

# Building a Fairer and Healthier Waltham Forest: our response to the Marmot recommendations

DRAFT: Pre-design

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# Foreword

Waltham Forest is a vibrant and dynamic place: we have a rich cultural heritage with many residents who feel a strong sense of belonging to their neighbourhoods. However, we know that not all our residents equally share in these benefits or can expect to live a healthy life. We saw to devastating effect during the Covid-19 pandemic that some residents face a higher risk of poor health and lower life expectancy due to their background, upbringing, or financial circumstance.

Good health is one of society's greatest assets and a marker of our collective progress. Investing in the health of our residents strengthens individual purpose and well-being, productivity, and the ability to participate meaningfully as part of a community.

As the social challenges that we face become ever more complex, from the cost-of-living crisis to climate change, this creates an even greater imperative for securing the foundations of good health and wellbeing for everyone. Our borough cannot prosper in the years ahead if we do not prioritise the health of all our residents, leaving no-one behind.

This report is our commitment to take radical, preventative action to deliver better health outcomes for Waltham Forest. In challenging times, we will come together with our partners around shared missions to build a more inclusive economy, more affordable housing, to tackle unequal educational outcomes, and create more integrated support networks that enable residents of all ages to be healthy and independent.

To do this, we must hand over more power and influence to residents in how we tackle health inequality in our borough. We will work closely with our communities to understand their diverse needs, and offer the right support, in the right way, and at the right time, so all our residents can look forward to healthy and more fulfilling lives.

This collective ambition to narrow the gap in health inequalities is essential not only for greater equity and social justice: it will improve the long-term prosperity of our borough, so that all our residents can equally thrive for the decades to come.



**Councillor Naheed Asghar**  
Cabinet Member for Health  
and Wellbeing

**Councillor Catherine Deakin**  
Cabinet Commissioner for  
Health Equity

# Introduction

Waltham Forest's greatest assets are its diverse, inclusive places and communities. Yet when it comes to good health and wellbeing, like other London boroughs, it is deeply divided.

The Covid-19 pandemic exposed and exacerbated the scale of health inequalities across our borough. We saw that some residents experience unfair and avoidable differences in their health because of their ethnicity, postcode, age, household income, and other wider factors.

We are committed to creating a fairer and more equal borough. Our [‘A Fairer and Healthier Waltham Forest: Equity and the Social Determinants of Health’](#) report produced by Sir Professor Michael Marmot and the Institute for Health Equity (IHE) showed us that maintaining good health and wellbeing is about more than accessing good health services. It starts at the earliest possible point in life - in our homes, schools, jobs and communities. By making changes to the conditions in which our residents live, learn, work and age, we can increase their likelihood of living a healthy life.

The IHE report included a series of practical recommendations for how we could start to address the health inequalities within our borough, and this report sets out our initial response. We outline the progress we have made so far and our broader ambitions for ensuring that all our strategies and work programmes are designed with the health and wellbeing of our residents at the fore. This report demonstrates how we are centring the health of our residents in all our work, from early years support through education to employment, housing, economic development and community infrastructure, and in the neighbourhoods in which people live and grow.

Despite this progress, many challenges remain. We must deliver more radical change to close the health gap in our borough. For everyone to have an equal chance to be healthy, we need to strengthen our partnerships with health and care providers, voluntary and community organisations, local businesses and other anchor institutions, to have a more integrated approach.

This report is a stake in the ground on our journey towards better health outcomes for our residents. It reflects the progress we have made, while also setting out our shared commitment to addressing the challenges ahead to building a borough where all our residents can lead safer, healthier and more fulfilling lives.



“Inequalities in power, money, and resources are the key drivers of inequities in health. If we put fairness at the heart of all policies, health will improve” -

**Sir Michael Marmot**  
Director, Institute of Health Equity

# What are health inequalities and why do they matter?



**Q:** What causes heart disease?



**A:** Blocked arteries



**Q:** But what causes arteries to become blocked?



**A:** Unhealthy food, lack of exercise or stress



**Q:** And what influences physical activity, food choices and causes stress?

**The answer lies in the social determinants of health - the conditions in which people are born, grow, live, work and age**

Today in Waltham Forest, we can see that some residents have a much lower healthy life expectancy than they should. Women who live in one of our most affluent wards can expect to live nearly eight years longer than women in one of our poorest, despite living fewer than three miles apart.

When we do not have access to the resources we need to stay well, like living in a warm home, access to decent work, a stable income, and affordable nutritious food, it places strain on our health and wellbeing. These challenges can lead to issues such as increased stress, higher blood pressure, and a weaker immune system, all of which affects the quality and length of our life.

Often when we think of health, we focus on access to medical services and the vital work of the NHS. While these services are essential, we know that social, economic and environmental factors have a much more [fundamental day-to-day role](#) in shaping our health and wellbeing. These are known as the social determinants of health – the conditions in which people are born, grow, live, work and age mean that some of us are more likely to be healthy than others, for reasons that are often preventable, and yet beyond our individual control.

## In Waltham Forest:

Women in Chapel End live **7.6 years** longer than in Lea Bridge

**1 in 4** children live in relative poverty

**Almost 1 in 5** households are in fuel poverty and struggle to cover their energy costs

**25%** of residents are buying less food due to cost of living

**A third** of pupils leaving primary school are not fully ready for secondary school



# How do we build the foundations of a healthy life?



It is our ambition to build a borough where every resident, regardless of background, income or postcode, has an equal opportunity to thrive. To do this, we need to have the necessary building blocks in place to support everyone to maximise their capabilities, look after their health and wellbeing, and lead a healthy life at every age.

Building the foundations of a healthy life starts at the earliest point. We need to ensure every child has the best possible start, living in a safe and secure home and eating nutritious food, increasing their preparedness for entering education and developing healthy behaviours early on.

As we grow up, good quality learning and holistic development support enables greater aspiration. Providing diverse pathways into further education and employment creates a range of routes into fulfilling and well-paid jobs that offer progression.

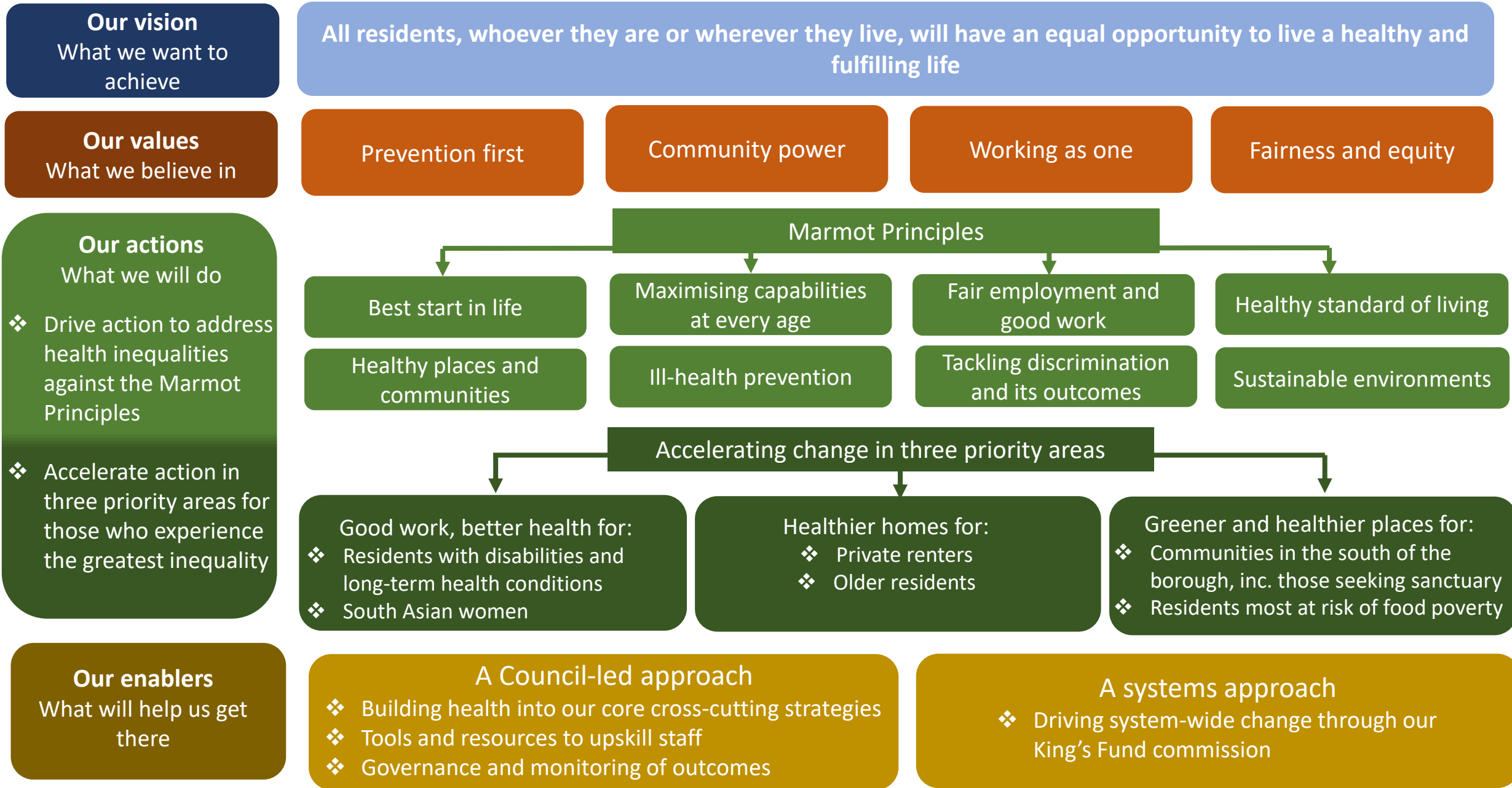
As people settle down and build their lives locally, we want to ensure every person can have a stable home with everything they need to sustain their wellbeing and live fulfilling lives. For families with young children, we want to equip parents with the tools, resources and guidance to create a home environment in which their children can thrive and build positive childhood experiences that build long-term resilience.

As a Council it is our mission to deliver lasting, transformative change that will enable all our residents to reach their full potential and enjoy a good quality of life. We will work tirelessly alongside our partners so that all our residents can access secure homes, eat nutritious food, receive good quality education and learning, and find meaningful work that meets their needs. They must feel supported to participate within their local community, and experience the benefits of safe, green spaces and clean air.

It is only through bold, sustained action to tackle the causes of health inequalities, rather than simply responding to the symptoms, that we will achieve the scale of change our residents deserve.



# Building a Fairer and Healthier Waltham Forest: Our plan on a page



# **Our health equity vision and values**



# Our health equity vision and values

Our vision is that all our residents, whoever they are or wherever they live, will have an equal opportunity to live a healthy and fulfilling life.

As we drive a radical shift towards prevention, we are embedding tackling health inequalities at the heart of everything we do. The Covid-19 pandemic demonstrated the adaptability and resilience of our communities to protect the health and wellbeing of our residents. As we build on these strong foundations, and bring together partners to take coordinated, system-wide action around shared missions that influence health inequalities, we will lead the way in building a more positive future for our residents, maximising impact from our existing resources to impact those who need them most.

## Our core values

**Prevention first:** We will tackle the social, economic and environmental factors that influence health and wellbeing, ensuring that across everything we do, our approach is rooted in early intervention and prevention, delivering the right action, in the right place, to the right people, at the right time.

**Community power:** We will listen to and focus our response on what matters to our residents, working with and learning from our voluntary and community sector (VCS) partners to collectively design and deliver services that ensure all our residents feel valued, safe, supported and connected to their communities.

**Working as one:** We will harness the collective skills, resources and influence of our health and care, VCS, business and other key partners by strengthening relationships and opportunities for joined-up working to deliver the greatest positive impact on the health and wellbeing of our residents.

**Fairness and equity:** We will take a strategic, system-wide approach to tackling the structural inequalities experienced by our residents, advocating for those who are most vulnerable and designing and delivering our services to meet their needs.



# **Our ambitions and actions**

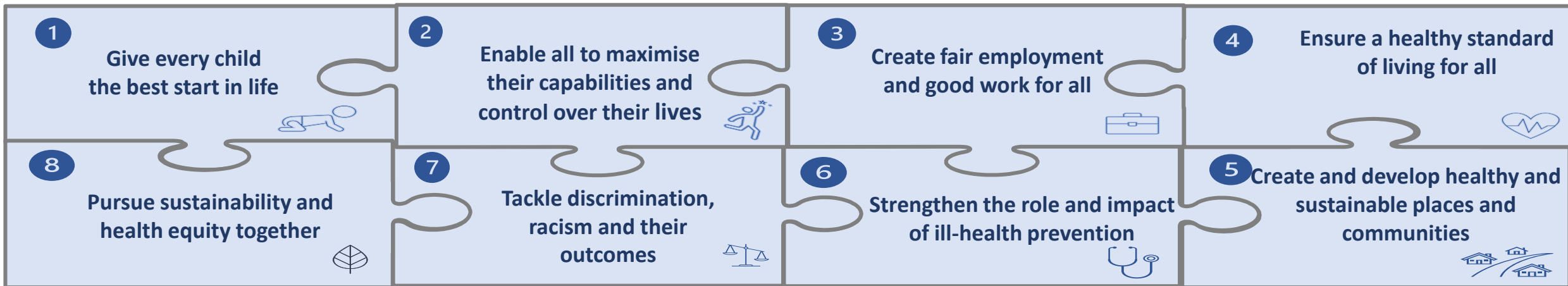
# Shifting the dial on health inequalities

There is no single, short-term fix for health inequalities. Every action we take now is building the foundations for positive, long-term change.

The Marmot commission has influenced some of our most ambitious work to focus on early intervention and prevention, and we are already improving the health of our residents in line with its recommendations. Through our £2 million Families in Housing Need programme and our new Housing Sustainment, Family Hub Outreach and Community Drop-In services, we are building residents' financial resilience and bringing targeted support into the heart of our communities. By investing in our VCS through initiatives such as our Community Living Rooms and Community Chest fund, we are boosting our community capacity to reach otherwise isolated people, linking them to local networks and providing advice and support close by.

Over the next section, using the eight Marmot Principles in the IHE's 'Building a Fairer and Healthier Waltham Forest' report as our framework, we set out how, in direct response to the recommendations set out in the Marmot report, we will start to shift the dial on health inequalities. It is only by taking sustained and co-ordinated action across all eight policy areas that we can have a lasting impact on closing the health gap in our communities.

## The Eight Marmot Principles:



In **Annex 1** we provide further details of the tangible actions we are taking now, and into the future, to reduce the gap in health inequalities experienced by our residents.



## Principle 1: Give every child the best start in life

Every child in Waltham Forest should have all they need to thrive, right from the start. This means making sure families have access to the right support in their child's early years to nurture their development and wellbeing, setting them up for a healthy, happy life.

A child's development starts before they are born. Experiences in their first few years lay the groundwork for their development. Getting this right early really matters. We can markedly reduce differences in lifelong health for children from disadvantaged backgrounds or with additional needs by investing in those families, linking them with the support their child needs, and tackling deprivation.

In Waltham Forest, there was a 13% difference in the development of four-year-old children from poorer communities compared with their peers. While this gap is notably lower than the England average, it is stark and unacceptable. To address this, we are adapting our offer to meet the different needs of families and communities. Over the past year, we have increased the uptake of early years education and are continuing to drive positive change through our [Family Hubs](#) which offer wraparound, accessible support and wellbeing services to families closer to home.

Our [parenting support](#) helps parents and carers feel confident to provide what their child needs to thrive at every stage of their development, from targeted postnatal support through to guidance on how to create a good home learning environment. Parents from our most socially disadvantaged communities can connect and learn from one another through our parent-led Empowering Parents Empowering Communities (EPEC) programme.

To create a stable and nurturing environment for children, families need more holistic support to address the broader challenges they may face. We will make sure financial and practical support is in easy reach of the families who need it most by embedding advice, guidance and emergency help in every community. Our weekly Money Matters sessions provide families with financial support they need and brings local services together. Preventing financial or housing issues from developing reduces disruption to families and helps parents have more money and time to spend on their children and themselves to keep everyone secure and well.

### Intended outcomes

Every child can fulfil their potential through high-quality early years education and developmental support

Parents have the knowledge and skills they need to support their children's development

Practical and financial support is available for families in every community







# Principle 1: Give every child the best start in life

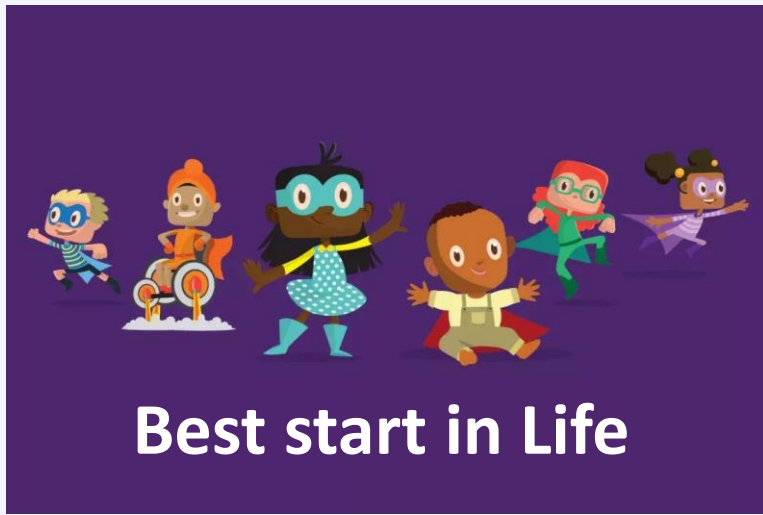


## Health Equity in Action:

Parent-led support to help parents feel confident at every stage of their child's development

Although being a parent can be very rewarding, there are times when it can feel tough and isolating. Through our Best Start in Life, Family Hubs and local parenting programmes, parents and carers can access activities and support they need, close to their homes.

Our [Empowering Parents Empowering Communities \(EPEC\)](#) is a peer-led parenting programme that helps children and families get the very best start in life. Designed to provide parenting support for families in socially disadvantaged communities, our friendly staff train, supervise and support local parents to deliver parenting courses in their communities. Our peer-to-peer programme provides parents with the skills and confidence they need to support their children as they prepare to learn at school, and is recognised by pre-schools, nurseries, early years settings, children's centres, and schools across the borough. Staff from our EPEC Hub continue to provide ongoing support and supervision to parents as their children progress through their early years, allowing them to share resources and experiences and access new knowledge in sessions that are inclusive, engaging and fun.





## Principle 2: Enable all to maximise their capabilities and have control over their lives

Everyone should have the opportunity to learn, pursue what they find fulfilling, and participate in their community throughout their lives, from childhood through to later life.

A child's experience at school has a significant impact on their long-term health and economic stability. Those from lower income households have better attainment outcomes at Waltham Forest schools than the London average, but there is still a significant gap compared to their peers. All children must be equipped to reach their full potential at every stage of their learning. We will strengthen the support offer for children living with [mental health challenges](#) or [special educational needs and disabilities](#) (SEND), and those at risk from disengaging from school, to make sure they, and their carers, get timely help.

Intervening early and tackling obstacles that young people face when leaving secondary school and move into adulthood is critical to challenging inequalities people face in unemployment, low wages and quality of work in later life. We will continue to support school leavers as they transition into further learning or employment, creating more robust employment opportunities and targeting our outreach and community mentoring support to those without jobs, training or education plans.

Connected communities where young people feel valued, included and supported to pursue their goals are vital for good mental health and wellbeing. We will make sure that through our schools and [youth spaces](#), young people have opportunities to connect with their peers, take part in fun, vibrant, cultural, creative and physical activities that build their confidence and incite their imagination.

Opportunities for learning should be lifelong. We will continue to support residents to access a wide range of free [community learning opportunities](#) that help build confidence, employability skills and social connections. We will tailor our support to those furthest from secure employment, including residents with long-term health conditions, to break the cycle of ill health, low economic participation and poor-quality working conditions.

Everyone in our borough should be able to live and age well. We will listen to residents to build services that support them at transition points throughout life, valuing and celebrating older residents, connecting them with their communities and empowering residents to take control of how they live, and how well they age.

### Intended outcomes

Every child, at every level of education, feels valued, included and equipped to reach their full potential

School leavers have the support they need to smoothly transition into further learning or good employment

Children and young people have the support they need to feel happy, healthy and resilient

At every age, residents have access to good quality learning opportunities and feel connected to their communities

Older residents feel listened to, independent and supported to live long and healthy lives







## Principle 2: Enable all to maximise their capabilities and have control over their lives



### Health Equity in Action:

Welcoming young people into fun, friendly, safe spaces close to their homes

Our [Space4All](#) youth programme welcomes young people from varied ages and backgrounds into safe spaces where they can access fun, informal activities within easy reach of where they live.

Located in venues across the borough and delivered in partnership with a wide range of community organisations, our network of youth hubs offer something for everyone. Whether it's to relax with new friends, learn new skills or take part in fun and engaging sport and creative activities, young people can find somewhere friendly to hang out after school or during the holidays.

Trained, knowledgeable community youth workers are on hand to provide guidance and advice, building confidence and social skills, and linking young people into the broad range of free, engaging, inclusive support and opportunities available to them, so they feel inspired, supported and valued within their communities.

"I look forward to Thursdays, and I've told all my friends about it. We make food and play around the table, and it's a place for my friends and me to go to and have fun. I wish it was open more days in the week!"

Young person

"As a parent of a child with special educational needs, youth clubs and summer activities can be very stressful... at these sessions, R has settled in very well and looks forward to going back. The lovely team have been so kind and patient with him. The environment is always calm, safe and very relaxed. I cannot express how grateful I am... This is exactly what he needed!"

Parent





# Principle 2: Enable all to maximise their capabilities and have control over their lives



## Health Equity in Action:

Working together to make Waltham Forest a kind place for all through intergenerational story telling



In libraries across the borough, our younger and older residents are coming together around stories and songs in our weekly 'We are Friends' sessions. We know that many older residents and parents of young children feel lonely and isolated from their communities, and do not have opportunities to connect with each other around shared activities.

This initiative brings residents together in safe, inclusive environments where they can interact and share positive experiences. We are Friends helps to build a greater understanding and respect across generations, promoting happier and healthier lives.



“My daughter and I attended today's session in Higham Hill Library. We absolutely loved story-time with Winnie - the smiles on her and the children's faces said it all. Winnie said she'd spent the weekend preparing for the story, and you could see how proud she was and how having that purpose had brought her such joy!”  
Participant

“My dad has Dementia and has quite limited speech. Leaving [the library] each time he has been full of positive words like 'fantastic', 'amazing', 'wonderful' and 'brilliant'. That is how he describes his time here and his mood is always lifted.”  
Participant





## Principle 3: Create fair employment and good work for all

Good work should be within easy reach of all residents. This means tackling barriers to employment, improving conditions at work, and reshaping our local economy so it better serves the needs of residents.

Being in good quality work protects our health and wellbeing. It provides a secure income, stability and a sense of purpose. It not only enables residents to access the fundamentals like adequate housing, heating and nutritious food, it also creates opportunities for people to do the things they find fulfilling and participate in their community.

Unemployment, low incomes and poor working conditions lead to poor health outcomes and widened health inequalities. Too many of our residents experience unemployment or in-work poverty. This must change. Over one in ten households in Waltham Forest do not have anyone of working age in employment. Residents with long-term health conditions are less likely to be in employment and women are less likely to earn the living wage, when compared with the London averages.

Through our Waltham Forest Jobs, [Steps into Work](#) and new programmes with a focus on health, including our Integrated Placement Support in Primary Care (IPSPC), we are providing practical advice, skills training and one-to-one coaching to support residents into good work, through a range of routes which suit different strengths and needs. For those furthest from employment, such as residents living with disabilities or those with long-term health conditions, we will strengthen our specialist education, training and employment support to help them to access and sustain jobs that work for them.

We will work with local businesses and employers to improve the quality of work and workplaces, so more residents are in better-paid, secure jobs that offer a supportive and flexible working environment. We must lead by example as an inclusive employer, as well as using the collective resource of our Anchor Institutions to improve the quality and inclusivity of local workplaces. Two ways we will pursue this are seeking to extend our network of London Living Wage accredited businesses and exploring other healthy employer initiatives, such as more flexible working patterns.

Through our Inclusive Growth and Economy Framework, we are refreshing our approach to the local economy to put the wellbeing of residents at the fore. This means ensuring there is a positive relationship between work and health, tackling discrimination in the job market, and making Waltham Forest a place where everyone can benefit from shared economic growth and prosperity.

### Intended outcomes

All residents, particularly those with long-term health conditions or disabilities, are equipped with the skills and support they need to access, sustain and progress in secure and fair employment

More residents are in high quality, well-paid and flexible jobs and workplaces, with our anchor institutions leading the way in driving up standards.

Residents benefit from decent wages and meaningful work and share in local economic growth and prosperity







# Principle 3: Create fair employment and good work for all



## Health Equity in Action: Transformational opportunities at the new University of Portsmouth London campus

The University of Portsmouth’s (UoP) [new London campus](#) in Waltham Forest opens its doors in summer 2024 and brings a wealth of opportunities to our residents in terms of jobs, skills and education – particularly our young people.

The campus will make learning available to even more of our residents and create new opportunities for those currently facing the biggest barriers to education and skills.

This new accessible, diverse and welcoming campus will mean more of our residents can get what they need to pursue careers they find fulfilling and a good job that underpins their health.

The University shares the council’s vision for building an accessible, diverse and welcoming civic campus, which can break down barriers to learning and drive positive change in Waltham Forest and the wider region.

The initial focus of these new opportunities will be on five target groups who currently face some of the biggest challenges in accessing education:



**Health and Social Care:**  
Strengthen the local health and care workforce through the provision of apprenticeships in high priority employment areas and fill gaps in learner pathways to ensure the transition to skilled work is improved.

**Climate Emergency:**  
Building the research, training and new markets we need for a green transition

**Digital & Creative:**  
Developing a pipeline of talent in a growing job market to support our business sector



### Growing the jobs, skills and knowledge we need for a fairer and healthier future and bringing down down barriers to education for our residents

**Engagement with migrants and refugees** to implement more bespoke educational and skills opportunities for these residents as part of our Borough of Sanctuary work

**Local access and participation plan** that will maximise the impact of the campus for Waltham Forest young people.

**Bursary and support packages** for care leavers and young carers

**Addressing barriers to entrepreneurship,** piloting targeted support to small businesses, particularly those that face significant barriers to accessing opportunities.

**Resident-led courses and training** that can help empower residents with new skills, qualifications and increase their employability.



## Principle 4: Ensure a healthy standard of living for all

We are working towards a future in which all residents can afford a good standard of living. This means having financial stability, a warm home, access to nutritious food, and opportunities to participate in their local communities.

Not having enough money has a huge impact on health and wellbeing. The cost-of-living crisis has increased this challenge for many, as more residents struggle to manage the growing costs of housing, food and bills.

Through our preventative approach to tackling poverty, we are strengthening our [cost-of-living support](#) and referrals between partners to get support to more people before they reach crisis. Through targeted help, we will build the financial resilience of residents, linking them to support that protects both their financial circumstances and health.

As the cost-of-living crisis places more residents in financial precarity, we know that many people are cutting back on essentials such as food and fuel to manage costs. We are working to guarantee residents the basics, by bringing down energy bills through targeted [retrofitting](#) and expanding [community food options](#) across the borough.

We know that strong communities have better health and are more able to recover from and adapt to health challenges if they occur. We must be proactive in working with our VCS partners to ensure people who are struggling are able to connect with their community, to get support when it is needed and participate in what they find meaningful. We are working to ensure people know what support and services are available to them, putting advice in easy reach of every community, helping residents get what they need, make a liveable income and become more independent.

Access to the internet and digital technology enables people to look for job opportunities, connect with other people and find help when they need it. Through our [Let's Get Digital](#) programme, we are working to improve knowledge, confidence and access so more residents can use digital technology as a tool to promote their independence and protect their health.

### Intended outcomes

Every resident has the financial stability they need to plan for the future and afford what they need to stay well

Every resident is guaranteed access to nutritious food and a warm home

Information and advice is in easy reach for all communities

Diverse opportunities to connect, with community across every neighbourhood





# Principle 4: Ensure a healthy standard of living for all



## Health Equity in Action: Shared living rooms in the heart of our communities



“Most visitors are looking for support with food, loneliness, learning new skills and to connect with local people”  
Staff member

“We support a high number of visitors with travel costs to and from the nursery. This is a cost that many can’t afford, and they likely wouldn’t be here without the help”  
Staff member

“People are so appreciating the support they are receiving. There is a real sense of relief to be heard face to face. The feedback has been incredibly positive.”  
Staff member



Our [Community Living Rooms](#) span the borough, offering warm and welcoming spaces where residents can come together to rest, relax and socialise.

Led by voluntary and community sector partners, each living room is unique, but they all offer a similarly inclusive environment, supporting residents to access a range of specialist, face to-face support from local services including Citizens Advice, Early Help and Adult Learning.

Alongside this, there are a variety of different things on offer. Some have social and creative activities such as craft and gardening classes. Other spaces bring people together around food, offering snacks, hot meals, and other food support.

These spaces help tackle health inequalities by providing somewhere anyone can go to meet their immediate needs and link into advice, activities or communities that will support their wellbeing in the longer-term.

Having this kind of support readily available enables people to get help sooner to prevent worse health or financial problems further down the line.



Advice and support on offer from...

**citizens advice**

**NHS NELFT**



**WALTHAM FOREST ADULT LEARNING SERVICE**



Department for Work & Pensions



Reaching Out To Local People  
**CREST**





# Principle 4: Ensure a healthy standard of living for all



## Health Equity in Action:

Enabling all residents to have the skills and access they need for an increasingly digital world

Tackling the ‘digital divide’ is crucial in reducing social isolation and helping residents better manage their own health. Digital access also enables people to connect with work, education, and community activities that keep them well. As more services are delivered online, digitally excluded people are in danger of being left behind.

Through our [Let’s Get Digital](#) programme residents can get support to build their digital skills and gain access to the online world:

- ▶ Digital Help Drop-in sessions in libraries where residents can receive friendly face-to-face support from our Digital Champion volunteers
- ▶ Our Digital Inclusion Fund supporting six VCS organisations to embed digital inclusion in already existing activities, with two Community Living Rooms Network adding digital inclusion to their support offer.
- ▶ Eligible residents experiencing data poverty can be referred to our National Databank to receive SIM cards with free data.
- ▶ Our Get Online for Less campaign is raising awareness about social tariffs – discounted broadband packages for people on particular benefits

**“It’s going to be a really lovely space for people to pop in from all different backgrounds – having the space here that is open to all is a great asset to the community.”**  
 CREST – Digital Inclusion Fund grant recipient

**“I feel more confident using computers and doing things on-line. It has helped me complete forms on-line and apply for jobs.”**  
 Digital Help Drop-in beneficiary

**“I would highly recommend becoming a Digital Champion - very rewarding to give back to your community. Also, very grounding if you work in digital, comms or web-design, as it gives you an insight into people who try to use your work, day to day”**  
 Digital Help Drop-in volunteer



50k+

1 in 4 residents lack one or more Essential Digital Skill for Life



1 in 5 residents surveyed do not have access to a laptop at home



1 in 5 residents surveyed use low-cost methods to access internet, not broadband



## Principle 5: Create and develop healthy and sustainable places and communities

Where we live shapes us and is a powerful source of creating health by enabling safe, active and sociable lives. This means having good quality and secure housing, safe shared community spaces and opportunities to connect with others.

Delivering more high quality, affordable and secure housing is critical in supporting people to live healthier lives. Last year, we built the second-highest number of homes for social rent of any local authority and continue to progress an ambitious programme of housing development. Despite this, there is still a chronic shortage of affordable housing. Many residents struggle to afford decent housing and are forced into the more precarious private rental sector (PRS), where regulation is weaker and rents are soaring, which adversely impacts their life chances, health and wellbeing.

Through our new Housing Strategy and Local Plan, we will improve access to high-quality and genuinely affordable homes, providing greater financial stability for our most deprived communities and improving living conditions that support healthier lives. Poor quality housing, including issues of overcrowding and poor insulation, has a serious impact on health, particularly for children. Tackling these challenges through initiatives including our Damp and Mould Taskforce and [PRS licensing](#) teams will protect good health by addressing the conditions that make people ill.

Creating healthy places is not just about good homes. With £39 million investment from the government [Levelling Up Fund](#), we are creating vibrant communities which bring people together, and where they have more of what they need to stay happy, healthy and safe. We are growing the number of local green spaces, prioritising access for currently underserved communities. Waltham Forest also has a fantastic range of cultural opportunities and we are working to make sure underrepresented groups have greater access to these, so everyone feels welcome and included.

For neighbourhoods to thrive, residents must feel and be safe. Fear of crime is a problem in Waltham Forest, affecting resident's mental wellbeing and willingness to take part in community activities that could help keep them well. Through initiatives such as our Citizens' Assembly on policing, Violence against Women and Girls (VAWG) training and early intervention programmes, we are working with partners to prioritise prevention and ensure that the voices of our most impacted residents are at the heart of response.

### Intended outcomes

More high-quality and affordable housing is available for our residents

High standards in all types of tenancies

Thriving neighbourhoods that provide all residents with opportunities to connect with each other

All residents feel safe in their communities







# Principle 5: Create and develop healthy and sustainable places and communities

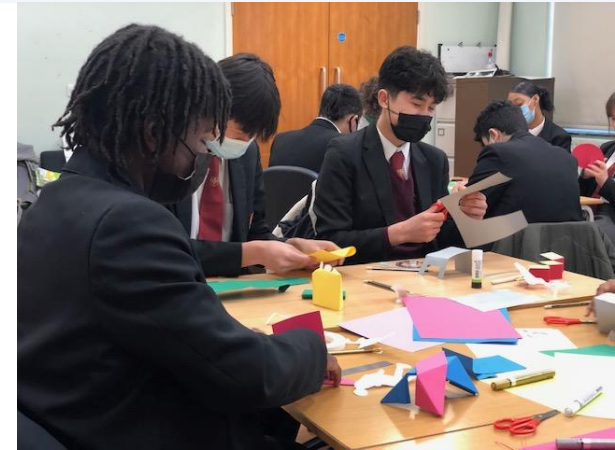


## Health Equity in Action: Child friendly town centres and parks



Transforming how communities experience their local neighbourhoods through an innovative programme of £8.4 million Levelling Up investment, our child-friendly neighbourhoods in Chingford Mount, Highams Park and surrounding parks will create safe, inclusive and playable community spaces. Co-designed with children and young people, these spaces will seek to encourage a sense of community and social cohesion while tackling anti-social behaviour and inactivity.

Our growing network of safe connections across the borough will increase active travel in areas underserved by public transport, building biodiversity to improve local air quality. Enhancing the attractiveness and greenness of our public space will create more welcoming and sustainable places, while increasing civic pride, health, wellbeing and a sense of community.





## Principle 6: Strengthen the role and impact of ill-health prevention

All residents must have access to the support and services they need to stay healthy and connected, and to feel empowered to take action to improve their health and well-being.

Much of the ill health in Waltham Forest is avoidable. The greatest drivers of smoking and obesity are the conditions in which people live and work, as well as their income and debt. Taking preventative action to tackle disparities will lead to better health behaviours and reduce health inequalities.

Health and wellbeing support must be easily accessible to everyone when and how they need it. We will work more closely with our thriving networks of [Social Prescribers](#) and [Community Health Champions](#) to better target support at communities who will benefit from it most. Through community and outreach activities, we will continue to link residents with preventative practical and emotional support focused on improving their mental wellbeing and connecting them with their communities, while also building their knowledge and confidence to get help early as health problems emerge.

In Waltham Forest, over half of residents are classified as overweight or obese, and a quarter of adults are physically inactive. Through our [Healthy Weight Strategy](#), School Superzones Programme and Combatting Drugs Partnership we are making healthier choices easier for residents, as well as ensuring they get the help they need, when they need it.

We will help more people, especially those from marginalised groups, get active and connect with their communities through our new sport and physical activity strategy. Alongside this, we will widen access to green spaces through new regeneration and development initiatives.

Social isolation and loneliness have a profoundly negative impact on people's health. We will harness the skills and experience of the local VCS to explore new ways to reach otherwise isolated people across the borough, linking them to the communities and support they need to thrive. We will continue to encourage good uptake of our [Making Every Contact Count](#) (MECC) training, so VCS staff and volunteers are equipped to provide advice, intervention and referrals that ensure residents receive the services and support they need.

Addressing health inequalities is not just a matter of social justice but is essential for ensuring the sustainability of our healthcare system. A healthier population with less avoidable illness will reduce the demand on our health service, decrease the number of people unable to work due to ill-health, and help to build a more prosperous borough.

### Intended outcomes

Residents are better informed and empowered to make healthier choices

Residents feel well-connected, and are confident they can get help when they need it

Local VCS has a stronger, more impactful role

Health equity is at the heart of all Council policy and services

“What good does it do to treat people and send them back to the conditions that made them sick? We need to address the issues that make people sick.”

**Sir Michael Marmot**  
Director, Institute of Health Equity





# Principle 6: Strengthen the role and impact of ill-health prevention



## Health Equity in Action: Community powered health and well-being



Our local voluntary and community sector is passionate and adaptive. It has a unique ability to build trust with residents, reaching those who otherwise may not be connected to support, and helping those most exposed to health inequalities.

Through our Health Inequalities Impact Fund, 18 community well-being projects delivered innovative approaches to tackling the key health challenges facing our communities. Women from across the community, including single parents, migrant women and survivors of domestic abuse, came together to ride bikes, exercise and take part in yoga and creative activities in safe, female only spaces.

Community groups opened their doors to local families, or connected with residents online, working alongside them to plan and prepare healthy, affordable meals. Older people accessed health and well-being advice over a hot drink and a snack, while residents of all ages took part in varied sporting, well-being and cultural activities, sharing experiences, learning new skills and making new friends.

“Your sessions are able to bring together every demographic of our local neighbourhoods and cohesively knit us into a positive microcosm of society.” Salaam Peace participant

“...it's about young people being able to fulfil their dreams. One of our young people wanted to become a pilot. We used our networks to find someone who could take him up in a plane to help him make inroads into an industry that it's hard for Black and Asian people to get into...” Project Zero Youth worker

“When I went with you for a walk, the group had a good impact on my mental health and confidence. It has help me a lot to reduce my suicide thought and improve my mental health.” ELOP participant





## Principle 7: Tackle discrimination, racism and their outcomes

Our borough's greatest asset are our diverse places and communities. However, we know many residents face systemic discrimination and barriers to living healthy, safe and fulfilling lives.

We are committed to working within our services and with key partners, like the police and health, to elevate the experience of those most affected by discrimination across all our work. Through the development of our [Stop and Search Advocacy Project](#), [Violence Reduction Partnership](#), [Citizen's Assembly](#) and learning from the [Big Conversation](#), we are being led by the needs and experiences of our underserved communities, working with them to co-create innovative solutions to tackle unequal treatment in services and build more socially cohesive communities.

Many minoritised communities are disproportionately affected by poverty and ill-health, yet programmes intended to support them often do not directly address their needs. We will work closely with VCS partners so the design and delivery of support is relevant and accessible for people from diverse backgrounds and continue to invest in community-led initiatives, such as those funded by our [Community Chest](#) grants, to support marginalised communities who may not access other types of provision.

As a [Borough of Sanctuary](#), we will continue to welcome and support migrant and refugee communities, hosting events to recognise and celebrate the important contributions they make to our borough. Working with our health partners we are extending our network of Safe Surgeries, so that lack of identification documents, immigration status or language are never barriers to our migrant communities accessing the support they require.

All our residents should feel confident they can access culturally sensitive, inclusive support when engaging with the Council. By recognising and addressing any form of discriminatory practice in our customer interactions, we will make sure our advice and services can be accessed by everyone, whatever their background or needs. We will challenge negative narratives through myth-busting, and build knowledge through training for staff, partners and residents, while providing a strong voice to influence national policies.

Strengthening our collection and use of data is crucial to tackling discrimination, from which communities are experiencing hate crime to who faces greater barriers to services. With clear indicators that allow us to track and measure change, we will better understand inequalities faced by our residents and target and monitor action to tackle them, driving down discrimination and delivering more equitable services for all.

### Intended outcomes

Residents from all backgrounds have a good experience of accessing services

Development of more relevant and accessible forms of support for underserved communities

High quality data and monitoring helping us identify and address disparities







# Principle 7: Tackle discrimination, racism and their outcomes



## Health Equity in Action:

A Borough of Sanctuary where refugees and asylum-seekers feel welcomed and valued



We are proud of the diversity within our borough and are building a welcoming environment for new residents from all over the world who want to make Waltham Forest their home.

As a [Borough of Sanctuary](#), we are working alongside a huge range of partners and organisations to create safe and supportive communities, removing the barriers that some of our most underrepresented residents face in accessing support in key areas such as healthcare, leisure, education and employment.

Our new [Welcome Hub](#) at Lea Bridge Library hosts a range of activities, advice and support for people who are new to Waltham Forest and to the UK, including migrants, refugees and people seeking asylum. It builds on our existing network of [Family Hubs](#), which are open six days a week and offer everything from health and housing services and employment support to creative play and parenting programmes, plus much more. Through co-location of key services, we will continue to build closer relationships with health and other partners to tackle isolation and deliver services that are inclusive and accessible to all, so that all our residents feel safe, valued and empowered to thrive.

“I got an excellent service from the drop in. The team are very kind and helpful. Highly recommended this hub.”

Welcome Hub visitor

“The best part of volunteering is .... supporting people to access services that can help them to overcome barriers and seeing the turnaround in that person’s life, we are helping the whole family.”

Welcome Hub volunteer





# Principle 7: Tackle discrimination, racism and their outcomes



## Health Equity in Action:

Bringing refugees, people seeking asylum and local residents together around food, art and stories

We're delighted that [Stories & Supper](#) have joined us for a year-long residency at the [William Morris Gallery](#).

Creating safe spaces of warm encounter, Stories & Supper welcomes refugees and people seeking asylum into their local communities to grow, cook, eat and share delicious and nourishing meals from around the world.

As increasing numbers of residents struggle to afford and access healthy food, communities come to the gallery to unite around nutritious food, stories, art, music and laughter. Through weekly sessions at a local allotment, new friends grow courgettes, potatoes, tomatoes, plums and so much more, connecting around nature and the hope of a better future.



“We are collaborative communities who come from different countries, having flexibility and being positive, exchanging cultures, respecting one another. Smiling, you know, at each other, creating and trading our spirits”  
Participant

“The allotment is a beautiful place to visit. It’s my therapy. When I’m at the allotment I forget all my problems. I live like a bird there. I feel like I can fly.”  
Participant

“When I come to the workshop, most of time I forget my immigration situation. It brings me hope. I come to listen and see people. So it's joyful.”  
Participant

“It is so important that marginalised communities, such as refugees and people seeking asylum, feel welcomed into public spaces like this, at a time when hostility towards them is increasing.”  
Director, Stories & Supper







## Principle 8: Pursue environmental sustainability and health equity together

The health of our residents and the health of our planet go hand in hand. Our commitments in our [Climate Action Plan](#) to lower carbon emissions and provide cleaner energy provide a key opportunity to draw on the collective resources of our community to protect our environment and the long-term health of residents at the same time.

Climate change is one of the biggest threats to health and wellbeing in our communities. People in the most deprived communities are at the most risk, feeling the greatest effect of rising energy prices, struggling to afford the cost of good quality food, and often living in areas with poorer air quality.

To drive down emissions, we will improve the energy efficiency of homes. This will make more homes affordable, comfortable for residents, and adaptable to the changing climate. Through our [retrofitting programme](#) we will work with electricity companies and health professionals to target households with the lowest incomes and least efficient homes, lowering bills, lowering emissions and creating healthier homes.

Through our new ambitious cross-sector food partnership we will tackle food insecurity and provide climate friendly food for all. We will build on our achievements as leaders of the [Good Food for all Londoners' Leadership Award](#) and the [UK Greenest School Menu](#) as we work with community partners and local businesses to secure system-wide commitment to supporting all our residents to access healthy, nutritious, sustainable food that benefits the environment and their health.

Having access to safe green spaces, clean air and opportunities for active travel is good for mental and physical health. As the [top outer London borough for delivering sustainable and healthier mobility](#), we will continue to champion active travel as we strengthen the health and social benefits of our [walking, wheeling and cycling](#) support and infrastructure, improving access to communities who experience poorer health outcomes. We will also make sure these are spaces in which everyone feels safe through measures like installing more CCTV and increasing outreach.

We will make it easier and more rewarding to get outdoors, by increasing access to our parks and green spaces, cultivating biodiversity and improving air quality. And we will open new outdoor spaces for our communities to enjoy, providing supportive environments for residents to get active and bringing health benefits to our most densely populated areas.

### Intended outcomes

Residents most at risk of fuel poverty receive targeted support to make bills more affordable

Residents have access to healthy, nutritious and sustainable food

More residents walk and cycle as methods of travel and for leisure

Residents benefit from better air quality and have easier access to parks and green spaces





# Principle 8: Pursue environmental sustainability and health equity together



## Health Equity in Action:

Walk, cycle, enjoy – improving the health and well-being of our residents and promoting active travel



With support from our community partners, we are helping more of our residents discover the benefits of walking, cycling and other modes of sustainable transport, promoting healthier lifestyles, reducing traffic congestion and addressing the climate crisis.

As part of our Enjoy Waltham Forest programme we have funded around 50 local community projects to make sure that as many residents as possible can enjoy the benefits of walking, cycling and other recreational activities. From babies to older people, residents of all abilities and backgrounds have saddled up on bike seats, balance bikes, cargo and e-bikes under the friendly guidance of local experts. For those preferring to stay on their feet, many have spent restorative time outdoors, walking and talking in the company of new friends.



As our active travel programme continues to grow, we are building stronger communities, tackling social isolation and improving the health and well-being of our residents, while promoting sustainable transport options to reduce carbon emission and build a greener future for all our residents.



“Cycling ... has been a lifeline for me. It is the highlight of my week ... I feel like I am connected with people and get a chance to be away from all life's stresses. It is the one time of the week that I feel looked after and supported.”

Cycle Sisters participant

“Totally recommend this for families. Not only are the kids in fresh air they are also exercising without realising it”

Joy Riders participant

“...walking and talking with others who've been through cancer is probably the single best thing I've done to aid my physical and mental recovery. Thank you for enabling this!”

Life after Cancer participant

# Our accelerators

# Accelerating action

Achieving the scale of ambition set out in this report will take time.

As we work with partners to develop and deliver the sustained action needed to drive change, we have drawn on the Marmot evidence to identify three priority areas where we will speed up action to tackle some of our most intractable health inequalities.

Co-produced with partners, our accelerator areas will focus our collective capabilities on delivering radical, transformative change in areas where we can have the greatest positive impact on residents who experience the deepest inequalities.

By acting fast, and exemplifying the Marmot Principles in action, our accelerators will become beacons of learning and good practice. With clear performance metrics that will allow us to track progress and monitor impact, we will review and adapt our approach to achieve the best outcomes, building system-wide momentum as we evolve and extend our ambitions to other critical areas.

Ultimately, our accelerators will provide a crucial opportunity to build a focused, collective, preventative and transferable approach to narrowing the gap in health inequalities, making Waltham Forest a fairer and healthier place for all who live here.







## **ACCELERATE: Good work, better health**

- ❖ Helping residents with disabilities and long-term health conditions get and keep good jobs
- ❖ Creating inclusive opportunities for South Asian women to overcome barriers to employment

# ACCELERATE: Good work, better health

## Helping residents with disabilities and long-term health conditions get and keep good jobs

Across the UK, more working-age people than ever before are living with long-term physical and mental health conditions. While many are out of work on ill-health grounds, others continue to work in inadequate conditions that do not support their health needs. Within our borough, residents with long-term health conditions are less likely to be in employment, with many wanting to work but lacking the specialist support to do so.

We have a wide range of universal employment support, but we need to do more for people who want to work but have struggled to find a job that suits them due to their disability or long-term health condition.

It isn't enough to focus solely on getting people into work. We need to better support employees to remain well in good quality work. We must work with local businesses to build more inclusive and healthier workplaces that enable residents with disabilities and long-term health conditions to thrive.

Percentage of people in paid employment in Waltham Forest, aged 16-64 (2022/3)



### How will we accelerate change?

Adopt a long-term approach to tackling barriers to economic participation, shaping a range of employment support and specialist education and skills provision through our new Inclusive Growth and Economy Framework

Support 250 residents with long-term health conditions, and their employers, to build sustainable employment opportunities through our Department for Work and Pensions (DWP) funded Individual Placement and Support in Primary Care (IPSPC) scheme

Provide guidance and training to local employers and businesses to develop healthier workplaces through our Good Work Programme

Work across services to apply for funding for an Individual Placement and Support employment offer within our substance misuse service to support residents into paid work as part of their treatment

Deliver targeted coaching, training, and in-work support to 300 residents with long-term health conditions or learning disabilities through the Integrated Care Board's Health Inequalities Fund and our Supported Employment Programme

Collaborate with health partners and the DWP to apply for funding to grow more integrated work and health support services, targeted at economically inactive people with health conditions

Lead by example as a Disability Confident employer to create inclusive workplaces and opportunities for residents with learning disabilities and autism through our Supported Internship Programme and training café

# ACCELERATE: Good work, better health

Creating inclusive opportunities for South Asian women to overcome barriers to employment

In Waltham Forest, we have higher rates of unemployment than the London and national average, with women and residents from our South Asian communities more likely to be out of work

Securing a job should be a reliable route to financial security. For too many residents, low wages and insecure work leaves them struggling to make ends meet. Nearly a third of Pakistani and Bangladeshi workers in London and a fifth of women in Waltham Forest earn below the London Living wage.

To explore these intersectional challenges, we want to work with women from our South Asian communities to understand the barriers and support their aspirations for good quality work that meets their needs.

We will consider how we can create the conditions in which women can consider employment, by supporting them with cost of living and housing needs, as well as opportunities for skills development, in-work support and greater entrepreneurship.

## How will we accelerate change?

Partner with faith organisations and local charities that support South Asian women to link them into English language, adult learning and employment programmes, providing targeted advice, and helping build skills to find work that suits their life.

Through our new Inclusion Action Plan, we will take positive action to support an equitable and inclusive workforce and culture, considering the needs of South Asian women and others with protected characteristics in our approach to recruitment and talent development.

Offer peer-led 1-2-1 advice, workshops, and drop-in services to local South Asian business owners in partnership with community groups, encouraging more women to take up our free support on business enterprise.

Work with the Waltham Forest Workspace Collective to promote available affordable workspace to South Asian Women

Extend our network of London Living Wage accredited businesses in Waltham Forest by a third by 2025, with a focus on local businesses in sectors where women and minority ethnic groups are well represented.

*We know that in Waltham Forest...*



1 in 5 employed women earn below the LLW, compared with 1 in 8 men



The average hourly wage is 13% higher for men than women



**x1.5**

A person from a White background is over 1.5 times more likely to be employed than someone from a South Asian background



## **ACCELERATE: Healthier homes**

- ❖ A healthier and fairer deal for residents living in the private-rented sector
- ❖ High-quality housing for older people that protects their health



# ACCELERATE: Healthier Homes

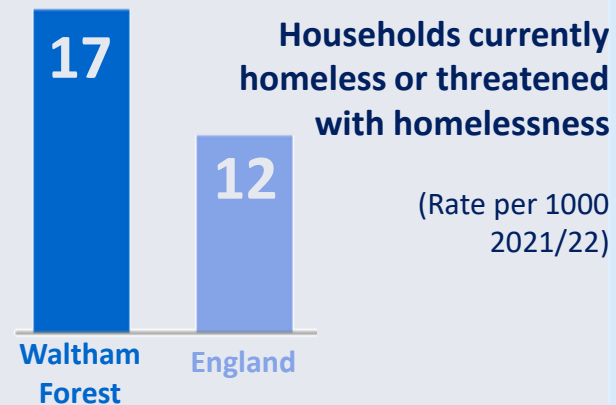
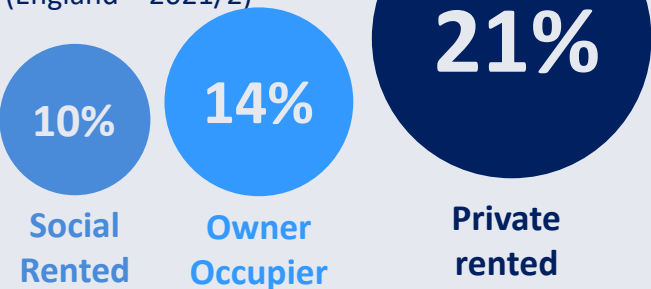
## A healthier and fairer deal for residents living in the private-rented sector

Residents living in the private rented sector (PRS) face poorer quality homes, rising rates of eviction, and spend the highest proportion of their income on housing. This forces many PRS tenants to live in substandard homes, with some reluctant to report issues for fear of eviction or rent rises that may result from essential repairs.

Over the last decade, house prices in the borough have risen at the fastest rate in London and pushed more people into the private rental market. As rental demand outstrips supply, rents continue to go up, eroding security of tenure and worsening living conditions. More people in the borough are now living in overcrowded homes, and homelessness has increased by 55% in the last three years alone, with end of a tenancy being a common cause.

In Waltham Forest, our PRS licensing and enforcement team has been effective in using regulation to drive up standards, tackle anti-social behaviour and reduce fuel poverty. By putting health and wellbeing at the heart of our approach, we will build on this positive work to tackle more unsafe and illegal renting practices, improve housing quality, and help at-risk renters to stay safe and well in their homes.

Homes failing to meet Decent Homes Standard (England – 2021/2)



## How will we accelerate change?

Strengthen health data and partnership working to target PRS enforcement action on the most harmful homes.

Equip PRS Licensing officers with skills and tools they need to link tenants they meet into wider support that will protect their health, including housing-related support and benefits advice.

Intervene earlier for families in the PRS who are at risk of housing crisis through our new Housing Sustainment Team who help with income maximisation, landlord mediation and link residents into other forms of support.

Support frontline staff across health, care, and other partners to raise issues with the PRS Licensing and Enforcement service, so action can be taken on properties posing health risks to their residents.

Launch a new tenancy rights team providing specialist advice, advocacy, and direct support to tenants in the private rental sector, as well as identifying wider needs around employment or health and wellbeing so they can be linked into the right support.

# ACCELERATE: Healthier Homes

## High-quality housing for older people that protects their health

Living in insecure, low-quality housing has a huge impact on our physical and mental health and well-being. Older residents are particularly affected as cold, damp and poorly adapted homes contribute to respiratory and heart problems, greater likelihood of falls, and worsen social isolation. Around one in five excess winter deaths occur due to living in a cold home, mostly among older people.

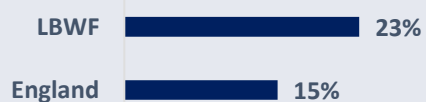
Just under a quarter of older people live in poverty in Waltham Forest, a higher proportion than the England average (15%). Older people are also at greater risk from fuel poverty, due to spending more time at home and their health being more impacted by the cold.

Through our new Housing Transformation Programme and Strategy, we will drive up housing standards locally, and support older people to secure warmer, healthier, and more suitably adapted homes. This will also take us further in our net zero ambitions, as housing represents over 40% of our local carbon emissions.

Percentage of households in fuel poverty (2021)

<b>London</b>	<b>Waltham Forest</b>
<b>12%</b>	<b>16%</b>

Percentage of over-60s living in poverty (2019)



### How will we accelerate change?

Drive a whole-Council focus to tackling damp and mould across all tenures, including a specialist Damp and Mould Task Force to ensure that issues in Council owned and managed properties are responded to swiftly and effectively.

Deliver a new health referral pathway for our most vulnerable residents living in cold homes to benefit from energy efficiency improvements under the national Energy Company Obligation (Eco4Flex) Scheme, saving low-income residents hundreds of pounds a year on energy bills.

Target our retrofitting programme at residents in greatest need so they can benefit from better insulation for warmer homes and to save on energy bills.

Develop a framework for delivering new homes targeted at older people and other key groups, working with them to co-design, implement and pilot the approach to inform future developments.

Expand our suite of energy support for vulnerable and digitally excluded residents, broadening support availability via outreach to physical community spaces.



## **ACCELERATE: Greener and healthier places**

- ❖ Healthy and sustainable food for those experiencing food insecurity
- ❖ Access to green spaces and recreation for residents in the south of the borough, including refugee and asylum-seeking communities

# ACCELERATE: Greener and Healthier Places

## Healthy and sustainable food for those experiencing food insecurity

Every resident in Waltham Forest should be able to access healthy, affordable, and sustainable food. However, an increasing number of residents are struggling to afford daily essentials and a quarter report they are buying less food to keep costs down. In 2022, over 11,000 of our most vulnerable residents were accessing emergency food support each week in our borough.

Waltham Forest currently has over 25 well-established food resilience projects, with other informal provision operating locally. Although these organisations provide vital support for those in critical need, making lasting impact requires a more long-term, preventative approach to supporting residents at risk of falling into food poverty and creating more progressive exit routes out of it. We are working with community partners to build a stronger, more resilient food system, and widen access to healthy, affordable food that meets a range of cultural and dietary preferences.

Accessing food should be empowering and not stigmatising: residents should be able to choose food that meets their values and is good for them and the planet.

### How will we accelerate change?

Grow an ambitious cross-sector Food Partnership that spans public services, community organisations and local industry to drive collective action on preventing and responding to food poverty, addressing inequalities in food access while taking positive action to protect biodiversity, lower waste and reduce emissions

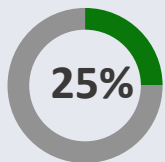
Provide holistic and dignified services for residents accessing emergency food, as well as expanding the range of more sustainable community provision through food co-operatives, pay-what-you-can cafes and community pantries

Partner with the community to develop innovative ways to address food insecurity through opportunities for supported food provision (e.g. pantries, social supermarkets) and food education services.

Build a more resilient and sustainable local food system through a Food Innovation Fund, investing in local community organisations that will drive long-term change, with a focus on the south of the borough where need is great, and provision is limited

Improve supply to emergency provision by working with local commissioned community partners to deliver Food Hub operations that redistribute surplus food to local food banks

Develop local food growing sites in places where people face greater challenges to accessing fresh, nutritious and culturally appropriate food such as our supported housing estates



Residents buying less food due to cost of living



11,000 residents are having to access emergency food support each week



# ACCELERATE: Greener and Healthier Places

Increasing access to green spaces and recreation for residents in the south of the borough, including refugee and asylum-seeking communities

Physical activity and access to green spaces are essential for maintaining good health and wellbeing and provide opportunities for stronger social connections through the creation of nature-rich and climate-resilient urban green spaces.

In Waltham Forest, fewer people live close to a green space than in comparable boroughs, with many residents in the south of our borough living in dense, built-up areas with limited access to the health and social benefits of open space. For our refugee and asylum seeker communities, access to green spaces can provide restorative environments that help to establish a sense of belonging, integration, and positive experiences in their new environment.

We are proud to have outstanding sports and leisure facilities within our borough. Through our new approaches to sport and leisure and planning and development, we will address the barriers to participation in physical activity, such as local accessibility, financial resources, confidence, and awareness.

As a Borough of Sanctuary, we want everyone to feel welcome and have access to the opportunities they need to thrive. We will support refugees and asylum seekers to stay active in our public spaces, working with partners to improve access to more free, inclusive activities and safe spaces, delivering benefits for people and the planet in tandem.



Only 35% of residents live within 300m of a green space



Only 2-in-5 adults walk for any purpose at least three times a week



375 asylum seekers are living in contingency hotels in the south

## How will we accelerate change?

Create a safe, connected, biodiverse network of quality spaces and green infrastructure, including improving transport links and providing new play, sports and open space improvements in the Lea Bridge and Leyton Mills areas in the south of the borough.

Through our new Welcome Hub and our work with health and community partners, we will better link refugee and migrant residents to local natural environments, providing activities in open spaces, such as community gardening and food growing projects, and inclusive arts and cultural events

Partner with local education providers and community partners to provide more free, inclusive sports and activity sessions for residents least able to access existing provision

Embed the needs of our most inactive communities at the centre of our new physical activity and sport strategy, to widen access from the health and social benefits of local initiatives

Work with local leisure, sports, and culture providers to review and expand the discounts and concessions offered through our cost-of-living support, including for our refugee and asylum-seeking communities.

**Our enablers:**  
**Embedding health equity at the heart of all  
we do**

# Embedding health equity at the heart of all we do: A Council-led approach

## Building health into our core cross-cutting strategies

Every part of the Council has a role to play in delivering our shared mission of building a fairer and healthier borough. By embedding a commitment to improving health equity at the core of our cross-cutting strategies and approaches, and working with external partners to drive change, we are uniting staff and partners around this common purpose.



### Inclusive Growth and Economy Framework

Good health is an economic asset. Our refreshed approach to regeneration and investment will shape how we work with partners to build community wealth and share growth and prosperity. Taking an anti-poverty approach, we will support residents into better-paid, more flexible and secure jobs, targeting interventions at those who are furthest from employment.



### Anchor Institutions Network

Our new network of anchor institutions will bring together our largest and most influential employers. It will demonstrate our joint commitment to investing in the long-term growth and sustainability of our borough, and driving improvements in the health and well-being of all who live here. With our combined influence and resources, we will deliver more inclusive training and employment opportunities, tackle structural inequalities, and taking joint action in the face of the climate emergency.



### Climate Action Plan

Our Climate Action Plan is not solely about meeting our net zero ambitions, it sets our ambitions to improve the health and prosperity of our residents through collective action on climate change. From greener jobs and economic growth, warmer and better insulated homes, cleaner air, and more opportunities for outdoor activities, climate action has an immediate impact on the health and wellbeing of all our residents. As a borough we are introducing a range of measures to help us adapt to and become more resilient to a changing climate, reducing emissions, and harnessing the wider benefits of green policies on residents' lives.



### Voluntary and Community Sector Strategy

Waltham Forest has a vibrant and committed voluntary and community sector (VCS). Our new VCS strategy will build on its successes to create a stronger, more impactful service, attracting more sustained funding and resources. Through a more joined up and invigorated relationship, the VCS will be supported to continue to do what it does best – reaching into our communities to support those who are most exposed to health inequalities.



### Information, Advice and Guidance offer

We will work with partners to put expert advice in closer reach, by creating more opportunities for residents to access the timely support they need, closer to home, and in ways that suit them. Our improved and accessible offer of support will be open to all, but focused on local need, helping to keep all our residents feeling safe, well and connected to their communities.

# Embedding health equity at the heart of all we do: A Council-led approach

To achieve sustained change at the scale we need to, we will equip our staff with the skills, knowledge and tools they need to design and deliver services with the health of our residents at the forefront of their minds. We will put in place the structures and resources we need to measure and monitor our progress, to ensure we are able to achieve our goals and ambitions and adapt our approach to consider new issues and priorities as they arise.



## Health equity tools and resources to upskill staff

We are building a suite of resources that will equip and empower our staff to take action to protect the health of our residents. We have developed a bespoke health equity tool for our planning team to consider the health implications of new developments. We will use this model to develop new tools to meet the needs of other services, and to review and update existing policies to ensure health equity is explicitly and systematically considered in all new programmes, strategies and approaches.

Through our Making Every Contact Count training we will make sure that our own staff, and those of our VCS partners and volunteers are equipped to provide advice, intervention and referrals that will help our residents access the support and services they need to stay well.



## Governance and monitoring of outcomes

Drawing on learning from other Marmot regions, responsibility for driving and monitoring programmes and activities will be held by local Council services, who are committed to delivering the work within their established governance frameworks.

We will work with services across the Council to develop a series of robust and reliable health equity indicators that will allow us to routinely monitor and report on health outcomes and their wider determinants. These will enable us to track changes over time, identify new and emerging issues, prioritise actions and ensure accountability for delivery against our longer-term ambitions.





# Embedding health equity at the heart of all we do: A systems approach

Achieving our vision of a fairer and healthier borough can only be made a reality if everyone - including our public, private and VCS partners – come together as a system to act on the social, economic and environmental factors that impact our residents' health.

In Waltham Forest we have established strong foundations for collaborative working across sector partners. We now need to strengthen these relationships with a renewed focus on how collectively, and on an equal footing, we can work within our communities to deliver positive change for those who experience the worst health outcomes.

At a time when the financial pressures across services are severe, and show no sign of easing, the drive for joint action is ever more urgent. By working together across sectors, we must make best use of our shared skills and resources, to prioritise joint action and target our limited resources on areas that will have the greatest positive impact for our communities.

Recent changes in health policy provide a strong framework for more integrated approaches to delivering local services. To maximise these new opportunities, we have enlisted the help of the [King's Fund](#), who we will draw on their considerable expertise as national leaders in population health to help us build the foundations we need to achieve system-wide change. Led by the starkest evidence on health inequalities, and shaped by the voices of our communities, we will work with system partners to co-design and co-deliver practical health and community-based preventative initiatives that have the greatest potential to deliver transformative change on the health outcomes for our residents.

By working collectively as a system, and constantly challenging ourselves to go further for our communities, we will build a sustainable approach to closing the gap in health outcomes and achieving our vision of building a fairer and healthier borough for all our residents.



**HEALTH CARE**

**VOLUNTARY &  
COMMUNITY SECTOR**

**LOCAL GOVERNMENT**

**OTHER PUBLIC SECTOR**

**ECONOMIC SECTOR**

# **Annex 1**

## **Current and future actions**



# Marmot Principle 1: Give every child the best start in life

Our ambition	We are....	In the next 12 months we will...
<p>1) Ensure <b>early years education and developmental support</b> is within easy reach of all families</p>	<ul style="list-style-type: none"> <li>• Strengthening speech and language services through dedicated drop-in sessions in our Family Hubs and work with under 5s professionals to improve the quality of support</li> <li>• Developing inclusive, culturally enriched play and storytelling activities as gateway into services for underserved families</li> <li>• Providing new baby and two-year-old packs which include targeted advice and information at key milestones</li> <li>• Working with partners to increase take up of free childcare places with a focus on families who will benefit from them most</li> </ul>	<ul style="list-style-type: none"> <li>• Work with parents, carers and professionals to support children with special educational needs or disabilities SEND through our Early Years Inclusion Pathway (EYIP)</li> <li>• Build early language, home learning environments and 0-5 activity programmes into our Family Hub and library offers</li> <li>• Create a clear strategy to secure regular developer contributions to create sufficient Early Education and Childcare Places in new developments</li> </ul>
<p>2) <b>Help parents get the knowledge and skills they need</b> to support their child at each stage of their development</p>	<ul style="list-style-type: none"> <li>• Developing our team of Family Hub outreach workers to support families to access the services they need, closer to their homes</li> <li>• Training practitioners in how they can better support parents to provide quality home learning environments, particularly for children with additional needs</li> <li>• Removing barriers to services through new Family Hub activities including specialist sessions for expectant parents, dads and our LGBTQIA+, SEND, young carer and refugee communities.</li> <li>• Building our Empowering Parents, Empowering Communities (EPEC) programme to support parents closer to home</li> <li>• Working with our HENRY partners to support parents to provide the healthiest start in life for their children, including infant feeding support to underrepresented groups</li> </ul>	<ul style="list-style-type: none"> <li>• Build a supportive breast-feeding environment through our new Infant Feeding Strategy, reaching parents on post-natal wards and through our Family Hubs</li> <li>• Provide more support to expectant and new parents with low-moderate perinatal mental health needs and promote positive parent-infant relationships, including dedicated 1-2-1 and group support for fathers</li> <li>• Build on learning from our evaluation of our baby and 2-year-old packs</li> <li>• Strengthen our bridging service between Family Hubs and local GPs for better connectivity and wraparound support</li> </ul>
<p>3) <b>Make sure financial and practical support</b> is in easy reach of families who needed it most</p>	<ul style="list-style-type: none"> <li>• Providing cost of living support through our £170K food and fuel voucher scheme</li> <li>• Tailoring our Best Start in Life (BSiL) programme to improve our support to migrant families and other underserved communities</li> <li>• Running weekly Money Matters sessions in Family Hubs linking residents to local services</li> <li>• Distributing food vouchers to vulnerable families through schools and</li> </ul>	<ul style="list-style-type: none"> <li>• Complete an early years' self-assessment exercise and draw on our learning to strengthen services and provide better outcomes for families</li> <li>• Prioritise promoting uptake of the Healthy Start card scheme to parents on low incomes</li> </ul>



# Marmot Principle 2: Enable all to maximise their capabilities and have control over their lives

Condition	We are....	In the next 12 months we will...
<p>1) <b>Young people</b> will get the right support, in the right place and at the right time to progress through their <b>education, and transition to good employment.</b></p>	<ul style="list-style-type: none"><li>• Working with school careers services to link young people to local training, apprenticeship and employment opportunities</li><li>• Providing outreach support to school leavers without job, training or education plans to link them into support to plan their next steps</li><li>• Funding multiple talent and creative arts programmes to encourage creative expression, build talent and provide work experience for young people, including those with additional needs</li><li>• Building the confidence and aspirations of young people from our most deprived communities by linking them with a diverse range of passionate volunteers through our Community Mentoring Scheme</li></ul>	<ul style="list-style-type: none"><li>• Review and improve work experience and career services, and improve data tracking for school leavers to ensure jobs and skills advice reaches any young person that needs it</li><li>• Work with schools and partners to strengthen our SEND offer so young people and their carers can access the right support, at the right time</li><li>• Intervene earlier to provide flexible, practical and emotional support for families, schools and other partners to reduce school exclusion and avoidance and protect our most vulnerable young people</li><li>• Strengthen the well-being and educational attainment of those who struggle in conventional school settings through a review of our Alternative Provision Strategy</li></ul>
<p>2) Support the <b>wellbeing and physical and mental health of young people</b> to achieve their best</p>	<ul style="list-style-type: none"><li>• Extending and developing our Youth Space service to include sessions on life skills, employment, health and personal care</li><li>• Providing targeted support for young carers, those with mental health needs or SEND and our young migrant community through our Family Hubs</li><li>• Delivering a range of school mental health and wellbeing programmes including Mental Health Ambassadors, Youth Champions and Mental Health First Aid training for staff</li><li>• Building the resilience of over 10,000 children and young people and support them to make healthy choices through our school life skills programmes</li></ul>	<ul style="list-style-type: none"><li>• Undertake an evaluation of our Youth Hubs and Youth Spaces, and pilot different co-designed approaches to ensure that our spaces are accessible and relevant to young people</li><li>• Work with our Youth Health Champions to increase health literacy among young people and develop their links with our established Community Health Champions to provide a development pathway</li><li>• Explore expanding the number of School Mental Health Ambassadors, to build their capacity to support peers with mild mental health needs</li></ul>
<p>3) <b>At every age</b>, support all our residents to <b>develop new skills and participate in their community</b></p>	<ul style="list-style-type: none"><li>• Helping all carers receive a tailored support pathway and access advice and services through our refreshed All-Age Carers Strategy</li><li>• Supporting over 2,000 residents annually through our diverse range of free community learning programmes targeted at those from underrepresented groups</li><li>• Helping residents start new learning journeys and tackling social isolation through our adult education opportunities</li></ul>	<ul style="list-style-type: none"><li>• Transform our approach to adult education and learning by closer partnership work to offer employment focused learning that builds pathways into better paid jobs</li><li>• Develop a more relevant and targeted curriculum for adult learners linked to local sectors, targeted at those who will benefit most</li><li>• Make Waltham Forest the best place to live and grow old in through our Ageing Well Strategy</li></ul>





# Marmot Principle 3: Create fair employment and good work for all

Ambition	We are....	In the next 12 months we will...
<p><b>1) Connecting resident with good jobs</b> through range of routes that suits different strengths and needs</p>	<ul style="list-style-type: none"> <li>Engaging over 3,500 residents a year through our Waltham Forest jobs programme to help residents maximise their income and secure a better living</li> <li>Supporting unemployed residents into work through our UK Shared Prosperity funded programme providing skills, training and development that targets our most deprived communities</li> <li>Breaking down barriers to entrepreneurship by providing free expert advice and a community workspace in London's first Business and Intellectual Property Centre, delivered in partnership with the British Library</li> <li>Filling skills gaps and providing 1-2-1 personalised employment support through our Adult Learning Service and Steps into Work programme</li> <li>Working with Barts NHS Trust to provide 'Community Works for Health', an employability training and advice scheme to support people into jobs</li> <li>Helping residents with learning disabilities and autism into work through our Supported Employment Scheme, Internal Supported Internship Programme and training cafe offering work experience and employability support</li> </ul>	<ul style="list-style-type: none"> <li>Build residents capabilities for careers in socially valuable and growing industries through our new Skill Academy pathways</li> <li>Develop more specialist employment and skills advice in target locations across the borough as part of our Reimagining Libraries programme</li> <li>Support businesses in the borough to develop apprenticeships that create inclusive outcomes</li> <li>Develop our apprenticeship offer to support local people in our target cohorts into good work, such as young people who are care experienced</li> <li>Progress employment and development opportunities that encourage individuals to enter and remain in the childcare workforce, with a focus on target groups such as single mothers</li> </ul>
<p><b>2) Improving quality of work and workplaces</b></p>	<ul style="list-style-type: none"> <li>Maximising incomes of low earning families as part of our £2 million Families in Housing Need (FiHN) programme</li> <li>Leading by example as an inclusive employer with high workplace standards through our commitments as a living wage and disability confident employer</li> <li>Providing support and training to local businesses through Waltham Forest Connected, the Business Advisory Group and our Cost of Doing Business Hub</li> <li>Working with industry leading partners to provide high quality employment opportunities across our retail, market events and festivals</li> </ul>	<ul style="list-style-type: none"> <li>Extend our network of c60 London Living Wage accredited businesses and work alongside them to explore other Good Work that support residents' health and wellbeing</li> <li>Champion work with anchor institutions to use their influence and resources to improve job quality and flexibility</li> <li>Develop a new business offer to support entrepreneurial residents and businesses to grow</li> <li>Explore the development of an 'In-Work Progression Hub' with strategic partners such as the Department of Work and Pensions</li> </ul>
<p><b>3) Reshaping local economy</b> to prioritise well-being of all residents</p>	<ul style="list-style-type: none"> <li>Conducting an Employment and Health Needs Assessment to examine and understand the relationship between work and health needs of local people</li> <li>Making a major move into health funding to support residents with long-term health conditions and disabilities</li> <li>Targeting people already in work and helping them and their employer sustain and progress in their jobs</li> </ul>	<ul style="list-style-type: none"> <li>Develop our new Inclusive Growth and Economy Framework to take a holistic approach to tackling poverty and creating and connecting our residents to high quality jobs</li> <li>Bring world-class education and work-based learning opportunities through the University of Portsmouth campus</li> <li>Develop a new Workspace Strategy to enable businesses and residents to have the space to grow and create more energy efficient, affordable workspaces</li> </ul>



## Marmot Principle 4: Ensure a healthy standard of living for all

Our ambition	We are....	In the next 12 months we will...
<p>1) Targeted approach to build <b>financial security</b> to prevent people from falling into poverty in the future</p>	<ul style="list-style-type: none"> <li>• Distributing over £4 million in financial, practical and food support to residents through our cost of living programme</li> <li>• Maximising the incomes of older residents through our Pension Credit campaign</li> <li>• Supporting the development of the Waltham Forest Credit Union to provide a range of financial services for its members</li> </ul>	<ul style="list-style-type: none"> <li>• Reprise our Community Front Door scheme to support those most at risk of financial hardship, including targeted support for adult carers and migrant families</li> <li>• Improve our use of data to identify and support struggling households most at risk by exploring how we can use the government’s Low Income Family Tracker (LIFT) database</li> <li>• Limit businesses which exacerbate financial problems by requiring health impact assessments of any new payday lending and betting shops as part of new Local Plan</li> </ul>
<p>2) <b>Put advice in easy reach of everyone in every community</b> at earliest possible stage</p>	<ul style="list-style-type: none"> <li>• Working with the VCS to provide around 30 Community Living Rooms, bringing support and advice into communities</li> <li>• Putting advice and support in reach of communities that need it most using Phase 4 of the Household Support Fund</li> <li>• Providing weekly, volunteer-led community drop-in sessions in Family Hubs providing informal support to residents to them stay independent and healthy</li> <li>• Reaching older, lesser-heard members of our community in their homes, through our adult social care outreach service</li> </ul>	<ul style="list-style-type: none"> <li>• Reshape our approach to information, advice and guidance so residents can access more face-to-face help in a place that is most convenient for them</li> <li>• Boost digital inclusion through our new digital inclusion strategy that will ensure that everyone has the skills, tools and support to thrive in an increasingly digital world</li> <li>• Move towards a long-term, strategic approach to VCS funding which will provide greater stability and sustained investment for our VCS partners supporting communities</li> <li>• Engage with smaller VCS organisations to expand support for those organisations to be partners in delivery of services, through new Integrated Care Board funding</li> </ul>



# Marmot Principle 5: Create and develop healthy and sustainable places and communities

Our ambition	We are....	In the next 12 months we will...
<p><b>1) Improve availability of high quality, affordable homes and drive up standards of existing housing across all tenures</b></p>	<ul style="list-style-type: none"> <li>Addressing poor quality housing through our Damp and Mould Taskforce, Fuel Poverty Partnership and HEET advice and support project</li> <li>Driving up quality in private rented sector through property licensing and proactive enforcement</li> <li>Facilitating housing moves and adapting homes in response to overcrowding</li> <li>Undertaking housing options assessments to identify and support those at risk of homelessness</li> <li>Tackling overcrowding in single properties by embedding best practice design in new developments</li> <li>Adopting a tenure-blind approach to the design of new developments to help address inequalities between social and private tenures</li> <li>Providing tailored financial and employment advice to residents in temporary, sheltered and social housing through our Temporary Accommodation and Community Independent Living support services</li> </ul>	<ul style="list-style-type: none"> <li>Launch a new housing strategy developed in conjunction with health and care partners, incorporating IHE recommendations and focusing on how housing promotes residents' wellbeing.</li> <li>Increase 3+ bed commitment in our new Local Plan</li> <li>Extend affordable and council owned housing provision through our Building New Homes plan</li> <li>Work directly with PRS landlords on sustaining tenancies</li> <li>Work with network of housing providers to develop a new compact between the Council and Housing Associations to align with Housing Commission findings</li> <li>Making new adaptations for those most impacted by heat stress, flooding and high-water bills through our lower floods, cooler homes and severe weather plan response</li> <li>Develop a new PRS strategy that embeds improving health as a core mission of regulation and enforcement</li> <li>Develop a new tenancy relations team to provide specialist advice and support to PRS tenants, also linking them to employment, health and wellbeing initiatives</li> </ul>
<p><b>2) Cultivate thriving neighbourhoods with rich communal life and shared space to bring people together</b></p>	<ul style="list-style-type: none"> <li>Delivering a calendar of cultural events, codesigned with communities, to bring people together to celebrate diversity</li> <li>Celebrating the diversity of our local communities and shining a light on creative talent through our £85K Make it Happen arts and culture scheme</li> <li>Empowering residents to shape their local neighbourhood through our 'Let's Talk, Waltham Forest' campaign</li> <li>Introducing our Faith and Belief Awards to celebrate positive change and foster community cohesion</li> <li>Working with partners to engage minority communities in our inclusive, culturally enriched activities across the borough, including our Leytonstone Langthorne Park, Wetlands and William Morris programmes</li> <li>Helping residents live confidently and independently through our 12 month Homeshare pilot which matches vulnerable householders with companions seeking social, safe and affordable homes</li> </ul>	<ul style="list-style-type: none"> <li>Adopt the new Local Plan, delivering new high-quality homes, new and improved green spaces, and a whole range of community infrastructure including new and upgraded health facilities.</li> <li>Ensure the needs of all residents are considered in the design and delivery of new developments through our updated Infrastructure Delivery Plan and commitment to Exemplar Design Quality.</li> <li>Establish a more joined up approach to health and wellbeing by strengthening referral pathways across services and agencies</li> <li>Strengthen our William Morris Gallery offer for underserved communities including relaxing opening hours and targeted craft and learning activities</li> </ul>
<p><b>3) Working in neighbourhoods to improve community safety</b></p>	<ul style="list-style-type: none"> <li>Fostering links between residents and local partners, including the police, to reduce crime and empower communities through our Safe Street pilot</li> <li>Providing violence against Women and girls (VAWG) casework, advice and awareness training across 50 settings, including outreach support for teachers and pupils in schools.</li> <li>Support for those at risk, particularly children, which includes: detached and outreach work, one-to-one interventions and Violence Reduction Coordinators</li> </ul>	<ul style="list-style-type: none"> <li>Working with our diverse communities and the local Met police, a Citizens' Assembly will hand power to a representative group of local people to deliberate and make recommendations on how neighbourhood policing can be improved.</li> <li>Provide preventative support for young people at risk through our Vanguard, YourChoice and Stay Safe programmes</li> <li>Refresh our Violence Reduction and Combatting Drugs approaches with a focus on ensuring the safety of communities most affected by violence and drugs</li> </ul>



## Marmot Principle 6: Strengthen the role and impact of ill-health prevention

Our ambition	We are....	In the next 12 months we will...
<p>1) <b>Linking everyone into health advice, support and activities</b> in their communities to keep residents well and to combat loneliness</p>	<ul style="list-style-type: none"> <li>• Connecting people to community activities and support through our network of social prescribers</li> <li>• Targeting support to residents who experience worse health outcomes through our Community Health Champions</li> <li>• Funding community organisations to run wellbeing activities through our Community Chest grants</li> <li>• Providing 'Making Every Contact Count' training to practitioners so they can better help residents stay well</li> <li>• Tackling inequalities in sexual health services by developing innovative new approaches like our 'Women 4 Women' project</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct a review of our social prescribing offer to maximise benefits on health inequalities</li> <li>• Work with health and VCS partners to test co-designed and delivered pop-up community health clinics that respond to local need</li> <li>• Introduce new activities for ill-health prevention based in Family Hubs or joined up with local primary care services via outreach services, for example, around healthy weight or smoking cessation</li> </ul>
<p>2) <b>Putting healthier choices and activities in reach of more residents</b> by ensuring support responds to inequalities in other areas like income or stress that make it hard to sustain healthy habits</p>	<ul style="list-style-type: none"> <li>• Making healthier choices easier for all and addressing inequalities in obesity through our Healthy Weight Strategy</li> <li>• Supporting families towards healthier weights through our BeeZee Bodies family and child weight programmes</li> <li>• Delivering our School SuperZones programme by working with partners to create healthy zones around schools</li> <li>• Developing our Combatting Drugs Partnership to tackle alcohol, drugs and the harm they cause</li> </ul>	<ul style="list-style-type: none"> <li>• Re-procure a high-quality substance misuse service building on existing good work</li> <li>• Develop new substance misuse treatment initiatives for targeted groups including rough sleepers</li> <li>• Extend our School SuperZones to other schools across the borough</li> <li>• Launch a new sport and physical activity strategy creating opportunities for residents to lead active lives</li> <li>• Deliver a new mental well-being strategy supporting people to get the help they need, when they need it</li> </ul>
<p>3) <b>Embedding health equity in everything we do</b> by updating relevant policies to reflect the importance of the social, economic and environmental drivers of health</p>	<ul style="list-style-type: none"> <li>• Working across the Council to consider how addressing health inequalities can be considered in new programmes and strategies to ensure all our residents receive the services and support they need</li> <li>• Conducting health impact assessments for all major developments in air quality management areas and any developments with clear health risks such as fast food takeaways</li> </ul>	<ul style="list-style-type: none"> <li>• Develop new tools to ensure health inequalities are routinely considered in the review and development of policies and health programmes to ensure equity of access</li> <li>• Develop a tobacco control strategy to drive partnership action to reduce health inequalities</li> </ul>





# Marmot Principle 7: Tackle discrimination, racism and their outcomes

Our ambition	We are....	In the next 12 months we will...
<p>1) Accessible <b>support for underserved groups</b></p>	<ul style="list-style-type: none"> <li>Supporting a diverse range of community organisations to run health promoting programmes for underserved communities through our Health Inequalities Impact Fund and Community Chest grants</li> <li>Community health champions bringing down barriers to accessing health advice and providing targeted support for minoritised communities</li> </ul>	<ul style="list-style-type: none"> <li>Work with partners to explore additional adult education and employment opportunities including additional provision for residents whose first language isn't English and careers events for migrant audiences</li> <li>Grow the local capacity for trauma-informed therapy in English and other community languages</li> <li>Actively seek opportunities with partners to co-create migrant-led services and support in contingency hotel settings across the borough</li> </ul>
<p>2) Work with partners and communities to <b>tackle disparities</b> in experiences of the Council &amp; other services</p>	<ul style="list-style-type: none"> <li>Co-designing a Stop and Search advocacy programme with young people to tackle disparity and improve trust between police and young people</li> <li>Centring black voices in the Violence Reduction Partnership and co-producing support programmes</li> <li>Capturing the needs of residents through Our Big Conversation to create meaningful improvements in health, wellbeing and equity</li> <li>Working with partners across all agencies to tackle racism and structural inequalities in the youth justice system</li> <li>Ensuring equal access to jobs and services for those with care experience by including it as a protected characteristic</li> <li>Events in Fellowship Square recognising the enormous contribution of our diverse community e.g. Windrush Day and Eid celebrations</li> </ul>	<ul style="list-style-type: none"> <li>Empower residents who are disproportionately impacted by crime and policing to influence policing approaches through our Citizen's Assembly</li> <li>Launch a new customer experience strategy informing equity in service provision</li> <li>Support GPs to become accredited 'Doctors of the World' safe surgeries by committing to tackle barriers to healthcare faced by migrant communities</li> <li>Work with health partners to expand provision of translation and interpreter services for medical information and appointments</li> <li>Safeguarding partnerships to introduce new systems to tackle practices around searching children</li> <li>Champion anchor Institutions to lead by example in publishing data and leveraging resources to improve equity of access to services</li> </ul>
<p>3) Better <b>collection of data</b> and insight on equalities and discrimination</p>	<ul style="list-style-type: none"> <li>Early Help driving improved police statistics to allow better monitoring of discrimination</li> <li>Partnership working to improve data collection to better understand community needs</li> <li>Customer experience mystery shopping evaluation to test access to key services for minority groups</li> <li>Acting on disparities identified in our Resident Insight Survey.</li> </ul>	<ul style="list-style-type: none"> <li>Regular monitoring of migrant experience through our Borough of Sanctuary engagement</li> <li>Improve reporting and data collection on hate crime</li> <li>Develop council indicators to assess our effectiveness in tackling discrimination</li> <li>Ensure we consider the needs and experiences of marginalised groups in everything we do, including embedding equalities monitoring and analysis</li> </ul>



## Marmot Principle 8: Pursue environmental sustainability & health equity together

Our ambition	We are....	In the next 12 months we will...
<p>1) Championing <b>active travel</b> to make non-polluting transport that increases physical activity available for everyone</p>	<ul style="list-style-type: none"> <li>• Delivering new walking, wheeling and cycling infrastructure through our Enjoy WF programme and Local Plan</li> <li>• Championing zero emissions through our Community Cycle and Cargo Loans Scheme, investment of 1.6M in our bike hangars scheme and by providing training to make cycling more accessible</li> <li>• Promoting active travel through our Community Walking and Cycling Fund</li> </ul>	<ul style="list-style-type: none"> <li>• Improve our walking, wheeling and cycling connections so that all our residents can access green spaces</li> <li>• Better targeting of our successful active travel programme to strengthen the health and social benefits of initiatives and improve access to neighbourhoods that experience worse health outcomes</li> </ul>
<p>2) Making it <b>easier and more rewarding to get outdoors</b> through more green spaces, healthier ecosystems and cleaner air</p>	<ul style="list-style-type: none"> <li>• Growing a network of high quality outside spaces that are accessible for everyone, especially those in our most densely populated areas, through our new Suitable Alternative Natural Greenspace (SANG) strategy</li> <li>• Working with VCS partners to boost biodiversity and prevent developments that hinder climate aims</li> <li>• Supporting our network of over 2,000 green space community volunteers to improve public spaces for the benefit of the environment and our communities</li> <li>• Developing an accessible, supportive environment for residents to get active, including supervised physical activities and play in open spaces</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver transformational change across our town centres, parks and public spaces, creating more welcoming, culturally inclusive, safe and sustainable places</li> <li>• Centre the health and well-being of local residents in our infrastructure delivery plan and area frameworks to ensure investment and development decisions bring health benefits to all our communities</li> <li>• Invest c£20K in each ward to improve physical and social space in direct response to resident feedback</li> <li>• Build links with health in delivery of Our Parks offer</li> <li>• Progress our ambition to create a 'forest within a forest' by expanding our green areas and planting more trees</li> </ul>
<p>3) Ensuring <b>everyone</b> has access to <b>nutritious and sustainable food</b> to improve health and protect the environment</p>	<ul style="list-style-type: none"> <li>• Working with local businesses to increase supply of healthy options and reduce waste or divert surplus food to organisations who can use it</li> <li>• Improving food standards by working with local businesses through our Healthier Catering Commitment</li> <li>• Building on our achievement as the UK Greenest School Menu League by continuing to serve up 1 million plant-based meals in a year</li> </ul>	<ul style="list-style-type: none"> <li>• Support the development and expansion of supported food provision, such as food cooperatives, through new services or expanding existing emergency provision</li> <li>• Target action to ensure groups most affected by food insecurity, including children and young people, are able to access affordable food</li> </ul>