

Alexandra House
33 Kingsway
London
WC2B 6SE

T 08456 404040
F 020 7421 6855
enquiries@ofsted.gov.uk
www.ofsted.gov.uk



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Ms L Smith
Uxbridge College
Park Road
Uxbridge
Middlesex
UB8 1NQ

Dear Ms Smith

Ofsted subject survey: good practice in promoting equality

Thank you for your hospitality and co-operation, and that of your staff during our visit on 03 October 2008 to look at success factors in promoting equality and improving the outcomes for learners from black and minority ethnic backgrounds.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions, but individual institutions will not be identified in the main text without their consent.

The evidence used to inform the judgements made included: meetings with staff, meetings with learners, observation of teaching and learning, scrutiny of documentation.

The quality of provision to promote equalities is outstanding.

Features of good practice and success factors observed

- The very high expectations that staff have for all students, thus promoting an ethos of success.
- Very high success rates for all students, including students from Black and minority ethnic backgrounds. The college average success rates are high at around 82% for all learners, and the college has taken steps to improve the outcomes for Black Caribbean learners, which were less good than those of other groups.
- Strong promotion, through policy implementation, of a culture where diversity is valued and seen as a strength and resource. The different backgrounds of learners are valued and respected, and action is taken to respond to their cultural requests, such as a place to pray.
- The detailed and thorough monitoring of a wide range of indicators by senior managers which has led to successful outcomes for all learners.

- The challenging and self-critical approach to equality and diversity issues through the work of the equality and diversity forum and the student equality and diversity special interest group, which identifies areas for improvement and takes action.
- The code of conduct for students and staff with a strong focus on equality, diversity and respect for individuals.
- The wide range of events celebrating cultural diversity in meaningful ways.
- The wide range of contexts for learning and progression routes from the community, with a particular focus on the development of ESOL support in vocational courses at level one.
- Effective use of technology to enable learners to widen their knowledge and to improve communication.

Areas for development

None observed during the course of the visit.

I hope these observations are useful as you continue to develop promoting equalities in Uxbridge College.

As I explained previously, a copy of this letter will be sent to your local LSC and will be published on Ofsted's website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Joyce Deere
Her Majesty's Inspector