

Our plan to show how Cornwall Council treats people fairly

Easy read version

Equality and Diversity
Framework

December 2017

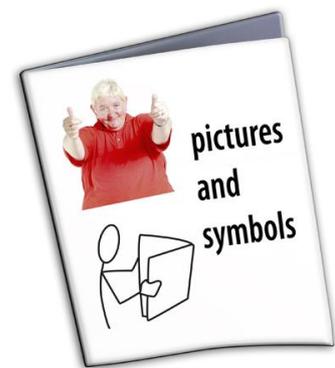


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Introduction

We are pleased to introduce Cornwall Council's plan to make sure that we treat people fairly.

The needs of people in Cornwall are changing. We need to make sure that everyone has equal access to Council services, and to employment with the Council.

We will regularly review how we are doing. We will also update this booklet, and keep you informed of our progress.



Cllr Julian German
Deputy Leader
Cornwall Council
Member Equality
Champion



Jessie Hamshar
Service Director
Strategy and Engagement
Officer Equality Champion



Kate Kennally
Chief Executive
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Cornwall Council and the law



The Equality Act (2010) became law in 2010.



It says that people must be treated fairly.



Cornwall Council has written this plan to explain how we will do this.



The Council must not treat you unfairly because of:



- your age



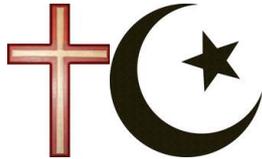
- your disability



- your sex (male or female)



- your race



- your religion



Or because you are:



- married or in a civil partnership
(for people of the same sex)



- gay, lesbian or bi-sexual



- pregnant, a new mum or breast feeding



- changing your gender



We will also keep information about how many people think of themselves as Cornish.



Treating people fairly



Cornwall Council will:



1. Encourage everyone to treat others with dignity and respect.



2. Make sure our plans and services are designed to treat people fairly.



3. Listen to and learn from people's complaints.



4. Invite people who use our services to get involved in future planning.



This will help to make sure people have good access to services, information and buildings.



5. Recruit people in a fair way.



Making sure we do what we say



A group of people will check that Cornwall Council does all these things.

It is called the Corporate Equality and Diversity Steering Group



Cornwall Council expects all these groups to follow the guideline in this plan:

- staff
- councillors
- organisations who work on our behalf