ITEM 6

Paper No. WRWA 22-22

WESTERN RIVERSIDE WASTE AUTHORITY

MEETING	21st September 2022
REPORT AUTHOR/DATE	General Manager *(Contact Mark Broxup - Tel. 020 8871 2788)* 12th September 2022
SUBJECT	A Report outlining progress with operations and other matters since the previous meeting of the Authority.
CONTENTS	Page 1 Executive Summary Pages 1 to 7 Items reported on Page 7 Recommendation Appendix A – Tonnage Tables Appendix B – Diversity, Disability and Inclusion – Cory Annual Update
STATUS	Open
BACKGROUND PAPERS	None

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EXECUTIVE SUMMARY

1. This paper brings Members up to date on operational and other matters, which, in themselves, do not warrant the production of a separate paper. The majority of these matters are for Members' information, but where approval is sought this is referred to in the report and summarised at the end. The specific matters covered in this report are:-

    a) Operations
    b) Performance Monitoring
    c) Waste Composition Survey
    d) Food Waste Composition Survey
    e) Diversity, Disability and Inclusion Annual Review
    f) Constituent Council New Recycling Initiatives
    g) Members Visit to Belvedere EfW
    h) Items costing between £5,000 and £30,000
    i) Comments of the Treasurer

OPERATIONS

2. There has been disruption to service to the main Transfer Station operations since the last Authority meeting.

3. Disruption was caused by a fire in the MRF residual line on Thursday, 14th July 2022. A fire was automatically detected at 11.28am, the site was evacuated and the London Fire Brigade (LFB) attended at 11:37am. The site was declared safe at 13:03pm and, following a clear up operation, the site was fully operational again on Friday, 15th July 2022. The suspected cause of the fire has not been confirmed.

4. All Borough vehicles were diverted to the Cringle Dock Transfer Station from 11.37am, with dedicated General Waste vehicles and Detritus vehicles returning to the Smugglers Way Transfer Station from 1.51pm onwards, and vehicles delivering recycling returning to Smugglers Way the following day.

5. The HWRC remained open throughout. This is usual practice and is on the advice of the LFB.

PERFORMANCE MONITORING

Introduction

6. Detailed tonnage tables are attached as Appendix A to this report. The modelling to forecast the outturn figures for 2022/23 compares performance against the corresponding period in the previous year. Due to only five months' worth of data being available, the seasonal aspect of some waste types and the disruption caused by the impact of Covid-19 in 2021/22, the forecasts should be treated with a degree of caution. This particularly applies to the tonnages from the Royal Borough of Kensington and Chelsea which saw the greatest movements during the pandemic. The tables shown set out:

    a) the tonnages of each waste type (including co-mingled recycling contamination) delivered by each constituent council in the current financial year up to 31st August 2022, together with projected outturn tonnages, compared against those budgeted for and the previous financial year's outturn; and

    b) comparisons of the tonnages of each major waste type handled by each constituent council on an annual basis.

Points to Highlight

7. If the trend in the level of waste arisings from the first five months of 2022/23 continues throughout the remainder of the financial year, there would be a 5.61% reduction in waste from 2021/22 and a 7.04% reduction from budget. Reductions are forecast for three boroughs and at the Household Waste and Recycling Centre, but the Royal Borough of Kensington and Chelsea ("**RBKC**") is predicted to have an increase in total waste of around 3%. However, all boroughs' total waste levels are forecast to be between 4% and 8% below pre-Covid levels.

8. The predictions for General Waste delivered by the constituent councils, when compared to 2021/22, are broadly following the same pattern as the total waste, with all boroughs showing significant decreases except for the Royal Borough of Kensington and Chelsea. However, except for RBKC, the tonnages of Co-Mingled Recyclables delivered by the constituent councils are also significantly down, with Lambeth recording a decrease of over 16%. Overall, the Authority has experienced a drop of around 10% in the tonnage of Co-mingled recyclables received which officers believe is a drop also being experienced by many other local authorities. The overall rate of Co-mingled contamination is currently down almost one percentage point from last year, at 13.89% overall.

9. Tonnages at the Household Waste and Recycling Centre are down by around 13% compared to last year and 21% compared to budget. This may reflect the forecast 23% drop in Green Waste received as garden waste is often the main reason why members of the public visit the HWRC in the first place.

10. It is interesting to note that all the Statutory Joint Waste Disposal Authorities in London and the South London Waste partnership are also recording similar drops in tonnage, which would indicate that it is factors at the macro level such as reduced economic activity, climate impact (i.e. reduced vegetation growth during this summer caused by drought conditions), holidays (more people may have gone on holiday this July compared to last due to the impact of the pandemic in 2021) and product light weighting that have the greatest impact on waste arisings. Other London waste disposal authorities have experienced particularly high reductions in July which may well reflect their significantly greater area of gardens and green areas generally which have been impacted by the drought conditions.

AUTHORITY WIDE WASTE COMPOSITION SURVEY

11. At the Authority meeting on 11th July 2019 (Paper No. WRWA 850), Members approved the procurement of an Authority-wide waste composition survey, to be carried out every 15 months. This would incorporate seasonal differences, providing four seasonal variations over five years.

12. The third waste composition survey took place in July 2022. The sampling regime involved the direct collection and compositional analysis of waste from a target of 150 properties from each of the four Boroughs. 75 properties were surveyed twice in Kensington and Chelsea, where there are two collections per week. The sampling process is a replication of the previous surveys to facilitate comparison with the previous survey results. The next survey is planned to take place in October 2023.

13. We are awaiting the full survey report, and will distribute this to Technical Officers as soon as it is available.

FOOD WASTE COMPOSTION SURVEY

14. Only one street from the Hammersmith and Fulham Food Waste Trial area fell within the properties due to be sampled in the scheduled Waste Composition survey in July (see paragraphs 11-13 above). Food Waste originating from

Lambeth and Kensington and Chelsea properties were sampled in the July Waste Composition survey as, coincidently, more properties within their Food Waste trial area fell within the scheduled properties to be surveyed.

15. Hammersmith and Fulham officers asked if an additional waste composition survey could be commissioned covering the area of their Food Waste Trial. Following discussion with technical officers from the other three boroughs, it was agreed to commission the survey on the basis that the properties selected to be sampled were a fair representation of households across the four boroughs, in terms of socio demographic profiles. Consequently, the results should be of benefit to all boroughs and to the Authority in terms of what size transfer and treatment facilities it might need to consider providing in the future.

16. The methodology of the Survey will replicate that used in the Waste composition survey completed in July 2022, with residual waste being delivered to the Smugglers Way facility for sorting, with its constituent food waste being removed for categorisation. The number of properties that are not participating in the trial will also be noted.

EQUALITIY, DIVERSITY AND INCLUSION

17. The Authority's Equality, Diversity and Inclusion Policy requires that the Authority reviews its implementation annually and each key area is reviewed below:

Recruitment, Selection, and Promotion

18. The Authority aims to encourage the highest quality candidates from all backgrounds to apply and ensures equal and fair treatment throughout the recruitment process.

19. The Authority has recruited to Deputy General Manager, Assistant General Manager and Data Assistant positions since the last review of our Equality, Diversity and Inclusion Policy in November 2021. Equality, Diversity and Inclusion were clearly signposted on the recruitment microsite and WRWA website and the need for administrative techniques to avoid unconscious bias were highlighted to the recruitment consultancy involved in the Deputy General Manager and Assistant General Manager recruitments at the tender stage and when recruiting to the Data Assistant position, early discussions with the Employer Advisor at the local Job Centre also highlighted that the Authority was seeking to increase diversity in its workforce. Whilst the Authority strives to ensure, through recruitment and promotion, that its workforce reflects the diverse community it

serves this can be difficult, given the low number of staff employed by the Authority. The Authority is also a Disability Confident employer.

Learning and Development

20. All employees are encouraged to reach their full potential through appropriate fair access to learning, development, and career progression opportunities.

21. All employees are encouraged to invest in their development and consider opportunities to develop their competencies and skills.

Procurement and Supply Chain Diversity

22. Contractors and suppliers that supply significant levels of service or goods to the Authority must provide evidence in annual equality, diversity, and inclusion reports to the Authority. The evidence supplied by Cory in August 2022 is attached as Appendix B to this report.

Terms and Conditions

23. All policies covering pay, benefits, grades and terms and conditions are formulated and implemented regarding equality, diversity, and inclusion.

24. The use of flexible working arrangements have being implemented since February 2022 to balance individual staff circumstances with organisational or operational requirements.

25. Access to work requirements (reasonable adjustments) for those with a disability have been, and will be implemented, when required.

Discipline and Grievance

26. The Authority's working environment is inclusive and no form of discrimination is tolerated. No staff concerns have been raised in this regard.

CONSTITUENT COUNCIL NEW RECYCLING INITIATIVES

27. At the meeting of the Authority on 22nd September 2010 (Paper No. WRWA 669A) Members instructed the Clerk to write to each of the constituent councils to inform them that, in future, should they wish to make arrangements themselves to recycle any significant tonnage of waste then, in accordance with Section 48 of the Environment Protection Act 1990, they must, as soon as reasonably practicable, notify the Authority in writing. The Authority will then approve or object to any such proposal at its next available meeting. The Clerk wrote to the constituent councils, as instructed, on 27th October 2010.

28. The constituent councils have not notified the Authority of any new initiatives since the previous Authority meeting.

MEMBER VISIT TO THE BELVEDERE EFW

29. At the June Authority meeting, Members informed officers that they would like them to organise a visit to the Energy from Waste (EfW) Facility at Belvedere.

30. Preliminary arrangements have now been made for a visit on Thursday, 20th October 2022. The proposed itinerary would be for Members to travel independently to Abbey Wood train station by public transport for 9am. Transfer from there to the facility will be arranged by the Authority. Members will be provided with a tour of the site lasting a maximum of two hours, followed by transfer to Woolwich Pier for a return journey by river to Putney Pier at around 3pm.

31. Disembarking at Putney Pier will allow Members the opportunity to view the Cringle Dock and Smugglers Way facilities from the river, as well as Battersea Power Station, Feathers Wharf, and the Cemex and Thames Tunnel shaft sites. The river trip will provide an opportunity for Members to gain a good understanding of the Authority's river-based operations and the potential impact of neighbouring development projects. It will also provide an opportunity for Members to raise with officers issues relating to waste management and river operations that they wish to discuss in more detail.

32. Officers will provide further details closer to the Visit.

ITEMS COSTING BETWEEN £5,000 AND £30,000

33. There have been one reportable items of expenditure authorised by officers under delegated powers within the band range of £5,000 to £30,000 since the last Authority meeting:

MEL Waste Insights	Food Waste Trial Compositional Survey	£6,600

COMMENTS OF THE TREASURER

34. The Treasurer advises that, as outlined in the January Budget paper (Paper No. WRWA 22-03), constituent councils are advised to make their own assumptions regarding tonnage levels when setting their budgets using the information outlined in this paper.

35. The proposed food waste composition survey is likely to cost in the region of £7,000 and will be funded from within existing approved budgets in the first instance, with a drawing from the Recycling Initiatives Reserve if necessary at the end of the year.

RECOMMENDATION

36. It is recommended that the Authority receives this report as information.

M. Broxup
GENERAL MANAGER

Western Riverside Administration Office
Smugglers Way
Wandsworth
SW18 1JS

12th September 2022

After 5 months of 2022/2023

General Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	57,772	56,021	55,590	55,435	22,150	51,554	- 3,881	-7.00%	56,074	- 4,520	-8.06%
KC	59,581	58,209	46,755	53,842	22,692	55,875	2,034	3.78%	53,537	2,338	4.37%
LA	89,226	86,536	88,694	87,517	36,122	83,955	- 3,561	-4.07%	88,125	- 4,170	-4.73%
WA	76,028	75,666	80,509	78,795	31,518	72,869	- 5,926	-7.52%	80,119	- 7,250	-9.05%
WRWA	9,713	8,865	9,504	7,939	3,270	6,644	- 1,296	-16.32%	8,517	- 1,873	-22.00%
Total	292,321	285,298	281,052	283,526	115,752	270,897	- 12,629	-4.45%	286,372	- 15,475	-5.40%
Change		- 7,023	- 4,247	2,475		- 12,629					
Percentage Change		-2.40%	-1.49%	0.88%		-4.45%					

Co-Mingled Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	11,146	11,703	12,573	12,030	4,593	10,885	- 1,144	-9.51%	12,394	- 1,509	-12.17%
KC	16,087	15,961	12,528	14,076	5,683	14,495	419	2.98%	14,049	446	3.18%
LA	19,858	19,543	22,317	20,728	7,475	17,383	- 3,344	-16.13%	21,588	- 4,205	-19.48%
WA	20,173	20,355	23,577	21,842	7,984	18,803	- 3,039	-13.91%	22,618	- 3,815	-16.87%
WRWA	601	538	373	407	167	347	- 60	-14.83%	529	- 182	-34.41%
Total	67,864	68,099	71,368	69,082	25,902	61,913	- 7,169	-10.38%	71,178	- 9,265	-13.02%
Change		235	3,269	- 2,286		- 7,169					
Percentage Change		0.35%	4.80%	-3.20%		-10.38%					

Co-Mingled Contamination (Percentage)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Change in Percentage Point
HF	15.19%	13.62%	13.93%	16.93%	16.63%	16.63%	-0.30%
KC	11.66%	10.64%	11.03%	11.48%	11.99%	11.99%	0.51%
LA	16.40%	14.31%	14.49%	16.59%	15.50%	15.50%	-1.10%
WA	14.14%	12.78%	13.49%	14.12%	12.89%	12.89%	-1.23%
WRWA	14.57%	12.84%	13.90%	14.84%	13.89%	13.89%	-0.94%

Co-Mingled Contamination (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2017/2018 Budget Percentage	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	1,693	1,594	1,752	2,036	764	1,810	- 226	-11.10%	16.1%	1,998	- 188	-9.42%
KC	1,875	1,699	1,382	1,616	681	1,738	122	7.52%	10.8%	1,521	217	14.26%
LA	3,257	2,796	3,233	3,439	1,158	2,694	- 745	-21.67%	16.3%	3,518	- 825	-23.44%
WA	2,852	2,602	3,181	3,084	1,029	2,423	- 661	-21.42%	14.2%	3,202	- 779	-24.33%
WRWA	88	69	52	60	23	48	- 12	-20.26%	14.4%	76	- 28	-36.94%
Total	9,764	8,760	9,600	10,235	3,655	8,713	- 1,523	-14.88%	14.5%	10,316	- 1,603	-15.54%
Change		- 1,005	840	635		- 1,523						
Percentage Change		-10.29%	9.59%	6.62%		-14.88%						

Green Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	121	83	98	78	-	78	0	0.57%	-	78	0.00%
KC	429	475	495	514	147	420	- 94	-18.34%	499	- 79	-15.78%
LA	546	733	608	574	279	1,723	1,149	200.21%	399	1,325	332.42%
WA	340	449	365	325	45	238	- 87	-26.79%	257	- 19	-7.29%
WRWA	3,190	3,171	3,099	2,647	1,128	2,028	- 620	-23.41%	2,822	- 794	-28.15%
Total	4,626	4,911	4,665	4,139	1,599	4,487	349	8.43%	3,976	512	12.87%
Change		285	- 245	- 527		349					
Percentage Change		6.16%	-5.00%	-11.29%		8.43%					

Clinical Waste Delivered (Tonnes)

					TO DATE	FORECAST	Annual Change	Annual Change	2022/2023 Budget	Budget Change	Budget Change
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2022/2023	Tonnes	Percent	Tonnes	Tonnes	Percent
HF	23	18	16	14	5	11	-2	-16.79%	14	-3	-20.21%
KC	2	1	1	1	1	1	0	3.91%	1	-0	-1.24%
LA	3	3	4	6	3	7	1	15.06%	6	1	12.00%
WA	64	66	65	75	29	71	-4	-5.43%	79	-8	-10.13%
WRWA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
Total	92	88	87	96	37	91	-5	-5.64%	101	-10	-10.08%
Change		-3	-2	9		-5					
Percentage Change		-3.51%	-1.85%	10.48%		-5.64%					

Detritus Waste Delivered (Tonnes)

					TO DATE	FORECAST	Annual Change	Annual Change	2022/2023 Budget	Budget Change	Budget Change
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2022/2023	Tonnes	Percent	Tonnes	Tonnes	Percent
HF	611	449	463	434	163	324	-110	-25.24%	502	-178	-35.43%
KC	623	1,021	806	707	232	553	-154	-21.76%	731	-178	-24.30%
LA	760	518	542	562	144	374	-187	-33.37%	519	-145	-27.86%
WA	2,992	2,841	2,861	2,613	895	2,374	-240	-9.17%	2,539	-165	-6.50%
WRWA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
Total	4,986	4,829	4,672	4,316	1,434	3,626	-690	-16.00%	4,291	-665	-15.50%
Change		-157	-157	-356		-690					
Percentage Change		-3.15%	-3.24%	-7.61%		-16.00%					

Battery Waste Delivered (Tonnes)

					TO DATE	FORECAST	Annual Change	Annual Change	2022/2023 Budget	Budget Change	Budget Change
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2022/2023	Tonnes	Percent	Tonnes	Tonnes	Percent
HF	1	1	0	0	0	1	0	33.91%	-	1	0.00%
KC	-	-	-	-	-	-	-	0.00%	-	-	0.00%
LA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WRWA	15	24	32	26	10	24	-2	-6.09%	29	-4	-15.19%
Total	15	25	32	26	10	25	-1	-5.36%	29	-4	-12.96%
Change		10	7	-6		-1					
Percentage Change		63.14%	28.69%	-17.56%		-5.36%					

Electrical Waste Delivered (Tonnes)

					TO DATE	FORECAST	Annual Change	Annual Change	2022/2023 Budget	Budget Change	Budget Change
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2022/2023	Tonnes	Percent	Tonnes	Tonnes	Percent
HF	9	20	10	13	4	11	-2	-12.50%	11	0	3.32%
KC	33	26	32	15	3	7	-9	-56.29%	15	-8	-54.28%
LA	122	113	106	70	28	49	-21	-30.44%	69	-20	-29.26%
WA	3	2	4	1	0	0	-1	-64.82%	1	-1	-67.42%
WRWA	751	726	792	673	248	534	-138	-20.56%	715	-181	-25.27%
Total	917	888	944	772	283	602	-171	-22.09%	811	-209	-25.80%
Change		-29	56	-172		-171					
Percentage Change		-3.19%	6.36%	-18.25%		-22.09%					

Fridge Waste Delivered (Tonnes)

					TO DATE	FORECAST	Annual Change	Annual Change	2022/2023 Budget	Budget Change	Budget Change
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2022/2023	Tonnes	Percent	Tonnes	Tonnes	Percent
HF	91	89	81	88	31	69	-19	-21.56%	89	-20	-22.39%
KC	64	51	39	45	18	36	-9	-19.05%	48	-12	-24.76%
LA	179	174	172	151	44	93	-59	-38.75%	151	-58	-38.67%
WA	96	153	75	59	24	56	-4	-6.20%	59	-4	-6.23%
WRWA	78	79	74	56	24	53	-3	-4.97%	56	-3	-4.98%
Total	507	546	440	400	140	307	-93	-23.18%	404	-97	-23.98%
Change		39	-105	-40		-93					
Percentage Change		7.60%	-19.30%	-9.19%		-23.18%					

Gas Bottle Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	1	1	1	1	0	1	- 1	-39.83%	3	- 2	-67.55%
KC	1	1	1	2	1	4	2	94.10%	1	3	291.00%
LA	3	4	1	2	1	3	1	76.14%	3	0	8.20%
WA	1	1	1	1	0	0	- 0	-57.82%	1	- 1	-73.24%
WRWA	15	-	16	24	11	46	21	87.11%	11	35	310.76%
Total	21	6	20	30	14	54	24	78.40%	18	35	192.07%
Change		- 15	14	10		24					
Percentage Change		-70.03%	218.55%	48.08%		78.40%					

Carpet Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	-	-	-	-	-	-	-	0.00%	-	-	0.00%
KC	-	-	-	-	-	-	-	0.00%	-	-	0.00%
LA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WRWA	269	375	365	281	-	-	- 281	-100.00%	396	- 396	-100.00%
Total	269	375	365	281	-	-	- 281	-100.00%	396	- 396	-100.00%
Change		106	- 10	- 84		- 281					
Percentage Change		39.28%	-2.66%	-23.01%		-100.00%					

Inert Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	-	5	-	-	-	-	-	0.00%	-	-	0.00%
KC	-	-	2	-	-	-	-	0.00%	-	-	0.00%
LA	1	2	-	5	-	5	0	0.57%	5	0	0.57%
WA	0	15	4	-	-	-	-	0.00%	-	-	0.00%
WRWA	1,624	1,677	1,891	1,508	583	1,026	- 482	-31.99%	1,765	- 739	-41.89%
Total	1,625	1,700	1,897	1,513	583	1,030	- 482	-31.88%	1,770	- 739	-41.77%
Change		75	197	- 384		- 482					
Percentage Change		4.61%	11.58%	-20.25%		-31.88%					

Oil/Paint/Rigid Plastics Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	0	-	-	0	0	0	0	100.57%	0	0	501.72%
KC	-	-	0	-	-	-	-	0.00%	0	- 0	-100.00%
LA	-	-	-	6	13	19	13	228.06%	1	19	3191.94%
WA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WRWA	17	17	16	39	31	202	163	423.04%	16	186	1145.81%
Total	17	17	16	45	45	221	177	396.71%	17	204	1211.65%
Change		0	- 1	28		177					
Percentage Change		2.73%	-5.31%	171.38%		396.71%					

Paper/Cardboard Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	-	-	-	-	-	-	-	0.00%	-	-	0.00%
KC	-	-	-	-	-	-	-	0.00%	-	-	0.00%
LA	439	423	423	323	113	227	- 96	-29.81%	344	- 117	-34.03%
WA	-	-	2	-	-	-	-	0.00%	-	-	0.00%
WRWA	793	962	1,171	1,023	372	798	- 225	-22.02%	1,209	- 412	-34.03%
Total	1,232	1,385	1,595	1,346	485	1,024	- 322	-23.89%	1,553	- 529	-34.03%
Change		152	211	- 249		- 322					
Percentage Change		12.35%	15.21%	-15.61%		-23.89%					

Scrap Metal Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	4	19	10	16	7	12	- 4	-23.39%	14	- 2	-13.89%
KC	1	0	-	4	-	-	- 4	-100.00%	4	- 4	-100.00%
LA	112	114	62	61	26	46	- 15	-24.76%	72	- 26	-36.18%
WA	0	4	7	-	-	-	-	0.00%	-	-	0.00%
WRWA	721	666	699	684	267	542	- 142	-20.74%	789	- 247	-31.34%
Total	837	803	779	764	300	600	- 164	-21.49%	879	- 279	-31.73%
Change		- 34	- 25	- 15		- 164					
Percentage Change		-4.08%	-3.06%	-1.86%		-21.49%					

Textile Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	-	-	-	-	-	-	-	0.00%	-	-	0.00%
KC	-	-	-	-	-	-	-	0.00%	-	-	0.00%
LA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WRWA	234	254	287	260	109	236	-24	-9.26%	287	-51	-17.78%
Total	234	254	287	260	109	236	-24	-9.26%	287	-51	-17.78%
Change		20	33	-27		-24					
Percentage Change		8.46%	13.12%	-9.31%		-9.26%					

Tyre Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	0	1	0	2	0	0	-2	-95.45%	2	-2	-94.47%
KC	-	-	0	-	-	-	-	0.00%	0	-0	-100.00%
LA	12	8	5	7	2	3	-4	-54.53%	8	-4	-56.58%
WA	1	1	1	1	1	2	2	287.37%	0	2	949.93%
WRWA	0	-	-	12	7	21	9	71.85%	0	1,109	########
Total	13	9	7	22	10	27	4	20.05%	10	17	165.15%
Change		-5	-2	15		4					
Percentage Change		-34.03%	-18.55%	206.94%		20.05%					

Wood Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	-	-	-	-	-	-	-	0.00%	-	-	0.00%
KC	1	1	-	-	-	-	-	0.00%	-	-	0.00%
LA	251	140	-	58	110	264	206	353.34%	-	169	0.00%
WA	-	-	-	-	-	-	-	0.00%	-	-	0.00%
WRWA	3,474	3,773	3,808	3,298	1,374	2,826	-472	-14.32%	3,597	-771	-21.44%
Total	3,726	3,913	3,808	3,356	1,484	3,090	-266	-7.92%	3,597	-507	-14.08%
Change		187	-104	-452		-266					
Percentage Change		5.02%	-2.67%	-11.88%		-7.92%					

Total Waste Delivered (Tonnes)

	2018/2019	2019/2020	2020/2021	2021/2022	TO DATE 2022/2023	FORECAST 2022/2023	Annual Change Tonnes	Annual Change Percent	2022/2023 Budget Tonnes	Budget Change Tonnes	Budget Change Percent
HF	69,779	68,410	68,843	68,112	26,955	62,949	-5,163	-7.58%	69,104	-6,156	-8.91%
KC	76,822	75,746	60,660	69,206	28,778	71,392	2,186	3.16%	68,885	2,507	3.64%
LA	111,510	108,311	112,934	110,069	44,360	104,057	-6,013	-5.46%	111,288	-7,231	-6.50%
WA	99,698	99,551	107,470	103,711	40,496	94,412	-9,299	-8.97%	105,672	-11,260	-10.66%
WRWA	21,494	21,128	22,129	18,877	7,601	16,414	-2,464	-13.05%	20,737	-4,324	-20.85%
Total	379,303	373,146	372,036	369,975	148,189	349,223	-20,752	-5.61%	375,687	-26,464	-7.04%
Change		-6,157	-1,110	-2,061		-20,752					
Percentage Change		-1.62%	-0.30%	-0.55%		-5.61%					

CORY GROUP

Equality, Diversity, and Inclusion Report for Western Riverside Waste Authority.

Introduction

This the second report provided by Cory on the topic of Equality Diversity and Inclusion which reaffirms Cory's commitment to this area and provides an update on the progress made since the last report that was presented in 2021.

Cory is extremely proud of its people, culture and employment practices, as a result of the hard work, development and efforts made we benefit from high levels of employee retention with the average length of service with the Group now at 10 years. Whilst welcome, this does also mean that the opportunity to alter the diversity of the employee group, is naturally lower than in a high turnover environment.

That said we are confident that we are continuing to build on the good strides already made and will remain an employer of choice who is alive to the opportunities from and the importance of ensuring we value equality, diversity and have an inclusive culture.

Our Employees

The Cory Group simply would not exist without the high-quality employees that it engages. Our ability to provide the high levels of service to the Authority is built on the skills and abilities of its employees. The Group further recognises that having a work force that is diverse, engaged and operates an inclusive culture enables both the Group and employees to thrive.

To ensure that this culture is built, maintained, and developed the Group deploys various strategies and tactics, from positive encouragement, team building, through to robust processes and procedures backed up with Executive Team commitment to develop these areas, but also to ensure that we have a zero-tolerance approach to any behaviour or conduct that is at odds with these standards.

Cory is confident that is complies with the requirements, but also the intentions and spirit, of the Authority's Equality, Diversity, and Inclusion objectives. This can be demonstrated in the following areas, many of which the Authority will be largely aware of already as a result of previous reporting and daily interactions.

Recruitment, Selection and Promotion.

All recruitment, selection and promotion decisions are based on candidate's ability, performance, and potential, it is in the Group's express interest to ensure that roles are filled from the widest talent pool possible.

The Group has robust policies and procedures to safeguard the integrity of its recruitment, selection, and promotion processes. Whilst these are governed by the legislative framework (including but not limited to the Equality Act, the Asylum and Immigration Act and the Rehabilitation of Offenders Act) they go beyond the minimum statutory requirements and provide guidance and controls to ensure that best practice is followed.

All managers involved in recruitment, selection and promotion are trained in the core competencies required and the importance of transparent, fair and well documented processes. These processes are supported and overseen by the Group's HR Team. All roles are advertised as appropriate, and all reasonable adjustments will be made for all candidates that report themselves as disabled.

In addition to this the Group continues, with the support of EU Skills (our sector skills council), to receive unconscious bias training to help improve the processes used in decision making.

Learning and Development

The Group takes a personalised approached to all its learning and development activities. To achieve this, every year each employee's development plan for the next twelve months is mapped out and agreed in consultation with the employee, their line manager and the Learning and Development Department. This approach ensures that all employees get the best chance to develop and fulfil their full potential. It also ensures that all employees development needs are actively considered, and the Learning & Development Department ensures that all employees are actively discussed and considered for support.

In addition to this Cory provides training in areas of equality, diversity, and inclusion for specific activities (for example recruitment) as well as more generally.

Procurement and Supply Chain Diversity

Our commitment to diversity and inclusion extends beyond our own operations. Cory is committed to ensuring that our procurement and supply chain activities are aligned with our own vision, values company policies and procedures and positions, including but not limited to our Diversity and Inclusion Policy and Modern Slavery and Human Trafficking Statement.

One of our largest suppliers is ALS Managed Services who supply labour for the Material Recycling Facility. Cory has a bespoke agreement that governs this provision of labour which includes a strict set of key performance indicators that ALS are measured against.

ALS' Equality, Diversity, and Inclusion Policy includes a commitment to promote equality and diversity in all ALS' policies, practices, and procedures and in all areas where they have influence.

ALS always aim to recruit, train and promote the best person for the job and to create a working environment free from unlawful discrimination, victimisation and harassment in which all employees are treated equally and with dignity and respect.

To meet this objective, ALS has a policy of recruiting and developing people with suitable qualifications, experience, personal attributes and potential into all roles, regardless of gender, marital status, sexual orientation, age, ethnic origin, colour, nationality, religion or disability of any kind.

Cory regularly meets with ALS to ensure that it is conforming to all its performance and contractual obligations, including in the field of equality diversity and inclusion.

Terms and Conditions

All terms and conditions available within the Group are operated in a fair and transparent way. All roles are graded by the HR Department using the Hay Job Evaluation system to ensure that the benefits, rewards, and pay are appropriate for the role. The Group's focus and recognition of the importance of this area is reflected

by the existence of the REMCO Committee, which reports to the main Board, and maintains oversight and control.

The Group operates a range of policies that support employees in their personal and professional lives, including:

- Flexible working
- Part Time and 'term time' working
- Enhanced maternity and paternity provisions
- Emergency leave policy for domestic difficulties
- Signatory of the Menopause at work pledge

Since the last report we have added access to financial wellbeing training, which provides training in areas such as budgeting, investing and retirement planning.

Discipline and Grievance

The Group operates a zero-tolerance approach to bullying, discrimination harassment or victimisation. This is expressly covered in the Group's Disciplinary Policy. Any complaint of discrimination, victimisation and harassment will be dealt with swiftly and by an independent manager with the relevant skills and experience.

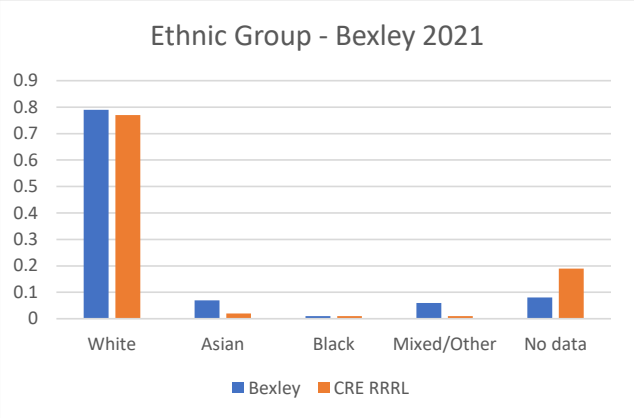
Disciplinary rules are enforced consistently across the whole group taking into consideration specific circumstances and facts. These processes are overseen by the HR Department who are professionally qualified to do so.

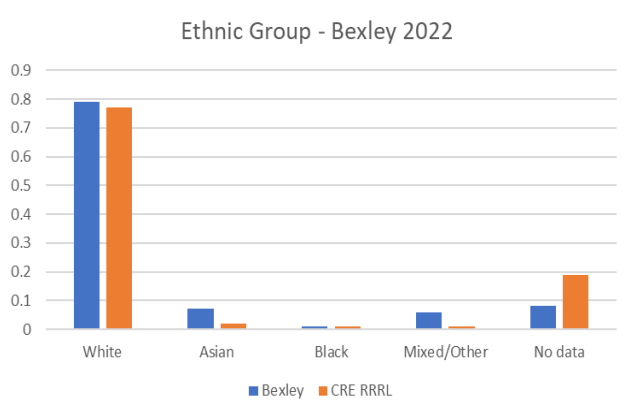
Monitoring and Evaluation

The Group regularly measures its core demographics, including but not limited to:

- Ethnicity
- Sex
- Age
- Sexual Orientation
- Levels of employees with a disability

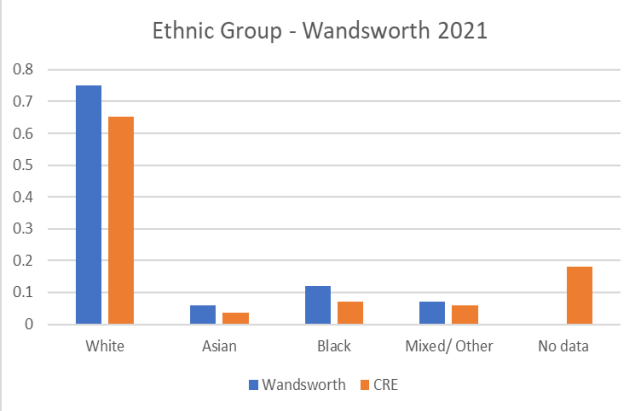
The data is regularly reviewed at Executive Leadership Team and is compared against the demographics of the communities that we serve. As mentioned earlier in the paper, due to the low levels of labour turn over these are very slow-moving metrics. Below we highlight the changes over the last 12 months in the ethnic make-up of our employees.

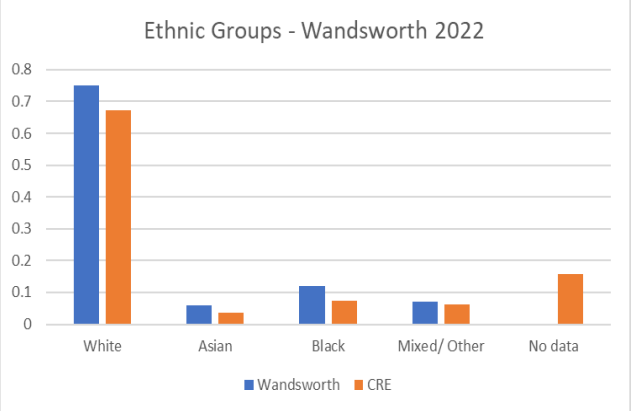

Ethnic Group - Bexley 2021
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/Other
No data
Bexley
CRE RRRL

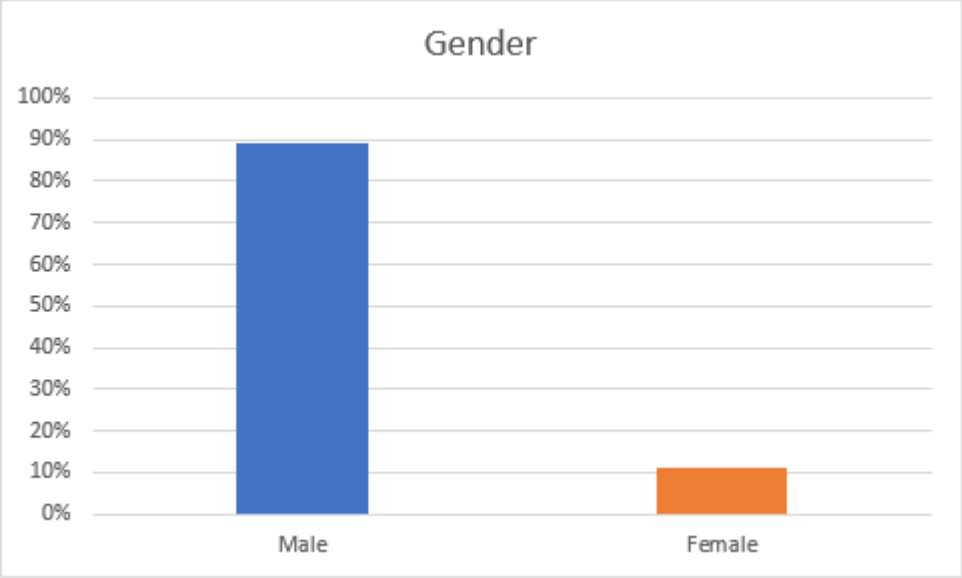

Ethnic Group - Bexley 2022
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/Other
No data
Bexley
CRE RRRL


Ethnic Group - City of London 2021
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/Other
City of London
CRE


Ethnic Group - City of London 2022
0.9
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/Other
No data
City of London
CRE


Ethnic Group - Wandsworth 2021
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/ Other
No data
Wandsworth
CRE


Ethnic Groups - Wandsworth 2022
0.8
0.7
0.6
0.5
0.4
0.3
0.2
0.1
0
White
Asian
Black
Mixed/ Other
No data
Wandsworth
CRE



These statistics help formulate the next steps that the Group takes in this field, and these are covered later in the paper.

Board Oversight

The Group has a Board sub-committee, which consists of the Chair, CEO, Director of HR and four shareholder Directors, which has corporate responsibility for all employment matters including Diversity, Inclusion and Equality. This committee meets at least twice a year and ensures that these matters are fully covered and considered at full Board level.

In addition to this the Group has sophisticated risk management processes that were implemented in collaboration with Marsh Risk Management Consulting Practice. The successful retention, recruitment and management is an express 'risk' that is identified. Within this risk, Diversity, Equality and Inclusion are identified as a key component.

These risks are formally reviewed quarterly, by the risk management team which consists of the 'risk owner' – the Director of HR, and the Director of Risk Management & Compliance. The risks and control measures are consistently reviewed, and their effectiveness is tested. The findings of these risk reviews are then reported, via the Board Audit and Risk committee.

This approach ensures that the Board has two formal routes, in addition to the numerous 'day to day' routes to monitor evaluate and provide oversight and governance to in this field.

External Support and Evaluation

As reported in the 2021 report the Group engaged the services of Obi James (www.obijames.com), a D&I consultant, who ran workshops, collated questionnaires, and actively sought feedback from a wide group of our employees about how we currently engage with them. This work was undertaken via a D&I lens. The purpose of this appointment was to ensure that steps and efforts we have taken are being well received, effective and appropriately targeted.

Part of the process was to bring people into different self-identified affinity groups, to ensure that a wide cross section of views was gathered.

We received positive feedback from all Groups of employees and the Consultant, including:

- The overall outcome was that the Group should focus on moving from good to mastery
- No burning platform was identified, it's a call to do better at what we are already good at
- Our employees particularly value the excellent training, NVQs and on the job training we provide
- All groups of employees felt there is room to grow at Cory no matter who or where you are

Suggestions for improvement included:

- More visible allies and inclusion champions across all levels.
- Promote and celebrate diversity e.g., International Day Events
- Develop managers to proactively seek feedback
- Create more opportunities for cross team, floor and site activities
- Further work on career development and mentoring (including reverse mentoring) to help build confidence of diverse employees, to break down silos, to increase visibility of Cory talent and expand networks.

The Group is actively implemented a number of these areas – as detailed in the targets for 2022 and beyond.

Targets for 2022 and beyond

The major targets in the Diversity, Inclusion and Equality space for the next 12 months or so are:

Coaching & Mentoring

Launching in Q4/Q1 2023 Cory will partner with Goal17, to create a pool of up to 15 mentors, who will be carefully selected, trained to develop junior employees.

The ultimate goal is to have a long-term, sustainable mentoring programme based around different "campaigns" that employees can relate to and choose to take part in (e.g., "career progression", "breaking down silos" and "breaking the bias"), which simultaneously develops others into well-trained mentors.

Integrating Barking Transfer Station

In Q1 2022 the Group made a major acquisition of the former McGrath Business in Barking. This purchase brought with it c80 new employees. We are currently completing the integration of the Business, a key part of this is to ensure that the culture, including in areas of Diversity, Inclusion and Equality, especially in monitoring, match the requirements of the rest of the Group.

Conclusion

The Group continues to be fully committed to ensuring that we provide a safe, effective, and well supported place to work. This commitment does not just acknowledge the areas of Equality, Diversity, and Inclusion but

recognises the fundamental importance of this to the success of the Group. This commitment continues to be demonstrated by the steps it has taken in this field and the plans for the forthcoming 12 months and beyond.

The Group wholeheartedly welcomes the Authority's continued recognition of the importance of this area and its' interest in our work to better this - and would be pleased to contribute or collaborate further to try and improve its performance in these areas.



Toby Warren
Director of HR

August 2022