



SAXMUNDHAM TOWN COUNCIL

EQUALITY, DIVERSITY AND INCLUSION POLICY

Review Body: Staffing Committee
Policy Approved: Town Council
Approval Date: July 2025
Minute Item: 49/25TC
Review Period: Biennial
Next Review: July 2027



Policy Aim

The aim of this policy is to set out the Town Council's commitment, shared by its members and officers, to meeting the Public Sector Equality Duty. This commitment underpins the Council's wider vision of fostering an inclusive, fair, and cohesive community.

The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services which are efficient and effective; accessible to all; and which meet different people's needs.

The Town Council is committed to providing representation, information, facilities, services, and employment to all, regardless of:

- Sex, gender identity, or gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity status
- Dependants or caring responsibilities
- Sexual orientation
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Age
- Socio-economic status

The Town Council is opposed to all forms of unlawful and unfair discrimination. Everyone will be treated fairly and with respect, and no-one will be discriminated against on any of these grounds. The Town Council recognises that supporting equality is of primary importance.

This policy aims to support members and officers in developing sound and effective policies that positively impact the town and surrounding areas.

The Town Council aims to create a culture that respects and values individual differences, promotes dignity and equality, and celebrates diversity. We aim to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community, helping to develop a culture that positively values diversity.



The Town Council will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all members and officers to be aware and understand the Equality Act 2010.

Equality Commitments

The Town Council is committed to:

- Promoting equality of opportunity for all.
- Fostering an environment in which everyone is treated with dignity and respect.
- Preventing unlawful discrimination, harassment, and victimisation.
- Fulfilling legal obligations under equality legislation and relevant codes of practice.
- Taking lawful positive action where appropriate to address disadvantage.

Monitoring and Review

The Town Council will establish appropriate information and monitoring systems to support the effective implementation of this policy. The policy will be reviewed regularly to ensure it remains relevant and effective.

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010. Complaints will be taken seriously and addressed promptly.