



Equality and Diversity Policy

This policy applies to all governors, employee, prospective employees, students and visitors to Galileo schools.

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1. Introduction

Galileo Multi Academy Trust accepts that in society, certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

We welcome the statutory requirements laid down in:

- The Equality Act 2010
- The Equal Pay Act 1970 and the Equal Pay Act (Amendment) Regulations 2003;
- The Rehabilitation of Offenders Act 1974;
- The Sex Discrimination Act 1975;
- The Race Relations Act 1976 and the Race Relations Amendment Act 2000;
- The Race Relations Amendment Act 2003
- The NHS Community Care Act 1990;
- The Disability Discrimination Act 1995;
- The Asylum & Immigration Act 1996;
- The Human Rights Act 1998;
- The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.
- The Equality Act 2006
- The Civil Partnership Act 2004

We recognise that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

We are committed to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all;
- Equality of opportunity and diversity is promoted;
- Services are accessible, appropriate and delivered fairly to all;
- The mix of its employees, pupils and governors reflects, as far as possible, the broad mix of the local population of the Academy.

2. Commitment

Equality and diversity are central to the work of Galileo.

Galileo will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity and eliminate all forms of discrimination on grounds of race, gender, marriage and civil partnerships, pregnancy and maternity, caring

responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

We will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone in the Trust is committed to and involved in its delivery. Our aim is to provide an environment that is free from discrimination, victimisation, harassment and prejudice. As a Trust, our goal is to embed this in all of our policies, procedures, day to day practices and external relationships.

3. Aims

As a Trust, we aim to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in education, employment and development;
- Create effective partnerships with all parts of our community.

4. Objectives

Galileo's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring employees, pupils and governors are representative of the community served and policies are fair and robust;
- Recognising and valuing the differences and individual contribution that all people make to Galileo;
- Challenging discrimination, harassment and victimisation;
- Providing fair resource allocation, and making reasonable adjustments as appropriate;
- Being accountable.

5. Rationale

The trust, as a whole, recognises, respects and values diversity in its employees, pupils, parents and carers.

Galileo has this policy because the trust is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and learn within our schools.

6. Procedures

Responsibility for implementation

This policy covers the behaviour of all people employed or learning in Galileo or using the services and explains the way they can expect to be treated in turn by Galileo. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Governing Body.

Method of implementation

The trust intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Galileo;
- Ensuring that all stakeholders can access this policy;
- Monitoring the services, publicity and events provided by Galileo, to ensure that they are accessible to all sections of the community and do not discriminate and taking active steps to ensure that participation is representative.

Monitoring and reviewing

Galileo is committed to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping, monitoring and acting on information gathered are essential in order to measure effectiveness and plan progress.