

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.

Wingfield Academy – Last updated – (29/09/25)

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion. In particular, raise awareness of far right extremism.	Initially – November 2024 Updated – Sept 2025	All staff recognise discrimination and know how to take appropriate action. Staff know the signs of far right extremist behaviours. Intervention programme launched for students who commit hate crimes. External Speakers and assembly programme so that students understand the dangers of far right extremism and the signs of this.	JHA JHA TBA SHO	All staff and students feel safe, understand their rights, how they should be treated as well as how they should treat others. A reduction of incidences of the use of homophobic, sexist and racist language and reducing prejudice related bullying.	Termly	
Embed further an inclusive approach	Sept 2025	Identify and act on key teaching points that demonstrate	SHO/ CTLs	To have a clear understanding of the gaps within and across	On going	

within the curriculum.		inclusion/equalities and progressive discussion within the curriculum via: - Explicitly teaching of equalities within the Rights Respecting and PHSE and RSE curriculum. Delivering assemblies that explicitly work on the theme of equality and the protected characteristics.		the curriculum. Curriculum intent and implementation reflects school's commitment to promoting E&D with improved knowledge, skills and attitudes to enable pupils to appreciate and value difference.		
Improve the personal development offer to ensure cultural events are celebrated.	Sept 2025	Design a yearly personal development calendar with enrichment activities to raise awareness of culturally significant events.	SHO	Improve students knowledge and awareness of cultural events outside of their own everyday experience.		

Try to reduce the gap between pupil premium / SEND students and non pupil premium/ Non-SEND pupils	2/12/2024	Monitor the achievement at each assessment point and look to implement actions where necessary.	LTO/ SEB/ RPA	Narrow gaps in achievement where possible.	On going	The gaps are predicted to narrow this year, but this piece of work will continue to be ongoing.
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