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 is responsible for reviewing their 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, typically involving the Equality and Diversity Committee.

New College Doncaster – Last updated – 16/10/2026

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Raise awareness regarding the impact of misinformation and use of reliable sources, including spotting misinformation through the use of Artificial Intelligence	08/11/2024 Reviewed 16/10/2026	Develop awareness raising activities for students in tutorials. Activities through the tutorial programme exploring misinformation. Seeking opportunities in lessons for students to explore potential bias and reliable sources when providing a source. College communication schedule e.g. FBV, Careers etc. all	SFA	Students have a greater awareness of reliable sources to use and have developed a toolkit to spot misinformation.	Ongoing	Raise awareness regarding the impact of misinformation and use of reliable sources

		having a reliable source provided for fact checking.				
Further consider accessibility within college to meet the needs of all. **Adopt the NCLT policy on Classroom environment to ease access for all students.**	08/11/2024 **Reviewed 16/10/2026**	Identify student and staff needs through focus groups and surveys and create actionable next steps. Identify physical accessibility improvements through site walkthroughs and create actionable next steps. Steps outlined for all teachers through the classroom environment policy, highlighting spaces at the front of classroom, use of pastel colours etc.	SFA	Review of the site to have taken place regarding physical access with any changes in place by the Spring term. Pulse checks across all lessons to ensure that classroom environment is in line with trust policy.	Ongoing	Further consider accessibility within college to meet the needs of all. **All study areas within the ISC have now been set to automatic opening, this will be spread to other communal areas on site.** **Start of year briefing highlighted to staff expectations in regard to classroom environment. This is also reiterated in CPD throughout the year.**
Monitor work to remove barriers for key groups of students to reduce attainment gaps	07/10/2025 **Reviewed 16/10/2026**	Identify student groups that could benefit from further intervention in relation to attainment and progress. Use of college systems to monitor progress of individuals throughout the year.	SFA	No gaps in attainment continue to exist between vulnerable groups	Ongoing	Positive gaps continue to strengthen from the 2026 results with SEND, EHCP students, EAL, LAC and those from Non-White British backgrounds all outperforming the counterparts.