

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 – Last updated – November 2024

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Try to reduce the attainment gap between white British students and other ethnic origins on Applied General Programmes.	November 2024	Monitoring achievement of groups at each assessment point and implementing appropriate actions.	All staff	Narrower gap in achievement between groups.	Ongoing	
Try to reduce the gender attainment gap on Applied General Programmes.	November 2024	Monitoring achievement of groups at each assessment point and implementing appropriate actions.	All staff	Narrower gap in achievement between groups.	Ongoing	
Ensure that fundamental British values are explored by students in the context of their personal and educational journey, and to equip them for life in the wider community	November 2024	Staff and student working groups to explore ideas to support promotion of FBV and the value of diversity.	RJ	Students recognise the value of FBV and demonstrate these in their day to day life. Students value diversity in the UK.	Ongoing	