



Further Particulars
Nursery Nurse – maternity cover
Part time – 32 hours per week

We have an exciting opportunity for a fixed-term part time Nursery Nurse to provide a high standard of physical, emotional, social and intellectual childcare for all children in our small, friendly on-site nursery. The successful candidate will hold a full and relevant Level 3 or above Early Years qualification.

We will also consider candidates at Level 2 Early Years and/or working towards Level 3 (terms and conditions to be amended as appropriate).

You will liaise with nursery staff, parents, Ofsted, SENCO specialists and Early Years advisors. You will be responsible to the Nursery Manager.

This is a fixed-term part-time post to cover a period of maternity leave which is likely to end in April 2026.

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 630 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 one of 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 creche facilities for their children and is now open to applicants not connected with Somerville.

The Nursery is registered to care for up to 16 children from three months to five years and receives funding for three and four year olds.

Main Duties

- Open and close the Nursery daily, ensuring that all security procedures are followed.
- Support the Manager/Deputy in maintaining correct staffing ratios as required.
- Act as key person for designated children
- Act as a mentor for more junior nursery staff as needed.

- Take the lead in planning and preparation of incoming and outgoing children.
- Establish and maintain 'in-room' meetings with other nursery staff.
- Support the Manager/Deputy with reviews of planning, assessment and preparation for parent's evenings.
- Take the lead in providing a suitable programme of play and educational activities for the children.
- Help create a positive, secure and happy atmosphere for the children.
- Establish effective and co-operative relationships with the children, parents and other nursery staff.
- Implement the Early Years Foundation Stage into everyday routines and planning.
- Care for the health and wellbeing of the children by administering first aid, providing personal care ,monitoring for signs of ill health and ensuring their needs for nourishment, rest and attention are met.
- Assist in the maintenance of a high standard of hygiene and safety in all areas of the nursery, and to work in accordance with the College Health and Safety policy.

Selection Criteria

Essential

- Experience of working in childcare.
- Qualified to Level 3 Early Years Qualification or equivalent
- Current Paediatric First Aid certificate.
- Creativity in the design of play and education activities.
- Ability to communicate effectively and professionally with a range of external organisations and child care providers.
- Ability to create an environment where children can flourish, and are offered equal opportunities.
- Excellent interpersonal skills, with the ability to form effective and co-operative relationships with children, parents and other staff.
- Understanding of Ofsted requirements, including safeguarding, and all current best practice relevant to child care.
- Knowledge of best practice in relation to current GDPR regulations.
- Ability to work flexibly, understanding that the requirements of the post may vary and develop in changing circumstances.

Desirable

- 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.

Duration	This is a fixed-term part-time post to cover a period of maternity leave and is expected to end in April 2026. The post will be dependent on satisfactory completion of a probationary period. The appointment will be subject to pre-employment checks as listed
Salary	<p>The starting salary will be £24,081 p.a. for 32 hours per week (Level 3 Early Years), which is aligned to Band 4 of the Somerville College salary scale for support staff. The band has a full-time range from £30,101 to £32,435. The College pay spine is uplifted for cost of living on a regular basis, normally annually.</p> <p>The starting salary for Level 2 Early Years candidates will be £22,766 p.a. for 32 hours per week, which is aligned to Band 3 of the Somerville College salary scale for support staff. The band has a full-time range from £28,457 to £30,101.</p>
Hours of Work	Days to be agreed with the Nursery Manager. Total weekly hours will be 32 hours per week exclusive of meal breaks.
Holiday Entitlement	The post holder will be entitled to pro-rata of 38 days holiday a year inclusive of 8 public holidays. Agreed College closure days will be deducted from the leave entitlement.
Pension	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).
Life Assurance	College Employees are covered by free life assurance for the duration of their employment (subject to age requirements).
Meal Entitlement	Meals on duty will be provided free of charge.
Sickness Benefit	A maximum of (pro-rata) 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.
Employee Assistance Service	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.
Childcare	Somerville runs a small on-site Nursery.
Training	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.
Smoking policy	No smoking or vaping is allowed in any part of the College.
Parking	There is no parking on-site.

Application Procedure

Please apply via www.some.ox.ac.uk/about/jobs using our online recruitment site.

Communication regarding the status and outcome of your application will be made via e-mail.

There is no closing date for this vacancy. Applications will be assessed as they arrive and suitable candidates invited to interview. The post will remain open until a suitable candidate is appointed. Early application is therefore advised.

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

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

June 2025