

Equality and Diversity

Objectives for 2016-19

October 2016



This document is available in large font on request from the college.

An electronic version is on the college
virtual learning environment.

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Equality and Diversity Statement

The college aims to ensure that no group receives less favourable treatment because of their protected characteristic. These characteristics are defined as race, disability, gender, age, sexual orientation, religion or belief, pregnancy and maternity, marriage or civil partnership and gender reassignment

The college is committed to the promotion of equality and embraces the principle that good practice for one group of students and staff is good practice for all students and staff.

All members of the college (staff and students) should treat one another with respect and should not behave in a derogatory, abusive or prejudiced way towards others. However, there will be cases where this kind of behaviour does occur, maybe unintentionally. In such cases, it is vital that the victims receive appropriate support and that the perpetrators are effectively challenged.

If you ever feel that you have been subjected to any form of harassment, such as name-calling or other verbal abuse, bullying or unwanted physical contact, discrimination etc., we would like you to report this to a member of staff.

When you report an incident it will be taken seriously and dealt with sensitively and in full consultation with you.



These are published in the annual report for 2016 and produced here in a summarised form:

Issue:	Action required:	Review date:
<p>Male A2 achievement rate is 3% below the most recent national average. Male AS achievement rate is 5.2% below the most recent national average</p>	<p>To reduce underperformance by male students at level 3.</p>	<p>September 2017, 2018 and 2019</p>
<p>To promote the use of the Hub as a resource for students to access and with which to provide information and advice.</p>	<p>Promote at induction and through the year with an increase in the participation rate of the on line resources</p>	<p>September 2017, 2018 and 2019</p>
<p>To increase the recruitment of under represented groups of students to the college because Physics sets have more than 88% male students, Computing more than 90% male students and Health and Social cares sets have more than 94% female students..</p>	<p>Promotion at open evenings and out reach events of positive roll models. Discussions with partner schools.</p>	<p>September 2017, 2018 and 2019</p>