

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.

Anston Greenlands – Last updated – October 2025

Equality Objective	Date Set	Specific Action Required	Lead	Planned Outcome	Timescale	Milestones
1) To ensure the school curriculum actively celebrates people from a wide range of backgrounds, including those who share a protected characteristic. This includes but is not limited to work supporting UN Global Goals 5 (Gender Equality), 10 (Reduced Inequalities) and 17	October 2025	Driver group to ensure Global goals are well represented in curriculum E&D group to meet termly	Global Goals Driver Group E&D Group	School curriculum clearly celebrates Global Goals and people from a wide range of backgrounds	Ongoing	

(Peace, Justice and Strong Institutions						
2) To continue to ensure that the reading material offered to children incorporates texts written by authors who share a protected characteristic, and texts dealing with equality and diversity (both implicitly and explicitly)	October 2025	Review reading material and make changes as necessary	Reading lead	Yearly reading spine incorporates texts written by authors who share a protected characteristic, and texts dealing with equality and diversity (both implicitly and explicitly)	Ongoing (reviewed yearly)	
3) To engender an open culture of understanding, inclusivity and positivity throughout school.	October 2025	SLT to ensure staff feel welcomed in school Staff survey to validate ethos	SLT	Staff survey shows that all staff feel part of the team	Ongoing	