

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.

Brinsworth Academy: Last updated – November 2024

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
Building upon our Equaliteach Silver Equalities Award (Oct 2024-27)- to continue to embed high quality teaching and learning in all lessons to reflect diversity in our academy community & society	Nov 2024	Curriculum reviews throughout 2024 25 in relation to equality issues to enhance student understanding of protected characteristics and other equality issues	GRA/ABI	The curriculum enables students to feel part of our Academy community and reach their full potential and to become diversity competent	Ongoing	(September 2025) - curriculum reviews completed and highlight diversity
To continue to improve outcomes	Nov 2024	Review data collection to monitor achievement and implement actions as	LRO		Ongoing	At Data Collection points throughout the year/ data reviews

for disadvantaged students		necessary; monitor attendance data and subsequent interventions				
To continue to embed the 3Rs (Respect, responsibility and Resilience) into everyday life within the Academy.	Nov 2024	Students continue to be taught how to respect others through their use of language and behaviour towards others/their protected characteristics through the wider curriculum	GRA/SLT	All students feel valued and safe and able to strive to achieve their full potential	Ongoing	Termly review