

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
Embed further an inclusive approach within the curriculum	<ul style="list-style-type: none"> • . Address any gaps in the curriculum content in relation to equality issues to facilitate and support students' developments. 	Subject leaders	PDA A curriculum that enables all students to reach their potential to feel included in their learning journeys and to become diversity competent.	Ongoing	
Foster good relationships and help all staff and students have a better understanding of people who share protected characteristics	<ul style="list-style-type: none"> • Raise awareness around protected characteristics through: <ul style="list-style-type: none"> · Staff CPD/training · Assemblies · Range of texts in class • Inclusive culture where everyone feels as though they belong. • Ensure representation of different groups in guest speakers etc 	GB	Staff and students have a better understanding around protected characteristics	Ongoing	

Sustain improved outcomes for disadvantaged students	<ul style="list-style-type: none">• To ensure that all staff have a APR target linked to disadvantaged/ lowest attaining 40% of pupils• To make sure that all pupil monitor roles have a fair representation of disadvantaged pupils• Continued development of teaching and learning.• Close monitoring of progress & attendance data, and intervention.	AB	Improved assessment scores for disadvantaged and non-disadvantaged students	Ongoing	
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