

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 BRADFORD

Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Improve performance of high prior achievers	<ul style="list-style-type: none"> • Staff CPD. • Increase participation ratio and thinking ratio in lessons. • Focus of all new staff coached lesson observations and teacher development learning walks. • Development of subject specific super-curricular activities and tasks. • Subject specific interventions. 	JR	No gap between the performance of low and high prior achievers (6.9+ GCSE Score) with both groups achieving a value-added score of +0.10.	Ongoing	Feb 24 - Reduced gaps in performance between low and high prior achievers at DC2 and DC4.
Ensure an equal and broad representation of students on the Student Executive	<ul style="list-style-type: none"> • Improved marketing of the Student Executive role. • Make the role of Student Executive popular for groups to be involved with. 	RS	Student Executive members represent the diversity of the college community.	Ongoing	Feb 24 - Improved representation of students on the Student Executive

	<ul style="list-style-type: none"> • Monitor the representation of groups during the election of the Student Executive. • Positive action to recruit under-represented groups. 				
Foster good relationships and help all staff and students have a better understanding of people who share protected characteristics	<p>Raise awareness around protected characteristics through:</p> <ul style="list-style-type: none"> • Staff CPD/training • Trust Tutorial Programme • Enrichment activities • Academic subject curriculum 	JQ	Inclusive and safe College culture where everyone feels they belong.	Ongoing	Feb 24 - Staff and students have a better understanding around protected characteristics.