

## New Collaborative Learning Trust Equality Objectives 2020 - 2024

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 ( A )
- Advance Equality of Opportunity between people who share a protected characteristic and those who do not ( B )
- Foster good relations between people who share a protected characteristic and those who do not ( C )

Equality Objective	Specific Action Required	Lead	Equality Act General Duties Met	Planned Outcome	Timescale	Milestones
To achieve Leaders in Diversity Re-accreditation (due October 2020).	Work through the Leaders in Diversity re-assessment process.	HR Director	A, B, C	The Trust is successful in retaining the Leaders in Diversity award in order to reinforce the Trust's positive reputation in respect of FREDIE.	Academic year 2020/21	The Trust successfully achieved re-accreditation, as confirmed in January 2021.
<p>Redefine the Equality and Diversity Group at each college to include broader representation of the protected characteristics and increased opportunities for staff and student discussions/events around FREDIE.</p> <p>Continue to ensure a broad representation of students are involved as ambassadors, representatives and</p>	<p>Review the Terms of Reference for the Equality and Diversity Group.</p> <p>Recruitment of staff to the Group representing a broader range of protected characteristics and able to contribute lived experiences (Diversity Champions).</p> <p>Allocate sufficient time for the Group to meet to discuss ideas, engage</p>	College Principals	B, C	An Equality and Diversity Group with broad representation of the protected characteristics who collectively actively progress the aims of the PSED.	December 2020	

representation on the Equality and Diversity Committee.	others and promote FREDIE.					
Continue to ensure policy decisions are reviewed to give due regard to the impact on equality and diversity issues.	Continue to Equality Impact Assess policies at the point of review to ensure no member of the Trust community is unlawfully disadvantaged.	Policy Holder/ HR	A, B	Trust policies in place which foster fairness, prevent discrimination and ensure no member of the Trust community is unlawfully treated.	Ongoing	The Trust is currently undertaking a significant policy review in light of Wingfield Academy joining the Trust. Policies will be assessed for their impact on equality issues in due course.
Review the make up of Trust staff (including Directors) to ensure positive representation across the protected characteristics, in line with local areas of each college.	Carry out further analysis of employee/Director protected characteristics to identify if there is any under-representation.  Put steps in place to address any identified under-representation, such as positive action in recruitment.	HR Director	B, C	A diverse workforce in place to enable the Trust to reap the advantages from the proven benefits	Ongoing	
Review the extent to which the Trust meets the needs of all groups of students.	Carry out further analysis and review data regularly to ensure the Trust meet all equality and diversity needs at all sites.	College Principals	B, C	Creating an inclusive and accessible learning environment fit for purpose	Ongoing	
Embed further an inclusive approach within the curriculum.	Address any gaps in the curriculum content in relation to equality issues to facilitate and support student's developments.	College Principals	A, B	A curriculum that enables all students to reach their potential to feel included in their learning journeys and to become diversity competent.	Ongoing	
Review FREDIE processes and activities at Wingfield Academy to ensure best practice in line with that elsewhere across the Trust.	Conduct an audit of FREDIE practices at Wingfield Academy.  Adjust/implement FREDIE procedures, systems,	Headteacher/Director or of HR/Pastoral Leader	A, B, C	Equality compliance and best practice across all Trust establishments.	December 2021	Staff completed Educare online E&D training. July 2021.  Trust Equality and Diversity Policy

	<p>process and activities accordingly.</p> <p>Implement FREDIE training and awareness raising in Wingfield Academy.</p> <p>Introduce the Equality and Diversity Events Calendar at Wingfield Academy.</p>			<p>Wingfield Academy practices in line with Leaders in Diversity criteria.</p>		<p>reviewed and updated to reflect Wingfield Academy joining the Trust. September 2021.</p> <p>Equality and Diversity Events Calendar in place. September 2021.</p> <p>Equality and Diversity Group and Staff Voice Groups implemented at Wingfield Academy. November 2021.</p>
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