

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 is responsible for reviewing their 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, typically involving the Equality and Diversity Committee.

New College Pontefract – Last updated – September 2026

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Close the gap in EHCP student achievement in Applied General and Tech Levels	Sept 2026	Analysis of performance at each DC point to identify students/subjects where there is a gap in achievement. EHCP students to be added in to suitable intervention to support progress. EHCP students to have regular meetings with SLT contact.	RJ/JMi	End of year VA for EHCP students to be positive and in line with the rest of college.	Ongoing all year	
Close the gap in achievement for students who are Looked After Children and/or known to social care on A level programmes	Sept 2026	Analysis of performance at each DC point to identify students/subjects where there is a gap in achievement. LAC/KSC students to in suitable intervention to support progress. LAC students to have regular meetings with SLT contact.	RJ/JAH	End of year VA for LAC/KSC students to be positive an in line with the rest of college.	Ongoing all year	
Ensure that key group students have high rates of participation in extra curricular enrichment opportunities.	Sept 2026	Half termly analysis of enrichment engagement. PTs and Study Support to follow up with students who have not been engaging yet. Targeted promotion of enrichments suitable for disadvantaged and SEND students. Monitoring of key group engagement on college trips and visits.	RJ	End of year participation rates for enrichment for key groups to be above 95% and in line with overall college.	Ongoing all year	

