

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.

REDScope PRIMARY SCHOOL

Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
To ensure that the reading material offered to children incorporates texts written by authors who share a protected characteristic, and texts dealing with equality and diversity (both implicitly and explicitly).	Monitor range of texts for reading challenge, class reads and guided reading/phonics.	AB	Range of reading materials available.	Ongoing	July – Review range of books on offer
Continue to ensure a representation of students are involved across school events.	All children encouraged to volunteer and audition for roles.	AB	Range of children chosen to represent school.	Ongoing	

Foster good relationships and help all staff and students have a better understanding of people who share protected characteristics.	Raise awareness around protected characteristics through: <ul style="list-style-type: none">• Staff CPD/training• Assemblies• Range of texts in class	AB	Inclusive culture where everyone feels as though they belong.	Ongoing	March - Staff and students have a better understanding around protected characteristics
--	---	----	---	---------	---