



# Sustainable Environmental and Social WORKING PRACTICES

CORNWALL AND ISLES OF SCILLY GROWTH PROGRAMME  
Sharing and learning event



TUE 10TH MARCH  
St AUSTELL CONFERENCE CENTRE  
9AM-1.30PM

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Sustainable Environmental and Social  
WORKING PRACTICES

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# WELCOME

Sue Patton, MSc, BSc (Hons.), ACSM, SIIRSM  
Programme Facilitation Manager  
Cornwall Development Company





Sustainable Environmental and Social  
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# Agenda

<b>09:00 - 09:25</b>	<b>Registration   Tea &amp; Coffee   Networking</b>
<b>09:25 - 09:30</b>	<b>Welcome &amp; Growth Programme Projects introduction</b>
<b>09:30 - 09:50</b>	<b>Sue Patton - Cross Cutting Themes</b>
<b>09:50 - 10:10</b>	<b>Danny Daniell &amp; Andrew Clark – Who Dares Works</b>
<b>10:10 - 10:30</b>	<b>Ruth Gripper - The Inclusivity Project</b>
<b>10:30 – 11:00</b>	<b>Break</b>
<b>11:00 - 11:40</b>	<b>Peter Ledingham - United Downs Deep Geothermal project</b>
<b>11:40 - 11:50</b>	<b>Top Tips for a more sustainable and inclusive working place</b>
<b>11:50 - 12:05</b>	<b>Questions to the panel</b>
<b>12:05 - 12:15</b>	<b>Closing remarks and evaluation</b>
<b>12:15 - 13:00</b>	<b>Lunch and networking, with opportunity to tour of the print room at 1pm</b>



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## CROSS CUTTING THEMES



Sue Patton  
Technical Assistance Programme Facilitation Manager  
Cornwall Development Company





# Sustainable Development

- *development* that meets the needs of the present, without compromising the ability of future generations to meet their own needs.
- economic development that is conducted without depletion of natural resources.



*Need to balance between the often competing needs/objectives project design, management, delivery and ongoing.....*

# Equality & Diversity

Together they consider the natural and human environments in an holistic manner



Really important - core/gateway criteria

# Local Priorities



Good & Best Practices

Legal compliance -  
starting point not  
finishing line!

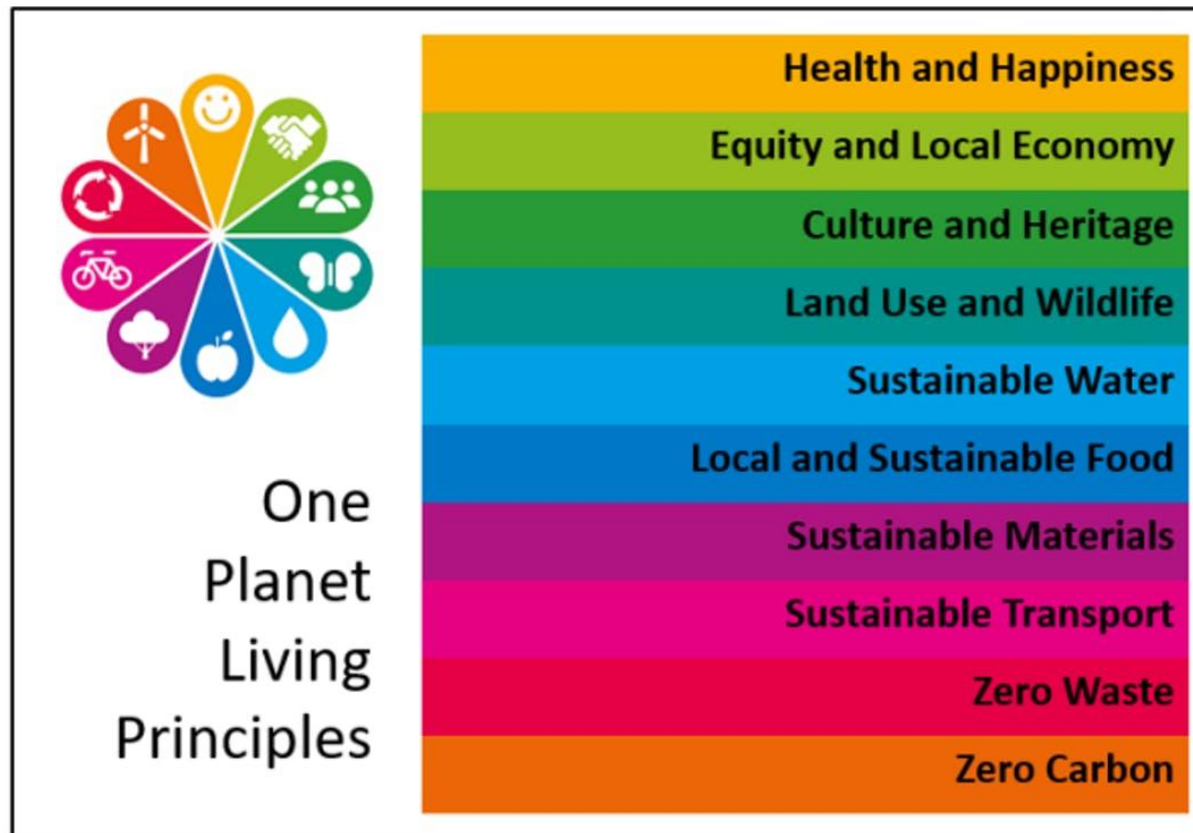
# Environmental Sustainability





# Resource Efficiency

– doing more with less



# Capital Builds



# Post Construction Certification

## **BREEAM –**

Excellent new builds

Very Good refurbishments

## **CEEQUAL –**

Excellent WTA

## **SOCIAL SUSTAINABILITY TOOLKIT**

# BREEAM

- **Energy**
- **Health and Wellbeing**
- **Land Use**
- **Materials**
- **Management**
- **Pollution**
- **Transport**
- **Waste**
- **Water**
- **Innovation**



# CEEQUAL

- Project strategy
- Project management
- People & communities
- Land use & landscape
- Historic environment
- Ecology and biodiversity
- Water environment
- Physical resources – use and management
- Transport

# Climate Change



# Equality & Diversity

## **Equal Opportunities and Non-discrimination theme**

**Why such a focus?**

# Equal opportunities and non-discrimination

## The right thing to do

- total population of Cornwall iro 550,000
- 110,000 aged 65 and over
- 21% of the total population have a long-term limiting illness/disability
- More than twice the national average (National average 10%)
- More people in Cornwall with a limiting long-term condition or disability than there are people aged over 65.
- c.43.64% of the total figure of people in Cornwall with a long-term limiting health condition or disability are aged **under** 65.

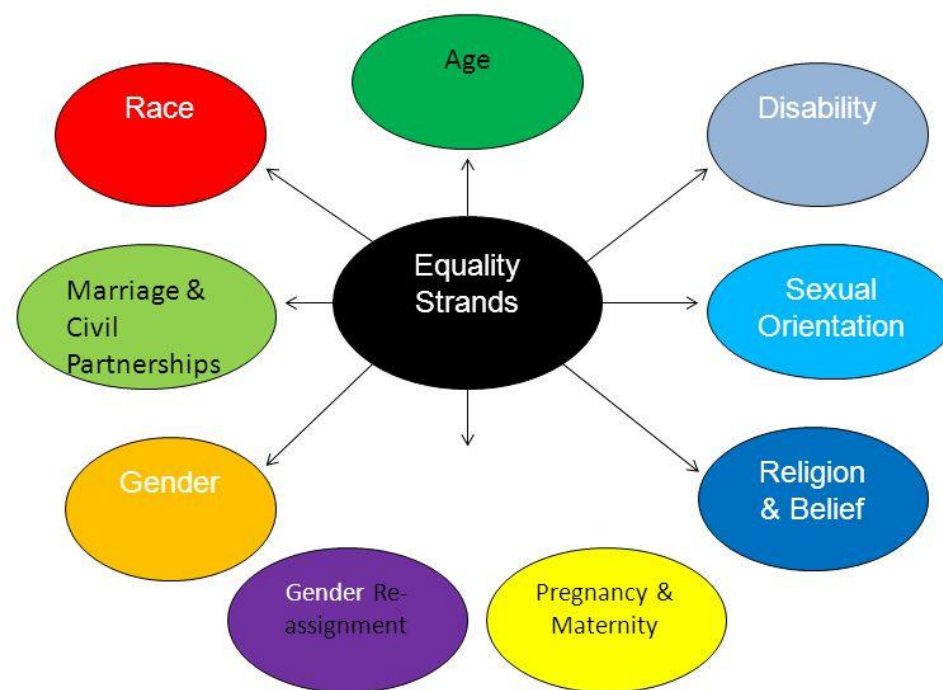
*(Disability Cornwall, 2013)*



# Equality Act 2010

## 9 protected characteristics

### 9 Protected Characteristics



# The basics!

- Access to employment
- Skills development
- Good working practices such as:
  - Job share
  - Equal pay for equal work
- Alternative formats
- Accessible websites

# Accessible buildings & facilities



Twenty parking spaces in this parking lot were occupied with empty wheelchairs. They had signs like "I'll be quick", "Oops!", "Nobody is using it" and "I'm waiting for somebody".



# Compliance

- 3 stages
- Grant Funding Agreements/Contract
- Legislative



# What good practice looks like?

- Legal baselines starting point – not the finishing line
- Treat everyone according to their needs
- Fully inclusive projects
- Fully accessible buildings

# What good practice looks like?

- Adequately consider environmental impacts
- Climate change
- WRAP & the circular economy
- Environmental growth

# Compliance



# Compliance

- Application & GFA
- Policies
- Implementation plans



Sue Patton

Programme Facilitation Manager [sue.patton@cornwalldevelopmentcompnay.co.uk](mailto:sue.patton@cornwalldevelopmentcompnay.co.uk)



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## WHO DARES WORKS



Danny Daniell, Active Plus Managing Director

Andrew Clark, Partnership Manager and  
Sustainability/Cross Cutting Themes Lead for  
Who Dares Works

[activeplus.org.uk/who-dares-works](https://activeplus.org.uk/who-dares-works)







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# THE INCLUSIVITY PROJECT

**OUR WORKFORCE IS CHANGING.**

Join our community, and receive a free 10-minute video training: **The five workforce trends that every small business owner should know about.**

Ruth Gripper  
Knowledge Exchange Officer

[theinclusivityproject.co.uk](http://theinclusivityproject.co.uk)





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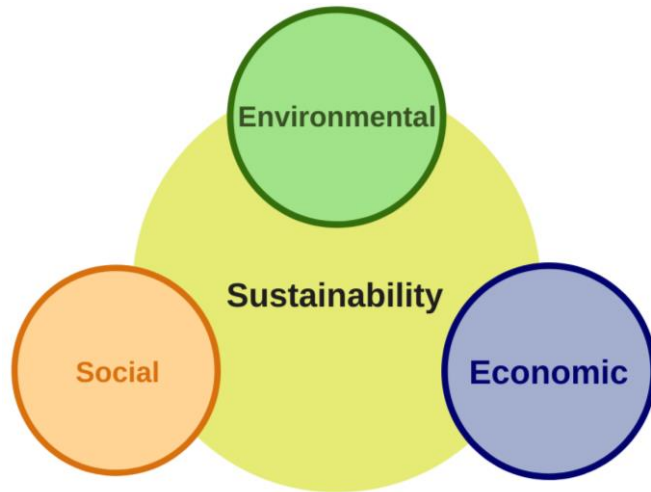
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### Ways to be more sustainable and inclusive at work



- 1) Can you make your product or services more environmentally friendly?
- 2) Are your supplies eco-friendly and suppliers following green business practices?
- 3) Can you improve your facility?
- 4) Can you manage your waste better?
- 5) Can you inspire your team and colleagues
- 6) Can organise activities to give back to the community?
- 7) Can you offer flexible working?



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### For more information

#### **Growth and Skills Hub**

First point of contact for businesses to develop their business and their staff

[ciosgrowthhub.com](https://ciosgrowthhub.com)

#### **Tevi**

Tevi offers enterprises bespoke support through a network of full-time specialists in the environment, sustainable development, engineering, design and business administration.

[tevi.co.uk](https://tevi.co.uk)

#### **The Inclusivity Project**

The project aims to understand and address the opportunities and challenges faced by small and medium sized business in relation to employing older workers, people with disabilities and long term chronic health conditions.

[theinclusivityproject.co.uk](https://theinclusivityproject.co.uk)

#### **The Beacon Project**

Beacon is developing a digital platform, to help facilitate an inclusive workplace culture, aiming to make essential support more accessible, by supporting business owners with the management, recruitment and retention of employees with disabilities or long term health conditions.

[cornwallbeacon.co.uk](https://cornwallbeacon.co.uk)



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# Time for Questions



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# THANK YOU

and keep in touch



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