 2050 target, the data is collected by fuel source and can therefore be used to individually track progress against energy use in buildings, transport and land use. The scope of the greenhouse gas inventories does not include emissions from consumption at present so cannot be used to track progress towards a green economy.

For the 2030 target, emissions data is collected from operational buildings, streetlighting, council-owned and operated vehicles, and emissions associated with contracted work in relation to waste collection, the maintenance of green spaces and highway maintenance. It cannot be used to track emissions from investments, other procurements and staff travel. The intention is to include all emissions where the data is available.

Progress against Net-zero targets

Climate Change officers will undertake an assessment of the strengths, weaknesses, opportunities and threats for the 5 areas set out in Merton’s Climate Strategy and Action Plan. This includes action taken by the Council but also wider factors. This will lead to a “high, medium or low” judgement about the likelihood that Merton is on track to deliver its greenhouse gas emission targets.

### ANNEX 3 – IDENTIFICATION OF DELIVERY ACTIONS

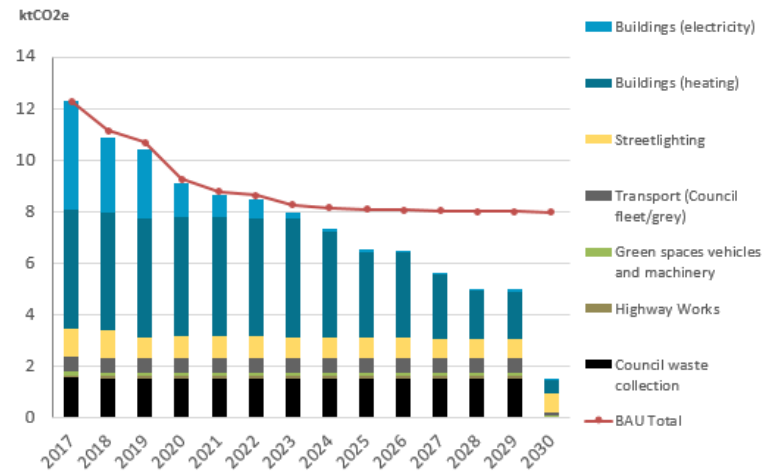
#### Use of evidence in identifying delivery actions

The London Borough of Merton Climate Action Support<sup>79</sup>, written by Aether, was commissioned to provide the main evidence and analysis that underpinned Merton’s Climate Strategy and Action Plan, and has been used to make informed judgements on how the Council might deliver its carbon reduction commitments. For emissions included in the Council’s greenhouse gas inventory, net-zero pathways inform the scale of emissions reduction needed, and the speed at which change is technically feasible.

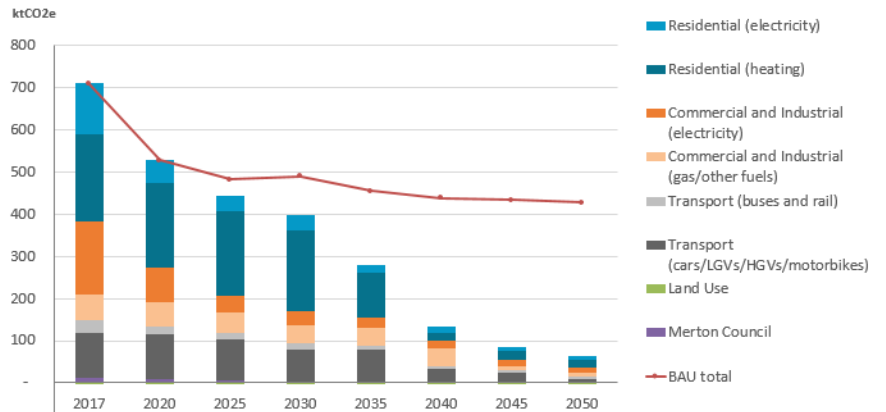
The Strategy includes areas that were not part of the net-zero pathway analysis for Merton, where impacts cannot be accurately estimated, but where a wider evidence base shows that it is important to address the impacts of climate change. For the 2050 targets, these include emissions that occur outside the borough, arising from economic activities such as the provision of goods and services within the borough (mainly in the “Green Economy” section). It also includes adapting to and preparing for the impacts of climate change, such as prolonged and more intense spells of hot weather or flooding (mainly in the “Greening Merton” and “Buildings and energy” sections). For the 2030 target, it relates to the carbon footprint of investments and some of the goods and services procured by the Council. In these cases, other evidence has been used to identify the necessary actions needed.

<sup>79</sup> London Borough of Merton Climate Action Support, Aether, June 2020. Available at: [https://www.merton.gov.uk/system/files?file=merton\\_support-climate-action\\_v3.1.pdf](https://www.merton.gov.uk/system/files?file=merton_support-climate-action_v3.1.pdf)

#### Net-Zero Carbon Pathway for the Council 2017-2030



#### Net-Zero Carbon Pathway for the Borough 2017-2050



Direct versus enabling actions

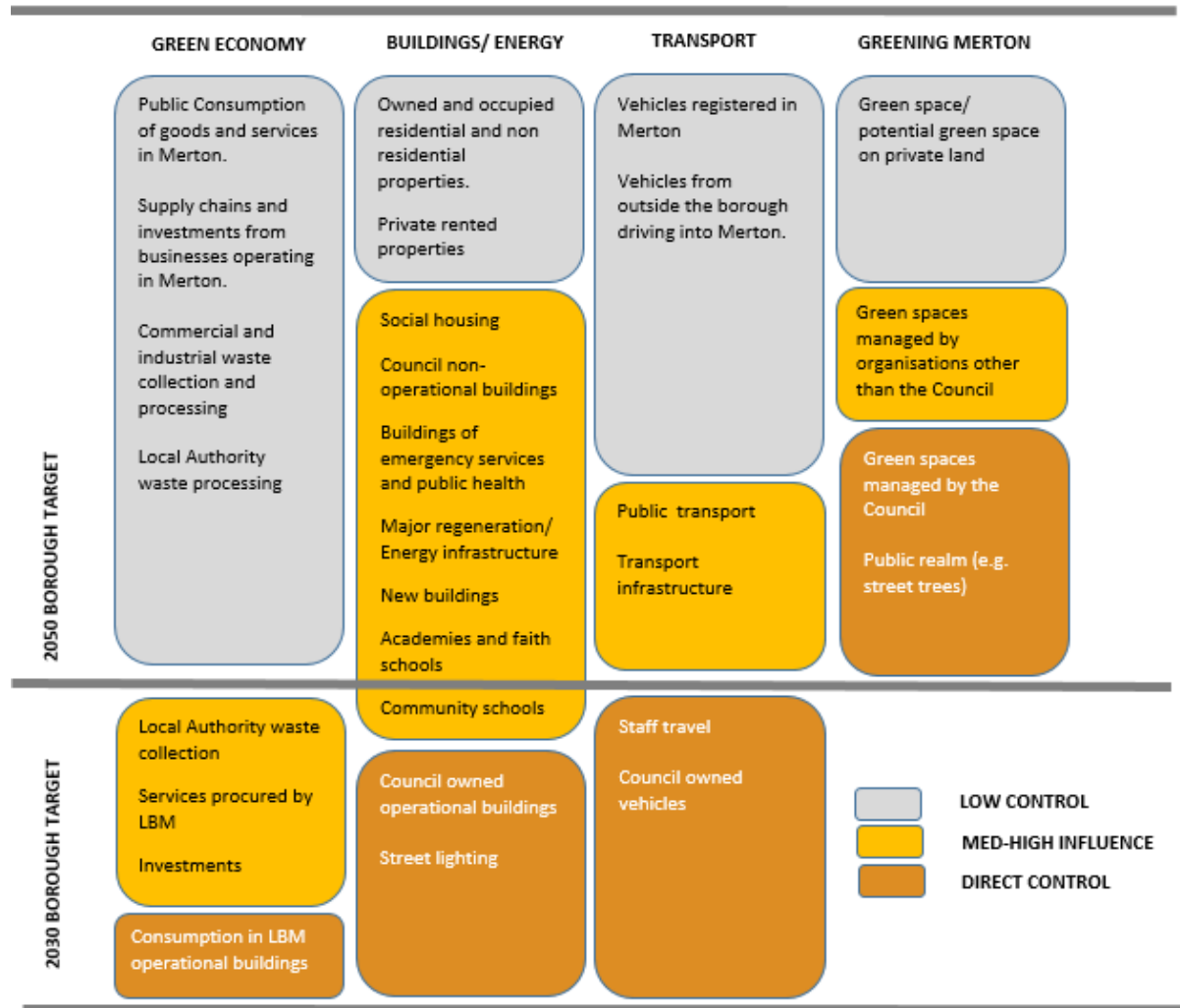
The figure on the right shows levels of Council control over areas of Merton’s Climate Strategy and Action Plan.

Where the Council has direct control over emission reduction, it is straightforward to identify actions in any given year through the modelling outputs. This only applies to a small proportion of the actions, mainly in the “Council 2030 target” section.

In some areas of the Strategy, action owners outside of the Council can be clearly identified (for example TfL, housing providers, etc.). In these cases, the Council is usually in a position to influence or to work collaboratively with stakeholders to reduce emissions.

Where emission reduction is in the hands of individuals, businesses or other organisations, Council control tends to be low. In these cases, enabling actions have been identified, but their impact is harder to measure.

This diagram gives an indication of where the Council has direct control, has medium to high influence, or has a low level of control.



### Other key considerations in determining annual priority actions

For some areas of the Council, greenhouse gas emissions reductions are a longstanding consideration and ongoing work is already consistent with reducing emissions. For others there are significant gaps in activity because the Council has not worked to reduce emissions in this area before, or not to the scale required to meet the obligations set out in Merton’s Climate Strategy and Action Plan. For the latter, actions are likely to be in the form of options appraisals or project development in early years of delivery.

The national policy framework, resources and funding available will have a major impact on the Council’s ability to undertake the actions needed, but are currently hard to predict. Where progress cannot be made due to resource constraints or other barriers, actions include lobbying central Government and seeking funding through external resources.

There are a number of Council activities with objectives that work hand-in-hand with climate change mitigation and adaptation. These include Merton – The Place, the Merton Community Plan 2020-26<sup>80</sup>, the Covid-19 Transport Strategy<sup>81</sup>, the Air Quality Action Plan and annual status reports<sup>82</sup>, the Local Plan<sup>83</sup> and the Health and Wellbeing Strategy 2019-2024<sup>84</sup>. The Climate Change work programme is not aiming to duplicate existing programmes, but to embed climate mitigation and adaptation within them.

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<sup>80</sup> Merton Community Plan 2020-26, LBM; available at <https://www.mertonpartnership.org.uk/community-plan>

<sup>81</sup> Merton’s Covid Transport Strategy available at <https://www.merton.gov.uk/streets-parking-transport/lip3>

<sup>82</sup> Merton’s Air Quality Plans and reports available at <https://www.merton.gov.uk/communities-and-neighbourhoods/pollution/air-quality-and-air-pollution/local-air-quality-management>

<sup>83</sup> Merton’s Local Plan (2021) available at <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan/newlocalplan/local-plan-submission>

<sup>84</sup> Merton’s Health & Wellbeing Strategy 2019-24 available at <https://www.merton.gov.uk/healthy-living/publichealth/strategies>



**ANNEX 4 – PROGRESS AGAINST Y1 PRIORITY ACTIONS AND IDENTIFICATION OF Y2 PRIORITY ACTIONS**

Workstream 1: Sustainable consumption and low carbon economy

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Develop and deliver messaging for the Council's climate comms strategy to promote sustainable consumption, waste reduction and low carbon behaviours	G	CS Comms E&R Future Merton	<p>Working with local comms partners, the Council ran a climate comms campaign<sup>85</sup> throughout 2021 to highlight steps that individuals and businesses can take to reduce their carbon footprint. Themes included food, business &amp; investments, greening, buildings &amp; energy, travel and waste</p> <p>The Council developed other climate comms for key events such as COP26, World Car Free Day, and London Circular Economy Week and to promote schemes like Solar Together.</p> <p>Comms channels include Merton's Climate Action Newsletter (now with &gt;3,800 recipients), MyMerton, the Council's social media channels, online events and in-person events, and wider promotion via partners comms channels.</p>	Develop and deliver a climate engagement and communications strategy to promote sustainable consumption, waste reduction and low carbon behaviours	G
2	Lobby for faster change in promoting a low carbon economy	G	E&R Future Merton	Throughout 2021 the Council engaged with a number of pan-London groups to lobby for faster change in promoting a low-carbon economy, including the London Environment Directors Network (LEDNet), London Council Climate Missions, the South London Partnership (SLP) Skills & Employment Working Group and the SLP Green New Deal Working Group.	Lobby for faster change in promoting a low carbon economy	G
3	Identify opportunities to embed a green recovery	G	E&R Future Merton	In 2021, Merton ran its largest public consultation, Your Merton, to understand local priorities and to identify a place-based vision for	Identify and implement opportunities to embed	G

<sup>85</sup> Further details can be found at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
	in Merton's response to COVID-19			<p>Merton as part of the Covid-19 response and recovery. Sustainability and keeping people local were identified as local priorities; this will feed into recovery plans.</p> <p>The Council has engaged with London Councils' seven programmes on climate change<sup>86</sup> and the London Recovery Board's Green New Deal mission<sup>87</sup>. Through the SLP Green New Deal working group, the Council is working to identify and develop opportunities for collaboration towards a Green Recovery in the South London sub-region.</p> <p>The Council has also installed a range of sustainable infrastructure across the borough to prepare for a greener future. This includes 44 solar PV installations, over 200 EV charging points, 20 cycle hangars, 10 parklets, 11 Sustainable Urban Drainage Systems and air quality monitoring infrastructure. You can find out more about each of these on our Sustainable Infrastructure Story Map<sup>88</sup>.</p> <p>In January 2021, the Council launched Merton's Climate Action Group (MCAG) to foster climate action in the borough which has resulted in the development of several community-led projects which promote a green recovery from Covid-19 across the Green Economy, Buildings &amp; Energy, Transport and Greening Merton themes.</p>	a green recovery in Merton's response to COVID-19	
4	Identify low carbon skills gaps and	G	E&R Future Merton	The Council is working in partnership with the South London Partnership (SLP) to identify low carbon skills gaps and opportunities	Identify low carbon skills gaps and	G

<sup>86</sup> <https://www.londoncouncils.gov.uk/our-key-themes/environment/climate-change>

<sup>87</sup> <https://www.london.gov.uk/coronavirus/londons-recovery-coronavirus-crisis/recovery-context/green-new-deal>

<sup>88</sup> Merton's Sustainable Infrastructure Story Map <https://storymaps.arcgis.com/stories/12050fded6c64aa7ad8317cf74526a9c>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
	opportunities for upskilling			<p>for upskilling in South London. In 2021, the SLP commissioned the Green Skills &amp; Jobs Report<sup>89</sup> which examines the potential scale and nature of green jobs across London in the coming decades. The next stage of the report, which focusses on London's sub regions and boroughs in more detail, is in development and is expected to be published in early 2022.</p> <p>Through the SLP Skills and Employment Working Group, Merton supports a number of training and employment programmes which have a role to play in developing low carbon skills in Merton. This includes the 'Work &amp; Health' programme which focusses on retraining local residents; 'No Wrong Doors' which coordinates skills, careers and employment support as part of the London Recovery; 'Restart' which aims to reskill people affected by Covid; and the Mayor's Construction Academy Hub for South London which is looking to support an expansion of green construction jobs. The SLP recently secured additional funding to support the development of green skills in construction in South London.</p> <p>Via the SLP, the Council helped launch the South London Knowledge Exchange Project to help facilitate research and innovation with businesses and educational institutions, which will help develop green skills in South London. A number of programmes are coming out of this with a focus on social value and procurement, supply chains, and developing the local economy.</p> <p>Merton's Towards Employment team has been working with partners to develop a number of local training programmes and employment</p>	opportunities for upskilling	

<sup>89</sup> Green Jobs and Skills Report (November 2021) <http://southlondonpartnership.co.uk/wp-content/uploads/2021/11/Green-Jobs-and-Skills-in-London-Final-Report.pdf>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>pathways to help develop green skills locally; these are due to launch in 2022.</p> <p>Increasing climate comms and engagement has also helped raise general climate awareness and green skills in Merton (e.g. climate comms campaign, anti-idling campaign, Merton Climate Action Group etc.). In 2021, we have been working with Merton's Climate Action Group (MCAG) to develop community-led climate action projects which provide opportunities for upskilling and skills sharing within the local community. The Council allocated Neighbourhood CIL funding for three MCAG projects this year which will help develop green skills in Merton: Merton Garden Streets (greening), Energy Matters (energy), and the Wheel (circular economy)<sup>90</sup>.</p> <p>The Council also supports other volunteer-led initiatives which help upskill local residents through the Neighbourhood Fund and Ward allocations (e.g. Sustainable Merton's Community Champions).</p> <p>Other Council-led projects such as the decarbonisation of the Council's estate, the Mayor's 'Low Emission Zone' for Non-Road Mobile Machinery, innovative low carbon pilots with contractors also provide opportunities for local upskilling.</p> <p>More work is required to address the significant skills gap and supply chain issues in delivering domestic retrofit. Next year, the Council will be recruiting additional capacity within the Council to lead on retrofit in the borough. This will involve developing a retrofit strategy which considers skills gaps and supply chain issues.</p>		

<sup>90</sup> NCIL 2021 allocations <https://democracy.merton.gov.uk/documents/s44181/Appendix%20A.pdf>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
5	Support local projects which promote sustainable consumption and a circular economy	G	E&R Future Merton E&R Waste Team E&R Regulatory Services	<p>In 2021, the Council has supported a number of projects which promote sustainable consumption and a circular economy; these include:</p> <p>In January 2021, the Council launched Merton's Climate Action Group (MCAG) to help foster community-led climate action including Green Economy initiatives. The Green Economy work stream of the MCAG has developed a project proposal for a local circular economy hub to support circular economy initiatives in Merton ('The Wheel'). In November 2021, this project was allocated funding through Merton's Neighbourhood Fund for delivery in 2022, along with two other MCAG proposals.</p> <p>The Council ran a Circular Economy workshop in June 2021 as part of the London Circular Economy Week to showcase local circular economy initiatives in Merton<sup>91</sup>.</p> <p>In partnership with Evian (sponsors), Hubbub, and Sustainable Merton, the Council piloted new on-street waste infrastructure in Wimbledon town centre during the Championships in 2021 to encourage residents and visitors to recycle on the go.</p> <p>The Council introduced the Business Innovation Growth (BIG) South London Knowledge Exchange programme. The programme development and plan for affordable workspace hubs has started. This has a focus on growing local business with sustainability and green initiatives as key objectives.</p>	Support local projects which promote sustainable consumption and a circular economy	G

<sup>91</sup> The webinar recording and slides are available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/green-economy>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>The Council is also supporting local projects like the Morden Library of Things, Merton's Community Fridge and Sustainable Merton's Community Champions through Merton's Neighbourhood Fund, which all help promote a circular economy and sustainable consumption.</p> <p>The Council has also rolled out water refill stations in collaboration with Thames Water (sites: Mitcham, Wimbledon, Raynes Park) to help reduce single use plastic.</p>		
6	Support mechanisms that promote low carbon practices in local businesses	G	E&R Future Merton	<p>Merton celebrated businesses through Merton's annual Best Business Awards and created a Climate Action award for 2020/21 to celebrate businesses who demonstrated mechanisms to reduce their carbon emissions.</p> <p>The Council's procurement processes encourage local businesses to consider their environmental impact as part of the Council's tender processes.</p> <p>The Council also introduced a new weekly business bulletin as a platform to share messaging and opportunities to promote change towards low carbon models.</p>	Support mechanisms that promote low carbon practices in local businesses	A
7	Review on-street waste infrastructure to promote recycling and minimise waste	G	E&R Waste	<p>In 2021, in partnership with Evian (sponsors), Hubbub and Sustainable Merton, the Council piloted new on-street waste infrastructure in Wimbledon town centre during the Championships to encourage residents and visitors to recycle on the go. Funding allowed 50 of the existing dual bins to be replaced. Waste audits before and after implementation show a marked increase in capture of the two recyclable materials collected in the recycling side of the bins (plastic bottles and cans). An additional 35 bins have been purchased (due to</p>	Continue roll-out of town centre dual stream waste bins to promote recycling and minimise waste	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				arrive in early 2022) to complete the upgrade of Wimbledon Town Centre dual bins.		
8	Maximise opportunities to promote low carbon behaviours, jobs and skills through the regeneration of Morden town centre.	A	E&R Future Merton	<p>Large-scale regeneration projects are complex and can take time to deliver. The regeneration of Morden town centre remains a great opportunity to embed low carbon behaviours, jobs and skills. The Council continues to explore opportunities to promote low carbon behaviours, jobs and skills.</p> <p>Small projects, such as the new pocket park at the Morden Baptist Church and the temporary parklet in Abbotsbury Road, were supported and delivered on this large town centre site which will be delivered in the medium to long-term.</p>	Continue to explore opportunities to promote low carbon behaviours, jobs and skills through the regeneration of Morden town centre	A
9	Baseline greenhouse gas emissions from the processing of Merton's local authority collected waste and consider opportunities to minimise these emissions	A	E&R Future Merton E&R Waste	The Council is working with Viridor (the Beddington ERF operators) and our partners in the South London Waste Partnership (SLWP) to baseline, monitor and reduce the carbon impact of our waste treatment activities. In June 2021, a Carbon Management Plan was published <sup>92</sup> which includes baseline emissions for the processing of local authority collected waste in Merton; these have been added to Merton's borough GHG inventory. Merton will continue to contribute to decarbonisation plans through the SLWP steering group.	Work with partners at the SLWP and Viridor to identify and deliver opportunities to reduce emissions from the processing of local authority collected waste in Merton.	A
10	Develop up to date policies in the South London Waste Plan to ensure the provision of sufficient local waste management facilities to	A	E&R Future Merton	The Council has made good progress towards the adoption of an up-to-date waste planning document which ensures that, along with its partner South London boroughs, it will have sufficient waste management capacity to enable the management of waste to be driven up the waste hierarchy and for the area to be net-self-sufficient for the next 15 years.	Adoption of the draft South London Waste Plan as a Local Plan document by all four partner boroughs.	G

<sup>92</sup> Available here: <https://moderngov.kingston.gov.uk/ieListDocuments.aspx?Cid=432&Mid=9275&Ver=4>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
	ensure net self-sufficiency and that waste can be treated as high up the waste hierarchy as possible.			The boroughs of Croydon, Kingston, Merton and Sutton have submitted the draft South London Waste Plan to the Secretary of State for an Examination in Public. Hearings were held in September 2021 and the boroughs will shortly be consulting on the proposed modifications, before proposing adoption in 2022.		
11	New Y2 action ->				Consider financial and other mechanisms to incentivise low carbon performance in local businesses, and to support the development of the local green economy.	R



Workstream 2: Retrofit of the residential and non-residential building stock

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Lobby central Government to address the gap in funding and skills	G	E&R Future Merton	<p>The Council lobbies central Government through the GLA, London Councils and the London Environmental Directors Network (LEDNet). The Council has also responded to consultations on low carbon heat and has written directly to BEIS Heat Strategy and Heat Network Delivery Unit teams.</p> <p>The Council has fed-back to BEIS on current retrofit funding schemes via the South London Energy Efficiency Partnership, the GLA, and the Greater South East Energy Hub.</p> <p>Via the South London Partnership, the Council was also involved in the development of the Green Jobs and Skills in London report which examines the potential scale and nature of green jobs across London in the coming decades. Further reports will focus specifically on each of London's four sub-regions and London's boroughs, and will help inform further lobbying.</p>	Lobby central Government to address the gap in funding and skills	G
2	Develop and deliver messaging for climate comms strategy to encourage homeowners, landlords and tenants to retrofit their properties (including promotion of the Green Homes Grant)	G	CS Comms E&R Future Merton	<p>Merton's climate communications campaign focused on buildings and energy in April and October 2021 to encourage residents and business to carry out retrofit measures on their properties<sup>93</sup>.</p> <p>Due to the closure of the national Green Homes Grant Voucher Scheme and delays to the Green Homes Grant Local Authority Delivery scheme, which were beyond Merton's control, the Council has not been able to promote the Green Homes Grant schemes in 2021.</p>	Develop and deliver a retrofit engagement plan to encourage home and business owners, landlords and tenants to retrofit their properties.	G

<sup>93</sup> Further information available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges/buildings-and-energy>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>In February and March 2021, the Council promoted Phase 4 of the Mayor's Solar Together London programme to encourage homeowners to install solar PV and battery storage. Phase 5 of Solar Together London is due to launch in February 2022.</p> <p>The Council promoted events, campaigns, and resources developed by local partners such as Merton's Climate Action Group, Warm &amp; Well and Sustainable Merton which promote retrofit in Merton through social media and Merton's Climate Action Newsletter.</p> <p>In 2021, funding was secured to recruit a new Climate Engagement Officer to develop and deliver climate engagement and comms (recruitment underway), as well as two additional staff to promote borough-wide retrofit (from April 2022).</p>		
3	Explore options to overcome high up-front costs of low carbon measures on homes	A	E&R Future Merton	<p>Progress has been limited by reduced capacity within the Climate Change team. However, the Council has allocated funding to recruit two additional staff to lead on borough retrofit from April 2022 (subject to recruitment).</p> <p>The Council promoted phase 4 of the Mayor's Solar Together London scheme which makes solar PV and battery storage more affordable.</p> <p>The Council worked with partners to apply for national retrofit funding for fuel poor homes in Merton through the Green Homes Grant Local Authority Delivery Scheme, the Social Housing Decarbonisation Fund, and the Sustainable Warmth Competition.</p> <p>The Council is considering opportunities for collaboration with the South London Partnership boroughs to promote retrofit.</p>	Develop a strategy to retrofit housing and non-domestic buildings in Merton.	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
4	Support community action looking to drive retrofit	A	E&R Future Merton	<p>Throughout 2021, the Council has supported the Buildings &amp; Energy subgroup of Merton's Climate Action Group which focusses on engaging with residents to encourage the uptake of retrofit in Merton. Projects include showcasing low carbon homes in the borough and running energy advice cafes in schools to empower the younger generation with the knowledge to drive behaviour change around energy use. The latter project was allocated NCIL funding in November 2021.</p> <p>The Council has also supported and promoted other local partners looking to drive domestic retrofit such as Sustainable Merton.</p>	Support community action looking to drive retrofit	G
5	Support fuel poor households in accessing national funding	A	C&H Public Health E&R Future Merton	<p>Throughout 2021 the Council has worked with partners to apply for national retrofit funding for fuel poor homes in Merton through the Green Homes Grant (GHG) Local Authority Delivery (LAD) Scheme, the Social Housing Decarbonisation Fund, and the Sustainable Warmth Competition. Challenges outside the Council's control have delayed the delivery of LAD Phase 2 (LAD2). Nationally, the deadline for LAD1B has now been extended until March 2022. Referrals for eligible Merton households are being made and are now awaiting application evaluation and delivery. Merton Council are awaiting the outcome of Sustainable Warmth and Social Housing Decarbonisation Fund bids, with further delivery plans to be confirmed.</p>	Support fuel poor households in accessing national funding	R
6	Engage with social housing providers to drive domestic retrofit	G	E&R Future Merton	<p>In January 2021, the Council facilitated a workshop with social housing providers in Merton to get an overview of social housing decarbonisation plans in Merton, to understand the key obstacles and operational challenges to retrofitting the local social housing stock, and to consider opportunities for collaboration. Plan to host a similar workshop in early 2022 for housing providers to update on progress and share lessons learnt.</p>	Engage with social housing providers to drive domestic retrofit	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>The Council engaged with local housing providers to promote and offer support in accessing Green Homes Grant Local Authority Delivery funding and the Social Housing Decarbonisation Fund.</p> <p>The Council developed a bid to the Mayor's Future Neighbourhoods 2030 fund in partnership with Clarion and other local partners to secure funding to develop a low carbon and climate resilient neighbourhood in Mitcham. The bid was not successful due to high demand for the funding.</p> <p>The Council is engaging with social and private landlords to help them secure LAD funding to retrofit their homes. Due to delays to LAD2 which were outside the Council's control, delivery has not yet started.</p> <p>The Council has also facilitated engagement between Merton's Climate Action Group and local housing providers to support and inform community-led climate action projects.</p>		
7	Consider options to ensure that landlords meet energy efficiency requirements	R	C&H Housing Strategy E&R Future Merton	This action has not been progressed due to limited capacity. The Council has secured additional funding to take this forward in FY 22/23, and to increase capacity on borough-wide retrofit.	Consider options to ensure that landlords meet energy efficiency requirements	A
8	Incorporate net-zero targets into public health estates strategy	A	C&H Public Health E&R Future Merton	Merton's health and care estates strategy references Merton's Climate Strategy & Action Plan and has sustainability as one of its key goals.	N/A	N/A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
9	Engage with emergency services to encourage carbon reduction activities across their estate	A	C&H TB Identified	Due to other priorities for the emergency services in response to Covid-19 this action has not yet been progressed. Roll on for 2022.	Engage with emergency services to encourage carbon reduction activities across their estate	R

Workstream 3: Future new build and regeneration

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Develop Climate Change policies in Merton's New Local Plan which are in keeping with Merton's 2050 target	A	E&R Future Merton	The Council has set ambitious Climate Change policies to ensure that from 2025 all new development is compatible with operating at net-zero carbon by 2050 without the need for expensive retrofit (i.e. does not burn fossil fuels, has ultra-high energy efficiency and is 100% powered by renewable energy). The new Merton Local Plan was submitted to the Secretary of State for an Examination in Public on 2 December 2021 <sup>94</sup> .	Examination in Public and, if successful, adoption of Merton's new Local Plan.	A
2	Secure a mechanism to ensure that all new Council regeneration/development schemes are low carbon and capable of operating at net-zero carbon by 2050 without expensive retrofit	A	E&R Future Merton	In early 2020, Merton Council decided not to proceed with direct delivery of housing via Merantun Development Co and the company has now ceased. The Council is no longer procuring housing directly but will work with partners to improve the efficiency of stock as well as ensuring that any other Council procured building projects (e.g. schools) will meet our climate ambitions.	NA	N/A
3	Secure low carbon development through the Morden town centre regeneration	A	E&R Future Merton	The Council continues to seek to secure the delivery of low carbon development within Morden town centre. The draft Local Plan has progressed and the policy wording, which was submitted to the Secretary of State for an Examination in Public in 2021, identifies the Morden Regeneration Zone within Morden town centre, as a district heat network opportunity area. Developers will therefore be required to explore the technical and financial viability of a potential decentralised energy network as part of the regeneration proposals for the site.	Continue to seek to secure low carbon development through the regeneration of Morden town centre.	A

<sup>94</sup> <https://www.merton.gov.uk/planning-and-buildings/planning/local-plan/newlocalplan/local-plan-submission>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
4	Lobby for faster change in the building and energy sector	G	E&R Future Merton	<p>The Council has engaged with a range of partners to lobby for faster change in the buildings and energy sector including the GLA, London Environmental Directors Network (LEDNet), the London Councils mission for Low Carbon Development, London boroughs, sub-regional partnerships via the SLP. This includes lobbying for faster change in national and regional planning policy, local planning policy and developing the green skills sector.</p> <p>The Council responded to the Future Homes Standard Consultation.</p> <p>The Council is also taking a proactive approach in lobbying for faster change by proposing ambitious Local Plan policies which go beyond national (Building Regulations) and regional standards (London Plan).</p>	Lobby for faster change in the building and energy sector	G
5	Seek funding to develop an Energy Masterplan	A	E&R Future Merton	The Council has allocated funding to develop an Energy Masterplan and Retrofit Strategy for the borough.	Develop an Energy Masterplan for the borough.	A

Workstream 4: Transport infrastructure and modal shift

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Lobby for further funding to reduce car use and accelerate decarbonisation of public transport	G	E&R Transport	<p>Work has been completed at Merton Bus Garage to enable the charging of 17 electric buses operating on route 200 from Mitcham to Raynes Park. Step free access has been delivered at Wimbledon Park Station and approval has been secured to progress the delivery of step free access schemes at Tooting and Motspur Park Stations.</p> <p>However, funding for public transport services has fallen as a result of Covid, resulting in cuts to some public transport services and the future implications for public transport services are uncertain, which could impact on the delivery of a sustainable transport led recovery to Covid and the ability to achieve the long term reduction in car use necessary to achieve the 2050 target.</p>	Lobby for and work with partners to seek improvements to public transport services and infrastructure, including the decarbonisation of public transport and the provision of step free access at stations.	A
2	Implement Covid Transport Strategy	G	E&R Future Merton	<p>Merton successfully completed the delivery of an emergency Covid Strategy with funding from TFL and DFT Active Travel Fund<sup>95</sup>.</p> <p>Projects delivered that remain in place include:</p> <ul style="list-style-type: none"> <li>• Haydon's Bridge Cycle Lane</li> <li>• Merton High Street Cycle Lane (CS7 extension)</li> <li>• CS7 Cycle Superhighway upgrades by TFL including floating bus stops and lane protection.</li> <li>• Church Rd Mitcham cycle lane enhancements</li> <li>• London Road Mitcham cycle lane enhancements and bus lane extensions</li> <li>• Lingfield Rd cycle contraflow</li> <li>• Raleigh Gardens cycle lane protection</li> </ul>	Implement schemes as set out in LIP delivery plan for 22/23	R

<sup>95</sup> Further information is available at: <https://www.merton.gov.uk/streets-parking-transport/covid-19-transport-projects>



Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<ul style="list-style-type: none"> <li>• Plough Lane West - mandatory cycle lanes</li> <li>• 5 Low Traffic Neighbourhoods</li> <li>• 28 School Streets.</li> <li>• 20 Cycle Hangars</li> <li>• 20 School cycle shelters</li> </ul> <p>Merton Council also funded the segregated cycle lane project on London Rd and Bishopsford Rd Mitcham - complementing the opening of Mitcham Bridge.</p> <p>The emergency Covid transport strategy, funding and measures have now been completed and the intention from Year 2 onwards is that transport projects will return to being primarily delivered through TfL funding allocated via our Local Implementation Plan (LIP3) delivery plan, although considerable uncertainty remains around likely funding allocations for 2022.</p>		
3	Review short term funding priorities for LIP/ Local Plan policies	A	E&R Transport	Short term priorities were reviewed as part of the development of the interim LIP delivery programme for 22/23 that was developed to meet TfL's strategic transport priorities as well as Merton's local priorities. This approach will be continued for the development of a further delivery plan for the period 23/24-24/25. However, considerable uncertainty remains around likely funding allocations for LIP projects for the period 2022/23- 24/25.	Develop medium term LIP transport delivery programme for the 2 year period 23/24-24/25 and explore potential alternative funding sources for delivery of transport schemes.	A
4	Plan for long-term strategic approach to walking, cycling and EV charge points	A	E&R Transport	Preparatory work started following publication in 2021 of relevant Government and TfL guidance. The Council has allocated funding to develop a long term plan for walking, cycling and EV charging infrastructure.	Develop long-term strategies for walking, cycling and EV charging infrastructure.	G

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				EV strategy is in progress.		
5	Encourage dockless and electric vehicle hire schemes	A	E&R Transport	No progress in 2021 due to Covid and lack of staff resources.	Deliver active travel supporting infrastructure measures, including cycle parking and electric cycle hire schemes.	A
6	Ensure all new taxis are zero emission capable	G	E&R Transport	Action on taxi emissions is being led by TfL Action for Y2 to focus on EV charging infrastructure delivery on Merton streets.	Deliver electric vehicle charging infrastructure, including lamp column chargers in residential areas and to enable car club schemes to transition to electric.	A
7	Implement new emission-based parking charges.	A	E&R Parking	Emission Based Charging Consultation process was completed and findings presented to Cabinet for consideration. In October 2021 Cabinet took the decision not to proceed with Emission Based Charging <sup>96</sup> .	N/A	N/A
8	Implement Air Quality Action Plan and active travel initiatives	G	C&H Air Quality	The Air Quality Action Plan brings together the policies and actions that the Council can take to tackle Air Pollution in the borough, the plan covers over 70 measures and these are reported annually as part of the Council's Annual Status Report on air quality. This is a legal requirement as part of the air quality management framework.  <b>AQ Monitoring</b> - Monitoring network in the borough maintained and enhanced, particular effort was made to ensure that monitoring was	Implement Air Quality Action Plan and active travel initiatives	G

<sup>96</sup> Merton's Emissions Based Parking Charges Review (October 2021) available at: <https://democracy.merton.gov.uk/ieListDocuments.aspx?CId=146&MId=3975&Ver=4>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>undertaken and reported during lockdown to assess the impact on air quality of behaviour change. This has been reported in our 2021 Annual Status Report. Over 50 locations monitored as part of our established network and additional locations at key reception points including schools.</p> <p>Merton continues to support citizen science projects and provide training and resources including funding additional diffusion tubes and handheld monitors. A Community Volunteer Coordinator has been appointed from the Environmental Sub Group (ESG) to liaise with the Council and coordinate all community diffusion tube monitoring.</p> <p><b>InnOvate Project</b> - The Air Quality Team secured funding from the South London Partnership to rollout borough-wide air quality and traffic monitoring. This includes installing 68 Breathe London monitors and 68 Vivacity Transport monitors. This monitoring will provide real time information on travel and transport throughout the borough and how this interacts with air quality. It will allow for better policy and decision making that will cut across the Air Quality, Public Health and Climate Change agenda. This data can also be used for health messaging and transport behaviour change.</p> <p><b>Schools</b> - The Air Quality team continue to monitor air quality at a number of schools that are near areas of poor air quality or main roads. In addition some of these schools are subject to a formal air quality audit. This audit includes all aspects of air quality and climate change, including travel, heating, green planting and anti-idling. This audit will suggest the required mitigation where necessary. Breathe London &amp; Vivacity monitors have also been installed in schools streets within the borough to monitor travel and air quality.</p>		

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p><b>Planning &amp; SPD</b> - This year Merton produced and consulted on a Supplementary Planning Document specifically relating to air quality, this document sets out what is expected of new development in the borough and these should contribute to tackling and mitigating air pollution. This includes imposing air quality neutral development and where possible air quality positive development.</p> <p><b>Anti-idling</b> - During the pandemic there was a halt on anti-idling events and efforts moved towards raising awareness. Recently Merton has started its anti-idling campaign and now hosts 1 event per month in key locations such as level crossings or schools. In addition Merton is part of the London-wide anti-idling project which is currently aimed at schools and raising awareness. Our Civil Enforcement Officers have also been trained and can intervene in anti-idling during their day to day work.</p> <p><b>Behavioural Insights project</b> - Funding awarded from Local Government Association: Behavioural Insights programme. This 12-month pilot project will investigate the most effective form of anti-idling messaging at level crossings. Project delivery was delayed due to Covid-19 restrictions and continues in 2022.</p> <p><b>Non-Road Mobile Machinery (Cleaner Construction for London)</b> - Merton's Air Quality Team is delivering the world's first Low Emission Zone for Construction on behalf of London boroughs and The Mayor of London. This grant funded project has been running throughout London since 2019 and is reshaping the type of equipment used on construction sites. It uses the Planning Agenda to ensure that construction plant is as clean as possible, and has seen significant</p>		

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>compliance throughout London, as well as significant real world pollution reductions.</p> <p><b>Wimbledon Clean Air Village</b><sup>97</sup> - Delivery of a Clean Air Village in Wimbledon Town Centre 2020/21. The year-long project spanning 12 London boroughs and 4 Business Improvement Districts, aims to improve air quality in 16 different London ‘villages’, where both air pollution and population density levels are high. Project delivery was delayed until September 2020 due to COVID-19 restrictions. Final update to be reported in the 2021 Annual Status Report (ASR).</p> <p><b>Healthy Streets Everyday</b> - Funding awarded by the Mayor of London. Active dates 2019-2022. A project spanning 16 boroughs, which will deliver 250 car-free and pedestrianisation initiatives or events over three years. During 2020 Merton’s HSE Mayors Air Quality Fund (MAQF) funding was reallocated to delivering parklets and environmental study areas at three primary schools (Benedict Primary, St Marks &amp; Lonesome Primary School).</p> <p><b>Public Health Messaging</b> – Merton’s ambition is to lead on the health messaging around air quality and public health. We have been provided with seed funding to start to consider a new or refreshed scheme that can be adopted in London and other boroughs.</p>		
9	Support active travel projects	G	E&R Transport C&H Air Quality	<p>In 2021, Merton provided the following free programmes, offering an activity for all abilities and ages:</p> <p><b>Cycling</b> - In 2020/21, bearing in mind social restrictions, we cycle trained 268 adults and 777 school children. We also provided the Try</p>	Support active travel projects	A

<sup>97</sup> Further information is available at : <https://crossriverpartnership.org/projects/clean-air-villages-3/>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
			C&H Public Health	<p>Before You Buy cycle hire scheme and Dr Bike sessions on a monthly basis at town centres, and for Car Free Day Events.</p> <p><b>Health Walks</b> - Weekly health walks are available for all ages and abilities<sup>98</sup>. We also collaborate with health centres and doctor surgeries to promote our walks.</p> <p><b>Stars School Travel Plans</b> – Merton has 37 schools involved with a school travel plan. The Plan sets out how a school will promote safer, active and sustainable travel, with the main emphasis on reducing the number of journeys made by private vehicles. We support schools with road safety training and healthy lifestyle campaigns and active programmes such as Bike Week, Walk to School Week, Junior/Youth Travel Ambassador, etc.</p> <p><b>Safer Routes to School and Public Rights of Way</b> – Our programme maintains and repairs routes, making them safer and less hazardous for pedestrians and cyclists to use for school, work and leisure purposes.</p> <p>The Council also supported <b>Merton's Climate Action Group</b> (Transport sub-group) who have been involved in promoting a number of national initiatives locally to engage with residents and promote active travel and wider climate action in Merton. These have included Sustrans' Big Pedal, World Car Free Day and Cycle buddies.</p>		
10	Develop staff travel policies	A	E&R Transport	Covid has delayed the further development of permanent staff travel policies but has also resulted in a significant shift in staff travel		

<sup>98</sup> Further information is available at: [www.merton.gov.uk/walk4life](http://www.merton.gov.uk/walk4life)

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				behaviours, with a large increase in remote working and associated reduction in staff trips to site.  Action moved to WS 6 for Y2.		

Workstream 5: Green infrastructure

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Develop a tree strategy	R	E&R Green Spaces	The Council has instructed (November 2021) an external consultant to work with Officers and Stakeholders to facilitate the preparation of a Tree Management Strategy for Council-Owned Trees. This will establish clear aims, policies, and an action plan to improve the management of Council owned tree assets – e.g. strategy for annual tree planting programme, adoption of risk-based approach to tree monitoring and the amalgamation of tree management systems to a unified system. The delivery of the strategy will be undertaken in two phases; the second phase (to commence in 2022/23) will concentrate on the management strategies for privately-owned trees, notably by establishing clear guidance for development control and other planning related matters, and a borough-wide iTree assessment to document Merton’s tree population.	Undertake the second phase of the tree strategy (concentrating on private trees, planning and Merton’s urban forest) and Merton’s iTree survey	G
2	Plant 260 trees on Streets/ Green spaces	G	E&R Green Spaces	In 2020/21 the service planted 328 trees. The annual tree planting programme for 2021/22 is currently being undertaken and the programme is currently on track to exceed the target.	Deliver the Urban Tree Challenge Fund (Round 3) and the Annual tree planting programme to plant 260 trees on streets/ green spaces.	G
3	Encourage greater participation in tree planting to achieve c540 trees planted on private land	A	E&R Future Merton E&R Green Spaces	The Greenspaces team has supported interest in tree planting. We are aware of tree planting activities and will provide technical advice and guidance on species selection and appropriate locations for tree planting.	Develop improved data capture and recording of 3 <sup>rd</sup> Party tree planting activities in Merton, and encourage greater participation in tree planting on private land.	A
4	Prevent net loss of trees on public land through the continued	A	E&R Green Spaces	The improvement of additional trees planted in 2020/21 underpins our commitment to secure improvements in tree numbers, preventing any loss of trees. In addition with any individual projects	Review and monitor tree removals, ensuring that annual tree planting	G



Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
	tree replacement programme			that may require tree removal, the service is committed to ensure that local provision is made to ensure replacement trees are planted.	programmes exceed number of trees lost in Council-owned areas.	
5	Take opportunities to introduce sustainable drainage systems and "grey to green" projects	G	E&R Future Merton	Merton has implemented a number of successful SUDs interventions including rain gardens at The Chase, Wimbledon Hill and The Path. The latter being a grey to green solution.  There are other SUDs interventions being planned and designed for construction next financial year.	Take opportunities to introduce sustainable drainage systems and "grey to green" projects	G
6	Complete review of environment planning policies for the Local Plan	G	E&R Future Merton	The new Merton Local Plan has been submitted to the Secretary of State for an Examination in Public.  The policies include the following within the Green and Blue Infrastructure chapter; O15.1 Open space, green infrastructure and nature conservation, O15.2 Open space and green infrastructure, O15.3 Biodiversity and access to nature, O15.4 Protection of trees, O15.5 Urban Greening and O15.6 Wandle Valley Regional Park. These policies are supported by the Merton Green Infrastructure Study 2020 and include details on improving access to nature and open space, increasing urban greening and net biodiversity gain across the borough, through planning applications.	Examination in Public and, if successful, adoption of Merton's new Local Plan.	A
7	Lobby and partner for faster change in green spaces sector	G	E&R Future Merton E&R Green Spaces	The importance of parks and our greenspaces has been brought to the forefront through the pandemic. The service has remained engaged and vocal during the period with regional groups, securing additional funding for important green infrastructure.	Work with stakeholders and groups, locally, to improve engagement with Friend of Parks groups to raise awareness and to contribute to regional and national	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
					groups with a focus on funding and access.	

Workstream 6: LBM Estate and fleet management

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Apply for grant funding and undertake decarbonisation works on operational buildings and community schools by September 2021	A	CS Facilities CSF Commissioning	Grant money of nearly £500,000 was secured through Phase 1 of the Public Sector Decarbonisation Scheme (PSDS), and a contractor appointed to deliver the works. However, rapidly increasing costs, beyond those allowed for in the original project plan, are being seen on equipment and materials. These cost increases are thought to relate to the exceedingly high demand for relevant equipment and expertise as well as to issues surrounding Brexit. This has necessitated the development of a revised scope of works in order to meet the grant funding criteria of £500 spent per tonne of CO2 saved. This is currently being considered by Salix.	Monitor and verify any PSDS installed decarbonisation works and identify lessons learnt from delivery.	R
2	Prepare decarbonisation projects for a potential 2022 round of grant funding	G	CS Facilities CSF Commissioning	<p>Given ongoing PSDS 1 works the Council does not have capacity to apply for, or manage additional grant funded works. No further external funding has been applied for to date, with officers concentrating on delivery of the PSDS Phase 1 works. Officers are monitoring grant funding schemes available. £30,000 of Neighbourhood CIL funding has been secured to install LED lighting at 3 community centres across the borough.</p> <p>The Council has also allocated funding to increase capacity to develop further projects and grant funding proposals. Officers hope to recruit a new member of staff to support the development of future schemes.</p> <p>A preliminary "Gateway 0" report is also being drafted exploring the possibility of recruiting a long term delivery partner for Climate Emergency works - it is hoped such a partner would greatly increase the Council's capacity to secure and implement grant funded works.</p>	Recruit additional staff to enable development of projects and grant funding proposals for the estate decarbonisation.	R

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
3	Form a strategy to decarbonise Merton's operational and non-operational building stock to meet net-zero targets	G	CS Facilities CSF Commissioning E&E Estates	<p>Work with Merton's Property and Asset management Board (PAMB) has been undertaken to agree a criteria for prioritising buildings. A preliminary "Gateway 0" report is also being drafted exploring the possibility of recruiting a long term delivery partner for Climate Emergency works. In particular the GLA's Retrofit Accelerator Workplaces (RAW) scheme is being reviewed.</p> <p>Should approval be granted, such a partner would greatly assist the development of the broad strategy for operational buildings.</p>	Seek approval to procure a long term delivery partner for estate decarbonisation works.	G
4	Implement a mechanism to ensure that new Council buildings are net capable of operating at net zero carbon by 2030 without significant retrofit.	R	Merton's Property & Asset Management Board	<p>The action owner has been identified as Merton's Property and Asset Management Board (PAMB).</p> <p>This action will be considered by PAMB in 2022 to ensure that Merton's net-zero carbon commitment is built into the specification in any commissioning or purchase of new Council buildings.</p>	Implement a mechanism to ensure that new Council buildings are capable of operating at net zero carbon by 2030 without significant retrofit.	A
5	Continue to source 100% green electricity tariff	G	CS Facilities	For the last two and a half years, the Council has sourced 100% of its electricity supply through a green electricity tariff.	Review the benefits of continuing to source 100% green electricity tariff and explore the possibility of implementing a Renewable Energy Power Purchase Agreement.	A
6	Consider business case for battery storage to improve performance of existing PV	G	CS Facilities	An in depth feasibility study has been produced by an independent consultant. This indicated that there was no viable financial payback arising from the installation of Battery Storage systems, and they would have to be considered on a purely carbon saving basis. The revised PSDS scope of works includes the installation of Battery	Review outcomes from any battery storage installations under PSDS and review payback	G

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				Storage systems at three sites in Merton's portfolio, and the successful installation of these will provide "real life" data to inform future decisions on the viability of battery storage systems. The recent rise in energy costs on the wholesale market may also mean that there is now a financial case for battery storage, though this would need further investigation.	calculations in light of increasing cost of energy.	
7	Form a strategy to decarbonise the Council's vehicle fleet	G	E&R Commissioning	<p>Work has been carried out to investigate how the Council's vehicle fleet could be decarbonised. A draft roadmap has been developed and considers a phased installation of EV charging points which optimises costs and likely future fleet operations.</p> <p>A strategy will be developed in 2022 outlining the infrastructure required to support a decarbonised fleet. The strategy has not yet been developed due to limited capacity within the fleet management team, but the Council has allocated additional funding to recruit additional resource from April 2022 to progress this.</p> <p>Capital bids have been submitted for the replacement vehicles of both our internal and service provider fleet. The Council has allocated circa £12m in the draft capital programme for the decarbonisation of Merton's refuse collection fleet from 2025, and a further £6m for the decarbonisation of our internal fleet.</p>	Form a strategy to decarbonise the Council's vehicle fleet	A
8	Consider low carbon options for the next round of fleet replacement	G	E&R Commissioning	Strategy to be undertaken and presented to E&R DMT outlining the required infrastructure required to support a decarbonised fleet. The strategy has not yet been developed due to limited capacity within the fleet management team, but the Council has allocated additional funding to recruit additional resource from April 2022 to progress this.	Consider low carbon options for the next round of fleet replacement	G

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				Capital bids have been submitted for the replacement vehicles of both our internal and service provider fleet.		
9	Undertake initial work to consider electric charge points for LBM vehicle fleet	G	E&R Commissioning CS Facilities	The service is currently in the progress of an organisational restructure which will see the creation of a new Transport Manager who will be the lead officer for this work stream.	Undertake initial work to consider electric charge points for LBM vehicle fleet	G
10	Carry out improvements to Council-owned sites to encourage active and electrified travel by staff	R	E&R Transport CS Facilities	Covid has delayed the implementation of improvements to staff cycle parking and travel infrastructure in order that likely future staff travel patterns and demand could be reassessed.	Carry out improvements to Council-owned sites to encourage active and electrified travel by staff	A
11	Set up a staff-led action group to accelerate changes in culture and activities within all Council Departments	R	E&R Future Merton C&H Public Health	Merton's Green and Healthy Guardians group was set up as a joint project between the Public Health and Climate Change teams in 2020 to encourage staff-led climate action in the workplace. This was paused due to Covid and the resulting shift to working from home.  The role of this group will be reconsidered in early 2022, once the Council has recruited a new Climate Engagement Officer, in the context of feedback received from LBM staff through the staff climate survey in 2021.	Consider mechanisms to engage with various council teams and departments to identify opportunities for carbon reduction and specific training needs.	A
12	Continue streetlight LED replacement through standard maintenance.	A	E&R Highways	Since 2015, we have invested £2.5 million in LED streetlights across the borough. This means we now have converted 10,679 street lights (82% of our overall streetlights), saving 2,793,943 KWh in FY20-21 compared to FY16-17 street lighting related energy consumption.	Continue streetlight LED replacement through standard maintenance.	G
13	New Year 2 action - action moved from WS 4 to WS 6				Develop staff travel policies	A



Workstream 7: LBM Procurements and investments

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Consider options to engage with service providers to reduce greenhouse gas emissions from existing contracts.	A	CS Procurement All Departments	<p>Work is ongoing with individual contract managers where appropriate and where capacity allows.</p> <p>For example, with our highways maintenance contractor (FM Conway), this summer we trialled a more sustainable warm mix asphalt on three residential streets in Merton as part of our carriageway resurfacing programme. The warm mix asphalt is laid at a reduced temperature compared to traditional hot mix asphalts, which cuts energy usage and reduces the associated carbon emissions by 15% without compromising on the life expectancy of the road surface.</p> <p>In recent years we have managed to halve the carbon impact of treating non-recyclable rubbish collected from households across Merton. Waste is now treated at the Beddington Energy Recovery Facility (ERF) instead of being sent to the Beddington landfill site (which is now closed). But around half a tonne of carbon is still produced for every tonne of waste we dispose of. We are working with Viridor (the Beddington ERF operators) and our partners in the South London Waste Partnership to baseline, monitor and reduce the carbon impact of our waste treatment activities. A Carbon Management Plan was published in June 2021<sup>99</sup>.</p> <p>The Council will continue to trial low carbon technologies in Merton’s contracts where appropriate, and seek to embed Merton’s climate commitments in, and better understand the scale of emissions from, other existing contracts.</p>	Engage with service providers to reduce greenhouse gas emissions from existing contracts.	A

<sup>99</sup> Further information is available in the Beddington Energy Recovery Facility & Residual Waste Contract 2019-2043 Carbon Management Plan, Baseline Year: 2019-2020, available at: <https://moderngov.kingston.gov.uk/ieListDocuments.aspx?CId=432&MId=9275&Ver=4>.



Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
2	Consider options to introduce new procurement policy and guidance to reduce greenhouse gas emissions from procured services	A	CS Procurement	<p>Merton's Contract Standing Orders<sup>100</sup> (CSOs) have recently been updated to require Responsible Officers to give due consideration to the Council's commitment to the Climate Emergency and how the Council can reduce its carbon footprint through the tenders that it lets (CSO 6.3.3). The updated CSOs also require officers to seek approval from Procurement Board when considering procuring any contract that has any carbon implications/impacts, irrespective of the value of the contract (CSO 10.9).</p> <p>Commercial Services' Gateway report templates all have an 'Environmental Consideration' section which is to be completed by the report author and which is reviewed by either the relevant Operational Procurement Group and/or Procurement Board thereby ensuring that consideration is given to the climate emergency for all contracts over £100k (or below £100k where a specific contract has any carbon implication/ impact).</p> <p>The Climate Emergency is touched on during the revised CSO training provided by Commercial Services and is mentioned in the updated Procurement Toolkit.</p> <p>The Council's Social Value Charter incorporates a mechanism for considering the impact of climate change mitigation for relevant contracts. The Charter is flexible and allows suppliers to suggest their own innovative ways of tackling climate change aside from the prescribed suggestions on the Charter itself.</p>	Implement new procurement policy and guidance to reduce greenhouse gas emissions from procured services.	A

<sup>100</sup> Further information is available at: <https://democracy.merton.gov.uk/documents/s40335/Revisions%207%20July%202021.pdf>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				As part of Merton's School Meals Catering Contract review in 2020/21, the Council reviewed the tender specification and evaluation process for this contract to ensure that the winning bidder offered a service with clear commitments around reducing greenhouse gas emissions, and to promote the delivery of more sustainable menu choices, with a greater emphasis on plant-based recipes. This contract review also involved the trial of Merton's new Social Value Measurement Charter which captures both environmental and wider social benefits, which is now being included in all procurements.		
3	Continue delivering responsible investment policy to decarbonise the Council's pension investments.	G	CS Investment	<p>The sustainable investment policy is already in place and emissions are being tracked. In 2018, we started to measure the carbon intensity of the Merton Pension Fund. Since then, we've moved 25% of the fund into low carbon investments, and we've used our shareholder power to pressure companies into more sustainable practices.</p> <p>The equity holdings have a Weighted Average Carbon Intensity ('WACI') of 87.4 tCO2/\$m Sales. This equates to a 57% reduction against the composite Fund benchmark (201.6). The Fund's WACI has reduced from c219 in 2018 to c87 tCO2/\$m sales in 2021.</p> <p>Total potential emissions are also significantly below the benchmark. More importantly though, the total potential emissions figure decreased considerably between 2020 and 2021. As of June this year our measurable carbon footprint was 30% lower than it was the year before.</p>	Continue delivering responsible investment policy to decarbonise the Council's pension investments.	G
4	Consider ways to positively invest in low	A	CS Investment	No progress to date but doesn't need to be in place until 2030.	Consider ways to positively invest in carbon	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
	carbon business that can deliver carbon offsets.				offset products and mechanisms should the Council not achieve its target by 2030.	

Workstream 8: Communication, outreach and LBM corporate procedure

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
1	Develop and implement a climate communications and engagement strategy	G	CS Comms E&R Future Merton	<p>Working with local comms partners, the Council ran a climate comms campaign throughout 2021<sup>101</sup> to highlight steps that individuals and businesses can take to reduce their carbon footprint. Themes included food, business &amp; investments, greening, buildings &amp; energy, travel and waste.</p> <p>The Council developed other climate comms for key events such as COP26, World Car Free Day, and London Circular Economy Week and to promote schemes like Solar Together.</p> <p>Comms channels included Merton's Climate Action Newsletter, MyMerton, the Council's social media channels, online events and in-person events, and wider promotion via partners' comms channels.</p> <p>The Council has allocated additional funding to recruit a new Climate Engagement Officer – recruitment underway at the time of writing.</p>	Develop and deliver a climate engagement and communications strategy	G

<sup>101</sup> Further information is available at: <https://www.merton.gov.uk/planning-and-buildings/sustainability-and-climate-change/make-your-climate-change-pledges>

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
2	Set up a Climate Action Group to support the delivery of the action plan	G	E&R Future Merton	<p>In January 2021, the Council set up Merton's Climate Action Group to support community-led climate action projects in Merton. In 2021, the Climate Action Group has developed the following projects/ proposals:</p> <ul style="list-style-type: none"> <li>- The Buildings &amp; Energy subgroup has developed a proposal (which was allocated funding from the Neighbourhood Fund in November 2021) to run energy training in 5 pilot schools in Merton to empower the younger generation with knowledge to drive behaviour change around energy use. This will also help tackle fuel poverty and build climate resilience. This subgroup is also working to showcase low carbon homes in the borough.</li> <li>- The Transport workstream has been involved in promoting a number of national initiatives locally to engage with residents and promote active travel and wider climate action in Merton. These have included Sustrans' Big Pedal, World Car Free Day and Cycle buddies.</li> <li>- One of the key successes of the Climate Action Group this year was the launch of the Merton Garden Streets initiative, a volunteer-led project delivered by local residents and businesses to make our streets greener. This initiative has been very well received by the local community with over 90 streets signing up to planting days over the summer, and feedback highlighted positive impacts for mental and physical wellbeing, developing a greater sense of community, as well as improving local air quality, biodiversity and climate resilience.</li> </ul>	Support the delivery of community-led climate action projects (incl. Merton's Climate Action Group)	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				<p>- The Green Economy work stream has developed a proposal to develop a circular economy hub in Merton which secured funding from Merton's Neighbourhood Fund in November 2021.</p> <p>- The Group also helped Merton's Schools Improvement Team organise a Climate Action Conference for schools to highlight some of the steps that schools can take to reduce their carbon footprint and promote wider climate action in Merton.</p>		
3	Develop a mechanism to consider the impact of climate change mitigation and adaption in all policy, spend and procurement proposals	A	CS Procurement	<p>Commercial Services' Gateway report templates all have an 'Environmental Consideration' section which is to be completed by the report author and which is reviewed by either the relevant Operational Procurement Group and/or Procurement Board thereby ensuring that consideration is given to the climate emergency for all contracts over £100k (or below £100k where a specific contract has any carbon implication / impact).</p> <p>The Council's Social Value Charter incorporates a mechanism for considering the impact of climate change mitigation for relevant contracts.</p>	Implement mechanisms to consider the impact of climate change mitigation and adaption in all policy, spend and procurement proposals.	A
4	Consider options to develop carbon literacy in Council staff and Councillors	A	CS Learning & Development E&R Future Merton	<p>There has been limited capacity to progress this but the Climate Change and Learning &amp; Development teams have started considering climate training options for LBM staff. The intention is to develop e-learning modules on climate change as part of the roll out of a new staff training programme in 2022.</p> <p>The Council has also allocated additional funding to recruit a new Climate Engagement Officer who will lead on internal and external climate engagement, including climate training for LBM staff.</p>	Develop general carbon literacy training, and engage with council staff and councillors to identify any specific training needs and consider mechanisms for delivery.	A

Action No.	Priority Action in Y1	RAG	Team	Progress	Priority Action in Y2	RAG
				In November 2021, the Council ran a staff climate survey to better understand staff climate training needs – results indicated a range of training needs, from general carbon literacy to job-specific knowledge. Further work will be carried out in 2022 to consider mechanisms to engage with various council teams and councillors to identify opportunities for carbon reduction and specific training needs.		