

New Collaborative Learning Trust Equality Objectives

New Collaborative Learning Trust (NCLT) is committed to Equality, Diversity and Inclusion and in accordance with our duties under The Equality Act are pleased to publish our objectives in respect of the Public Sector Equality Duty (PSED).

The Equality Act (PSED) General Duties are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance Equality of Opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Each site within our Trust sets their own equality objectives annually following a standard Trust format below. Milestones are discussed and reported at least annually by the designated senior leader at each setting, involving the Equality and Diversity Committee.

NEW COLLEGE PONTEFRACT

Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Embed further an inclusive approach within the curriculum.	Address any gaps in the curriculum content in relation to equality issues to facilitate and support students' developments.	VM	A curriculum that enables all students to reach their potential to feel included in their learning journeys and to become diversity competent.	Ongoing	
Try to reduce the gap between white British students and other ethnic origins.	Monitor the achievement at each assessment point and look to implement actions where necessary.	VM	Narrow gaps in achievement where possible.	Ongoing	
Try to reduce gender gaps that may appear during the year.	Monitor the achievement at each assessment point and look to implement actions where necessary.	VM	Narrow gaps in achievement where possible.	Ongoing	

Try to foster good relationship and help all staff have a better understanding of people who share protected characteristics.	Look to raise awareness around protected characteristics and hidden disabilities.	VM	Help staff have a better understanding around protected characteristics and hidden disabilities.	Ongoing	
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