



Sustainable and Inclusive Social WORKING PRACTICES



CORNWALL AND ISLES OF SCILLY GROWTH PROGRAMME

Sharing and learning event

THUR 9TH SEPTEMBER

ONLINE EVENT

9.30AM - 11.30AM

#ciosustainablegrowth



Sustainable Environmental and Social
WORKING PRACTICES

#ciossustainablegrowth

Thank you for interest in our event, if you wish to access the slides please
continue to view them.

You can also watch a replay of this event and listen to all the presentations here:

<https://vimeo.com/601006254>



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

#ciossustainablegrowth

WELCOME

Sue Patton, MSc, BSc (Hons.), ACSM, SIIRSM
Cornwall and Isles of Scilly Growth Programme Lead





Sustainable Environmental and Social
WORKING PRACTICES

#ciosustainablegrowth

Agenda

09:30 - 09:35	Welcome
09:35 - 09:55	Sue Patton - Cross Cutting Themes Introduction
09:55 - 10:15	Ruth Gripper - The Inclusivity Project
10:15 - 10:35	Judith Hann – Community Led Local Development
10:35 - 10:40	Check list for a more sustainable and inclusive workplace
10:40 - 10:55	Questions to the panel
10:55 - 11:00	Closing remarks and evaluation



Sustainable Environmental and Social
WORKING PRACTICES

#ciosustainablegrowth

Introduction on the Cross Cutting Themes

Sue Patton – Growth Programme Lead



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

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.....



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Equality & Diversity

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



Really important - core/gateway criteria



European Union
European Structural
and Investment Funds



HM Government



Local Priorities



- Good & Best Practices
- Legal compliance -
- starting point not finishing line!



Sustainable Environmental and Social
WORKING PRACTICES

Environmental Sustainability



CORNWALL &
ISLES OF SCILLY
GROWTH
PROGRAMME



European Union
European Structural
and Investment Funds

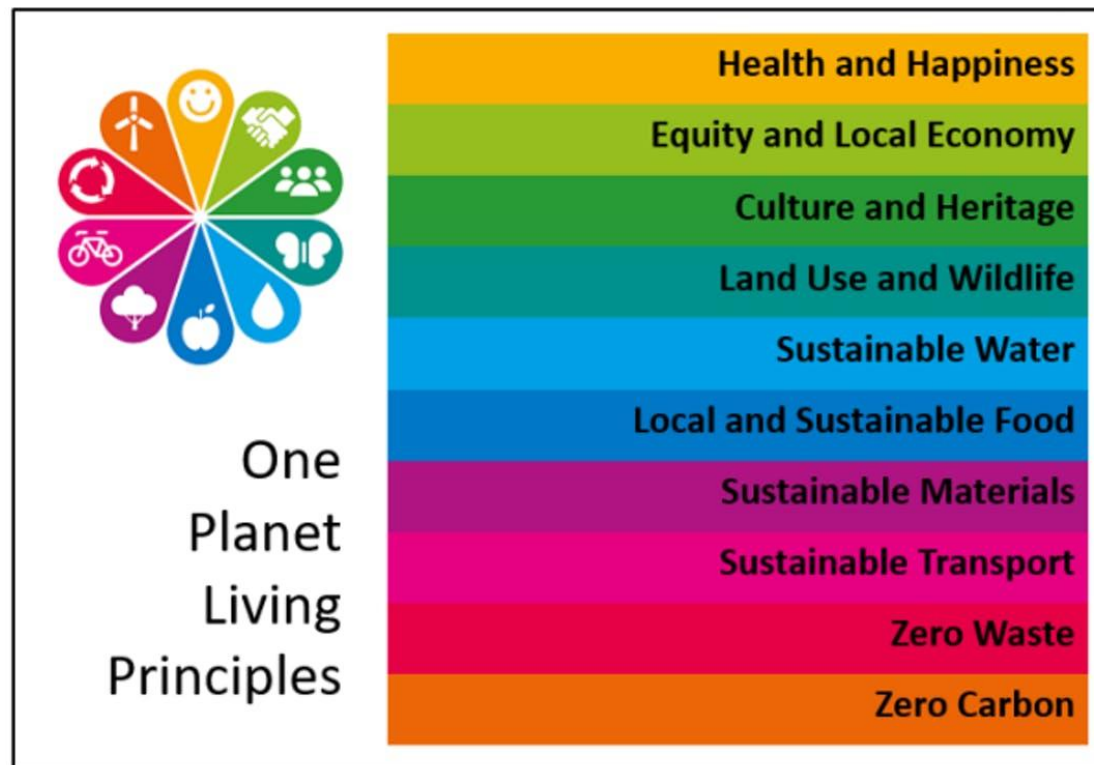


HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Resource Efficiency – doing more with less





Sustainable Environmental and Social
WORKING PRACTICES

Capital Builds



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Post Construction Certification

- **BREEAM –**
Excellent new builds
Very Good refurbishments
- **CEEQUAL –**
Excellent WTA
- **SOCIAL SUSTAINABILITY TOOLKIT**



European Union
European Structural
and Investment Funds



HM Government



Post Construction Certification

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



Sustainable Environmental and Social
WORKING PRACTICES

Climate Change



CORNWALL &
ISLES OF SCILLY
GROWTH
PROGRAMME



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Equality & Diversity

Equal Opportunities and Non-discrimination theme

Why such a focus?



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

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)*



European Union
European Structural
and Investment Funds



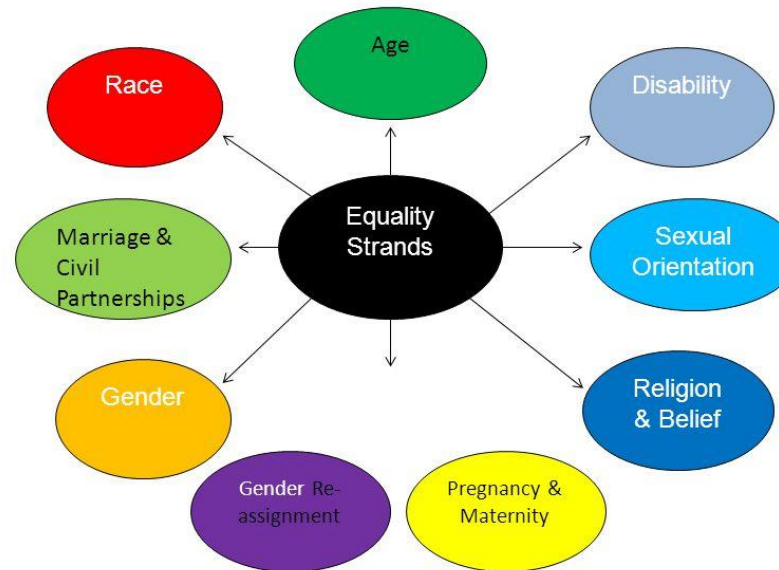
HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Equality Act 2010

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





Sustainable Environmental and Social
WORKING PRACTICES

Compliance

- 3 stages
- Grant Funding Agreements/Contract
- Legislative



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

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



European Union
European Structural
and Investment Funds



HM Government



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



Sustainable Environmental and Social
WORKING PRACTICES

Compliance



CORNWALL &
ISLES OF SCILLY
GROWTH
PROGRAMME



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social
WORKING PRACTICES

Compliance

- Application & GFA
- Policies
- Implementation plans



European Union
European Structural
and Investment Funds



HM Government



Sustainable Environmental and Social WORKING PRACTICES



Sue Patton

Growth Programme Lead

Sue.Patton@cornwall.gov.uk



CORNWALL &
ISLES OF SCILLY
GROWTH
PROGRAMME



European Union
European Structural
and Investment Funds



HM Government



Examples of projects from the
Cornwall & IoS Growth
programme funded by the
European Regional
Development Fund that support
Cornwall's Green Ambition

Vimeo link:

[https://vimeo.com/600821682/
84979fd47f](https://vimeo.com/600821682/84979fd47f)



Sustainable Environmental and Social
WORKING PRACTICES

THE INCLUSIVITY PROJECT

THE INCLUSIVITY PROJECT

European Union
European Regional
Development Fund

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





European Union
European Regional
Development Fund

Our partners:



Our funders:



European Union
European Regional
Development Fund



The Inclusivity Project is part-funded by the European Regional Development Fund



Setting the scene

- Over the next ten years, it is estimated there will be **13.5 million job vacancies** but only **7 million** young people entering the labour market to fill them.
- Around **1 million people** in the UK aged 50-64 say they would like to work.
- Disabled people have an employment rate that is 28.8 percentage points lower than that of people who are not disabled. This difference is often referred to as the **disability employment gap**.

The Inclusivity Project is part-funded by the European Regional Development Fund







Surge in women applying for manual jobs after wording in adverts made less 'masculine'

'Language matters. Words reflect cultural norms and maintain social realities,' campaigner says

Maya Oppenheim Women's Correspondent | Monday 22 June 2020 15:41 | [comments](#)



The UK's biggest water and wastewater services company utilised an online tool which unearths the consequences of using certain types of words after women

Information Classification: CONTROLLED



More women have put themselves forward for manual frontline jobs at Thames Water after the company altered the “masculine coded” phrasing of its recruitment adverts.

The firm used an online tool that detects hidden implications in language after only 8 per cent of applicants for sewage work technician jobs were female.





Recap

- 1) Know your bias (and take steps to minimise its impact on decision-making)
- 2) Think about what message you are sending out without even realising
- 3) Recruitment
- 4) Be flexible
- 5) Ask, listen, learn
- 6) Use the support available

The Inclusivity Project is part-funded by the European Regional Development Fund



Links

- Implicit Attitudes Test: <https://implicit.harvard.edu/implicit/takeatest.html>
- Address bias in the workplace - webinar, 28 September <https://www.eventbrite.co.uk/e/addressing-bias-in-the-workplace-tickets-166909991277>
- National Inclusion Week: <https://theinclusivityproject.co.uk/blow-your-own-trumpet-during-national-inclusion-week/>
- Closed captions on Zoom: <https://support.zoom.us/hc/en-us/articles/207279736-Closed-captioning-and-live-transcription>
- Centre for Ageing Better image library: <https://www.ageing-better.org.uk/news/age-positive-image-library-launched>
- Inclusivity Project photo essays: <https://theinclusivityproject.co.uk/photo-project-cornwalls-inclusive-workplaces/>
- Disability Confident: <https://disabilityconfident.campaign.gov.uk/>
- Cornwall's Beacon Project: <http://cornwallbeacon.co.uk/>
- Government's Access to Work scheme: <https://www.gov.uk/access-to-work>
- Free webinars from AbilityNet: <https://abilitynet.org.uk/free-resources/webinars>

The Inclusivity Project is part-funded by the European Regional Development Fund





Sustainable Environmental and Social
WORKING PRACTICES

#ciossustainablegrowth

Judith Hann

Community Led Local Development Programme Manager



European Union
European Structural
and Investment Funds



HM Government

Cross Cutting Themes – Beyond the obvious

How CLLD projects are
making a difference
Sept 2021





Enabling Business
Inspiring People

Intro to CLLD

- Community Led Local Development
- Grant funding to 'projects' in most deprived areas
 - 150 projects approved
 - £8m of grant funding approved (£3m ERDF, £5m ESF)
- Funding decisions made by local people
- Each project **HAS** to produce:
 - Equality & Diversity Policy and Implementation Plan
 - Sustainable Development Policy and Implementation Plan
- Plus Programme versions



What we get:

- “We will not print things”
- “We will minimise our travel” (Covid has helped!)
- “We will work with everyone dependent on their need”



What we want:

Real consideration of the issues!



Think about: Your building

- BREEAM Assessment – or its principles
 - <https://www.breeam.com/>
- Utilities supply/ supplier
 - (e.g. <https://www.businesscomparison.com/business-energy/renewable>)
- Charging points
 - <https://nsnelectrical.co.uk/>
- Composting toilet (!)



Think about: Your Suppliers

- Local vs national vs international
 - Issue of fair procurement
 - Make your tendering process reflect your values
- Example: <https://www.chocolarder.com/>



In May, the Gallant Ship sailed into Falmouth harbour, ready to unload 3,300 kg of cocoa beans, coffee and panela. It made the 7,500 nautical mile journey back to Cornwall from Colombia BY SAIL

Had this journey been made on a standard container ship it would have created 1966.13 kgCO₂ or 177,982.35 kgCO₂ if sent by plane.



Think about: Your Staff

- Who makes up your staff team?
 - Analysis of our funded organisations shows:
 - 71% of staff are female; 4% declare a disability
 - 4% non white ethnicity; 4% identify as Cornish
- Travel and location
 - Covid: Calculate the carbon footprint being saved by not commuting:
 - In 2020, the CLLD team (9 people) saved 48062 miles (and 1235 hours)

<https://calculator.carbonfootprint.com/>

Total Car Footprint = 14.53 tonnes of CO₂e **Offset Now**

14.53 tonnes: 48062 miles in a Average Car Petrol Car Medium petrol car from 1.4 - 2.0 litres average value |



Think about: Your Processes

○ Innovation

- Example:  it
(<https://miracletheatre.co.uk/shows/everyman/>)
- Example: Geothermal technology

○ Technology

- Example: ([http://www](http://www.no2thesame.co.uk)) 
- Example: (www.saintsfunerals.co.uk)



Think about: Your Participants

Can you go beyond the obvious?

- Intersectionality and ESF

(www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality)

- Adaptations

- Often done without thinking
- Make sure you capture them...

- Inclusion of topics in delivery

- Example:

(<https://www.bosaverncommunityfarm.org.uk/>)



In summary...



Thank you

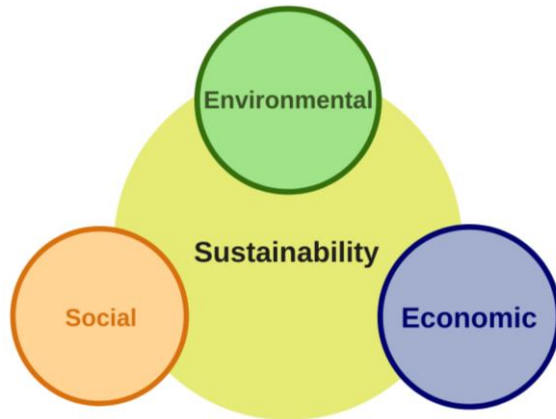
judith.hann@cornwaldevelopmentcompany.co.uk





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 and inclusive business practices?
- 3) Can you improve your facility to making it more efficient and accessible?
- 4) Can you manage your waste better?
- 5) Can you organise activities to give back to the community? Create work events that celebrate inclusion?
- 6) Have all members of your organisation taken part in equality, diversity and inclusion training? Is this part of the induction process for new employees?
- 7) Can you offer flexible working?
- 8) Can you review the language you are using on your website, job adverts, email signatures and review the company's core values to see if it can be improved?
- 9) For larger organisations, maybe set up a task force with people passionate about inclusivity and/or sustainability to help bring new initiatives and implement change?



Sustainable Environmental and Social WORKING PRACTICES

For more information

Growth and Skills Hub

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

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

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

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



Sustainable Environmental and Social
WORKING PRACTICES

#ciossustainablegrowth

Questions

Please give us your feedback it only takes less than 1 min

<https://letstalk.cornwall.gov.uk/cornwall-and-isles-of-scilly-growth-programme-webinar-feedback>



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



European Union
European Structural
and Investment Funds



HM Government