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) – Last updated – (October 2026)

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Promote learning about other cultures and tolerance towards people who hold differing religious views	Sept 2025	Targeted trips e.g. Mosque, Visitors to school – from different faiths and ethnicities Opportunities to collaborate with people other than the Redscope community (WWLCP, Bradford College etc.)	AB GB	Children and families are more open to visits to other faiths and share more tolerant views.	Sept 27	Shared trips with WWLCP group e.g. Minster outreach Work with WWLCP group of schools to promote collaboration in sculpture project as the vehicle. Use careers week as a vehicle for including a wide range of world views.

Promote a wide variety of children doing important roles within the school.	Sept 2025	Ensure that children have access to be voted onto the school council, ensure a spread of children represent the school e.g. monitors, responsible jobs etc.	SLT	All children feel like they belong to the Redscope community.	Sept 27	All children in Y6 involved in jobs around school to promote inclusion.
Sustain improved outcomes for disadvantaged students	December 2024	• 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.	SLT	Improved assessment scores for disadvantaged and non-disadvantaged students	Ongoing	**All ongoing.** **Outcomes above National PP for PP children 24-25 and 25-26.**
Ensure access to high quality provision for staff and students with disabilities	June 2026	Staff toilet facilities reviewed for accessibility SEP provision SEP training day	SLT JB LR	Improved access to education for pupils who might otherwise attend specialist settings.	Sept 27	**SEP provision built through accessibility fund.**