

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.

Wingfield Academy – Last updated – Thursday 24th September 2026

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	All staff recognise discrimination and know how to take appropriate action.	JHA	All staff and students feel safe, understand their rights, how they should be treated as well as how they should treat others.	Termly	2025/26 Milestones: Student cultural ambassadors appointed to lead cultural events within the academy. The assembly programme designed and implemented to raise awareness and appreciation of diversity.
	Updated – Sept 2025	Staff know the signs of far right extremist behaviours.	JHA	A reduction of incidences of the use of homophobic, sexist and racist language and reducing prejudice related bullying.		
		Intervention programme launched for students who commit hate crimes.	JHA			
		External Speakers and assembly programme	ROB			

		around cultural events and celebration of diversity.				
Embed further an inclusive approach within the curriculum.	Sept 2025	Identify and act on key teaching points that demonstrate 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.	SHO & ROB	To have a clear understanding of the gaps within and across 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.	On going	2025/26 Milestones: Teaching and Learning Model review with inclusive strategies highlighted and professional development for staff. Review of the RE and PSHE curriculum and updated resources.
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.	ROB	Improve students' knowledge and awareness of cultural events outside of their own everyday experience.	On going	2025/26 Milestones: Student cultural ambassadors appointed to lead cultural events within the academy. Personal development audit completed and used to inform calendar for academic year 26/27.