

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.

NEW COLLEGE DONCASTER

Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Raise awareness of antisemitism and islamophobia within college	<ul style="list-style-type: none"> • Development of awareness raising activities for students. • Development of staff training ready for August 2024. 	BCF	No reported incidents of concern – staff / students Positive student / staff response to awareness raising activities	Ongoing	
Review arrangements and policy for gender questioning students	<ul style="list-style-type: none"> • Review of government draft guidance and discussion with students and E&D Committee. • Review of arrangements for residential trips. 	BCF	Developing good understanding of any new government guidelines	Spring term	
Sustain improved outcomes for disadvantaged students	<ul style="list-style-type: none"> • Continue to build on the work on the Disadvantage Champions, raising aspiration and supporting progression. 	BCF	Consistent Alps / VA scores for disadvantaged and non-disadvantaged students	Ongoing	

	<ul style="list-style-type: none">• Continued development of teaching and learning.• Strengthened behavior and attendance system.• Close monitoring of progress & attendance data, and intervention.				
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