

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 is responsible for reviewing their 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, typically involving the Equality and Diversity Committee.

Brinsworth Academy: Last updated – October 2025

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
To continue to improve outcomes for disadvantaged students	Oct 2025	Review data collection to monitor achievement and implement actions as necessary; monitor attendance data and subsequent interventions	SLT	Ongoing	At Data Collection points throughout the year/ data reviews	Results 2025
To continue to embed the 3Rs (Respect,	Oct 2025	Students continue to be taught how to respect others through their use	HTH/SDA	All students feel valued and safe and able to	Ongoing	Termly review

responsibility and Resilience) into everyday life within the Academy.		of language and behaviour towards others/their protected characteristics through the wider curriculum		strive to achieve their full potential		
To ensure all students can read	Oct 2025	Reading is embedded into form times for all and interventions are in place for those as required.	LRO/CFE	All students can read confidently	Ongoing	Half termly review
To ensure ATC creates a culture of inclusivity across our diverse academy.	Oct 2025	All students feel included and welcomed with a reduction in racist incidents.	AHU/FAD	Students feel confident and included	Ongoing	Half termly review