

## 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"> <li>• Staff CPD Checking for understanding Focus on staff coached lesson observations and learning walks Continue subject-specific super-curricular tasks Subject-specific interventions</li> </ul>	SN, NA, RE	No performance gap between low and high prior achievers (6.9+ GCSE Score), with both groups achieving a value-added score of +0.10	1 YEAR	<ul style="list-style-type: none"> <li>• Organise staff CPD by Nov 24</li> <li>• Implement subject-specific interventions by Jan 2025</li> </ul>
Continue to improve outcomes for disadvantaged students including reducing number of students receiving E and U	<ul style="list-style-type: none"> <li>• <b>Progress Monitoring:</b> Introduce regular data analysis meetings to track students at risk of receiving E and U grades.</li> </ul>	SN, NA, RE	Significant reduction in the number of students receiving E and U grades.	1 year	<ul style="list-style-type: none"> <li>• Initiate regular progress monitoring by <b>January 2025</b>.</li> <li>• Launch targeted interventions by <b>January 2025</b>.</li> <li>• Host parental engagement events by <b>December 2024</b>.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Targeted Interventions:</b> Implement tailored subject-specific intervention plans.</li> <li>• <b>Parental Engagement:</b> Organise parent-teacher meetings to discuss concerns and provide support strategies.</li> <li>• <b>Pastoral Support:</b> Enhance collaboration between pastoral and academic teams to address barriers to learning.</li> </ul>				
<p>Continue to improve outcomes for disadvantaged students including Improving Applied General Outcomes</p>	<ul style="list-style-type: none"> <li>• <b>Staff Development:</b> Deliver CPD focused on effective assessment and feedback techniques for vocational courses.</li> <li>• <b>Progress Tracking:</b> Implement robust tracking systems for coursework deadlines and student progress.</li> <li>• <b>Targeted Support:</b> Provide one-to-one and small-group intervention sessions for underperforming students.</li> <li>• <b>Resources:</b> Develop and share high-quality exemplar materials and study guides for vocational units.</li> <li>• <b>Employer Engagement:</b> Incorporate industry visits, guest speakers, and real-world application tasks to enhance relevance and motivation.</li> </ul>	<p>SN NA JR</p>	<ul style="list-style-type: none"> <li>• Increase the overall pass rate to above 95%, with a significant proportion of students achieving high grades (Distinction or above).</li> <li>• Ensure a positive value-added score of +0.10 or higher for Applied General courses.</li> </ul>	<p>1 Year</p>	<ul style="list-style-type: none"> <li>• Deliver staff CPD by <b>November 2024</b>.</li> <li>• Begin targeted interventions by <b>January 2025</b>.</li> <li>• Organise industry engagement activities by <b>July 2025</b>.</li> </ul>