



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

Belonging in Cornwall

Our strategy for a fair and inclusive Cornwall
where everyone feels welcome.

2026 - 2030





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Working for a fairer, more inclusive Cornwall where everyone feels welcome and that they belong - Onen hag oll - One and All



Foreword

Cornwall Council has legal duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations between people. Meeting these duties is only the starting point. Our ambition is to build a Cornwall where everyone feels they belong.

We are here to make a difference, to drive change and to make fairness and inclusion part of everyday thinking and practice, not something separate or optional. As Cornwall Council's Cabinet Lead for Equalities, my focus is driving tangible action that delivers a fairer, more inclusive Cornwall for everyone.

Our values – Fairness, Ambition, Inclusion and Respect – are more than just words. They are the standard we hold ourselves to. They are the compass guiding us towards a Cornwall where everyone can thrive, regardless of background, identity or circumstance.

To achieve a fair and inclusive Cornwall, we must focus on what we do, not just what we say. This Strategy is our commitment to the action needed to make our ambition real.

Cllr Thalia Marrington,
Portfolio Holder for Community Safety
and Public Health



As leaders, advocates and ambassadors for our communities, I and my fellow councillors play a vital role. Our ability to listen, to understand and to lead with compassion and integrity directly influences the experiences and outcomes of thousands of residents.

We want to unlock the potential of our people, communities and resources so that together, we can build a Cornwall where everyone feels welcome and that they belong – Onen hag oll – One and All. What we do matters. How we behave matters. The culture we create matters.

Cabinet Lead for Equalities

Raglavavar

Konsel Kernow a'n jeves deverow laghel yn-dann an Reyth Parder 2010 dhe dhilea disfaveryans, avonsya parder a jons ha maga keskolmow da yntra tus. Dierbyнна an deverow ma yw an dhallethva hepken. Agan ughelhwans yw dhe dhrelevel Kernow le mayth omglew pubonan i dhe longya.

Yth eson ni omma dhe wul dyffrans, dhe herdhya chanj ha dhe wul ewnder ha synsyans rann a brederyow ha praktis pubdedhyek, na marnas neppyth diblans po dewisel. Avel Hembrenkyas an Kabinet Konsel Kernow rag Parderyow, ow fog yw ow herdhya gwrians tavadow hag a dhelirv Kernow gwiwa ha moy dalghus rag pubonan.

Agan talvosogethow – Ewnder, Ughelhwans, Synsyans ha Reowta – yw moy ages geryow hepken. Yth yns i an savonek a synsyn agan honan. Yth yns i an mornaswydh orth agan gidya war-tu Kernow le may hyll pubonan floryshya, ny vern aga heyndir, honanieth po kesstudh.

Dhe gowlwul Kernow ewn ha gwiwa, res yw dhyn fogella war an pyth a wren, na marnas an pyth a leveryn. An Strateji ma yw agan omrians dhe'n gwrians a res dhe gollenwel agan ughelhwans gwir.

Avel hembrenkysi, skodhyoryon ha kanasow a'gan kemenethow, my ha'm keskonseloryon a wari rann posek. Agan gallos dhe woslowes, dhe gonvedhes ha dhe ledya gans tregeredh hag ewnhynseth a dhelenwel distowgh an prevyansow ha sewyansow a vilyow a drigoryon.

Ni a vynn dialhwedha an galladow agan tus, kemenethow hag asnodhow may hyllyn drehevel war-barth Kernow le mayth omglew pubonan dynerghys hag i dhe longya – Onen hag Oll. An pyth a wren a vern. Fatel omdhegyn a vern. An gonisogeth a wren a vern.

Hembrenkyas Kabinet rag Parderyow

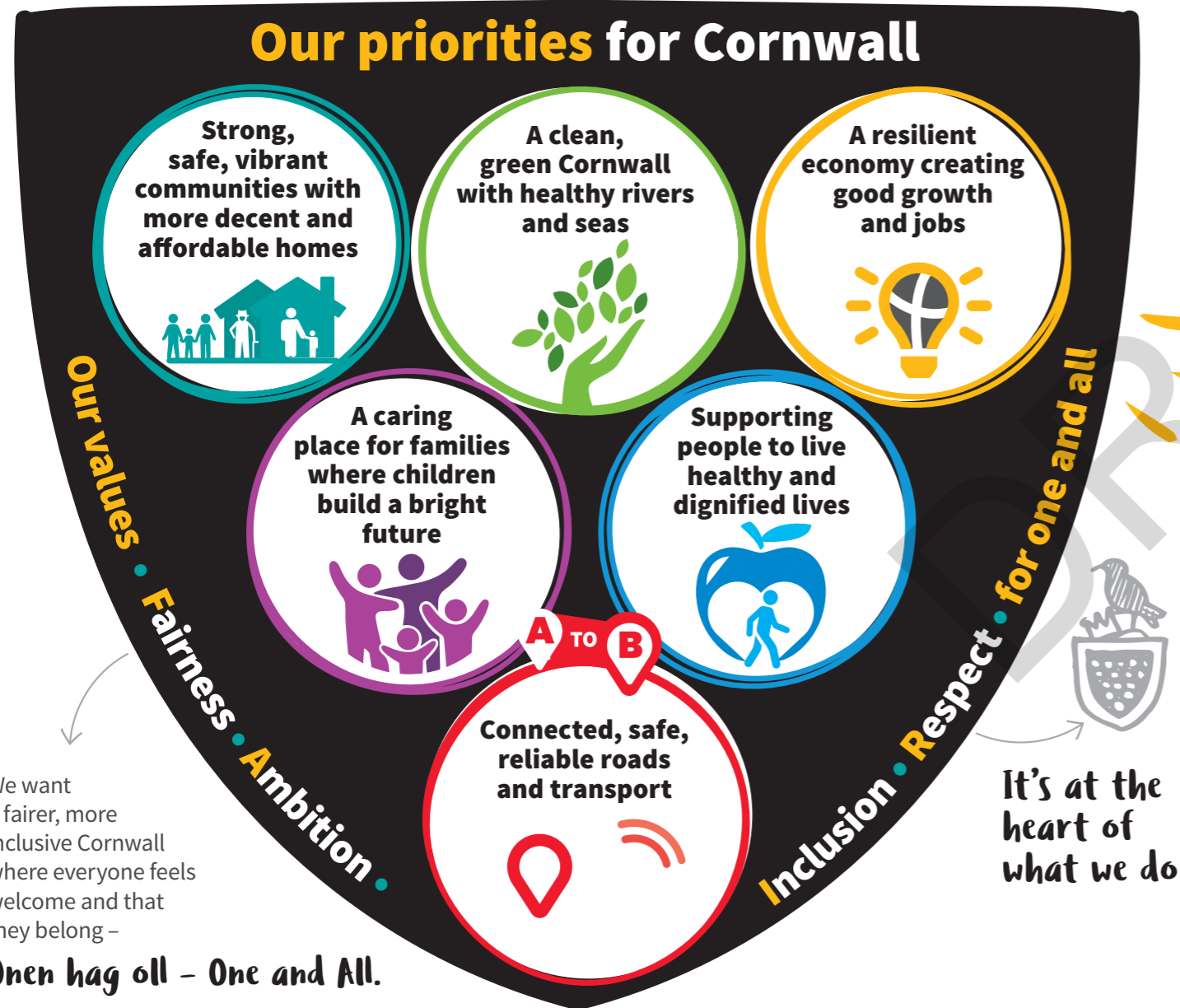
Klr Thalia Marrington,
Synsyades Plegell rag Sawder
Kemenetek ha Yeghes Poblek



Introduction

This Belonging in Cornwall strategy restates Cornwall Council’s commitment to equity, diversity and inclusion and our objectives over the next four years. These objectives contribute to creating a fairer, more inclusive Cornwall for everyone.

The objectives deliver on the Council’s values of Fairness, Ambition, Inclusion and Respect which underpin the Cornwall Council priorities.



We want a fairer, more inclusive Cornwall where everyone feels welcome and that they belong –

Onen hag oll – One and All.

What do we mean by belonging and other terms used?

Belonging is the sense of acceptance people feel at work, at home and in the community. We want people in Cornwall to feel valued and respected for who they are. We want Cornwall to be a friendly and welcoming place for those who live here and those who visit. And we want to ensure the Council’s approach as an employer fosters a culture where all employees feel accepted, valued, and included. Our approach will focus on the emotional and psychological experience of individuals within the workplace—ensuring people feel they truly belong.

Equity is about fairness and access to opportunities. It’s about recognising that not everyone is the same. Some people may need additional support and resources to be able to access opportunities that are available to others. This is why we choose to use the term equity, rather than equality, to describe our ambition.

Diversity is about recognising, respecting and celebrating all of our communities and individuals from different backgrounds and with different life experiences.

Inclusion means creating an environment where people are respected, appreciated and valued members of their communities.

This strategy sets out the foundations for everything we do as a Council.



Equality Act 2010

As well as being the right thing to do, there is an important legal context to this work. **The Equality Act 2010** protects us all against discrimination. The Act outlines nine protected characteristics. We have used the same headings as the Equality Act to describe these characteristics.

- **Age.** This refers to a person belonging to a particular age (eg. 32 year olds) or range of ages (eg. 18 – 30 year olds).
- **Disability.** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This can include neurodiversity.
- **Gender reassignment.** The process of transitioning from one gender to another. The law protects people who are proposing to undergo, are undergoing or have undergone gender reassignment. Sometimes people refer to themselves as ‘transgender’ or ‘trans’.
- **Marriage and civil partnership.** Marriage and civil partnerships are legal unions between people of the opposite sex or people of the same sex. In Cornwall, under relevant legislation, anyone can get married or form a civil partnership if they are age 18 or over.
- **Pregnancy and Maternity.** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In a non-work context, protection against maternity discrimination lasts for 26 weeks after giving birth.
- **Race.** Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. There are a number of recognised national minorities in the UK including Cornish, Irish, Scottish, Welsh and Gypsy Roma and Traveller (GRT) communities.
- **Religion or belief.** Religion refers to the wide range of recognised and widely practised religions that are in existence across the globe today. It also covers lack of religion, such as atheism. ‘Belief’ means any religious or philosophical belief which affects how a person lives their life or perceives the world. The definition also includes a lack of a particular belief.
- **Sex.** The protected characteristic of sex uses the terms a ‘man’ or a ‘woman’ and refers to biological sex. This was clarified in the April 2025 Supreme Court judgement in ‘**For Women Scotland Ltd v The Scottish Ministers**’.
- **Sexual orientation** refers to whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes. People who identify as heterosexual, gay, lesbian or bisexual are covered by the definition in the Equality Act.



Experience of care

In addition to the nine protected characteristics in the Equality Act 2010, Cornwall Council treats experience of care as a locally protected characteristic. This covers anyone with experience of being in children’s social care at any point in their lives. It recognises that people’s experience of care can have a profound and lasting impact on their lives.

Public Sector Equality Duty

As a public authority, Cornwall Council has to comply with the Public Sector Equality Duty (PSED) when carrying out its functions. The general PSED is set out in the Equality Act 2010 as a legal duty to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity, and
- foster good relations between different groups of people.

Through our statutory **annual PSED return** we publish information showing how we have met the general duty. We also include data about our workforce and census data about the residents of Cornwall.

The **Cornwall Development and Decision Wheel (CDDW)** is a tool we have created to guide our decision making. It helps make sure that decisions are made with due regard to the PSED, by incorporating an equality impact assessment.

So why do we need a Strategy?

Our PSED return details the work we are doing to create a fair and inclusive Cornwall and the progress we are making, but we recognise there is always more to learn and more we can do. Building a sense of belonging is a journey which will be impacted by many factors along the way. These are some of the things people have told us and which highlight the need to continue our work.



2,160 of 3,000 (72%) of Cornwall’s residents agree that they feel they belong to or feel part of the community. This has fallen from 84% in 2023.

From Cornwall Council Residents’ survey conducted with 3000 residents from September to November 2025



164 of 3,000 (6%) of Cornwall’s residents say they have experienced a direct form of discrimination in the last 12 months. This has risen from 5% in 2023.

From Cornwall Council Residents’ survey conducted with 3000 residents from September to November 2025



2,740 of 3,481 (79%) of our employees who responded agree that Cornwall Council is an inclusive place to work. However, this means that 1 in 5 employees who responded don’t feel they can agree that it is.

From Cornwall Council’s Employee Survey 2024



4,217 of 7,576 (56%) of Secondary School pupils said they felt included and a part of their community.

From Cornwall Council Right On Survey 2025



The difference our actions make

Here are a few examples of the difference our actions are making.

The **ReciteMe** assistive toolbar, introduced in 2024, enables all website visitors to access online content and services barrier free. Website visitors can customise the digital experience to meet their own needs. It provides instant translation into over 100 languages. It is available on a number of our websites including Cornwall Council, Headstart Kernow, Healthy Cornwall, Safer Cornwall and Cornwall Libraries.

A brilliant bit of kit
Someone using ReciteMe for the first time

Reverse Mentoring is a form of mentoring. Instead of a senior leader mentoring a more junior member of staff, the roles are reversed. It helps senior leaders look at the barriers, issues and problems experienced by staff from minoritised groups.

Before taking part I've only ever seen life through my own perspective. A good opportunity to be challenged and to rehearse my thinking with someone from a minority group of our employees.

Mentee

I was almost non-verbal about my trauma, but the reverse mentoring programme has given me my voice back and enabled me to own my trauma.

Mentor

The annual **International Food Festival for Cornwall** brings together hundreds of people to enjoy, food from around the world.

A fantastic day today! Never seen anything like it. An ethnic minority melting pot

Festival attendee

Cornwall's Faith Covenant is a joint commitment between Cornwall Council and Cornwall's faith communities. It sets out how we will work together to support Cornwall residents.

The voice, participation and solutions that faith communities bring are important today more than ever

Cornwall Council Cabinet Lead for Equalities

In December 2025, the **Cornish language**, Kernowek, was granted Part III status under the European Charter for Regional or Minority Languages giving it the same status as all the other Celtic languages.

This is a recognition of the hard work of so many people to firstly revive the language and then to bring it into wider use across Cornwall.

Leader of Cornwall Council

Cornwall Pride – Cornwall Council has been a partner of community Prides for many years.

Cornwall Pride simply wouldn't be possible without the continued support of Cornwall Council – and we're proud to stand alongside them once again this year

Cornwall Pride

The **No Hate Partnership** hosted its first **Say No to Hate Conference** in 2025 aiming to strengthen our collective voice and drive meaningful change to promote safe and inclusive communities for everyone in Cornwall.

The panel were incredible - it was really interesting to hear real experiences from people in Cornwall.

Participant feedback

Cornwall Council now has **eight employee forums** run by and for employees. They are confidential spaces where people can share experiences and provide peer support. Participants value these forums saying.

I think the forums are great and have the potential to be even greater. I really value having the forums as an employee with protected characteristics.

from Employee Forum survey

In September 2023, the Council agreed to treat **experience of care** as a locally protected characteristic. Since this decision, we have introduced a guaranteed interview scheme for applicants with **'experience of care'**. This means that anyone who has spent some of their childhood in children's social care is guaranteed a job interview provided they meet the essential criteria of the advertised role.

Young people in and leaving care continue to be amongst the most disadvantaged in our society. This is why it is important to ensure they are treated fairly and face no discrimination, and I wholeheartedly support Cornwall Council's decision to treat care experience as if it were a protected characteristic.

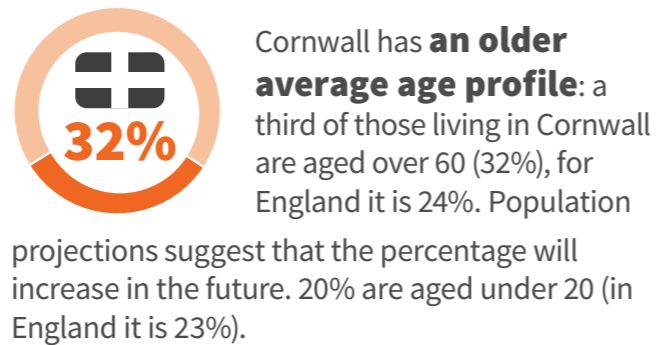
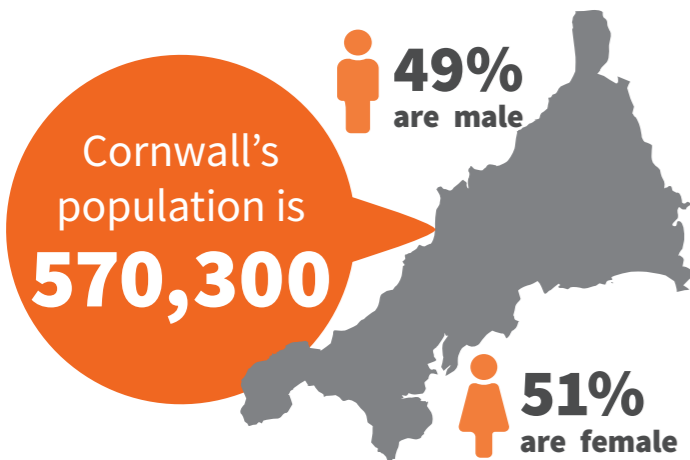
Carefree Cornwall Chief Executive

Thank you for the support and work on forums/employee voice and engagement - so important

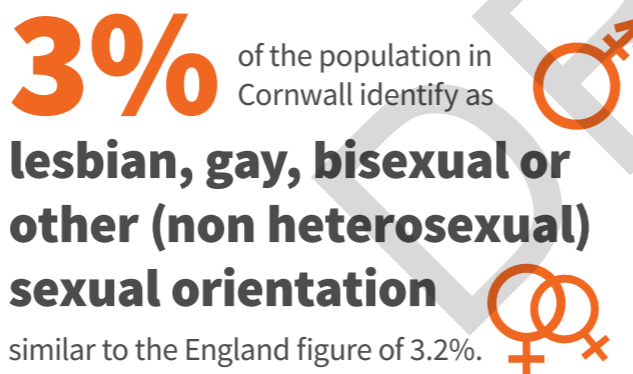
from Employee Forum survey

The Cornwall we know

When developing this strategy, we considered current data. The infographics below use Census 2021 data and our workforce data as of 12 February 2026.



For the first time in its 220 year history, the 2021 census asked people about their sexual orientation and gender identity.



The 2021 Census also asked people aged 16 years and over the voluntary question **“Is the gender you identify with the same as your sex registered at birth?”**¹ **In Cornwall, 0.35% answered “No”, compared to 0.54% in England and Wales.**

People from a **Black, Asian, mixed or multiple or other ethnic background** in Cornwall is small but increasing (**1.8% in 2011 to 3.2% in 2021**).

0.18% people identified as **Gypsy or Traveller*** in the 2021 Census.



In total, 117,350 (103,230 in Cornwall) people said their national identity was Cornish in the 2021 census, nearly 34,000 more than in 2011 (using the “write in” option on the census form).

Data from the 2022 School Census shows **42% of children identifying as Cornish**



120,870 people reported having a disability or long term health condition across Cornwall in 2021, **just over 1 in 5 (21%)**

The main disabling condition for those **under 16** is **learning difficulties**, **working age** it is **psychiatric disorders**, and **over 65** it is **arthritis and dementia**.



Cornwall has a greater proportion of unpaid carers compared to many areas of England and Wales.



1 in 10 of the population said they provided unpaid care in 2021 whilst across England and Wales it was 1 in 11.

Christianity

is the **largest religion** in Cornwall with the second largest being **Buddhism**

The **fertility rate** across Cornwall and the Isles of Scilly is similar to that of England



4,800 live births in 2021

The rate is declining, in line with trends across the UK.

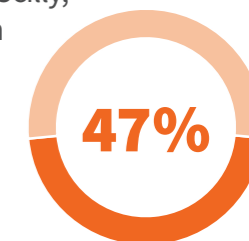
▶ A significant number of people **identify as Pagan**

▼ **Declining number of people** in Cornwall identifying as **Christian**

▲ In Cornwall **no religion** was the most common response (**46%, up from 30% in 2011**)

Number of **marriages and civil partnerships in Cornwall** has remained steady over recent years.

Across Cornwall and the Isles of Scilly, the proportion of the population **who were married or in a civil partnership in 2021 was**

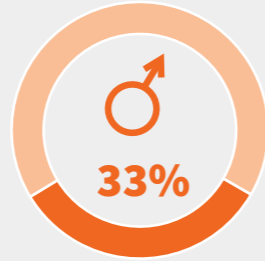


This is down from 50% in 2011, reflecting downward trends across the UK.

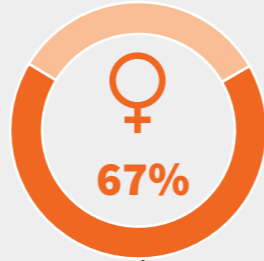
¹ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/articles/census2021genderidentityestimatesforenglandandwalesadditionalguidanceonuncertaintyandappropriateuse/2025-03-26>

Our Workforce (as at 12 February 2026)

Cornwall Council has **5945** employees (excludes school employees).



Male



Female

Across local authorities, the split average is 30 (male):70 (female) 'Sex' is the protected characteristic noted in the Equality Act 2010, which refers to sex registered at birth.

Over a quarter (26%) of our workforce work part-time



88% of the **part time jobs in our workforce** are held by females and 12% are held by males.



The proportion of council employees who declared a disability in the workforce

- 7% have disability**
- 18% do not have a disability**
- 1% preferring not to say**



The council's workforce age profile shows

41% are aged 50+ **12%** are aged 60+

There are lower numbers for younger employees

8% aged 29 and under **0.2%** aged 19 and under



of our workforce, have not provided any information around disability. Disabled employee breakdown shows that there are **less than 1% of employees declaring a disability at the top-range pay grades. 14%** of our workforce say they have **caring responsibilities. (37% have not provided this information).**



of employees who submitted their equality information **stated they are Cornish**

2% of our workforce are from **Black, Asian, mixed or multiple other ethnic backgrounds**

2.9% of employees identify as **gay, lesbian or bisexual**

0.1% of the council's workforce have declared that their **gender identity** is different to the sex that was registered at birth.

43% of our workforce is **married or in a civil partnership**

- 13% never married or been in civil partnership**
- 5% divorced or civil partnership dissolved**
- 33% of employees did not provide this information.**

23% of employees declared they are **Christian**

Smaller numbers of employees identified with other religions and beliefs including Paganism, Buddhism, Humanism, Judaism and Hinduism.

34% say they have **no religion or belief**

£ 53% of our employees work within the lower-range pay grades (Grades 1-3) **earning £24k to £39k a year** **Of these, 77% are female.**

29% of our employees work within the mid-range pay grades (Grades 4-6) **earning £39k to £67k a year** **Of these, 64% are female.**

1.4% of our employees work within the top-range pay grades (Grades 7-9) **earning £67k to £172k a year** **Of these, 67% are female.**

19% of employees paid at Grade 7-9 (the highest grades in the council, excluding the Chief Executive) identify as **Cornish**, with **1% from Black, Asian, mixed or multiple other ethnic backgrounds.**

Top two tiers in the council, have six roles

- 5 (83%) females**
- 1 (17%) male**

17% sit outside of the Council's "Green Book" pay structure. These are roles covering fire fighters, NHS Reform, Apprentice Pay, parts of Cornwall Housing, Adult Education and some roles in education.

Our Equality Objectives

A one-year action plan to deliver on these objectives is shown at Appendix One. This will be updated on an annual basis.

Theme	What the theme means	Objective	The change we want to see	How we assess our progress
1. Cornwall Council working in partnership with others.	This is about the conversations we have with our place-based partners, about what influences people's sense of belonging and inclusion in Cornwall. It is how we as a Council contribute to those conversations and work with and support others to achieve meaningful positive change for our diverse communities.	1.1 To lead by example and promote our values of Fairness, Ambition, Inclusion and Respect through our work with our community partnerships and networks.	Cornwall Council aims to lead by example, strengthening the culture of belonging, fairness and inclusion across Cornwall. We will do this through listening to the lived experiences of our partners and our communities which we will use to shape our work. We will share our learning and experiences and collaborate with others to help end discrimination, advance equality of opportunity and foster good relations between different groups of people in Cornwall.	<ul style="list-style-type: none"> • Through questions to Cornwall's residents including 'To what extent do you agree that you feel you belong to or feel part of the community.' And 'Have you experienced a direct form of discrimination in the last 12 months.' • Through questions to Cornwall's Children and Young People including "Do you feel included and part of your community?" • Through providing a numerical count and short narrative account of partnership-related activity in any given quarter.
2. Cornwall Council as a provider of services .	This is about ensuring Cornwall Council services meet the needs of our communities. That our services are inclusive and accessible for all who need them. This will include the Council services we provide directly and those we commission through others.	2.1 To demonstrate that we are engaging with our residents and using knowledge of our communities to inform our decision making.	Cornwall's residents will be at the forefront of everything we do. We will actively engage with our residents to understand their lived experiences to help inform our work. All our decisions will be based on good quality, reliable evidence.	<ul style="list-style-type: none"> • Through headline measures from the residents' survey. • Through reporting on the number of engagement and consultation exercises undertaken and the number of people taking part. • Through an increase in the quality of Cornwall Development and Decision Wheels (CDDW).
		2.2 To continue to improve the accessibility of our buildings, our services and our information for all .	Everyone in Cornwall will be able to access the Council information and services they need. There will be a way for everyone to contact the council when they need to. Our services, processes and our buildings will be developed to better meet the needs of our customers. Improving accessibility includes meeting the needs of disabled people in Cornwall, people of all ages who require information in a different language or format, and needs related to any other protected characteristic.	<ul style="list-style-type: none"> • Through monitoring feedback received on accessibility and reporting our progress to address issues. • Through questions to Cornwall's residents including 'Do you feel confident using Council services online / by phone/ by visiting one of our offices?' • Through the number of people making use of Recite Me and other assistive technology. This will be accompanied by narrative of actions taken to improve accessibility. • Through reporting on progress to conduct accessibility audits at Cornwall Council operational buildings and addressing findings as appropriate.

Theme	What the theme means	Objective	The change we want to see	How we assess our progress
3. Cornwall Council as an employer .	This is about people's experience of Cornwall Council as an inclusive employer. It covers all stages of the recruitment process and people's experience working for us. It is about how we champion belonging and inclusion strengthening our culture so that everyone can thrive.	3.1 To improve connections with our communities, our existing workforce, and our potential workforce , really listening and responding to make Cornwall Council a fairer and more inclusive employer.	Cornwall Council will be recognised as an inclusive employer by our existing employees and potential job applicants. We will go beyond acting on data and lived experience. We will incorporate co-design principles, ensuring inclusivity is shaped by those affected to improve how welcoming and inclusive our workplaces feel. Our recruitment strategy will reach and engage underrepresented and marginalised groups.	<ul style="list-style-type: none"> • Through analysis of data on candidates' employment journey and delivery of resulting action plans. • Through manager engagement with initiatives to improve the candidate employment journey. • Through reviewing and transforming our recruitment policies and practices, with a commitment to ongoing evaluation and improvement. • Through responses to Employee Survey questions on 'My Inclusion' and 'My line manager'. • Through working with our Employee Engagement Lead to ensure that our employee voices are heard and that they inform future actions for this strategy theme.
		3.2 To develop a better-connected workplace providing opportunities for employees to learn about, and from, each other increasing their sense of belonging.	We want our employees to champion belonging and inclusion through their work with colleagues, partners and residents. We will actively seek and consider different points of view, and ensure our relationships are based on trust, respect and compassion. We will continue to be a council that is open to learning and change and one that recognises the power of allyship.	<ul style="list-style-type: none"> • Through embedding our competency framework to deliver high performing public services for the people of Cornwall. • Through the proportion of our staff groups who are members of our employee forums. • Through engagement and satisfaction with communications and education events, that support our work on belonging by promoting equity and inclusion and celebrating diversity.

Further information

This strategy outlines our approach to improving people’s sense of belonging in Cornwall. It also details our equality objectives which the Equality Act 2010 requires us to set. We want a fairer, more inclusive Cornwall where everyone feels welcome and that they belong and many other pieces of work or resources support our aims. This includes, but is not limited to the following:

Strategies and Plans

- [Cornwall Plan](#)
- [Council Priorities Plan](#)
- [Cornwall Fire and Rescue Service Equality Objectives](#)
- [Fifth Nation Members Working Group Strategic Work Programme](#)
- Our Customer Philosophy
- Digital Inclusion Strategy
- Our People Strategy
- [Director of Public Health Annual Report – Growing up in poverty](#)
- [Cornwall and Isles of Scilly Joint Health and Wellbeing Strategy](#)
- [Special Educational Needs and Disabilities \(SEND\) strategies](#)
- [Children’s Rights: adopting the United Nations Convention on the Rights of the Child](#)
- [Adult Social Care strategies](#)
- [Gypsy Roma Traveller Strategy](#)
- [The Resettlement Service: supporting refugees and asylum seekers](#)
- [Safer Cornwall: Partnership Plan, Strategic Needs Assessments and Reports](#)

Evidence Bases

- [Cornwall Council Residents’ Survey](#)
- [Cornwall Council Employee Engagement Survey](#)
- [Cornwall Equality, Diversity and Inclusion Dashboard](#)
- Cornwall Right-On survey (children and young people)

Enabling Partnerships

- [Armed Forces Covenant Partnership Board](#)
- [Cornwall Faith Covenant Partnership](#)
- [SACRE \(Standing Advisory Council on Religious Education\)](#)
- [Inclusion Cornwall](#)
- [Cornwall and Isles of Scilly Safeguarding Partnership](#)

Appendix One:

Our Year One Action Plan

The table below details our actions for year one of this strategy. Various services, teams and networks will contribute to delivery of these actions. This will include teams within the Strategy and Partnerships Service including the Equality, Diversity and Inclusion (EDI), Strategy and Insights and Communications teams, EDI Board and Network, Directorate Equality Action Groups, Employee Forums, the Supreme Court Ruling Task and Finish Group, Community Service including the Localism and Culture and Creative Industries teams, Customer and Business Operations Service including Human Resources, Health and Wellbeing and Customer Experience teams, the CHAMPs team within Healthy Cornwall and the Economy, Regenerations and Assets Service including Property and Assets team

Actions	Strategy objectives
We will...	Actions are aligned to the objectives noted.
Review governance structures to support delivery of this Belonging in Cornwall Strategy.	1.1
Share our approach to belonging, inclusion, equity and celebrating diversity and learn from the experiences of other large partners through the Civic Universities Agreement.	1.1
Support our external partners to establish an inclusion network for Cornwall.	1.1, 2.1
Implement changes and communicate action taken to ensuring compliance with the Supreme Court ruling on the definition of ‘sex’ within the Equality Act and the Equality and Human Rights Commission revised code of practice.	1.1, 2.2, 3.1
Develop a toolkit of resources (e.g. policy, e-learning) to support trans colleagues and their managers.	1.1, 2.2, 3.1
Update the Cornwall Faith Covenant and reconfirm our commitment to it.	1.1, 2.1
Work with community partners to review our Race Equality Action Plan for Cornwall Council.	1.1, 2.1, 3.1
Increase engagement of colleagues and partners with our work to support Cornish identity and language.	1.1, 2.1, 3.1
Demonstrate our support for our communities through engagement with relevant community events.	1.1, 2.1, 3.1
Promote employee volunteering days to support Working in Place activities as a means of engaging with local communities and understanding their needs to inform our work.	2.1, 3.1
Develop detailed Cornwall Development and Decision Wheel (CDDW) guidance for use by services and Council-owned companies.	2.1
Work through Directorate Equality Action Groups and with the Cornwall Development and Decision Wheel team to strengthen the review process to improve the quality of decision wheels, ensuring we accurately consider communities’ needs.	2.1
Review and update our policies relating to reasonable adjustments for our employees, Councillors and our customers.	2.2

Actions	Strategy objectives
Continue our programme of accessibility audits for Cornwall Council operational buildings. We will review and prioritise actions to address issues ensuring consistency of approach.	2.2
Implement annual building checks at our main office sites, to improve the experience of people with learning disabilities and/or autism who visit our premises.	2.2
Explore technology and other options for the provision of British Sign Language support to improve accessibility to council services and information.	2.2
Review and transform our recruitment policies and practices to improve fairness and inclusivity.	3.1
Produce guidance and communications to develop our managers' knowledge and skills on inclusive recruitment practices.	3.1
Establish a working group and define requirements to develop and embed reporting on the candidate recruitment journey.	3.1
Launch and embed our employee competency framework to deliver high performing public services for the people of Cornwall.	3.2
Develop options for internal Performance and Development System (PDS) objectives to support delivery of this strategy and for use by all employees.	3.2
Implement a revised eLearning programme for mandatory equalities training to provide updates, maintain accuracy of information and promote positive engagement.	3.2
Develop and roll out an evaluation form to be used for all belonging and inclusion learning events.	3.2



If you would like this information in another format or language please contact us:

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www.cornwall.gov.uk

Telephone: 0300 1234 100

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