



## **Further Particulars Nursery Assistant**

**Please note that this vacancy is for internal applicants only**

**(Ref 900277)**

We are looking for a caring individual, with previous experience in a childcare environment to join our Nursery team in providing high standards of care and support the all-round development of all our children in the nursery. You will help create a positive and happy environment for the children, using your Early Years Foundation Stage knowledge to provide a suitable programme of play and learning activities which meet the children's individual needs.

The ideal candidate will have, or be working towards, a relevant level 2 Early Years qualification and will be able to communicate clearly in English and have excellent interpersonal skills in order to form positive relationships with the children, parents and other staff.

A current paediatric first aid certificate and basic food hygiene training would be an advantage but training will be provided. The successful candidate will be required to undertake an enhanced Disclosure and Barring (DBS) check before starting.

We offer generous benefits and the opportunity for the successful candidate to develop their career in childcare with further training and personal development.

### **About Somerville College**

Somerville is a forward-looking and adventurous College with a reputation of openness and inclusiveness. It is among the most international of the Oxford colleges that admit both undergraduate and graduate students, and is a friendly and diverse place which provides access to research, learning and the pursuit of excellence in all that we do. The current community comprises approximately 550 undergraduate and graduate students, many of whom live on site, and around 200 academic and support staff as well as a host of visiting academics, former members, conference and bed and breakfast guests.

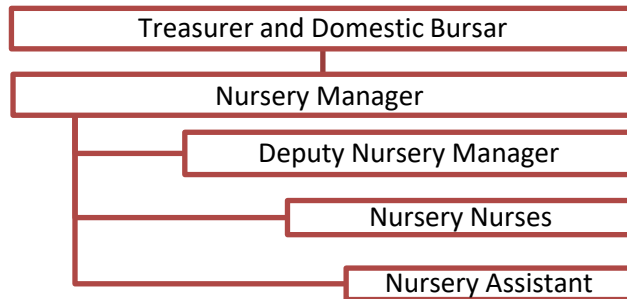
### **St Paul's Nursery**

St Paul's Nursery was the first and remains one of the few nurseries to be run by an Oxford College. It was established by the Fellows of Somerville in 1974 to provide crèche facilities for their children and is now open to applicants not connected with Somerville.

The Nursery is registered to care for 16 children from three months to five years and receives funding for three and four year olds. It is open year-round from 9.00 – 5.00, Monday to Friday with a two week closure at Christmas and over the Easter and May Bank Holidays. The last Ofsted inspection, in 2015 was positive and praised the high quality interaction and individual attention that the children receive.

## Nursery Organisation Chart

The Nursery team comprises a Nursery Manager, a Deputy Manager, four Nursery Nurses and an Assistant. From time to time the Nursery also participates in the training of Nursery apprentices. The Nursery has a friendly, family atmosphere which is valued by all the children's' parents and carers. The Nursery team work closely together to provide high standards and the Nursery Nurses participate in planning and observations for the children. Informal parents' evenings and staff meetings are held regularly which staff are expected to attend. Training is always available and staff are encouraged to develop in areas of interest to them.



For further information about the College, please visit [www.some.ox.ac.uk](http://www.some.ox.ac.uk)

## Main duties

To assist in providing a suitable programme of play and educational activities to ensure that the children develop to their full potential and that individual needs are met.

To help create a positive, secure and happy atmosphere for the children within a stimulating, attractive and safe environment.

To establish effective and co-operative relationships with the children, parents and other nursery staff.

To implement the Early Years Foundation Stage into every day routines and planning and to create attractive displays of children's work which are regularly changed and kept presentable.

To care for the health and wellbeing of the children by administering simple first aid, monitoring for signs of ill health and ensuring their needs for nourishment, rest and attention are properly met.

To assist in the preparation and service of the children's meals and drinks at lunch and break times.

To assist in the maintenance of a high standard of hygiene, cleanliness and safety in all areas of the Nursery.

To work in accordance with the College Health & Safety Policy (as detailed in the departmental Health & Safety Manual) and in line with relevant legislation.

To carry out duties to the required standards and in line with the Nursery's policies and procedures.

To attend and actively participate in regular meetings arranged by the Nursery Manager.

To take part in any necessary training and development activities as identified by the Nursery Manager.

To accept a flexible attitude towards work and to understand that the requirements of the post may vary and develop in changing circumstances.

## Selection Criteria

### ***Essential***

- Previous work experience in child care
- A relevant Level 2 Early Years Qualification (or working towards)
- Creativity in the design of play and education activities
- Good standard of written and verbal communication in English
- Excellent interpersonal skills – able to form effective and co-operative relationships with children, parents and other staff
- Able to plan, deliver and monitor activities to meet children's needs in line with the Early Years Foundation Stage.
- Able to offer all children equal opportunities
- Able to create an environment where children can flourish
- Awareness of all current best practice relevant to child care
- Understanding of Ofsted requirements, including safeguarding
- Awareness of health and safety relevant to child care and the working environment
- Able to act co-operatively as a team member
- Able to be a friendly and enthusiastic personality
- Capable of maintaining confidentiality
- Able and willing to adopt a flexible attitude towards work

### ***Desirable***

- Paediatric First Aid Certificate
- Basic Food Hygiene training

## Terms and conditions

Full terms and conditions of employment will be provided in writing to the successful candidate. The information below is for guidance only and does not constitute the contract of employment.

<b>Duration</b>	<p>This is a permanent, full-time, post and will be dependent on (i) satisfactory employment checks as detailed below within under 'Pre-Employment Screening'; and (ii) satisfactory completion of a three-month probationary period</p> <p>The appointment will be made subject to a satisfactory enhanced check with the Disclosure and Barring Service.</p>
<b>Salary</b>	<p>The starting salary will be £17,453 per annum. This equates to an hourly rate of pay of £8.95. The post is aligned to Band 2 of the Somerville College pay spine with a salary range of £17453 to £18642.</p> <p>Upon successful completion of the probationary period, individual salaries are increased in May of each year to the next spine point within the respective salary band, until the top of the pay band has been reached. In addition the College pay spine is uplifted for cost of living on a regular basis, normally annually.</p>
<b>Hours of Work</b>	<p>Normal hours of work will be 9.00 a.m. to 5.00 p.m. Monday to Friday with a half hour (unpaid) break for lunch. The post holder will be required to have some flexibility in order to attend parent meetings and events and to assist with the setting up and/or clearing of the nursery before and after session times. Total weekly hours will be 37.5 hours per week exclusive of meal breaks.</p>
<b>Holiday Entitlement</b>	<p>The post holder will be entitled to 33 days holiday per annum inclusive of 8 public holidays. Agreed College closure days will be deducted from the leave entitlement.</p>
<b>Pension</b>	<p>The post holder will be eligible for membership of a contributory Group Personal Pension scheme, from the commencement date of the appointment (subject to age requirements).</p>
<b>Life Assurance</b>	<p>College Employees are covered by free life assurance for the duration of their employment (subject to age requirements).</p>
<b>Meal Entitlement</b>	<p>Meals on duty will be provided free of charge.</p>
<b>Sickness Benefit</b>	<p>A maximum of six weeks' sick pay at full pay, calculated in any rolling twelve month period, subject to satisfactory notification of absence and production of medical certificates.</p>
<b>Employee Assistance Service</b>	<p>A confidential 24/7 telephone advisory and counselling service is available to all College employees and their family members who live in the same household.</p>
<b>Childcare</b>	<p>Somerville runs a small on-site Nursery. College employees may choose to enter a childcare salary sacrifice scheme (under the Income &amp; Corporation Taxes Act 1988), which allows tax and national insurance exemption for this benefit. Alternatively employees may apply for childcare vouchers.</p>
<b>Training</b>	<p>The College will support the post holder to undertake any relevant training to enhance his or her work performance, and financial support for these development activities will be provided where appropriate.</p>
<b>Smoking policy</b>	<p>No smoking is allowed in any part of the College.</p>
<b>Parking</b>	<p>Unless related to a disability, there will be no parking available on College premises for the post holder.</p>

## Application Procedure

1. Download the Somerville College application form from the College website at [www.some.ox.ac.uk/jobs](http://www.some.ox.ac.uk/jobs)
2. **Email your completed application form to the Human Resources Manager at: [recruitment@some.ox.ac.uk](mailto:recruitment@some.ox.ac.uk) or post to Human Resources Manager, Somerville College, Woodstock Road, OX2 6HD - stating vacancy reference 900277.**
3. Ensure you complete the personal statement section of the application form demonstrating how your skills and experience meet the person specification. Your application will be judged on the basis of how well you demonstrate that that you meet the selection criteria outlined above.
4. A curriculum vitae should also be included, but please note that CVs submitted on their own will be not considered or accepted as complete applications.
5. Please complete and return an equal opportunities recruitment monitoring form which will assist us with monitoring equal opportunities in recruitment. **Please send only one copy of this form** which can be emailed to [human.resources@some.ox.ac.uk](mailto:human.resources@some.ox.ac.uk) or sent in hard copy, **separately from your application** to:  
  
Equal Opportunities Monitoring  
Human Resources Department  
Somerville College, Woodstock Road  
Oxford. OX2 6HD
6. Equal Opportunities information collected does not form part of the selection process and will not be circulated to the selection panel. Completion of the equal opportunities monitoring form is voluntary. Data collected is used solely to monitor the effectiveness of the College's Equality and Diversity Policy and helps the College to meet its duties under the Equality Act 2010.
7. Communication regarding the status and outcome of your application will be made via e-mail.
8. **The closing date for completed applications is 10.00 am on Monday, 21<sup>st</sup> August 2017.**
9. **Interviews are likely to be held in the week of 28<sup>th</sup> August 2017**

## Equal Opportunities statement

The policy and practice of the University of Oxford and of Somerville College require that all staff are afforded equal opportunities within employment. Entry into employment and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Where suitably qualified individuals are available, selection committees will contain at least one member of each sex.

## Data Protection

All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the College's Data Protection Policy.

## Pre-employment screening

If you are selected for the post, employment with the College will be conditional upon satisfying the following requirements.

## 1. Eligibility to work in the UK

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. **We therefore ask applicants to provide proof of their right to work in the UK before employment can commence.**

Please note that you will need to provide original documents and where any documents are not in English a certified translation will be required. **Do not include these documents with your application.** You will be sent a request for the relevant information at the appropriate point in the selection process.

## 2. References

You are asked to give us details of two people who have agreed to give a reference for you. If you have previously been employed your referees should be people who have direct experience of your work through working closely with you for a considerable period. If you have been employed, at least one of your referees should be your formal line manager from your most recent job. It is helpful if you can tell us how each referee knows you and your referees should not be related to you. Your referees will be asked to comment on your suitability for the post, to provide details of the dates of your employment, and of any disciplinary processes which are still 'live'.

**We will assume that we may approach your referees at any stage unless you tell us otherwise, so please state clearly if you wish to be contacted before a referee is approached.**

## 3. Medical fitness

Please note that any offer of employment will be conditional upon receipt of a completed pre-employment medical health assessment questionnaire and confirmation from the University of Oxford Occupational Health Service that the candidate is medically fit for the post (allowing for any reasonable adjustments that may be required, in line with the provisions of the Equality Act 2010).

The purpose of the pre-employment medical health questionnaire is to:

- (i) assess the candidate's medical capability to do the job for which they have applied:
- (ii) determine whether any reasonable adjustments or auxiliary aids may be required to accommodate any disability or impairment which they may have
- (iii) ensure that none of the requirements of the job for which they have applied would adversely affect any pre-existing health conditions the candidate may have.

The appointment will not commence until medical fitness for work, and any reasonable adjustments that may be required, is confirmed by the University Occupational Health Service.

## 4. Disclosure and barring service check

The successful candidate will be required to complete an enhanced Disclosure and Barring Service (DBS) check.