

INFORMATION FOR APPLICANTS



LONG ROAD SIXTH FORM COLLEGE

A NOTE FROM THE PRINCIPAL

Dear Colleague,

Thank you for your interest in Long Road Sixth Form College. You have many options when choosing where to start or to continue with your career, and I would like to share a few reasons why Long Road is a special place to work.

I joined Long Road as Principal in January of this year and have been made to feel so welcome, the same welcome we give to all our new students and colleagues. As a sixth form college we offer a highly successful mix of curriculum breadth with excellent pastoral care. We nurture, challenge and inspire our students to achieve their very best. We are a values driven organisation:

- We act with integrity; we keep our commitments and are honest, fair and trustworthy.
- We aim to encourage and inspire each other to success – to be the best that we can be.
- We share a passion for learning and its capacity to transform lives.
- We show respect for ourselves, for others and for our environment.
- We will achieve our vision through collaborative, effective teamwork, both in college and with our community partners.

These are not just words you will see them demonstrated across our college community.

We are passionate about our mission – we believe our students deserve the very best education we can provide. Consequently, our standards for our students and for ourselves are high. Ofsted agreed awarding, in March 2017, a rating of GOOD across all categories inspected. Our aspiration today is to become outstanding. We know that collectively we can achieve great things.

Our students are successful because our teachers are truly committed subject specialists. We make time for regular, bespoke professional learning for all colleagues whether NQT or experienced practitioner. We are active members of the National Teaching School CASSA (Cambridge & Suffolk Schools Alliance) contributing to and accessing valuable CPD and we have very close links with Cambridge University Faculty of Education. If you aspire to leadership we offer a range of exciting opportunities, for example currently three colleagues are undertaking a year-long programme run by ASCL (Association of School and College Leaders).

If you are looking for a college where you can make a real difference, where you will enjoy supporting students to achieve the very best; then this is the perfect opportunity.

I really look forward to hearing from you.

Best wishes,
Yolanda Botham
Principal



THE COLLEGE

HISTORY AND LOCAL CONTEXT

Long Road Sixth Form College was founded in 1974 when post-16 compulsory education in the Cambridge area was re-organised. We are a popular College of about 2300 students, coming both from our partner schools in and around Cambridge and from outside the area. Long Road is committed to working in partnership with its students within a welcoming, friendly and structured environment, in order to maximise the achievement of each student.

The College is part of the Cambridge Area 14-19 Partnership (CAP), which is a partnership of all the state-funded providers of education and training for 14-19 year olds in Cambridge, East Cambridgeshire and South Cambridgeshire. The core purpose of CAP is to ensure that every young person (14 – 19) within the Partnership has equality of opportunity to the very best provision, essential in securing high level Engagement, Progression, Participation, Retention and Achievement.

VISION AND VALUES

The following statement of vision and values was adopted by the Corporation in 2015:

A high achieving and inclusive sixth form college which inspires, helps and motivates you to become the best you can be.

Long Road values:

- We act with integrity; we keep our commitments and are honest, fair and trustworthy.
- We aim to encourage and inspire each other to success – to be the best that we can be.
- We share a passion for learning and its capacity to transform lives.
- We show respect for ourselves, for others and for our environment.
- We will achieve our vision through collaborative, effective teamwork, both in college and with our community partners.

In addition to the College values, we also promote the following:

Democracy by encouraging students to accept responsibility for their behaviour, show initiative, understand how they can contribute positively to the lives of those living and working in the locality and to society more widely, and enable students to acquire a general knowledge of and respect for public institutions and services. We encourage respect for democracy and support for participation in the democratic processes.

The rule of law enabling students to distinguish right from wrong and to respect the civil and criminal law. We encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality and to society more widely.



CURRICULUM AND ACHIEVEMENT

Long Road specialises in the provision of academic and general vocational education to the 16-19 age group. Students may choose courses across the ten subject sector areas common to most sixth form providers, the most popular by enrolment being science and mathematics and arts and media. Almost all courses are at levels 2 and 3, with 84% of enrolments being for level 3 courses. Applied courses are offered in a range of vocational areas using OCR Cambridge Technical, WJEC and BTEC qualifications.

In addition to examination courses and guidance work, a range of enrichment activities is available to students. These include a broad programme of sporting activities, art, drama, and music and community service. There are extensive opportunities for students to participate in day and residential trips and good support for students to organise their own clubs and societies. A thriving student community enables students to contribute to the development and improvement of the College as well as the organisation of social and fund-raising activities.

The College's A level achievement rates are close to the national averages, 95%, for sixth form colleges. Pass rates are high at Advanced level with 34% achieving A*-B grades. GCSE students achieved a pass rate of 98% in 2016; 65% of these grades were at A-C. Students on national diploma Level 3 courses achieved a pass rate of 92% with 77% high grades.

SUPPORT AND GUIDANCE

Long Road has high expectations of its students and aims to achieve the optimum balance between the independence and self-reliance appropriate to young adults and the need for support and discipline. Students receive individual advice and guidance at every stage, starting with their initial application. This includes a system where each student meets regularly with a Progress Coach, who support their progress and broader College experience in order for the students to achieve their maximum potential.

Provision of additional learning support is extensive and there is a confidential counselling service. Students have very comprehensive guidance and support on careers and higher education, provided by both College staff and by the youth support service.

Student Welfare is a high priority for Long Road. We have a Welfare Assistant within our Academic Support department who is responsible for supporting students with mental health and/or welfare needs in order to achieve high levels of retention and achievement, and to ensure that students have equal opportunities to participate in and enjoy all aspects of college life. Long Road also has a team of onsite counsellors who provide a cross-college confidential counselling service for students.

Long Road works in close partnership with parents. Parents receive regular reports on student progress, and are contacted whenever necessary. There are options for Parents to also meet with Student's Teachers to discuss progress. The College is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment.



STAFF

The College currently employs 190 staff, including full and part-time teachers and managers and full and part-time support staff. There are extensive opportunities for professional Development and effective processes for the induction of new staff. Newly qualified teachers are welcomed; the NQT induction year is offered to those wishing to complete their qualifications to work in schools, and new teachers needing a teaching qualification are supported to complete the PGCE FE. The College holds Positive about Disabled People status. Staff pay and conditions are set within the framework established by the Sixth Form Colleges' Association, of which Long Road is an active member.

In common with many sixth form colleges, Long Road is seen as an attractive place to work. Although not wholly immune from the national shortage of well-qualified teachers in some areas, the College regularly attracts high-quality candidates for both teaching and support posts. Once appointed staff enjoy the opportunity to work in well-motivated and supportive departmental teams; they are very loyal to the College and committed to its aims and ethos; staff turnover is healthily low.

THE GOVERNING BODY

The College's governing body comprises twenty members, including the Principal, three staff, two students and one parent. The thirteen independent members are drawn from a range of backgrounds including Business, Finance and Law as well as Education.

The Governors are responsible for the strategic and financial direction of the College, supporting the staff of the College in ensuring that Long Road is an environment in which all students can fulfil their potential. The College is justifiably proud of its students' achievements, the qualifications they gain, their development as young people and the contribution they make to their community. Governors take a keen interest in the students, their well-being and the quality of their experience at the College. They have strong links with teaching and support departments and participate in College events such as Open Evenings.



ACCOMMODATION AND FACILITIES

The College, located two miles to the south of Cambridge city centre, occupies the buildings and the 23 acre site which formerly housed the Cambridgeshire County High School for Girls and enjoys spacious playing fields and attractive grounds. We have invested heavily over the last 10 years in our buildings. A new sports hall was opened in 2005. This has released space in the old gym area for the expansion of the Learning Resource Centre and other student facilities.

With the support of the national Building Condition Improvement Fund, the College has invested near to £6 million since 2011 to upgrade the quality of the estate, improve teaching areas and create facilities for students to use for outside lessons. A new Student Centre opened in autumn 2012 and Performing Arts courses are now located in The Studio, a state- of-the-art facility. The Learning Resource Centre (LRC) incorporates a growing range of IT hardware and software. Staff make good use of IT in their teaching and the College has developed a strategy to guide this development. Teaching staff also benefit from excellent reprographics facilities and from the services of support staff including the LRC Manager and her team, departmental technicians, IT support staff and staff in the Registry team.

FINANCIAL POSITION

Long Road is funded by the Education Skills Funding Agency (ESFA). The College has consistently maintained good financial health status. The annual income is in the region of £9 million, the vast majority of which comes directly from the ESFA.



OFSTED JUDGEMENT

The College was inspected by OFSTED in January 2017 and judged to be Good. In summary the reasons for that judgement were:

- College leaders have established a highly-inclusive and supportive college environment with a broad and flexible curriculum.
- A good standard of teaching and learning enables Long Road students to be successful in their courses and progress to higher or further education, apprenticeships or employment. The college compares favourably with similar providers across the country, and is improving on this factor year-on-year. Students do better than expected on arrival and gain high-quality theoretical and / or practical skills and knowledge.
- Students receive very good information, advice and guidance before they join the college.
- Managers monitor teaching, learning and assessment effectively.
- Students, including those with additional needs, gain in confidence, contribute well in discussions and develop good independent study skills.
- The college has effective arrangements for personal development, behaviour, welfare and safeguarding. An ethos of tolerance and respect has been fostered, leading to students' positive attitudes and behaviour. Students feel safe and demonstrate good tolerance of different cultures and life in modern Britain, with a good understanding of British values and democracy.

FURTHER INFORMATION

The full OFSTED report can be accessed through the College website www.longroad.ac.uk which will also provide a variety of insights into the work and life of the College. In particular, potential applicants may wish to download the [2018 prospectus](#), peruse the [College News](#) and view the selection of [student videos](#).



STAFF BENEFITS

Working at Long Road you will have access to our College facilities, including:

- Our recently redeveloped Learning Resource Centre (LRC)
- On site Food Centre
- On site Car parking
- FREE Wi-Fi
- College leisure facilities, including use of our fitness suite

As a member of staff, you may also be able to access discounts and benefits such as:

- Employee careline
- Travel 4 Cambridgeshire scheme (including discounted rail tickets)
- Cycle to Work scheme
- Childcare offers, including 50% off for the on-site 'Super Camps' Holiday club
- Discounted Gym membership
- Discounted & FREE IT Software, including MS Office
- Occupational Health and Counseling
- Teachers' Pensions Scheme and Local Government Pension Schemes for Support Staff

As well as many more discounts and benefits available to those working in education.

Family friendly leave is also available should our staff require it, and we operate generous maternity, paternity, adoption and parental leave packages, as well as generous Annual leave and Staff Sickness allowances. We will always seriously consider requests for flexible working and sabbaticals. Many of our staff have enjoyed the opportunity to undertake a career break, secure in the knowledge that they will be welcomed back to Long Road Sixth Form College. Colleagues have used this ability to travel the world, undertake further study and to explore options within their chosen field of expertise.

As a large College we can offer excellent training and career development opportunities. Our teaching, learning and assessment programme not only enables academic staff to enhance their skills through supportive, carefully-targeted observations but also to benefit from the know-how of visiting pedagogical experts. The structure of the College allows progression not only into academic-related management posts within departments but also into related areas such as academic support, learning, coaching, Extended Project Qualification, Duke of Edinburgh Award, Equality Awareness and Enrichment management.

A college of this size requires a highly-skilled and diverse support function. This includes areas such as careers, technical support for courses, estate management, registry, IT services, LRC management, finance, counselling, e-learning, governance, human resources, marketing and student supervision. These staff members also benefit from College-wide and bespoke training.

PROFESSIONAL DEVELOPMENT



EQUALITY & DIVERSITY

The College aims to promote and maintain equality of opportunity and freedom from discrimination and harassment on grounds of gender, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion or age. We actively encourage applications from students from all ethnic backgrounds, ensure that students with any physical disabilities have equal access to resources and encourage students to follow courses of their choice for which they are qualified.

We are committed to raising awareness of Equal Opportunities issues among both staff and students through specific educational initiatives. We hope you will never face any form of discrimination or harassment, or feel that you are prevented from participating in the full range of college activities, but should it occur, we will provide the support necessary to resolve any difficulties.

We are also proud to be associated with the Courageous Leaders Programme, a free one-year leadership and management programme for LGBT+ teachers which aims to increase the diversity of school and college leadership. We have two Staff Members who are key mentors as a part of the programme which has now expanded to become an internationally offered leadership programme. For more information, please visit <http://www.courageousleaders.org.uk>

SAFEGUARDING

Long Road Sixth Form College fully recognises the responsibility it has under section 175 of the Education Act 2002 that members of staff and students have an important role to play in safeguarding and promoting the welfare of young people and vulnerable adults and preventing abuse.

It is our policy to work with the local Safeguarding Children Board, the Police and Social Care while always placing the welfare of the student or vulnerable adult at the centre of any actions taken.

Child Protection is for all young people up to the age of 18. The definition of a vulnerable adult is defined in 'No Secrets' (the Government's Guidance on Adult Abuse) as: 'a person aged 18 years or over, who is in receipt of or may be in need of community care services by reason of 'mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'.

The law requires all college staff to pass on information which gives rise to a concern about a student's welfare, including risk from neglect, physical, emotional or sexual abuse. Through their day-to-day contact with students and direct work with families, staff at the college have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to the appropriate agency, normally the appropriate Child and Family Team (Social Care) via the college designated staff.

The Safeguarding policy, available from the college, sets out how the college's governing body discharges its statutory responsibilities relating to safeguarding and promoting the welfare of students at the college.

As part of our commitment to Safeguarding, all our Staff Members receive regular training for Safeguarding, Prevent and Mental Health.

CAMBRIDGE

TRANSPORT

LIVING IN CAMBRIDGE

Cambridge is known for being the home of the University of Cambridge, the second-oldest university in the English-speaking world. The architecture of its buildings, most steeped in academic history, make Cambridge the envy of many cities around the globe. The River Cam flows through the city and that, coupled with the many green spaces, makes it a very attractive place to not only visit but also to live. There is an enormous range of cultural, sporting, leisure and entertainment opportunities within the city and the surrounding countryside. Businesses from around the globe are choosing Cambridge as a Technical hub to develop and invest in, with AstraZeneca building the huge new bio-medical campus next to Addenbros Hospital and Long Road.

For more information about the city visit:

<http://www.visitcambridge.org/>

<http://www.cambridge.gov.uk/>

Cambridge has excellent major road links in all directions, with the A10, A11, A14, A428, A1307 and M11 passing by the city. Cycling has become a very popular way of traveling around Cambridge, so a well-developed network of cycle paths has been developed. Because of this rise in cycling's popularity, there is access to the free "rent-a-bike" service OFO. For more information regarding this service, visit: <https://www.ofo.com/uk/en> Local buses run frequently with routes in all directions out of the city including the guided busway, which has the longest guided busway track in the world.

Cambridge has two Train Stations; Cambridge Station, which is situated close to the heart of the city and only 1.5 miles from the college, and the new Cambridge North Station, which opened in 2017. Both Stations have major links to routes to and from London, Kings Lynn, Peterborough and Norwich. There are plans for a third station, Cambridge South, to be built close to the site of the college and the Addenbros Bio-medical campus.

Significant housing growth is taking place in and around Cambridge, and, as demand in Cambridgeshire gets greater, there are plans for 14,000 new homes in the city by 2031 with over 2,100 new homes that are already occupied on the city's southern fringe. Rental prices are reasonable and there is also a good supply of rental accommodation in the surrounding towns and villages, with Cambridge being accessible from Royston, Newmarket and Ely.

For information on house prices please see

<http://www.bbc.co.uk/news/business-23234033>

Settling your family into the area

For those of you with children then you will want to know about schools and child care facilities. For details please go to;

School/college search

www.childcare.co.uk/information/childcare-link

www.goodschoolsguide.co.uk/school-search/

www.gov.uk/school-performance-tables/



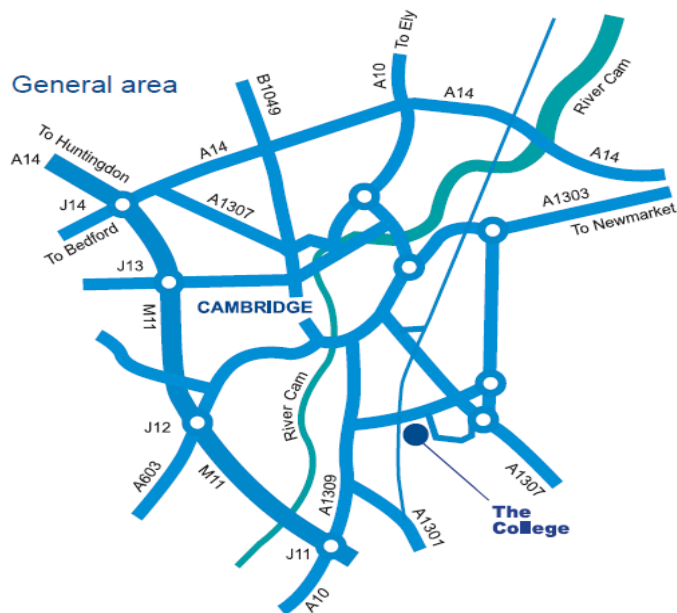
COLLEGE LOCATION

If you are approaching from the south side of Cambridge via the A1307, go straight across the roundabout on which Addenbrooke's hospital is situated. You will now be on Hills Road. Turn left into Long Road at the first set of traffic lights. Turn left into Robinson Way. The entrance to the college is on your right.

If you are approaching from the north and driving down Hills Road, turn right into Long Road then proceed as described above.

If you have left the M11 at junction 11, proceed into Cambridge on the A1309 through Trumpington then turn right into Long Road at the traffic lights. Robinson Way is towards the further end of Long Road and is a right turn off the main road.

Please note that a one-way system with entry barrier operates at the college. Parking is available onsite.



Long Road Sixth Form College Cambridge

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