

## **Equalities Policy**

The Town Council's mission is to provide and develop services and initiatives which will maintain and, where possible, improve the quality of life of the residents of Trowbridge. This mission is supported by the following vision statements:

**Trowbridge Town Council will ensure that Trowbridge continues to develop as a place to live, to visit and to do business; by being the best local council; influencing those who make decisions for the town and delivering quality, value and satisfaction. We will continue to;**

- **Invest in facilities and services.**
- **Promote a positive attitude to sustainable housing growth.**
- **Take responsibility for more of those things which are local.**

In this context Equality is a key element in working towards the improvement of quality of life of the residents of Trowbridge, and in particular in the provision of cost effective services which meet the needs of residents.

Trowbridge Town Council will

1. Ensure that its policies and services promote equality.
2. Work with partners to advance equality in Trowbridge.
3. Meet our statutory equality duties as defined in legislation, including the Equality Act 2010.

Trowbridge Town Council will achieve this by

1. Understanding and consulting on the needs of local residents to ensure equality in the delivery of services.
2. Reviewing and assessing existing and new policies to clarify their impact in terms of equality.
3. Ensuring its employees, and Council members work within an environment which embraces the duties defined in the Equality Act 2010 for Town Councils. This includes offering training where necessary.

Who is responsible for this policy?

The Town Council as a whole has collective responsibility for the delivery of the policy. The Policy and Resources Committee is accountable for the progress of the policy ensuring that all Committees consider equality when assessing existing policies and services or introducing new policies and services. The Town Clerk is responsible for ensuring that recruitment and personnel issues comply with the Equality Act and will take advice where required.

Signed :.....

Date:.....

**Lance Allan – Town Clerk & Proper Officer**

*This policy was approved at the meeting of the Policy & Resources Committee on 3<sup>rd</sup> September 2019  
It will be reviewed and updated every four years, or more frequently if legislative or council organisational changes necessitate..*