

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.

Central Team – Last updated – 24.10.25

Equality Objective 2025-26	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Attract and encourage diversity awareness	September 2025	Consider content change on the website to include more videos and sharing of culture in NCLT	AWO/GD/LS	To promote equality, diversity and inclusion.	Ongoing	
Understanding connected data around protected characteristics and hidden disabilities		Consider integrating more characteristic data into processes to consider impact of policy changes (care will be taken with small groups so staff can't be identified.	All	Further characteristics are considered when analyses equality of impact on Trust processes	Ongoing	
To have Staff Voice and E&D Committee to be staff driven		AWO (COO) will attend all meeting but would like the attendees to drive agendas and actions.	AWO	Further impact is seen and felt from both groups.	Ongoing	

