

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 – September 2025

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
To improve outcomes for Free School Meals students on A Level courses by minimising the progress gap between FSM and non FSM students.	September 2025	Teacher and PTs to be aware of these students when looking at intervention and support. Frequent QA of progress of this key group Targeted intervention- VESPA sessions	RJ	FSM students on A level programmes to have positive VA score in line with non FSM students	Ongoing throughout the year.	(Date of update) -
To reduce the gap in attainment between White British Students and students of Ethnic Minorities.	September 2025	Teacher and PTs to be aware of these students when looking at intervention and support. Frequent QA of progress of this key group	RJ	Reduction in the difference in attainment when comparing ethnicities.	Ongoing throughout the year	
An increase in the students leading on and participating in Equality and Diversity Events through the year.	September 2025	Student voice sought on the planning of different E&D events. Students given ownership of range of different actions throughout the year. Activities driven by student voice.	RJ	Increased participation of students. Improved visibility of the range of E&D activities that takes place in college.	Ongoing through the year	

		Citizen Coin initiative working alongside student led E&D events to reward students for taking part.				
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