

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.

(Trust HQ) – Last updated – (13 November 2024)

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
To provide greater accessibility at HQ.	November 2023	To look at ways to increase accessibility to staff/visitors at HQ i.e. a lift, stair-lift, ramp up to reception etc.	AW	To create a safe and accessible environment for all.	Ongoing	Nov 24 - Considering use of downstairs at HQ and recalibration of teams into meetings rooms if teams require.
To review processes to attract and encourage diversity in recruitment.	November 2023	To review recruitment processes and ensure managers and senior leaders are well educated on E&D.	LW	To promote equality, diversity and inclusion.	Ongoing	Nov 24 - HCS conducted a trust survey and no inconsistent areas were identified at HQ.
To promote a culture of understanding around protected characteristics and hidden disabilities	November 2023	Look to raise awareness around protected characteristics and hidden disabilities.	TET	Help staff have a better understanding around protected characteristics and hidden disabilities.	Ongoing	Nov 24 - Freddie events continue and SharePoint news articles are shared regularly.

