

## 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 – November 2024**

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.	November 2024	<ul style="list-style-type: none"> <li>• All staff recognise discrimination and know how to take appropriate action</li> <li>• Whole Staff Survey which includes E and D section</li> <li>• Analysis of results of E&amp;D survey</li> <li>• ½ termly E&amp;D meeting to identify next steps</li> <li>• Group tasked to further analyse the reports and to feed back any desired further cross referencing</li> </ul>	JHA	<ul style="list-style-type: none"> <li>• All staff and students feel safe, understand their rights, how they should be treated as well as how they should treat others.</li> <li>• A reduction of incidences of the use of homophobic, sexist and racist language and reducing prejudice-related bullying.</li> </ul>	Termly	<b>(Date of update)</b> -

		<p>of the 'Culture', 'Work life Balance and 'Promotion Development' responses to the Demographic information</p> <ul style="list-style-type: none"> <li>• Provide training for all staff and advisors on E&amp;D</li> <li>• Ensure that displays in classrooms and corridors promote diversity.</li> <li>• To develop awareness of radicalisation amongst all staff – through regular CPD reminders</li> </ul>				
<p>Redefine the Equality and Diversity Group at Wingfield to include broader representation of the protected characteristics and increased opportunities for staff and student discussions/events around FREDIE.</p>	<p>November 2024</p>	<ul style="list-style-type: none"> <li>• Recruitment of staff to the Group representing a broader range of protected characteristics and able to contribute lived experiences (Diversity Champions). Allocate sufficient time for the Group to meet to discuss ideas, engage others and promote FREDIE.</li> </ul>	<p>HR, Senior Leader, JHA</p>	<p>An Equality and Diversity Group with broad representation of the protected characteristics who collectively actively progress the aims</p>	<p>Termly</p>	
<p>Embed further an inclusive approach within the curriculum.</p>	<p>November 2024</p>	<ul style="list-style-type: none"> <li>• Identify and act on key teaching points that demonstrate inclusion/equalities and progressive discussion within the curriculum via: <ul style="list-style-type: none"> <li>○ Explicitly teaching of equalities within the Rights Respecting and PHSCE curriculum.</li> <li>○ Delivering assemblies that explicitly work on the theme of equality and the protected characteristics.</li> </ul> </li> </ul>	<p>JON, CTL's, LDU</p>	<ul style="list-style-type: none"> <li>• To have a clear understanding of the gaps within and across the curriculum.</li> <li>• Curriculum intent and implementation reflects school's commitment to promoting E&amp;D with improved knowledge, skills and attitudes to enable pupils to appreciate and value difference.</li> <li>• Increased understanding and respect between</li> </ul>	<p>Ongoing</p>	

		<ul style="list-style-type: none"> <li>• Learning resources are selected to promote diversity in terms of all backgrounds, e.g. race, religion, gender, different families and disabilities.</li> </ul>		<p>Staff and students from different backgrounds.</p> <ul style="list-style-type: none"> <li>• More diversity reflected in school displays and materials for lessons across all year group</li> <li>• Diversity is threaded through teaching and learning all year.</li> </ul>		
Review the makeup of the Academy team to ensure positive representation across the protected characteristics	November 2024	<ul style="list-style-type: none"> <li>• Carry out analysis of employee protected characteristics to identify if there is any under-representation.</li> <li>• Safer recruitment training for all those staff involved in recruitment to ensure wide representation linked to protected characteristics</li> </ul>	HR, Headteacher, SLT	<ul style="list-style-type: none"> <li>• A diverse workforce in place to enable the Trust to reap the advantages from the proven benefits</li> </ul>	Termly	