

Principal's Welcome

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.

When I joined Long Road some years ago, I was 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 in January 2025, awarding a rating of 'Good' in all key areas, with our provision for students with high needs rated as '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 ECT 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 four colleagues are undertaking a year-long programme run by SFCA (Sixth Form Colleges Association).

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.

Best wishes, Steve Dann



Health and Wellbeing

Long Road Sixth Form College is committed to providing a positive, encouraging working environment, one that is healthy, safe and supportive. Our wellbeing strategy aims to promote staff wellbeing across all aspects of college life. We recognise our talented staff are our greatest asset.

The 2024 staff survey showed that 95% of respondents rated Long Road as a great place to work.

Wellbeing is 'a state of mind in which an individual is able to realise his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community.' World Health Organisation 2014.

The Health and Wellbeing strategy aims to:

- Embed health & wellbeing across all college practice
- Involve everyone in strategy development and evaluation
- Make best use of the resources available
- Ensure actions lead to long-term, sustainable improvements in the health and wellbeing of the Long Road staff community



Our Aims and Objectives

Our central College mission is to enable our students to achieve the very best they can and to support them to progress. To achieve this we need a highly skilled, motivated team. We are also committed to being an employer of choice. We recognise that the promotion and maintenance of the physical/psychological health and wellbeing of our staff community is vital if we are to achieve our goals.

The central aim of the Health and Wellbeing Strategy is to prevent work associated ill health and to create and maintain a culture of wellbeing, where staff feel valued, achieve job satisfaction and are successful. These aims are also championed through both the College's Development Plan and HR Strategy.

Principles for Success

To enable our health and wellbeing strategy to be successful, we need a shared understanding of what wellbeing is and why it is important to Long Road. Leaders and

managers across our organisation must role model wellbeing behaviours. We must provide timely access to relevant services and resources to staff.

We should empower staff to take ownership of their own wellbeing and provide time, training and resources to do so, and demonstrate the value of wellbeing to the Long Road community.

The following principles underpin our approach;

- Values based leadership
- Effective change management and careful planning – providing colleagues with sufficient notice and ensuring any new initiatives are thoroughly reviewed and assessed against a workload impact
- Workload scrutiny – regular (at least annual) review and adjustment of staff workload
- A developmental professional review process (PRD)
- Regular, open dialogue and feedback through consultative groups such as JUMCC, staff meetings, team meetings, staff surveys, focus groups, Local Governing Board meetings/visits
- Equipping managers to better lead and support their teams, including health and wellbeing and staff satisfaction
- Providing an occupational health and wellbeing service that is focussed on prevention
- Implementing a clear and supportive sickness absence and attendance policy

Implementation

The College Wellbeing Strategy will be used to improve the wellbeing of our staff, and will look at 4 key areas:

- Building, improving and maintaining a positive and supportive working/learning environment
- Embedding wellbeing in our HR policies and people practices
- Creating a culture where more people feel able to talk openly about their mental health as they do physical health. Encouraging and supporting staff to maintain good mental health and manage problems should they arise
- Encouraging and promoting healthy lifestyles

The Implementation of the strategy will involve a review of what Wellbeing initiatives the College currently offers and increasing the provisions and benefits available to Staff.

Measuring Success

The successful implementation of the strategy will see:

- Increased participation in the staff survey
- Staff survey analysis (and other focus group feedback) as an indicator of organisational wellbeing
- The take up of wellbeing initiatives
- Reduction in the incidences of and number of days lost annually due to short term sickness absence

- Monitoring referrals and where appropriate outcomes of Occupational Health and Wellbeing and our Employee Assistance Programme
- Reviewing of all relevant HR data

The Rainbow Flag Award

The Rainbow Flag Award is a quality assurance framework with a focus on positive LGBT+ inclusion, for all schools and colleges. We effectively implement The Rainbow Flag Award to meet legal, statutory, moral and Ofsted requirements to be LGBT+ inclusive.

DFE Workload Pledge

Long Road Sixth Form College have signed up to the DFE Wellbeing charter. Signing up to the charter is a public commitment to actively promote mental health and wellbeing through policy and practice. It is a way to show current and prospective staff that our college is dedicated to improving and protecting their wellbeing. Whilst the charter is voluntary, it shows our shared commitment to protect, promote and enhance the wellbeing of our staff.

Vision 2025 and Beyond

Our community will be one where colleagues feel safe, are able to share concerns and have gained further strategies to manage their own wellbeing.

Our goal is for everyone to feel valued for their contribution to Long Road, encouraged and supported to be the best they can be and collectively, we provide a brilliant student experience.

OFSTED

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 [latest prospectus](#), peruse the College News and view the selection of student videos.



The Local Governing Body

The Long Road LGB has responsibility for governance oversight of the performance of the College. Accountable to the Board of Trustees to which it provides advice on the performance of the College, it provides support and challenge to the College Principal and Senior Leaders, and an important link between the Trust, Students, Parents, Staff and the Local community. The LGB comprises up to 9 independent members, two parent Governors, two student Governors, and two staff Governors.

Staff Benefits

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

- College leisure facilities, including use of our fitness suite
- Our Learning Resource Centre (LRC)
- On site Food Centre and Costa Coffee
- On site free Car parking
- Electric EV Charging
- FREE Wi- Fi
- Staff Room and Kitchen facilities

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

- Employee Assistance Programme
- Cycle to Work scheme
- Childcare offers, including discounts for the on- site 'Baracudas' Holiday club
- Discounted Gym memberships
- Discounted & FREE IT Software, including MS Office
- Occupational Health and Counselling
- Teachers' Pensions Scheme and Local Government Pension Schemes for Support Staff
- Blue Light Card

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

Professional Development

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 in to 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 and Employability, Technical support for courses, Estate management,

Safeguarding, Student services, 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.

Your training needs will be discussed with your Line Manager during the introductory period, and after this at each Performance Review and Development meeting.

Equality and Diversity



The College aims to promote and maintain equality of opportunity and freedom from discrimination and harassment on grounds of sex, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion or age. We actively encourage applications from students from all ethnic backgrounds, ensuring 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.

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 ^{SEP}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.

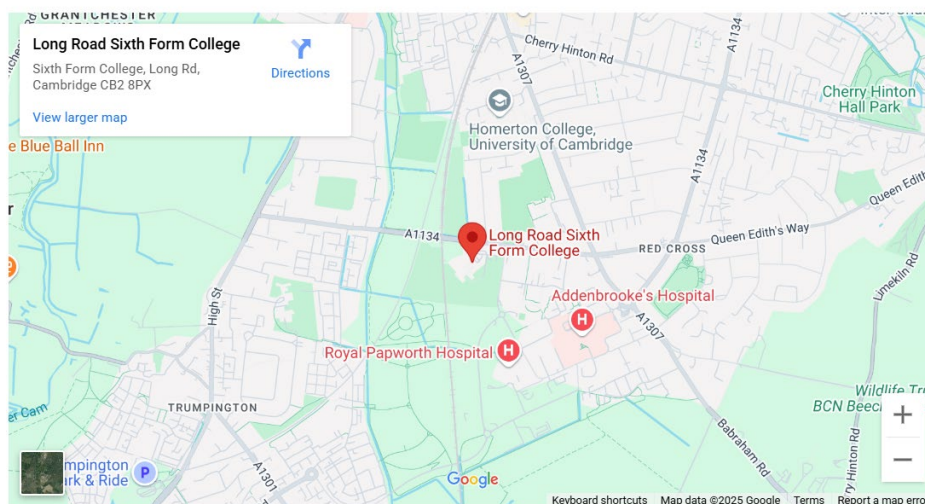
As part of our commitment to Safeguarding, all our Staff Members receive regular training for safeguarding, Prevent and Mental Health

How To Find Us

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 Astra Zeneca building the huge new bio- medical campus next to Addenbrookes Hospital and Long Road.

For more information about the city visit: <https://www.visitcambridge.org/place-categories/things-to-see-and-do/>



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about Autism**

