



Academization and Merger Equalities Impact Assessment



	Minority Ethnic Groups Pupils/Students	Gender Pupils/Students	Socio-Economic and Disadvantaged Pupils/Students	Protected Groups Staff	Other Protected Groups
Thomas Rotherham College, Rotherham	<ul style="list-style-type: none"> Improved liaison with pre-16 provision supports transition and therefore achievement and progression. Clearer partnership promotes better post-16 recruitment amongst marginal participation groups, and better understanding of our communities. Membership of the Trust facilitates development of new curriculum initiatives; coaching under-performing or under-represented groups. 	<ul style="list-style-type: none"> Broader, dynamic curriculum offer opens opportunities for more groups reducing stereotyped choices. Improved opportunities to support transition between 11-16 and 16-18 for groups vulnerable to under-participation, e.g. boys. 	<ul style="list-style-type: none"> Better, earlier signposting of support available post-16 to vulnerable groups (bursary, free College meals etc.) Improved transition planning, raising aspirations for all vulnerable groups. 	<ul style="list-style-type: none"> More meaningful analysis, monitoring and interventions, regarding protected groups across a significantly larger organization. Access to improved training, development and promotion opportunities. 	<ul style="list-style-type: none"> Strengthened College within Trust more able to support enrichment activities supporting protected groups such as LGBT, vulnerable in any funding cuts.
Inspire Trust	<ul style="list-style-type: none"> Improved progression routes into post-16. Raised aspiration. Strengthened Trust more resilient and able to intervene more effectively to raise achievements and narrow gaps. Opportunities to develop consistent practice and teaching approaches from primary to 19. 	<ul style="list-style-type: none"> Broader, dynamic curriculum offer opens opportunities for more groups, reducing stereotyped choices. Improved opportunities to support transition between 11-16 and 16-18 for groups vulnerable to under-participation, e.g. boys. 	<ul style="list-style-type: none"> Improved transition planning raising aspirations for all vulnerable groups. Early signposting of opportunities post-16 to pupils across Trust schools. 	<ul style="list-style-type: none"> More meaningful analysis, monitoring and interventions, regarding protected groups across a significantly larger organisation with staff working from primary to to 19. Widening of recruitment opportunities for protected staff. Access to improved training, development and promotion appointments. 	<ul style="list-style-type: none"> Strengthened support throughout all schools within Trust. More able to support enrichment activities supporting protected groups such as LGBT, vulnerable in any funding cuts.
Conclusion	Significantly positive impact.	Significantly positive impact.	Significantly positive impact.	Significantly positive impact.	Significantly positive impact.