

# 2025 Equality POLICY



**MARLOW**  
TOWN COUNCIL



# Equality Policy

Adopted: 10.06.2025 Minute M.20.25

Review Date: 2026

## 1. Introduction

1.1 Marlow Town Council is committed to ensuring compliance with the Equality Act 2010 and to advancing equality of opportunity, fostering good relations, and eliminating discrimination, harassment and victimisation. This Equality Policy sets out the Council's approach to equality and diversity in employment and in-service delivery.

## 2. Equalities Principles

2.1 The Public Sector Equality Duty came into force in April 2011 (s 149 of the Equality Act 2010). It outlines the requirements of public authorities to have due regard to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

2.2 To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish:

- a) Equality Objectives, at least every four years
- b) Information to demonstrate their compliance with the Public Sector Equality Duty.

2.3 Protection from unlawful discrimination is provided by the Equality Act in relation to the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity (which includes breastfeeding)
- Race
- Religion and belief
- Sex
- Sexual orientation

The Public Sector Bodies (Website and mobile applications) Accessibility Regulations 2018 set out that all new public sector websites will need to meet accessibility standards and publish an accessibility statement. All content published to the Marlow Town Council website will go through a design process to comply with accessibility guidance.

### 3. Equalities Objectives and Delivery

3.1 Our communities and our workforce are made up of a diverse range of individuals and groups with differing needs. We want our Town to be a place everyone can be proud of, with excellent services, thriving businesses and outstanding public spaces for everyone. We want all our residents, regardless of background, to have access to great life opportunities, living healthy successful lives, doing business with ease, ageing well independently, and working towards achieving their goals in life.

3.2 In line with our ambitions to make Marlow the best possible place to live, raise a family, work and do business, our main objective is that all of our work is completed within the context of the Equality Duty – tackling discrimination, advancing opportunity and fostering good relations within our communities.

3.3 To do this, we aim to achieve the following objectives, which support the Council's vision.

- a) Develop, commission and deliver inclusive and responsive services
- b) Foster strong relationships within our communities so everyone feels safe, supported to live independently, and residents are encouraged to get involved in improving local services
- c) Develop and support a highly skilled workforce who are collaborative and ambitious in the work they do, whilst valuing diverse perspectives
- d) Ensure leadership and organisational commitment to equality and diversity.

3.4 To support the delivery of these objectives the Town Council will:

- Engage with local communities when making decisions, including those with protected characteristics.
- Engage in planning and delivering activities that foster good relations.
- Seek to ensure services are accessible to local people and communities.
- Provide access to Buckinghamshire Association of Local Councils' learning and development opportunities to support councillors and officers in achieving equality objectives and outcomes.
- Meet legal requirements to make reasonable workplace adjustments for disabled people.

### 4. Responsibility and Accountability

4.1 Working with partners in the statutory, voluntary and business sector is a key feature of the Town Council's work. It is also an essential part of promoting the general wellbeing of Marlow's citizens.

4.2 Marlow Town Council remains responsible for meeting our statutory equality duties and complying with the legislation even where functions are carried out all, or in part, by external suppliers. Procurement therefore must be carried out in a way that promotes equality of opportunity, ensuring that services provided through contracts meet the needs of all users through the development of good practice. We therefore expect everyone completing our tender/contract awarding process to demonstrate that they take reasonable steps to ensure access and equal treatment in employment and service delivery.

4.3 The accountabilities and responsibilities in relation to this policy can be summarised as follows:

*Town Councillors* take the lead in promoting equality, ensuring equalities issues are given due consideration within their area of responsibility, in decision-making and in monitoring services.

*The Clerk to the Town Council* will actively support and assist the equalities work by:

- Monitoring the performance of the Town Council's services, agreeing the necessary action and maintaining a commitment to the Council's equalities work
- Being proactive in developing a service led approach to equalities development
- Working within the framework of the agreed Commission for Racial Equality's standards

Other employees have responsibility for implementing the policy as an integral and core element of the work of the Town Council. Employees also support the Town Council in meeting the requirements of this policy; seek training opportunities and personal development as appropriate.