

The GALLERY TRUST



A community of special schools

Equality Statement

Date of policy	May 2025
Date of review	May 2029
SLT Lead	Head of HR
Signed:	
Chief Executive Officer	
Chair of Trustees	

Introduction

The Public Sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups. It covers a range of public bodies, including academies, schools, NHS organisations, government departments, local authorities, and police authorities.

Our Commitment

The Gallery Trust is committed to creating an inclusive, respectful and supportive environment for all pupils, staff, families, stakeholders and wider community. As a trust that specialises in education for children and young people with special educational needs and disabilities (SEND), we recognise and celebrate the individuality of every learner and staff member. We understand that true equality involves removing barriers and actively seeking opportunities for everyone to reach their potential and access the life they aspire to, regardless of their background or circumstances.

- We fully comply with Section 149(1) of the Equality Act 2010 and the PSED. We actively work to: eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations across diverse groups within our schools and communities

We promote equality in relation to the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, and ensure that all policies, procedures and practices promote inclusion and do not disadvantage any member of our school communities.

As a trust dedicated to children and young people with SEND, we go beyond legal compliance to ensure we live our value of equality in every aspect of school life. This includes:

- ensuring equitable access to education and personal development for all of our learners, tailored to their individual needs
- championing the voice of children and young people with SEND, involving them in decisions that affect their school experience
- supporting families and carers through inclusive practices, communication, and engagement
- promoting a staff culture of understanding, and continuous professional development in inclusive, restorative and person-centred approaches

Legal Definitions

In line with the UK Supreme Court ruling in 2025, we acknowledge that the Equality Act 2010 defines "sex" and "man/woman" as referring to biological sex. We remain committed to the inclusion, dignity and support of transgender and gender-diverse individuals in our trust community, and to fostering an environment that is safe and respectful for all gender identities.

Equality Objectives

The Equality Act 2010 states that all public bodies will publish equality objectives every four years. This statement identifies the equality objectives that the Gallery Trust has chosen to focus on from 2025 - 2029 as a central team and across all our schools. To understand more about how we plan to put our values into action and achieve each of our objectives, please see the Gallery Trust Equality Duty Policy.

The Gallery Trust's equality objectives are:

1. To ensure that our schools are truly inclusive learning communities, which celebrate diversity and SEND, promote equal opportunities, remove barriers to learning and provide the very best educational experiences.
2. To increase the representation and support for underrepresented groups within our Board, Leadership and teaching staff, to better reflect the communities we serve.
3. To actively promote and embed robust Equality, Diversity and Inclusion (EDI) practices across all Trust schools.
4. To ensure that our communities are places where relationships are built around inclusion, respect and mutual understanding, regardless of background, identity or ability.
5. To ensure that all learners, especially those from underrepresented groups, have meaningful opportunities to share their views and influence decisions that affect their educational experience.

These central Trust equality objectives provide a clear framework that guides and informs specific actions in our schools, supporting school leaders and the wider school community in aligning their efforts with our shared vision for equity and inclusion.

Accountability

The Gallery Trust is committed to delivering the specific PSED duties required by schools, including:

- to publish information that demonstrates how they are complying with the PSED. This information will include, in particular, information relating to people who share a protected characteristic
- to prepare and publish equality objectives
- to publish an Equality Policy and Objectives for each academy school, specific to the individual setting and pupil cohort.

Living Our Values

We believe that promoting equality and inclusion is everyone's responsibility. Collaboratively with our Trustees, senior leaders, teachers, support staff, pupils, families and carers, we work together through best practice sharing and continuous improvement, to ensure that our schools are places where every individual feels safe, valued, and respected.