



# Sustainable Environmental and Social WORKING PRACTICES



THU 28TH NOVEMBER  
THE HEARTLANDS | REDRUTH  
9AM-1PM

#ciossustainablegrowth





Sustainable Environmental and Social  
WORKING PRACTICES

#ciossustainablegrowth

# WELCOME

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





# Agenda

09:15 - 09:30	Welcome & Growth Programme Projects introduction
09:30 - 09:40	Cross Cutting Themes - Sue Patton
09:40 - 10:00	Green&Blue - Faye Clifton
10:00 - 10:30	United Downs Deep Geothermal Project - Peter Ledingham
10:30 - 10:50	Real Ideas Organisations - Kate Reed
10:50 - 11:15	Break
11:15 - 11:25	The Beacon Project, Clare Harris   The Inclusivity Project, Laurie Magowan
11:25 - 11:35	Top Tips for a more sustainable and inclusive work place
11:35 - 11:55	Questions to the panel
11:55 - 12:10	Closing remarks
12:10 - 13:00	Lunch and networking

# TA Programme Facilitation

## Cross Cutting Themes

28<sup>th</sup> November 2019

Heartlands

# 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.....*

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!



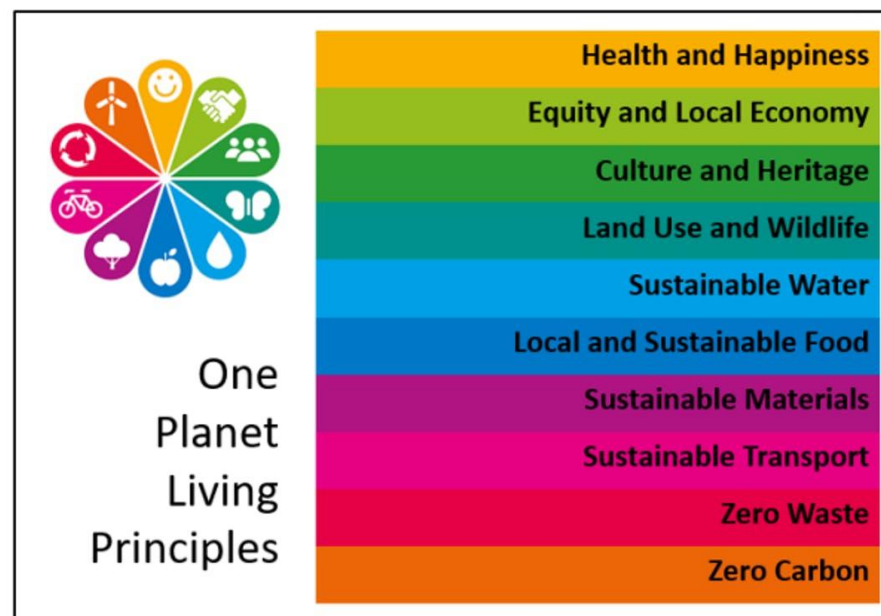
# Environmental Sustainability





# 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





# Equal Opportunities and Non-discrimination theme

## Why such a focus?

# Equal opportunities and non-discrimination

## The right thing to do

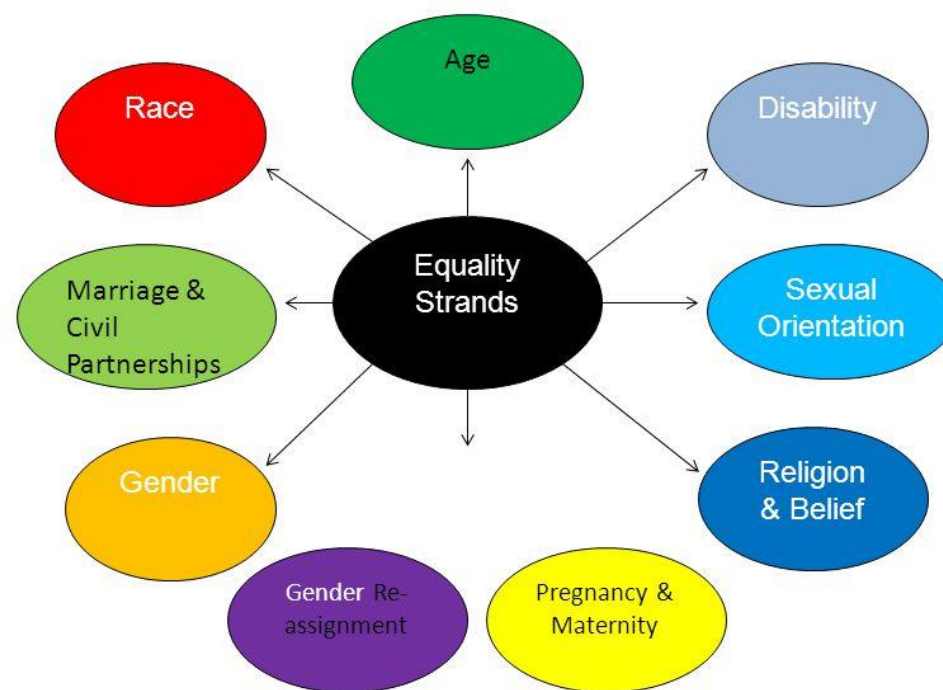
- total population of Cornwall 5.5 million.
- 110,000 aged 65 and over
- 21% of the total population have a long-term limiting illness/disability
- More than twice the national average (National average 10%)
- More people in Cornwall with a limiting long-term condition or disability than there are people 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



# Treat everyone according to their needs

- 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".





Sue Patton

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





Sustainable Environmental and Social  
WORKING PRACTICES

Faye Clifton,  
Head of Marketing at Green&Blue



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**CORNWALL  
COUNCIL**  
*one and all • oen hag oll*



**European Union**  
European Structural  
and Investment Funds



**HM Government**

## SUSTAINABILITY

Faye Clifton  
Green&Blue





NATURE  
Green&Blue





## MATERIAL CHOICE, Green&Blue



**CHANGE BOARDS**

Green&Blue





LITTER PICKS,  
Green&Blue





SOLITARY BEE WEEK  
Green&Blue





**B CORPS**  
**Green&Blue**



**SHRED**  
**Green&Blue**





#BEMORECURIOUS,  
Green&Blue

We like to know where  
things are made.





BE MORE CURIOUS,  
Green&Blue

#BeMoreCurious



PROTECT WHAT YOU LOVE  
Green&Blue







Sustainable Environmental and Social  
WORKING PRACTICES

Peter Ledingham

Director of United Downs Deep  
Geothermal Power Project



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**CORNWALL  
COUNCIL**  
*one and all • oen hag oll*



**European Union**  
European Structural  
and Investment Funds



**HM Government**



Sustainable Environmental and Social  
WORKING PRACTICES

Kate Reed

Head of Employability and Pathways at  
Real Ideas Organisation



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**CORNWALL  
COUNCIL**  
*one and all • oven hag oll*



**European Union**  
European Structural  
and Investment Funds



**HM Government**



Sustainable Environmental and Social  
WORKING PRACTICES

## Tea/Coffee & Networking

Remember you can post your questions in advance  
for the Q&A

#ciossustainablegrowth





Sustainable Environmental and Social  
WORKING PRACTICES

## THE BEACON PROJECT, Clare Harris

**B BEACON PROJECT**

Be a pioneer.

Be a leader.

Be inclusive.

We are here to help businesses create great places to work – providing support for staff wellbeing and shining a light on the benefits of a diverse workforce.

[GET EARLY ACCESS](#)

Our free tool has been built for business by business.

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



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



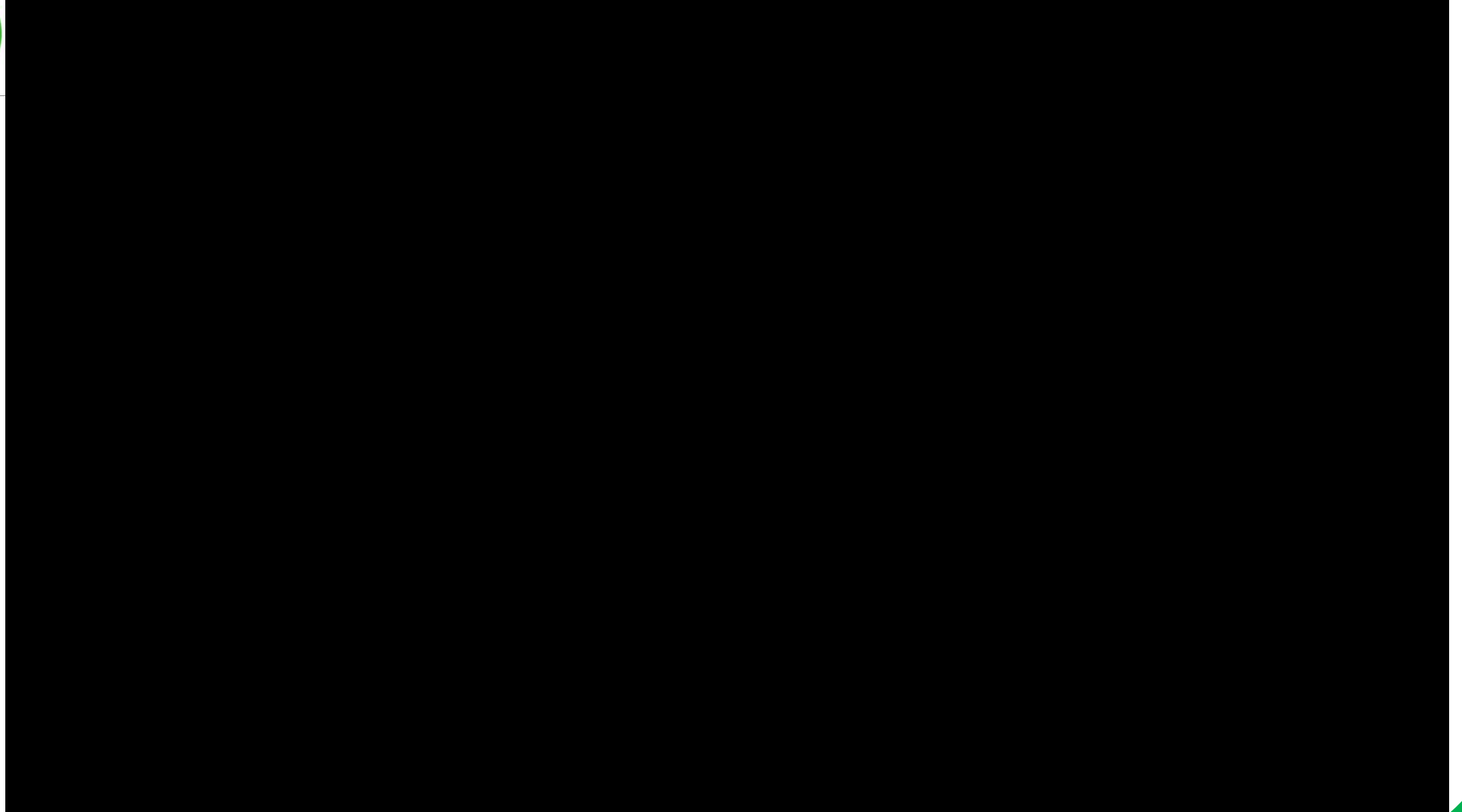
**European Union**  
European Structural  
and Investment Funds



**HM Government**



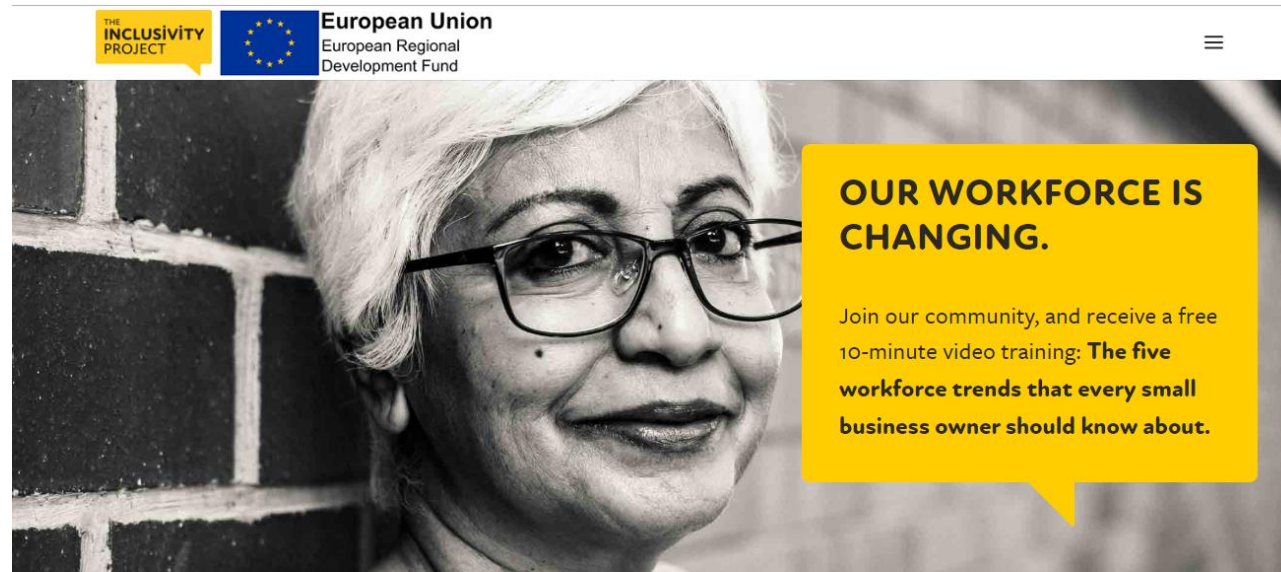
# Sustainable Environmental and Social WORKING PRACTICES





Sustainable Environmental and Social  
WORKING PRACTICES

# THE INCLUSIVITY PROJECT, Laurie Magowan



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



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



European Union  
European Structural  
and Investment Funds

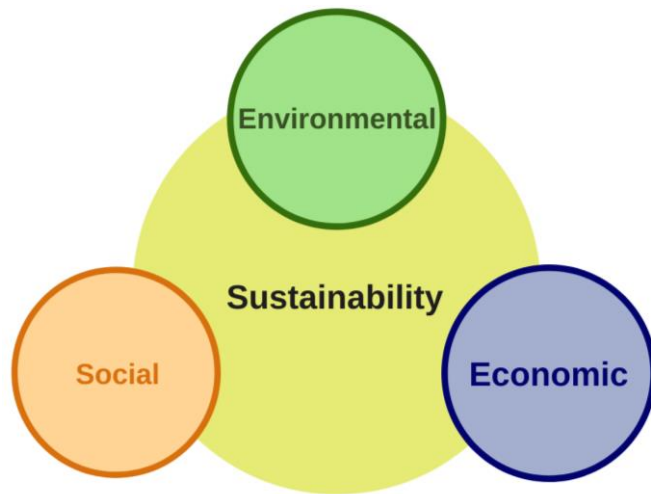


HM Government



## Sustainable Environmental and Social WORKING PRACTICES

### 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?





## Sustainable Environmental and Social WORKING PRACTICES

For more information

### **Growth and Skills Hub**

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

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

### **Tevi**

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

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

### **The Inclusivity Project**

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

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.

### **The Beacon Project**

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

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.



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**European Union**  
European Structural  
and Investment Funds



**HM Government**



Sustainable Environmental and Social  
WORKING PRACTICES

# Time for Questions



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**CORNWALL  
COUNCIL**  
*one and all • oen hag oll*



**European Union**  
European Structural  
and Investment Funds



**HM Government**



Sustainable Environmental and Social  
WORKING PRACTICES

# THANK YOU

and keep in touch



growthprogramme@Cornwall.gov.uk



cornwallislesofscillygrowthprogramme.org.uk



@growthprogramme

#ciosustainablegrowth



CORNWALL &  
ISLES OF SCILLY  
GROWTH  
PROGRAMME



**European Union**  
European Structural  
and Investment Funds



HM Government