



fairness and
opportunity

Cornwall Council

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Council



Setting the scene



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- The Council has a clear four year Strategy and budget which covers the period 2015 – 2019
- 123 Locally elected Members representing the views of half a million Cornish residents and communities
- 5,500 staff organised under 3 directorates into 13 services
- 2,500 staff employed by a group of Council owned companies
- Annual gross budget of £1.1 billion



Setting the scene



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- 250 statutory duties required by law to be undertaken
- 1,300 different software applications used delivering day-to-day activities
- Increasing demand for our services – people living longer in Cornwall but with long term health conditions requiring support
- In 2015 Cornwall Council secured the Devolution Deal for Cornwall shifting power over £5bn of public funding from Whitehall to Cornwall



Service improvements 2016 – 2020



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- The Kresen Kernow project as a flagship heritage led regeneration project to provide an archive, attracting £18 million of public and £10 million of private investment
- Keeping the Local Transport Bus Subsidy Budget at the level required to protect supported bus network as much as possible
- Creating a Cornish Heritage Environment Forum, produce a study of the 'cultural distinctiveness of Cornwall's historic environment, culture project (incl. language)



- Independent living centres across Cornwall
 - Integration of Children's Community Health and Social Care, support to troubled teenagers
 - Develop children's community health and social care teams, specialist adolescent reunification team and adolescent family placements
 - Implement the Better Care Fund
 - Review long term care and support (older people, people with physical disabilities, learning disabilities and mental health)
 - Phase 2 of the Together for Families Programme
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- A decorative graphic in the bottom right corner consisting of overlapping, curved, semi-transparent shapes in various colors: green, yellow, orange, red, and purple.

- Redesigning the Learning Disability Service
 - Greater support for Special Educational Needs transport
 - Review the range and quantity provision for complex Special Educational Needs
 - Cornwall Fire and Rescue Service continue to work collaboratively with other blue light services
 - Expand the role of firefighters to deliver health, safety and wellbeing advice and support social care outcomes
 - Deliver specialist drug and alcohol treatment services
 - Maintain access to face to face services
(libraries and one stop shops)
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Working in partnership



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- Opportunity to work more collaboratively with partner organisations
- Changes to working practices creating ways to work differently and more efficiently
- Greater efficiencies from working together enabling more to be done with shrinking resources
- Greater collaboration provides a more joined up experience for customers



Key equality issues linked to societal culture



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- Access to services
- Rural isolation and deprivation
- Changes to health and social care
- Areas of behavioural concern are hate crime, domestic abuse, radicalisation
- Stories on social media, local radio and local newspapers
- Need for improved community engagement



Equality Framework for Local Government



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Cornwall Council has successfully been assessed as being at the 'Achieving' Level of the Equality Framework for Local Government and is moving towards 'Excellence'

Cornwall Fire, Rescue and Community Safety Service aligns to a slightly different framework to the Council, they have achieved 'Excellence' against the Fire and Rescue Service Equality Framework



Cornwall Fire and Rescue Service – achieving 'Excellence'



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Strengths

- Effective data cleansing and sharing processes
- Tri-service maximising intelligence gathering and actions
- CFRS showing inspirational leadership on E&D
- Services across partnerships are lead by the values of CFRS
- Procurement and commissioning processes are building and developing local markets
- Examples of bespoke service delivery – across the service and by individual stations
- Changing people's lives through Phoenix
- Committed, enthusiastic and proud workforce



Areas for consideration:

- ICT needs to be an enabler rather than a barrier
- Ensure equality objectives are clear throughout the service
- Look to the future in CIAs
- Balance between e-learning and face to face training
- Build up comprehensive understanding of the importance of good workforce data
- Workforce strategy should give clear equality objectives



Beyond Excellence



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- Responsibility to lead, inspire and support excellence across all services within the UK
- Promote our work to the wider fire and public sector services
- Continue our improvement as a service – action plan
- Help and support people and organisations to do the best they can for their staff and deliver a professional, efficient service which makes a positive difference
- Continue to drive inclusion within the service and communities, supporting others in their equality journey
- Change, inclusion and innovation

