

## 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.

### NCLT TRUST HEADQUARTERS

<b>Equality Objective</b>	<b>Specific Action Required</b>	<b>Lead</b>	<b>Planned Outcome</b>	<b>Timescale</b>	<b>Milestones</b>
To provide greater accessibility at HQ.	To look at ways to increase accessibility to staff/visitors at HQ i.e. a lift, stair-lift, ramp up to reception etc.	AWO	To create a safe and accessible environment for all.	Ongoing	
To review processes to attract and encourage diversity in recruitment.	To review recruitment processes and ensure managers and senior leaders are well educated on E&D.	LW	To promote equality, diversity and inclusion.	Ongoing	
To promote a culture of understanding around protected characteristics and hidden disabilities	Look to raise awareness around protected characteristics and hidden disabilities.	C-Suite	Help staff have a better understanding around protected characteristics and hidden disabilities	Ongoing	