

UNDERGRADUATE PROSPECTUS

2025/26

N

NORLAND

TEF
2023

Gold

WHATU? STUDENT CHOICE Awards
2024

WINNER
SMALL OR SPECIALIST

WHATU? STUDENT CHOICE Awards
2021

WINNER
ENHANCED GRADUATE OUTCOMES

INDEPENDENT HIGHER EDUCATION AWARDS
2022

WINNER
INSPIRING COURSE

#WeAreNorland



Contents

Welcome to Norland	4
More than learning	6
Teaching Excellence Framework (TEF)	7
Meet Sam	8
Norland at a glance	10
Grounded in history	12
A degree with a difference	16
Meet Vânia	20
Practical training through the Norland diploma	22
A value-added curriculum	24
Student placements	26
Newly Qualified Nanny (NQN) year	29
Meet Joe and Will	30
A big career with small people	32
Student life	34
Meet Rhianna and Fern	36
Student support service	38
Your campus	41
Meet Ayeisha and Ike	42
Choose Bath	44
Meet Sophia	46
Make yourself at home	48
International students	50
Meet Emma and Marie	52
Entry requirements	54
Fees and study costs	56
Meet Liam	57
Living costs	58
Funding your studies	60
Widening participation	62
How to find us	64
How to apply	66
Open events	67

Mandy Edmond
Vice Principal

Dr Janet Rose
Principal



Welcome to Norland

If you aspire to be the very best professional early years graduate practitioner, look no further.



We've come a long way in our 132 years. Our award-winning higher education training uniquely integrates a BA (Hons) Early Childhood Education and Care degree with the prestigious Norland diploma and an extensive value-added curriculum to ensure our students receive the highest-quality teaching and learning in the early years sector. Redesigned in 2023, our intensive programme continues to be at the forefront of academic early childhood training, underpinned by cutting-edge research and backed up with initiatives such as security training by former military intelligence officers, self-defence training and talks by expert guest speakers.

Since 2019, we have held taught degree awarding powers granted by the Privy Council, a major step towards our ambition of becoming the first early years university in the world. This means you'll be applying

to study for Norland's own world-renowned degree and diploma qualifications.

We're delighted to have received a TEF Gold rating – the highest award an institution can achieve – in the latest national government ranking of teaching and learning excellence across universities. This is our third consecutive TEF Gold award and recognises our continued commitment to delivering outstanding teaching, learning and graduate outcomes. The award continues a golden year for Norland. We were crowned winner of the Small or Specialist Provider award at the 2024 Whatuni Student Choice Awards, our fourth win and the seventh year in a row in the top two.

This is an especially exciting time to be part of Norland and we hope you will come along to an open event to experience it for yourself.

More than learning

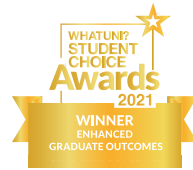
Norland is world-famous for the exceptional quality of its early years higher education and training. Informed by the latest research, Norland cultivates outstanding graduates who benefit from lifelong career opportunities, professional support and continuous learning.

In 2023, we introduced our brand-new programme, which combines a BA (Hons) degree in Early Childhood Education and Care with the Norland diploma. This comprehensive training programme, underpinned by the latest evidence-based research and industry developments and practices, is what sets our students apart from others in the early years sector.

We are incredibly proud of our pioneering heritage and are constantly looking forward to ensure our training and education continues to be ahead of its time and relevant for the careers our students will go on to pursue. There is an ever-increasing demand for Norland graduates, who enjoy guaranteed employment opportunities through the Norland Agency.

While many of the founding principles have remained the same since Emily Ward started Norland, our students are training and working in a very different world and our teaching and curriculum reflect this.

At the centre of everything we do, just as it was in 1892, is the health, wellbeing and education of the children we care for.



2023 HEIST AWARDS
SILVER AWARD WINNER
BEST PROSPECTIVE STUDENT JOURNEY/EXPERIENCE



WINNER
INSPIRING COURSE



Gold rated across all categories in TEF 2023

In 2023 we achieved the highest possible award across all three rating categories of the Teaching Excellence Framework (TEF) – an overall Gold rating as well as Gold for student experience and Gold for student outcomes.

We are one of only 27 universities and higher education providers in the country to achieve TEF Gold across all categories, putting us in the top 12% nationally.

This, our third consecutive achievement of the top accolade, is particularly special because it is especially difficult for us to achieve, due to our size and specialist focus.

To achieve Gold, we had to provide a robust rationale to demonstrate how our exceptional degree-based training cultivates outstanding, highly skilled graduate nannies who enjoy 100% employability and earn significantly high salaries.

TEF 2023	Overall: Gold
	Student experience: Gold
	Student outcomes: Gold

Teaching Excellence Framework

Top 12% of providers nationally



Meet Sam

Second-year student
(Set 46)
Suffolk



My name is Sam, I'm in set 46 and I am just finishing my second year at Norland. I grew up in Suffolk and came to Norland straight from my A levels. I studied A levels in Biology, History and PE as well as a Diploma in Sporting Excellence in Modern Pentathlon.

During my A levels, I had the opportunity to do some work experience at my own school in the nursery and junior school. Helping out and spending time with children made me feel like I really wanted to work in the early years. I also worked as a swim teacher during sixth form, and this reinforced wanting to work with children, as I really enjoyed seeing them progress and develop.

Once I had decided that I wanted to work in the early years, Norland seemed like the clear choice. My mum showed me an article about Norland and it stuck with me. I thought it looked like so much fun, and when I looked into it I saw it was the best place to study an early years degree as well as having great job prospects.

“From day one at Norland, I have felt really welcomed and accepted.”

I quickly realised that Norland was the right place for me and that I wanted to go into nannying, as I enjoy being able to build a really strong relationship with the children and families I work with. When you are a nanny, you spend lots of time with the children and establish a unique bond compared to lots of other roles in the early years, as well as having a big impact on both the family and the child. I could also see that there was lots of support for the students at Norland and it looked really friendly.

From day one at Norland, I have felt really welcomed and accepted, and part of the Norland community. I have enjoyed all aspects of the course, from developing my knowledge of theories of childcare on the academic side, where I have found there to be lots of overlap from theories I learned in my Biology and PE A levels, to the practical skills we learn in food and nutrition and sewing.

I have particularly loved placements. Being able to put everything I have learned into practice and to work with children is the best part for me. Whenever I see a child reach a new milestone it's amazing, and it's nice to get to the point where you know the family and the child inside out.

We get to have a wide variety of experiences over the years. In my second year, with the placements progressing into family homes, I have had a taste of building those relationships, and it feels like what I came to Norland to do. I also had a placement in a school which I really liked, and I can see primary school teaching as something I would want to do later in life, once I have done some nannying for a number of years.

“Part of the fun is thinking where I could be in five or ten years and knowing that being a Norlander means I will always have good opportunities for jobs.”

Sam #WeAreNorland

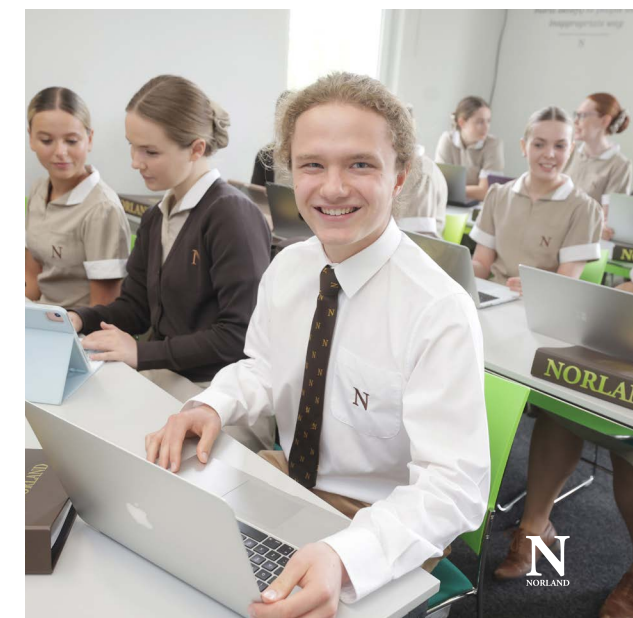
Academically, I have really enjoyed my second year. Having completed the theory groundwork in the first year, what we learn in the second year is really exciting and there are lots of interesting topics such as our module in Professional Development, which has got me really thinking about my own practice. We have learned how, as an early years practitioner, we can influence play and how children experience and develop through play. This has been an eye-opening topic for me on how much of a role I will take, and how important play really is, and I have been able to draw on my own experiences during these lectures.

There are lots of opportunities around Bath to get involved in extracurriculars and clubs, and I've done quite a lot of different activities. Last year I was involved in the Norland climbing society, netball through Bath Spa Students' Union, and rugby with a local Bath team. Both netball and rugby were introduced to me through two older male students who were two years above me, and I really enjoyed both of these. This year I have also been involved in a local swim team and have even done some competing for them. Because Bath is a city with lots of students, it is quite easy to find somewhere to do any kind of activity you are interested in, and Norland are very good at providing opportunities to set up our own clubs wherever possible.

As a male student, I have felt really welcomed and accepted. I think it's great that Norland has male students, and I've found that families and early years settings are appreciative of the individual perspective I bring. I also think it's important to highlight the role men can play in the early years, going against the stereotype.

I'm excited about the wide variety of options and opportunities that will arise from being a Norlander. Part of the fun is thinking where I could be in five or ten years and knowing that being a Norlander means I will always have good opportunities for jobs. I'd quite like to travel for my job and think it would be an amazing way to experience different cultures whilst working.

Scan to read more student stories



Norland at a glance

87%

of Newly Qualified Nannies started their paid full-time position within six months of completing their studies in 2022/23

98%

of students who began their Newly Qualified Nanny year successfully completed it to earn the Norland diploma and Norlander title (Set 41)

£1 million

has been awarded in bursaries in the past five years by Norland, providing around one in four students with financial support

6

jobs on average for each Norlander looking through the Norland Agency in 2023

£47,600

is the average starting salary for a first-year qualified Norlander placed through the Norland Agency in a full-time role in the UK, including both live-in and live-out positions

63%

of students achieved a first-class or 2:1 degree in 2022/23 (Set 44)

1:10

is the ratio of teaching staff to students at Norland, ensuring students receive exceptional support with their studies

100%

employability is offered to fully qualified Norlanders through the Norland Agency

1,265

hours are spent on placement while studying at Norland, making up 35% of the course

25

hours of newborn experience while studying, in addition to placements both with families and in a range of settings, including nurseries, schools and hospitals

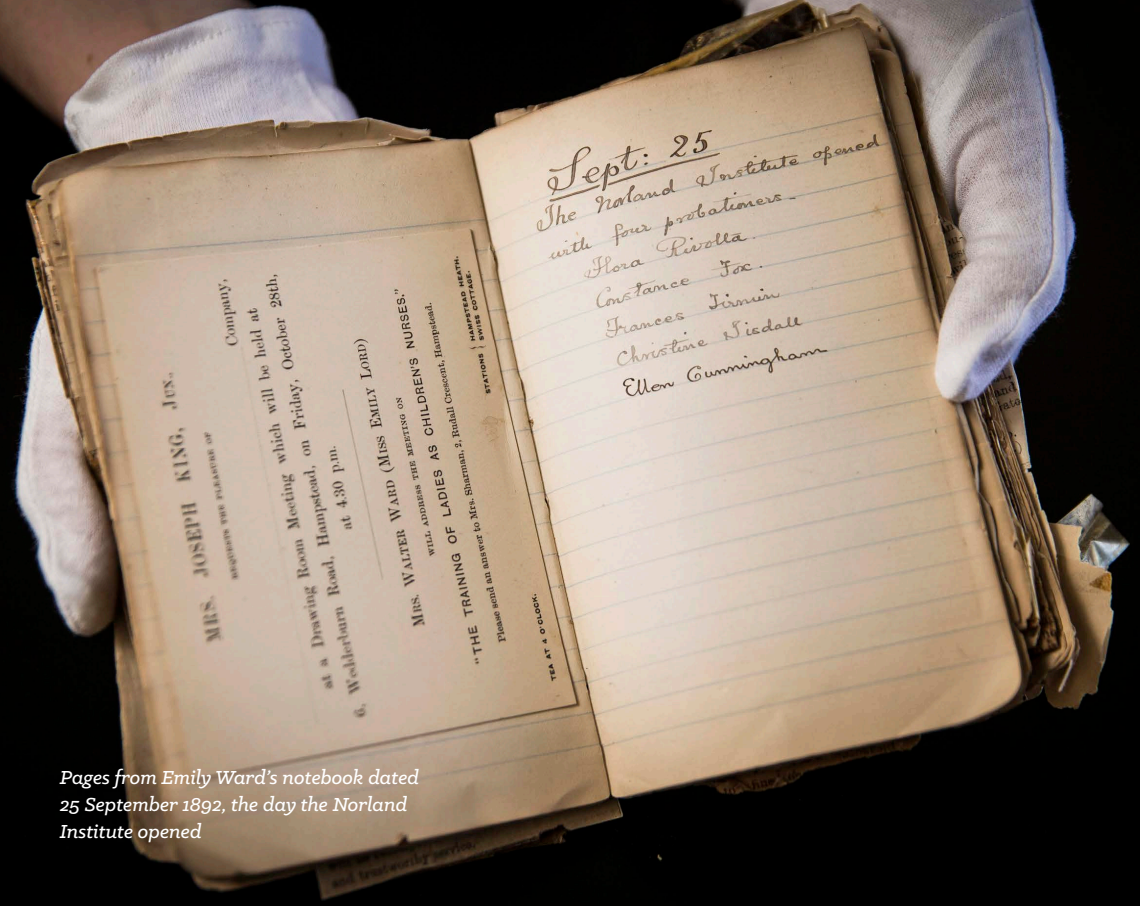


Grounded in history

Emily Ward founded Norland in 1892. In doing so, she recognised the need for early years childcare to be more structured, centred on the child, loving and nurturing.



Emily Ward



Pages from Emily Ward's notebook dated 25 September 1892, the day the Norland Institute opened

Emily Ward was an astute businesswoman and an educational pioneer. She set up Norland as the first educational establishment to offer any kind of childcare training, thus creating the profession of the nursery nurse and the foundations on which all nursery nurse training would be based. Prior to the introduction of formal training at Norland, children would be cared for by 'untutored' housemaids before going to school.

Training at Norland was focused on the founding principles of Fröbel, the German educationalist best known as the originator of the 'kindergarten system', and Emily Ward adapted them to be relevant to the needs of young children and their families.

Emily founded Norland on 25 September 1892. Her recently discovered notebook includes entries which date from 14 May 1892 through to 6 November 1919. The handwritten pages, some of which are on very fragile paper, contain personal insights into the life of Emily Ward in the founding days of Norland at its original site at Norland Place, London.

The black leather-bound A5 book contains over 120 pages of first-hand accounts of the founding days of the Norland Institute, as it was first known. The diary is also full of newspaper cuttings, invitations and documents which had been carefully secured onto the pages by Emily, giving a unique insight into the time.

Emily Ward's legacy is immortalised through the Emily Ward Bursary, which provides students with the opportunity to obtain a grant towards meeting the cost of their tuition fees.



Norland helmet from the Blitz era, 1940-1941

Through the ages

As well as changing location multiple times, Norland has constantly updated its curriculum, progressing with the times to offer the most up-to-date academic childcare training and education courses and the highest practice standards in line with the latest research. Throughout its constant development, Norland's values have remained the same, with children being at the centre of all decisions and the Norland motto 'Love Never Faileth' being central to its values.

Focused on the future

Since its founding, Norland has been recognised around the world as being at the forefront of early years education and training. This reputation continues, with Norland now offering an intensive academic degree and skills-based diploma programme, combining the most up-to-date research and knowledge with practical training. It is our students, past and present, who have been instrumental in establishing Norland's position as the leader in early years education. Every student and Norlander carries the responsibility of maintaining our reputation to the highest of standards.



The first cohort of Norland Nurses, 1892

Our history

Browse Norland's history while seeing what was happening around the world at the same time.

1890s



1892
Founded at Norland Place, London

Principal: Isabel Sharman
1895
Uniforms are supplied by Debenham and Freebody in Kensington, London

1900s



1900
Move to Ladbroke Grove, London (6 weeks)

Move to 10 Pembridge Square, London
1902
Long-service badges are introduced
1904
Purchase of 7 Pembridge Square, London, for nurseries

1910s



1911
Purchase of 11 Pembridge Square and nurseries moved from 7 Pembridge Square, London

1917
Isabel Sharman, Norland's first Principal, dies on 11 January
1918
Principal: Jessie Dawber
1919
Principal: Dorothy Townshend

1920s



1923
Principal: Ethel Peacey
1924
Emily Ward passes the editing of *Norland Quarterly* to Mildred Hastings, Secretary of Norland

1930s



1930
Emily Ward dies on 15 June

1932
Principal: Jane Winterbotham
1935
Principal: Ruth Whitehead
1938
Nurseries evacuate to Fencewood House, near Newbury, and then move again to Hothfield Place, near Ashford, Kent

1940s



1940
Nurseries move from their temporary home in Kent to Belvoir House, Bideford

Uniform changes for new trainees during WWII; capes were replaced with coats to reduce the use of silks as the material was prioritised for parachutes
1941
Principal: Ethel Danvers
1942
Principal: Catherine Blakeney
1943
Move outside of London for the first time to Chislehurst, Kent
1945
Norland becomes Norland Nursery Training College

National Nursery Examination Board (NNEB) courses introduced
1949
Principal: Joan Kirby

1950s



1956
The first annual Garden Party takes place

1960s



1960
Children's hotel opens
1966
The Norland Quarterly becomes *The Norlander*, published annually

Principal: Lucy Keymer
1967
Move to Denford Park, Hungerford

1970s



1971
Principal: Betty Medd
1975
The Day-Care Unit opens to expand the Nursery School capacity

1980s



1980
Norland students study the Nursery Nurses Diploma awarded by the Royal Society of Health

Principal: Louise Davis
1988
Speedwell House opens to provide additional accommodation for second-year students

1990s



1992
Norland celebrates its centenary

Norland - The Story of the First One Hundred Years written by Penelope Stokes is published by Norland
1999
Principal: Kay Crosse

2000s



2003
Norland College and Agency move to York Villa, a building originally owned by the Duke of York, in Bath

The Norlander becomes *Norland Now*, still published annually
2005
Principal: Thirza Ashelford
2008
BA (Hons) Early Childhood Studies course introduced
2009
Principal: Elizabeth Hunt

2010s



2011
Final intake of CACHE Level 3 Diploma in Childcare and Education
2012
Norland College is listed on UCAS
2013
Norland uniform redesigned

BA (Hons) Early Years Development and Learning degree introduced
2014
ITV documentary *Britain's Poshest Nannies* airs
2015
The first time Norland has multiple male students
2016
Principal: Dr Janet Rose

First degree graduation ceremony
2017
Norland's 125th anniversary

Move to Oldfield Park, Bath
2018 & 2019
Norland is awarded TEF Gold by the Office for Students for teaching excellence
2019
Norland is granted Taught Degree Awarding Powers by the Privy Council

2020s



2021
Norland introduces gender-neutral uniform

Norland is granted an international student visa sponsorship licence
2022
Norland's first degree-awarding ceremony

Norland introduces BA (Hons) Early Childhood Education and Care degree

Norland launches world's first home-based-childcare research journal

Norland is awarded a third TEF Gold rating

1892
Ellis Island opens
1895
Frederick Douglass, eminent human rights leader, dies

1900
The Wonderful Wizard of Oz is published
1901
Edward VII becomes King
1904
Dr Seuss is born
1907
First Scout camp on Brownsea Island
1908
London hosts the Olympic Games for the first time

1910
George V becomes King
1912
RMS Titanic sinks in the Atlantic Ocean
1913
Suffragette Emily Davison fatally injured at Epsom races
1914
WWI begins
1919
Albert Einstein's theory of general relativity is confirmed

1923
Time Magazine debuts
1925
Invention of the television
1928
Women in the UK get same rights to vote as men

1932
Amelia Earhart flies solo across Atlantic
1936
George VI becomes King
1939
WWII begins

1940
Winston Churchill appointed UK Prime Minister
1943
World's largest office building, the Pentagon, is completed
1945
WWII ends
1947
The microwave oven is invented by Percy Spencer
1948
The National Health Service is established

1953
Queen Elizabeth II coronation

DNA is discovered
1957
Russia launches Sputnik I, first earth-orbiting satellite – the Space Age begins

1964
Mary Poppins is released
1966
England hosts and wins the football World Cup
1969
First man on the moon

1971
Disney World opens
1975
The Vietnam War ends
1977
Queen Elizabeth II celebrates her Silver Jubilee
1979
Margaret Thatcher becomes UK's first female Prime Minister

1982
The first commercial compact disc is produced on 17 August
1986
Chernobyl disaster

1990
The fall of the Berlin Wall

Tim Berners-Lee invents the World Wide Web
1994
Nelson Mandela wins South Africa's first multiracial election, marking the end of apartheid
1997
The death of Princess Diana
1998
The Good Friday Agreement is signed in Northern Ireland

2000
Tate Modern opens in the former Bankside power station
2002
The euro is introduced in 12 countries within the Eurozone
2005
Angela Merkel becomes Germany's first female chancellor
2009
Barack Obama inaugurated as the 44th President of the US, becoming the United States' first African-American president

2012
London hosts the 2012 Olympic Games
2013
Andy Murray becomes the first British men's singles champion at Wimbledon since 1936
2015
Queen Elizabeth II becomes Great Britain's longest-reigning monarch at 63 years and 7 months
2018
Mary Poppins Returns is released

2022
Queen Elizabeth II celebrates her Platinum Jubilee

The longest-reigning British monarch, Queen Elizabeth II, dies after a 70-year reign
2023
King Charles III coronation

WWW.



A degree with a difference

Why choose to study at Norland?

At Norland, you will study for two distinctive, unique, yet fully integrated qualifications. Our BA (Hons) Early Childhood Education and Care degree is a three-year full-time course which combines undergraduate-degree-level study with practical sessions and experience with children, enabling you to put theory into practice. The national industry-recognised Early Childhood Graduate Practitioner Competencies (ECGPC) are integrated throughout the degree and placements. On completion, you will be recognised as a Level 6 Early Childhood Graduate Practitioner in both early childhood academic knowledge and practice skills.

Running alongside the degree, and for one year after you have left Norland, you will work towards achieving the prestigious new Norland diploma. It is this qualification that sets you apart from other early years professionals and adds an even greater array of practical skills and experience to your early years toolkit.

What will I learn on this course?

This course provides an unrivalled opportunity to develop your skills, knowledge and understanding of the early years. Our lecturers have a passion for this subject area and considerable professional and academic experience in education and working with families. Their teaching draws on many disciplines including psychology, neuroscience, child health, philosophy, social sciences and education.

What is different about studying at Norland?

Norland offers unparalleled training in the early years. You will develop theoretical knowledge through undergraduate study and build on this knowledge through practical application and extensive hands-on experience on the Norland diploma.

Guest speakers are regularly invited to Norland to give you an opportunity to listen to experts working in the field.

You are required to wear a uniform while studying at Norland and in placements. This instils a sense of responsibility and pride as you represent a long and prestigious history of the highest quality.

The Norland Code of Professional Responsibilities contains the professional standards that you, Newly Qualified Nannies and Norland graduates must uphold. The values and principles set out in the code are not negotiable or discretionary. They outline the behaviours and competencies expected of all those who are studying at, and have graduated from, Norland.

Fully qualified Norland graduates, known as Norlanders or Norland Nannies, also uniquely benefit from lifelong career support. The agency and alumni team works exclusively with Norlanders, ensuring graduates have outstanding employment and professional development opportunities upon leaving Norland and throughout their careers.



How is the course structured?

Each of the three years is divided into three trimesters with your time split between campus-based training and placements. You will undertake at least eight placements over the three years.

In the third and final year of the degree, you will also be required to complete a work-based project on an early years topic of your choice. During the summer trimester of the third year, we focus on teaching you skills which will be relevant to your future employment. Among others, this includes first aid training, baby massage, employment contract advice, interview techniques, driving in arduous conditions and security training delivered by former military intelligence officers.

There are a number of different assessment methods for the degree and diploma courses at Norland. These include essays, presentations, vivas, portfolios, displays and a work-based project.

How does the Norland diploma fit into the course?

The Norland diploma is a distinctive and prestigious qualification which is studied alongside the degree course and for a fourth year following completion of the degree. This qualification will prepare you for all the practical aspects of the care and development of children in the early years as well as providing you with critical professional and life skills.

The final module of the diploma is the Newly Qualified Nanny (NQN) year, a 12-month probationary nanny post in paid full-time employment, arranged by Norland. There are no tuition fees to pay in the NQN year.

You must successfully complete not only your degree but also each element of the Norland diploma in order to use the professional title Norlander or Norland Nanny and gain access to the Norland Agency.

Degree and diploma course module map

Year 1

Core modules:

- The Developing Professional Practitioner
- Practice in the Early Years 1: The Setting
- Keeping Children Safe: Safeguarding and Child Protection
- Learning, Development and Pedagogical Theory
- Principles of Equality, Diversity and Inclusion
- Introducing Self-Regulation
- Professional Skills 1
- Basic Care Skills
- Let's Play!
- Transitions 1
- Food and Nutrition: Foundation Cooking Skills
- Food and Nutrition: Cooking for and with Babies, Infants and Children
- Sewing: Machine and Hand Sewing
- Sewing: Child's Apron

Your choice of two options from:

- A Focus on Music, Drama and Theatre
- A Focus on Practical Science, Technology, Engineering and Maths (STEM)
- A Focus on Children's Literature
- A Focus on Sustainable Practice

Year 2

Core modules:

- Working Professionally with Parents and Carers
- Practice in the Early Years 2: The Home
- The Baby Years
- Play: Exploring and Inventing
- Promoting Health in Practice
- Supporting Children to Regulate Behaviour
- Professional Skills 2
- Intermediate Care Skills
- Playful Learning
- Transitions 2
- Food and Nutrition: Managing Family Cooking
- Food and Nutrition: Cooking for Dietary Needs
- Sewing: Child's Appliquéd Learning Resource
- Sewing: Fabric Friend

Your choice of two options from:

- A Focus on Supporting Children to Understand Identity
- A Focus on Trauma
- A Focus on Multiple Childhoods
- A Focus on Siblings

Scan for the most up-to-date modules



Year 3

Core modules:

- Developing Your Nanny Philosophy
- Practice in the Early Years 3: Supporting Families through Leadership
- Children's Worlds Today
- Work-Based Project
- Embedding Self-Regulation into Practice through Play
- Professional Skills 3
- Advanced Care Skills
- Playful Environments
- Transitions 3
- Food and Nutrition: Celebration Cookery
- Food and Nutrition: Preparing for Newly Qualified Nanny Year
- Sewing: Fancy Dress
- Sewing: Children's Quilted Blanket

Your choice of two options from:

- A Focus on Management and Leadership Skills in a Formal Household
- A Focus on Supporting Loss
- A Focus on Entrepreneurship for Nannies
- A Focus on Growing with Children

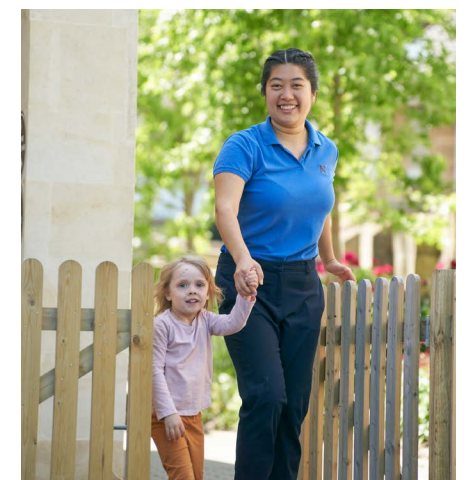
Year 4

Newly Qualified Nanny year:

Twelve months in paid full-time employment, arranged and supported by Norland. No tuition fees payable for this year.

“My biggest passion was the placements, and being able to go to so many settings. I’m now ready for any environment I’m placed into.”

Joe #WeAreNorland



My Norland Story

#WeAreNorland

Meet Vânia

Third-year student (Set 46) Mozambique

Scan to
read more
student
stories



I am originally from Mozambique and have been lucky to experience living and working in a number of diverse cultures and countries. My career path is built on a wide experience of life. I have worked in an orphanage and nurseries in different countries, gained a Montessori professional qualification as an Early Years Practitioner, and worked in a range of other jobs. These experiences fuelled my passion to work with children.

Before applying to Norland, I worked at a nursery in Bath, which showed me that I still wanted to learn more and study for an early years degree. Through my research of different colleges, I found that the best university degree to study was right here on my doorstep. Norland offered exactly what I was looking for, in that it offered a world-class degree that would enable me to further pursue my career to work with children.

I went to the open day, which was really informative, and this confirmed my decision that this was the path for me to follow. On that first day going into the college, you cannot imagine how proud and excited I was and looking forward to meeting new friends and getting started with my study.

During the first year, it really was about finding my feet. As a mature student, drawing on the support of the tutors and the college as well as my peers in Set 46, many of whom are now my friends as well as those in earlier sets, was particularly helpful. My 'Norlander buddy' from a previous set has been especially invaluable. One of the main things I have learned is to be kind to myself and take things one step at a time.

I had not studied at this level of intensity for many years. One thing about the studies at Norland that has been a highlight for me is that what we learn academically, we can then put into practice with hands-on experiences in our placements, which confirms that it is a degree with a difference.

Another highlight has been the various placements we have undertaken, working with real children in real situations, both in nurseries and family homes. When I started studying, I thought that we would just be learning how to nanny, but we go into depth around the academic theories of how children learn and develop; this was an eye-opener and another highlight for me.

My advice to any mature student wanting to follow this path is to do it. You do not want to be wondering, later on: what, if I had made that application, could I be doing now?

“Norland offered exactly what I was looking for... a world-class degree that would enable me to further pursue my career to work with children.”



Practical training through the Norland diploma



The Norland diploma is an additional qualification you will work towards with modules integrated with the degree.

The purpose of the Norland diploma is to prepare you for the practical aspects of the care and development of children in the early years. It equips you with the practical skills and competencies required to support children and families at a senior level or in sole charge within an early years environment, whether in a setting or a family home.

You will study modules on playful learning, care skills, wellbeing, transitions, food and nutrition, sewing, and employment training.

You will also learn additional professional skills required to work with children – including good timekeeping, team-working, excellent communication skills and respect for and love of children – and gain a strong understanding of and respect for confidentiality. These skills are taught throughout your training and culminate in a final module in your fourth year dedicated to employment: the Newly Qualified Nanny year (see below).

On completion of the diploma, you will be able to link theory to practice and will become a reflective practitioner through teaching, reflection and lots of hands-on experience. It is the attainment of this prestigious qualification that distinguishes Norland graduates from other early years professionals and makes them highly sought after.

A value-added curriculum

A degree from Norland is unlike any other early years qualification. It's the value-added elements of our curriculum which truly make it a degree with a difference.

Children's theatre

Opened in 2005, the egg is one of the few specialised children's theatres outside London. A three-hour workshop delivered by an expert practitioner will help you to build confidence and creativity and strengthen the bonds you share with your peers. You'll also learn drama games that you can take to your placements and enjoy with the children in your care.

Security and cybersecurity training

You'll receive specialist security training from former military intelligence officers, including how to stay safe online and how to deal with potential security risks, as part of your Employment Weeks training.

Skid pan driving

You'll undertake skid pan driving during Employment Weeks to learn how to control a car under any circumstances, including adverse weather conditions, handling distractions from children in the vehicle and other potential hazards and risks.

Forest school

You'll spend a day at forest school creating and developing a range of experiential activities for children of various ages, critical for developing reflective practice.

Infant massage workshop

During Employment Weeks, you'll attend an infant massage workshop focused on connection, communication and closeness. Exploring the origins of this worldwide practice and learning about the benefits of using infant massage on babies and infants, you'll gain a deep insight into how baby massage promotes positive nurturing touch and beneficial connections between caregiver and child.

Thoulstone Park

As an early bonding opportunity, you'll visit Thoulstone Park in Wiltshire during Welcome Week and take part in a range of outdoor activities, from canoeing to forest walks.

Scan to view the full value-added curriculum



Guest lectures

Guest lecturers are regularly welcomed to Norland to share their expert knowledge and experience in a range of fields. The programme is updated each year to ensure you have access to the very latest early years research and expertise throughout your three years of training.

Self-defence classes

You'll receive self-defence training led by a highly respected 7th-degree black belt in tae kwon do. You'll attend a three-hour workshop in self-defence early on in your training followed by a second session during Employment Weeks as a refresher and to learn how to protect your charges in buggies and prams or while walking.

Norland diploma study visits

In your first year, you'll have the opportunity to visit London's Victoria and Albert, Natural History, and Science museums. These trips will support you to make links between the knowledge gained during your studies and your developing practice, as you will explore learning opportunities on offer for young children and families. In your second year, you'll attend The Baby Show where you will explore and keep abreast of the range of parent and baby products, services and advice on offer to parents and carers.

Employment Weeks

In your final term at Norland, you'll participate in a series of employability-focused lectures and activities, designed specifically in advance of your Newly Qualified Nanny (NQN) year. The schedule changes each year. In addition to those activities mentioned above, an example schedule includes:

- London orientation
- Bereavement coaching
- Finance and contracts
- First aid
- Interview techniques
- Debrett's communication training

Makaton

While studying diversity and inclusion in your first year, you will have the opportunity to work alongside an experienced tutor and learn how you might use Makaton to support young children's communication. Makaton uses symbols, signs and speech to support the development of essential communication skills such as attention and listening, comprehension, memory, recall, and organisation of language and expression.

Brazelton

During your second year, you will work with experts to develop your knowledge and understanding of ways in which you can support healthy parent-baby relationships through promoting an understanding of newborn babies' communication. Brazelton is a renowned approach which focuses on the social, interactive capabilities of the baby and their unique characteristics to understand newborn behaviours.



Student placements

Scan to read placement diaries



Placements are an integral part of the study experience at Norland. Across the three years, around 35% of your time will be spent gaining extensive practical experience in early years placements. You'll work in early years settings in and around Bath and south-west London, including hospitals, nurseries, schools, a special educational needs setting and family environments – both 'living in' and 'living out'.

Having this wealth of hands-on experience in your toolkit is part of what makes you so instantly employable as a Norlander and will prepare you to deal with the real-world scenarios you are likely to face after graduating.

Early Childhood Graduate Practitioner Competencies qualification

The industry-recognised Early Childhood Graduate Practitioner Competencies (ECGPC) have been integrated into the placements and throughout the degree. On completion, you will be recognised as a Level 6 Early Childhood Graduate Practitioner in both early childhood academic knowledge and practice skills.

“Getting to put the theory into practice and spend time with different children and different families is really special.”

Genna #WeAreNorland

1,265 placement hours



“Placements confirmed to me that nannying is a career I love.”

Annie #WeAreNorland



Newly Qualified Nanny (NQN) year

Scan to read NQN diaries



4th year
in paid
employment

Following the successful completion of three years at Norland and having earned your BA (Hons) in Early Childhood Education and Care, you will embark on your final module of the Norland diploma.

There are no tuition fees to pay in your Newly Qualified Nanny (NQN) year. As an NQN, you will spend 12 months as a probationary nanny in paid full-time employment arranged through the NQN team. This first fully supported position will help you to develop your skills and build on what you have learned during your time at Norland, while having a dedicated team on hand. You will continue to be assessed during the NQN year.

The purpose of the NQN year is to enable you to gain confidence and experience as you enter the workplace for the first time as a nanny, while being supported by Norland and your employer. The NQN year ensures that the high standards expected of Norland graduates are maintained in practice. This unique combination of high-level academic qualifications and extensive practical experience is what sets Norland graduates apart from others in the early years sector.

As you approach the end of the NQN year, your very own dedicated employment agency, the Norland Agency, will work with you to help you to decide on the next steps in your career path.

Successful completion of the NQN year will result in the award of the prestigious Norland diploma and badge, registration with the Norland Agency and access to its jobs database, the professional title Norlander or Norland Nanny, and the lifelong support of Norland.

Professional Association of Norlanders (PAN)

Norland has set up its own Professional Association of Norlanders (PAN), which all qualified Norlanders are invited to join as part of their commitment to upholding the Norland Code of Professional Responsibilities. In setting up PAN, Norland has committed to maintaining standards and up-to-date practice in line with research and developments within the early years sector.

Membership comes with a range of benefits and stands as a mark of quality within the early years profession and with employers.

Students and Newly Qualified Nannies are automatically enrolled as PAN members for free.



My Norland Story

#WeAreNorland



Meet Joe and Will

Newly Qualified Nannies (NQNs) (Set 44) London/Cornwall

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read more
student
stories



I'm Joe (left) and I'm from London. I decided to come to Norland after watching my parents working as teachers for years. They were really my biggest role models growing up. Watching them work with children, day in and day out, really built my love and passion for wanting to work with children.

I chose Norland because it was the highest institute I could be at in terms of nannying. Over the three years, we've had so many amazing opportunities and done so many different things. I've especially loved all the up-to-date studies we do on a continuous basis.

But for me, my biggest passion was the placements. Being able to go to so many different placements has ensured we're ready for any environment we're placed into. The amount of experience that you gain from going into all these different homes, all these different nurseries, having the opportunity to go to maternity wards. It's just so amazing, and when you do go for a job you've got this huge range of experience.

One of the highlights, alongside studying at Norland, was the social aspect. Bath offers so much. By playing lots of different sports and getting involved in different activities, I have met new people every day.

I was fortunate that Will joined at the same time, and we came to Norland together. From day one we hit it off

and we've never looked back. We've now lived together for three years; we've studied and helped each other.

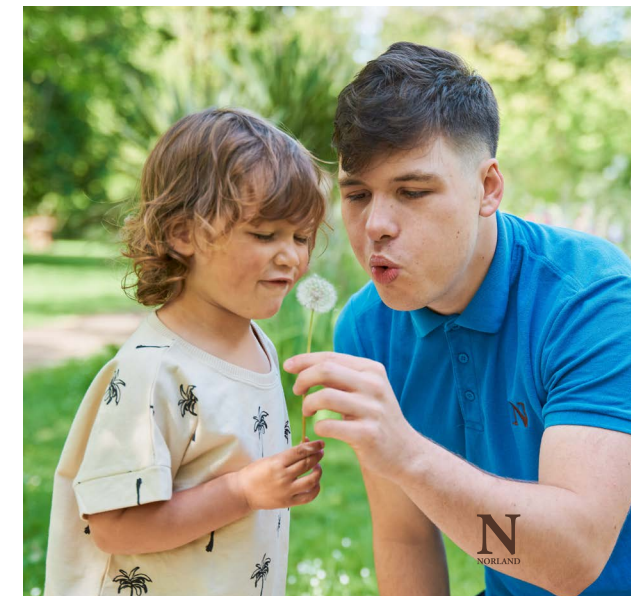
We get some of the best experiences and work with young people all the time and it's a privilege to be an inspiration to them. With the opportunities that we have at Norland, the world becomes your oyster, and you can go anywhere you want.

I'm Will (right) and I'm from Cornwall. I started off as a rugby coach, and I slowly worked down the age groups until I was working with children. And one of my sister's friends, who had gone to Norland, suggested I go to an open day.

My three years at Norland were amazing. I've loved every second of it and it flew by. I'm excited for my Newly Qualified Nanny year. I hope to go to London and work with a family there.

I would recommend for men to join the early years sector, and Norland in particular. The experience we get is amazing and it's given me so many opportunities, like working with multiples, which is something I never thought I would get the opportunity to do and is really rewarding. If you're worried about preconceptions, or anything like that, I'd highly recommend going to an open day to see the support available.

“We get some of the best experiences and work with young people all the time and it's a privilege to be an inspiration to them.” Joe #WeAreNorland





A big career with small people

Norland Agency: working exclusively with Norlanders since 1892.



Norland's dedicated in-house employment agency is as old as Norland itself, set up in parallel with the Norland Institute to place the first cohort of nannies into employment. There are not many professions which can offer guaranteed employment opportunities, but, at the Norland Agency, demand from families for qualified Norland graduates (Norlanders) outstripped supply from day one and continues to do so today.

The lifelong support for Norlanders is also something which has continued since the early days of Norland. In those days the *Norland Quarterly* publication was used to seek and offer help and support. Emily Ward set up the *Quarterly* to be a platform for nurses swapping news as well as sharing childcare advice, building on their own experiences as they travelled from nursery to nursery.

Today's Norlanders turn to the private Norlander Facebook group for peer support and can telephone or email the agency and alumni department or simply call in. Although the methods of communication have changed, the fact remains that once someone has graduated from Norland, they never lose their connection with the Norland community.

Norlanders can always be sure of support and friendship, whenever and wherever they are in the world.

The Norland Agency continues to work exclusively with Norland graduates to place them in positions all over the world, working as nannies and maternity practitioners.

Once qualified, Norlanders have exclusive access to a list of clients who specifically want to employ a Norland Nanny through the Norland Agency.

Graduates can register for access to the secure online job list where they can search through a huge variety of positions. Those placed through the Norland Agency are employed in positions where they are able to travel to exotic and exciting locations with the family, live abroad or work across the UK.

Scan to read more career stories



Student life

Scan to speak to our students



We're smaller than other higher education institutions, so you'll experience a close-knit, warm and friendly environment.

Norland students make the most of everything the city has to offer. Bath has a large student population, ensuring there is always something to do. You'll also benefit from free exclusive access to all clubs and societies at the Bath Spa Students' Union.

We encourage and fund student-led activity ideas, from one-off events to long-term initiatives such as running, climbing, netball and sewing clubs. We run mindfulness sessions, pet therapy and fitness classes, and you can join the Norland choir. Students run an active charity committee, participating in local and national fundraising efforts.

The city centre is easily accessible and small enough to explore on foot, with excellent bus links to and from student accommodation areas.

For those times when the bustle of a larger city is required, Bath offers excellent rail links, with Bristol only 15 minutes away, and London can be reached in an hour and 25 minutes.

“At Norland, you never feel alone. There are so many clubs and socials to become a part of.”

Fern #WeAreNorland



“I've made friends for life, and I feel really at home at Norland!”

Harriet #WeAreNorland



Meet Rhianna

Third-year student (Set 45)
Grimsby

I'm bilingual, originally from Spain, and I moved to England in 2008 and have lived in Grimsby ever since. Prior to Norland, I was babysitting and nannying privately while also working as a care worker for the elderly.

I found out about Norland through my tutor towards the end of my first year studying a Level 3 childcare course. I had previously mentioned to them that I was interested in nannying and looking at different agencies within London. However, I still felt underprepared to start full-time nannying. This is when my tutor mentioned Norland to me and encouraged me to research the college and see what I thought. Upon researching Norland and reading everything about it, I just fell in love with everything about the place.

Getting to move out and be completely independent was really thrilling for me! I had a lot of fun being able to walk to new places and get lost in a new city.

“I just fell in love with everything about the place.”

Rhianna #WeAreNorland

My highlights so far have been the jobs I have had, even as a student, participating in open days and my new life in Bath.

Before coming to Norland, I worked for a care company for about two years. I was able to save up about £2,000 to put towards the costs of living away from home. I use all my student finance to fund my tuition fees and the rest is covered by earnings from my jobs. I've had a few jobs since starting at Norland. These have included jobs through Norland's Student Job Shop such as nannying at weddings.

I fit my work around my timetable. Helping in the library is good, as once I've completed all my jobs for the evening, I can sit and do a bit of my coursework. It's the same with the night shifts – I can work on my assignments through the night when I have time.

Some people may be lucky and have parents that are able to help cover some of their study costs. My parents would prefer I ask them for help if I'm really struggling. I use my maintenance loan of around £9,000 per year to support living costs and if I have any spare, then I put it towards my tuition fees.

I also receive an Emily Ward bursary from Norland. I tend to put it in a backup savings account and then when it's the beginning of the month I move across the overall amount of money I need for things such as rent or food. My advice is to complete the bursary application as soon as Norland sends the email to you.

Meet Fern

Second-year student (Set 46)
Dorset

Scan to
read more
student
stories



Prior to Norland, I achieved my Level 3 qualification in childcare at college and spent a year nannying in New York. It was my year in the US that made me decide to become a nanny and pursue a career through Norland.

I heard about Norland through my Duke of Edinburgh leader. I have always had a passion for childcare ever since I started teaching swimming at 14 years old. I love supporting children to develop, thrive and achieve their goals. After applying to Norland, I worked as a special educational needs (SEN) one-to-one assistant in Durham while I waited to begin my Norland journey.

I have loved every part of my Norland journey so far. The course is so varied, from the food and nutrition and sewing classes to the academic lectures and all the hands-on experience we get from our placements.

I am really enjoying my time at Norland and have even grown to love academic writing, which was challenging at first. I truly believe that all the hard work will be worth it in the future when I graduate. This year, I have been thoroughly enjoying the research and academic side of the course at Norland and have been considering furthering my education after Norland by undertaking a master's degree.

One of my aims is to become published. At Norland we have so many inspirational lecturers who undertake research and have lots of published papers, ranging from academic work through to children's books.

At Norland, you never feel alone. There are so many clubs and socials to become a part of. I go to two clubs that Norland helps to fund: the climbing club and the aerial and pole classes. Both clubs were set up by fellow students in my year, supported by Norland.

There is so much I am looking forward to in my future, such as my first residential placement, the skid pan driving course during Employment Weeks in our third year, and the annual Norland bake-off competition. I'm also so excited to start my Newly Qualified Nanny year. The course is worth every penny; it is a great investment in your future.

“The course is worth every penny; it is a great investment in your future.”



Student support service

The Norland student support service is here to help you with any of your learning support or pastoral needs and to help answer any questions you have about the issues that affect you during your time at Norland.

Personal tutors

Your personal tutor is your first point of contact to help with any questions or address any difficulties you may have with your assignments and studies. During Welcome Week, you will meet your personal tutor and be assigned to a tutor group.

Student support team

Our student support team are here to help you with any questions or address any issues you may have. We offer a completely free, confidential and supportive service designed to fit in with your needs. You can ask about almost anything, including registering with local GP surgeries, how to plan and write essays, requests to speak to a counsellor, information on obtaining extra time, and transitioning to degree-level study.

Counselling

Our counsellors provide private, one-to-one sessions with students on request. Loneliness, homesickness and stress are normal parts of the university experience and can feel overwhelming. Similarly, we know that anxiety and depression affect many people. Seeking support is a real sign of strength. You are not alone and we can help. Each student is entitled to six free counselling sessions during their time at Norland.

We also work with other organisations to provide additional support and guidance.

Student Assistance Programme

We partner with Health Assured to offer students a Student Assistance Programme (SAP). Our SAP service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues. The service is not only reactive support when you need it but also proactive and preventative support to deliver the best possible outcomes.

Disability and dyslexia support

We offer a wide range of support for students with specific educational needs and/or disabilities. Our student support team can work with you to help develop your study skills in one-to-one and small group sessions. We also provide extra time and other reasonable adjustments for students where eligible. We provide help and guidance for students who wish to apply for Disabled Students' Allowances.

Academic skills support

We offer academic skills sessions and special seminars based on your learning requirements, including lectures on referencing, essay-writing, journal use and independent study techniques. Our student support team are here to help you achieve your study goals and to provide support to enable you to take ownership of your learning.





Your campus

Scan to explore our campus



It's an exciting time to be part of Norland. The growth in student numbers over recent years has seen teaching and learning move to a new campus in the Oldfield Park area of Bath, enabling us to enrol 100 new students each year.

Our Oldfield Park building was opened in 2017, following a multi-million-pound refurbishment. It houses lecture rooms, a large conference room for guest lectures and a simulated nursery area with direct access to the garden, as well as a purpose-built kitchen for food and nutrition teaching.

Our York Place building houses the Newly Qualified Nanny (NQN) support team, the agency and alumni team, and graduate continuing professional development training, as well as external consultancy and training. Some classes are also taught at York Place.

“I love Bath! It’s the most beautiful city to be in and has so much culture.”

Annie #WeAreNorland





Meet Ayeisha

Third-year student (Set 45)
Bath

I am originally from a small village near Bath. Before coming to Norland, I went to sixth form and studied A levels in Biology and Psychology, and a Level 3 Applied Diploma in Criminology.

When deciding which university to go to, I researched a variety of early years courses. Growing up near Bath, Norland is somewhere I had always been aware of but never considered as I was unsure whether I'd meet the entry requirements and be offered a place.

As someone who didn't do a childcare-related course before Norland, I was worried I'd be behind everyone else. I soon realised that Norland are aware of this and really do start with the foundations of early years so nobody is left behind. You also get to experience so many different things through the wide variety of placements you go on.

“The training at Norland really has prepared me for my future career.”

Ayeisha #WeAreNorland

I have always loved working with children, and as I didn't want to work in a nursery or school setting, working as a nanny seemed like the perfect fit for me. I much prefer the one-to-one environment you get as a nanny.

One highlight of my time at Norland are the placements. We have many different opportunities throughout our training – early years settings like nurseries and schools, in the family home, and even a hospital placement. Even as a third year, I am still constantly learning while on placement. Every placement is unique and allows us to put all our hard work to use.

After graduation, I would love to specialise in care for newborns. After my placement on a maternity ward, I really feel that newborns are the age I would like to work with, as those first few months are so precious, and babies develop so much during that time. The training at Norland really has prepared me for my future career.

My biggest piece of advice for prospective students is to believe in yourself. I always thought I'd never get in, but I'm currently in my third year and I wouldn't change anything. Norland opens a variety of doors for you after graduation. There is nothing to lose through applying, and so much to potentially gain. It is such an honour to be a part of Norland and its rich history, so my advice to prospective students would be to take the leap and apply – you never know what it will lead to.

Meet Ike

Norlander (Set 43)
Brighton

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read more
student
stories



I grew up in Brighton with the most incredible parents and three sisters. My three sisters and I were all adopted, two from China, and me and my sister from Vietnam. Seeing my parents raise four children will always be my motivation to provide the best possible care.

Since choosing my GCSE options, I have always known that I wanted to pursue a career in the early years. I have always wanted a job whereby I can make people happy, and working with children certainly fulfils that dream. A job in the early years will never feel like work because it's something I love and have a passion for.

I think that it's very important to have more men working in the early years. I believe that being a male in this line of work goes against the usual stereotype for a child carer. This is exactly why it's important so that children can see that job roles are not based around gender and that they can grow up to be whoever they want to be.

My time at Norland was an extraordinary adventure. I learned many new skills, and opportunities arose from the course – for example, weekly sewing lessons and masterclasses in self-defence, bottle feeding and nappy changing. My favourite part was the two-hour weekly cooking lesson. Everything was provided and the

recipes were so delicious. From cooking basic eggs to deboning fish and meats, the classes equipped us with substantial kitchen skills.

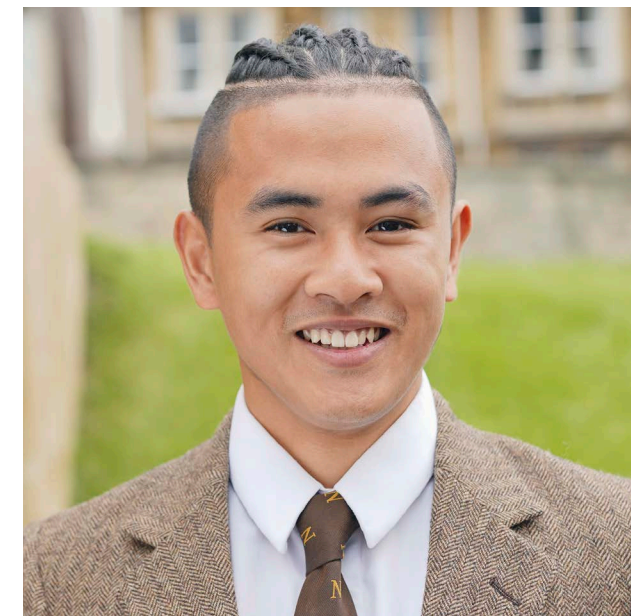
Overall, nothing can beat the placements. At Norland, you're able to experience placements in a variety of settings and put the theory that you're learning in lectures into practice. I cannot explain how rewarding working with children is. Although it may be very tiring, it brings me much joy to know I am part of the reason a child is smiling.

If you have a passion for working in early years, I highly recommend Norland. Not only does it provide you with the most respected childcare status, but it equips you with skills that only the Norland diploma can offer. The endless job opportunities that come up are amazing. Norland is great as it's not all based around academic study. It's very practical, and if you have the drive to work with children you can definitely succeed here.

My plan is to go to America and work on the east and west coasts. After I have saved up, my dream is to open a cooking school for children. I believe that children need to be provided with more information on what a nutritional balanced diet is to reduce chances of obesity and further health problems.

“The endless job opportunities that come up are amazing.”

Ike #WeAreNorland



Choose Bath

As a UNESCO World Heritage Site, Bath is a beautiful and historic city in which to live and study. Based in south-west England, only one hour and 25 minutes from London by train, Bath offers a vibrant city life with easy access to the countryside.

Bath is a popular student city, with students accounting for almost a quarter of the population, and is home to a diverse range of shops, galleries, museums, clubs, cafes, bars, restaurants, theatres, festivals and leisure activities. Norland's central location, just a 20-minute stroll from Bath's historic centre, ensures that you benefit from easy access to all that the city has to offer.

Fitness and leisure

There are plenty of opportunities to participate in your favourite sport. Bath has several gyms and fitness centres to help you stay active.

Cycling – The Sustrans Avon Cycleway route links Bristol and Bath to the National Cycle Network.

Walking – The city is situated at one end of the Cotswold Way, a great footpath to explore. Also, the National Trust's Bath Skyline Walk is a fantastic six-mile circular route taking in some amazing views.

For relaxation – The Thermae Bath Spa, which uses Bath's natural thermal waters, is a major attraction among tourists and residents. It offers a full range of spa treatments and features an open-air rooftop pool.

Head to visitbath.co.uk for further inspiration.

#WeAreNorland

Pubs, restaurants and cafes

Bath has a fantastic reputation for its range and quality of cafes, teashops, pubs and restaurants. It boasts the highest number of Michelin-rated restaurants outside London, but you can still eat out cheaply. Its wide range of places to eat means there is something to suit every budget, and all within easy walking distance of the city centre.

Festivals and events

Bath hosts an extensive calendar of events and activities throughout the year. These include the Bath Festival (a 10-day multi-arts event); film, comedy and literature festivals; the Bath Fringe Festival; and Bath International Music Festival, to name but a few. Other events include the Bath Christmas Market, and rugby union games, which the much-loved Bath Rugby club hosts throughout the season at the Recreation Ground.

Theatres

The Theatre Royal is one of the oldest and most beautiful theatres in Britain. It is a major touring venue and regularly features famous actors and actresses. Attached to this is the egg, a fantastic theatre that offers some of the best work for children and family audiences. For smaller productions there is also the Rondo Theatre, the Mission Theatre and Ustinov Studio (which is the base for the Theatre Royal's Youth Theatre).

Cinema

If films are your thing, the Little Theatre in the centre of town is an art-house cinema which offers screenings of independent, mainstream and world cinema. The annual Bath Film Festival shows a good selection of premieres. Bath also has large multi-screen Odeon and Everyman cinemas, where you can watch all the latest blockbusters.





Meet Sophia

Third-year student (Set 45)
Hertfordshire

I always knew that I wanted to work with children. I originally thought it would be nursery teaching or a doctor or something in that area. Then when I found out that nannying was a career and that I could be in a family home, I liked the ability to make closer relationships with individual children.

I think my highlight has been the most recent residential placement because it's the first placement where I've lived in and had six weeks with the children. You have a lot more time to bond with the family.

My favourite part of the course is the diploma. I love the food and nutrition and sewing sessions, especially sewing, as I love being able to create different projects.

Outside of lectures I've joined activities to meet more people outside of my set. I really love being able to mix with the different sets.

Coming to Norland, it's very welcoming and very inclusive to everyone. I was a bit nervous coming into a city, but Norland made it feel a lot more manageable. I met lots of really lovely people. It was really nice at the beginning to have older sets looking after and helping others.

To call myself a Norlander or a Norland Nanny, it's going to be a very other-worldly experience because it's something I've known about for eight years now and something I've wanted to do for a really long time. By the time I graduate, it will have been 10 years since I found out about Norland and that's a nice full-circle moment.

“I was a bit nervous coming into a city, but Norland made it feel a lot more manageable.”

Sophia #WeAreNorland



Make yourself at home

Norland does not have its own accommodation, but students live in shared student houses across the city of Bath. This enables them to fully immerse themselves in student life outside of Norland training and learn essential life skills.

Although students are responsible for finding their own accommodation in their second and third years, Norland secures a number of places in houses across the city each year for first-year students. When you are offered a place at Norland you will be asked if you would like us to help you find your first-year accommodation and, if so, we will then place you into a house with other Norland students, which has been visited and vetted by a member of staff. All bedrooms are furnished with a bed, desk, drawers and a wardrobe.

All accommodation sourced by Norland is within walking distance or a bus ride from campus. Although we place you in these houses, please note that accommodation contracts are strictly between the student and the landlord.

“I’ve really found my people, where I belong and what I’m passionate about.”

Jessica #WeAreNorland

“The staff at Norland are so supportive. They want you to get through the course and they are always there for you, which is so nice.”

Millie

#WeAreNorland



International students

Norland offers a welcoming, nurturing and inclusive community in the heart of historic Bath in south-west England. Each year, we're delighted to welcome a small number of international students who benefit from our world-famous high-quality training and the outstanding international career opportunities and lifelong career support we offer.

International student support

As an international student, you'll receive tailored support through the application process and throughout your studies. If you require a Student visa to study in the UK, you'll also have access to your own dedicated Visa Manager to guide you through the visa application and immigration process and to provide specific support during your time at Norland.

International career opportunities

Once you graduate as a fully qualified Norlander, you'll receive lifelong career support and your pick of jobs around the world through your very own dedicated employment agency. Established in parallel with Norland, the Norland Agency continues to offer many more jobs than there are Norlanders seeking them in locations all around the world. With your Norland qualifications behind you, the world really will be your oyster.

Applying to study

You should apply to study at Norland through the UK's Universities and Colleges Admissions Service (UCAS), as detailed on the 'How to apply' page on the Norland website.

Confirmation of Acceptance for Studies

If you are offered a place to study at Norland, and if you will need to apply for a Student visa to join us, you will be issued with a Confirmation of Acceptance for Studies (CAS) unique reference number by email. You will need to have this CAS number to apply for your visa.

Visas and immigration

Once you have received your CAS number from Norland, you must apply for your visa online via the UK government website. There is an application fee to pay. You must apply for your visa within six months of receiving your CAS. If you are coming to the UK to study on a Student visa for the first time, then you must apply for your visa from your home country before you travel.

Before starting the visa application process, it is important you understand and prepare the following required documents:

- a passport that will be valid for the duration of your course
- a CAS from Norland
- proof you have enough money to support yourself and pay for your course – this will vary depending on your circumstances
- original qualifications and English language documents as listed in the 'evidence provided' section of your CAS
- certified translations of any of the required documents that are not in English
- if applicable, a police registration certificate
- if applicable, your tuberculosis test results.

Biometric Residence Permit

EU and EEA nationals who have used the UK Immigration: ID check app receive their visa in the form of an online digital status. Along with the online digital status, you will also receive an accompanying letter from the Home Office to confirm that your immigration permission has been granted. This letter also contains instructions on what you should do if you notice any errors with your digital status. The Visa Manager will ask to see your digital status and can help you if you do notice any errors.

EU and EEA nationals will not receive a Biometric Residence Permit (BRP). For other international students, you will receive a BRP. A BRP is an identification card that you will be issued with upon successful completion of your visa application. It can be used to confirm your identity, right to study in the UK, and right to any public services or benefits you are entitled to.

You will be asked to provide your fingerprints and photo for your BRP as part of your visa application. If you apply for your visa from outside the UK, you will need to collect your BRP once you arrive in the UK. Further information about collecting your BRP will be provided in your visa decision letter.

You will also need to bring your BRP to Norland so that we can take and store a copy as part of our sponsor record-keeping duties for UK Visas and Immigration (UKVI).

Immigration health surcharge

As you will be coming to the UK for longer than six months, you will be required to pay a mandatory immigration health surcharge to access the National Health Service (NHS). You pay the surcharge either when you make your visa application online, or when you book an appointment. You can start using the NHS when you have paid the healthcare surcharge and your visa has been granted. You will still need to pay for certain types of services, such as prescriptions, dental treatment and eye tests. When you access healthcare in the UK, you may need to provide your Biometric Residence Permit (BRP) or prove your status online using a share code, if you have a digital immigration status.

Further information

Further information on all aspects of the application process for international students and on all of the information and documents required is detailed on the 'International students' page on our website.

Contact us

If you have any questions about any aspect of the application process or about studying at Norland or living in the UK, please contact the Visa Manager at admissions@norland.ac.uk.

“Being international has always been a bonus when applying for new jobs.”

Maggie #WeAreNorland





Meet Marie

Third-year student (Set 45) Germany

Scan to
read more
student
stories



My name is Marie. I'm from a small town in south-west Germany and I'm part of Set 45 at Norland, having started my studies in September 2021. Prior to coming to Norland, I finished my A levels ('Abitur') in Germany, was an au pair in the US for a year and then started studying to become a secondary school teacher. However, I ended my studies early to be able to come to Norland.

I have always had a passion for working with children. While living in Germany, I nannied and was an assistant sports coach working with children and youth groups.

Everything I read about Norland really resonated with me. I felt like it was the right fit for me and how I imagined my education to be. At the heart of all teaching and work at Norland is the unique child and Norland's founding motto 'Love Never Faileth'. Both of these aspects are really important to me; it feels amazing to know that I'm surrounded by people that have the same passion for working with children as I do.

Another reason I chose Norland is the way it teaches its students. I personally learn best when I get to apply theoretical knowledge directly to practical work, and Norland's curriculum, with its combination of degree and diploma modules, provides me with this opportunity. This made my move to Bath an easy decision!

I settled in nicely to both Norland and Bath. Norland provides students with the opportunity to request accommodation, which is a great way to make sure that you know people before your first day and avoid feeling lonely or out of place. My housemates and I spent a lot of time together in the first few weeks to bond and get to know each other. That and being open to talk to new people and get to know my classmates has helped me make friends and settle in quickly.

Even though I made my decision because of Norland itself and not where it's located, I've really come to like Bath. It's a lovely British city, that feels safe, and there are many things to do and see and it's just a great place for students.

I've already learned so many new skills and gained so much knowledge that it's truly hard to pick one single thing that has been my favourite. However, I enjoy the practical parts of my studies very much. All the things I learned in food and nutrition and projects I've done in sewing were so much fun. It's great to see yourself getting more confident and improving your skills.

If you're thinking about applying, I can urge you to just do it! Norland is everything I expected it to be and even more. I couldn't be happier to have come here to get this amazing education. It is a big change and it's normal to miss your home, your family and everything that makes you love your home country. Just keep focused on all the adventures you are going to experience and get to tell everyone about.

“At the heart of all teaching and work at Norland is the unique child and Norland's founding motto ‘Love Never Faileth.’”

Marie #WeAreNorland



Meet Emma

Second-year student (Set 46) USA

My name is Emma and I'm from Salt Lake City, Utah. I chose to move to the UK to come to Norland because there's nowhere else like it in the world. When my parents dropped me off at the airport, and I was getting ready to fly out, I was so nervous. But I calmed down. When I first arrived in Bath, I felt so lucky to be here; it was so beautiful and I was just amazed.

My first year has been really great, I've had a wonderful time and made so many friends. Bath has become home from home now, and the course has been so interesting. I've been able to do placements in schools and nurseries and most recently at the NICU (Neonatal Intensive Care Unit) at the local hospital, which was wonderful. I'm most excited to go on residential placement next year because it will be the longest Norland placement that I will have and it will be a taste of what it will actually be like to be a Norland Nanny in the future.

My biggest concerns before coming to Norland were that I would be the oldest in my set, and I would not fit in and would be too different to make any friends. That has been completely proved wrong. Everyone I've met at Norland is so wonderful. We have people from all walks of life, which is brilliant. And I really do feel like I know everyone, and we're all really close.

If you're concerned that Norland isn't the place for you, or that you're too different and you're not the Norland type, that's so far from the truth. I was worried that taking that leap of faith to move countries and move halfway across the world to come to a school in a new country was not going to work out. But, with Norland, everyone is just as good as you think they're going to be, and the support is even better than you think it's going to be. Now that I'm here, Norland really feels like home.



“Now that I'm here, Norland really feels like home.”

Emma #WeAreNorland

Entry requirements

For applicants, the academic entry requirements for this course are:

UK applicants

- A minimum of 96 UCAS points. We accept A levels, SCQF Level 6/7 and alternative qualifications at Level 3 such as T Levels, CACHE, BTEC qualifications, International Baccalaureate and Access to HE Diploma in all subjects. You do not need to have an early years or childcare-related qualification to apply to Norland.
- A minimum of five GCSEs (which should include English Language and Maths) at grade 4 or above (or grade C and above) or equivalent prior to application.

If you are unsure whether your qualifications will meet our criteria, you can use the UCAS Tariff Calculator or contact our admissions team by emailing admissions@norland.ac.uk.

International applicants

Norland welcomes applications from international students. Norland holds a student sponsor licence, which means we can sponsor a limited number of international students to obtain a Student visa to study with us. Places for international students are dependent on a successful visa application. Guidelines for international academic entry requirements are available on our website.

English language competence

Applicants must be able to demonstrate that they have sufficient English language competence to complete their programme of study. It is expected that applicants with English as an additional language will undertake IELTS (International English Language Testing System) and achieve an overall band of 6.0 with no less than 6.0 in each component skill. Applicants applying for a Student visa must have a SELT (Secure English Language Test). To meet this requirement, Norland requires an IELTS for UKVI (Academic) test with an overall band of 6.0 with no less than 6 in each component skill, or equivalent. See ielts.org for more information.

Disclosure and Barring Service (DBS) checks

Studying for our early years degree involves a considerable amount of time spent working with children; therefore, acceptance is subject to a satisfactory Disclosure and Barring Service (DBS) (formerly known as the Criminal Records Bureau) Enhanced Disclosure check.

Further details will be sent to you after you have been offered a place.

Graduates of Norland are expected to update their DBS every three years, or register onto the DBS update service.

If you are an international student, as well as completing the DBS application at the start of your course, you will need a police certificate or a certificate of good conduct from your country of residence.

Fitness to practise

Students who qualify as Norlanders may work without supervision with babies, young children and their families. Accordingly, Norland has a responsibility to ensure that students are fit to practise under these circumstances. Fitness to practise will be assessed after you have been offered a place and throughout your time with us, including prior to and throughout the NQN year.

An offer of a place to study at Norland is conditional upon the applicant being deemed fit to practise. Please refer to the Fitness to Practise Policy, which can be found at norland.ac.uk, for more details.

Safeguarding

Norland is committed to safeguarding and ensuring the welfare of children, young people and vulnerable adults. We expect all students and staff to share this commitment.

The suitability of all prospective students and staff will be assessed during the recruitment process in line with this commitment. All offers made will be on the condition of relevant safer recruitment checks being conducted and in line with Norland policies and procedures.

The Norland Code of Professional Responsibilities

The Norland Code of Professional Responsibilities applies to all Norland students and Norlanders (Norland graduates). As a Norland student, you will be expected to adhere to the code fully and to act at all times in such a manner as to justify trust and confidence.

Scan to find out more about our entry requirements



Fees and study costs

Fees summary for 2025/26 for first-year students

	Tuition fee	Lifelong support fee*	Total termly fees
Term 1	£5,674 (£6,560)	£341	£6,015 (£6,901)
Term 2	£5,674 (£6,560)		£5,674 (£6,560)
Term 3	£5,675 (£6,560)		£5,675 (£6,560)
Total	£17,023 (£19,680)	£341	£17,364 (£20,021)

Fees listed above are for UK students; fees for international Student visa students are listed in brackets ().

Tuition fees cover the costs of the degree and diploma training, the cost of all compulsory offsite visits and study folders, and a contribution towards the costs of placement travel.

Tuition fees are invoiced in approximately equal amounts termly and are due on the first day of each term unless paying by direct debit to an agreed instalment plan.

Please note: Fees for successive years 2026/27 and 2027/28 are subject to annual review and may increase by up to 5% or the Consumer Price Index rate (if higher) each year.

Lifelong support fee

You will also pay a one-off lifelong support fee, due on the first day of your first term only. The fee for 2025/26 is £341. It is included in the fees table above.

Uniform costs

The cost of the Norland uniform is approximately £1,000, which should cover the three years of training.

Materials fees

You are required to provide your own sewing kit and fabrics, which will cost approximately £120 over the three years. Costs will vary according to the fabrics you choose.

Placement travel

Norland subsidises placement travel, but you may incur additional costs depending on the method of transport you choose. Further information is available on our website.

Disclosure and Barring Service (DBS) check

All first-year students must complete a DBS check during Welcome Week and are recommended to join the annual update service. Without the update service an additional DBS check will be required at the beginning of the Newly Qualified Nanny (NQN) year. The DBS charges fees for the check and annual update service.

Value for money

Norland prides itself on creating and maintaining a curriculum that delivers good value for money for students. Our Value for Money statement outlines the many ways in which Norland delivers 100% employment opportunities, a value-added curriculum and lifelong support for its graduates, as well as clearly presenting how tuition fees are spent.

Meet Liam

Norlander (Set 39) London

Scan to read more student stories



How much did you borrow in total to attend Norland?

Approximately £27,000. My parents took out a loan over an eight-year term for the tuition fees that were remaining after the student loan. During my time studying at Norland, my parents paid the stipulated monthly balance due. Once on my Newly Qualified Nanny year, I had to make the payments from then on until the entire balance was paid.

How did you pay your loan off?

My first two roles as a Norlander were live-in positions, which meant that I had no 'real' living expenses. I calculated what I would need to pay any living expenses, such as my phone bill, and the minimum amount I'd need to enjoy myself a little bit. The remaining part of my wages (usually about two-thirds but could be up to half) I put into paying off the loan, to clear it as quickly as possible.

How long did it take you to pay the loan off?

Twenty-four months exactly. This meant that I had finished paying it off three years earlier than the agreed loan term.

“My first two roles as a Norlander were live-in positions, which meant that I had no ‘real’ living expenses.”

Liam #WeAreNorland



For the latest fees and study cost information, please visit our website: norland.ac.uk/fees



Living costs

Typical student living costs

Your living costs will vary significantly depending on your lifestyle and other financial commitments.

We surveyed our students about their living costs in 2022/23. While living costs varied considerably, students living in rented accommodation spent an average of **£935 per month**. Students living at home and commuting to Norland spent an average of **£360 each month** on travel, social activities, leisure and hobbies.

Typical costs based on survey responses are given below for guidance purposes only.

2022/23 student finances survey

Expense	Typical monthly cost
Accommodation (rent)	£550
Bills (utilities, phone, etc.)	£100
Food	£110
Social activities (eating out, nightlife, etc.)	£65
Leisure, hobbies, health and wellbeing	£50
Travel (around the city, travelling home)	£60
Total	£935

Budgeting

Budgeting and planning will help your money go further. See our website for advice and information, including guidance about how to budget and access discounts as a student.

Rent, utility bills and travel costs will vary by property, so it is worth doing your research and shopping around for the best deals. To save on accommodation and living costs, some students living near Bath choose to commute, while others live in with families and provide childcare.

Cooking at home is much cheaper than eating out. At Norland you will learn to cook, so hone your cooking skills and save money. Consider taking it in turns with your housemates and/or classmates to bulk buy and share meals, and shop around for the best deals.

Bath is a university city and many of its shops and restaurants offer student discounts, as many do around the UK. The TOTUM student cards (free and paid-for) offer a range of student discounts. The Bath Discovery Card scheme offers city residents discounts and free access to its heritage sites and other cultural spaces.

Travel costs vary considerably, depending on whether you are commuting to campus or travelling home regularly. Bath is well serviced by rail and bus networks and there are student discounts on train and bus services. Bath is a small city and easily explored on foot. The city centre and its amenities are a short walk or bus ride from the Norland campus.

Scan for advice on living costs and budgeting



84%
of students worked during term time, mostly in babysitting or nannying roles. They received an average hourly rate of £11.*

*Norland's Financing Your Studies student survey, 2022/23



How Jess funded her studies

"I'm proud to say that I'm from a single-parent, working-class family, but funding Norland has been quite a challenge for me. I think that money should never be a barrier to opportunities, though."

"I work with many different families, including two jobs I found from the Norland Job Shop. These are both wonderful nannying jobs helping children with special educational needs (SEN)."

"In terms of rent, I pay £530 and around £20 to £30 on top for bills each month. This is quite cheap, compared to some of my friends, but I consider myself lucky as I have a wonderful room about five minutes from college and I share with three lovely flatmates."

"I think the benefits of studying at Norland outweigh the financial difficulties. Bath is a beautiful city to live in and everyone is so friendly."

Jess's advice:

1. Budgeting is not easy. If you're stuck, speak to the Norland finance team who can help you work it all out. They really helped me work out my weekly budget.
2. Shop around for food – compare weekly deals in different supermarkets, use own brands, and look out for special offers and reduced prices later in the day.
3. Don't be put off Norland just because of the fees, which are high due to the extensive training and support. If you want to study here, there will be a way to, and there will always be jobs to find. On a small budget, you will have to forego some luxuries, but there are always ways of making it work.

Scan to read Jess's funding story



Scan to read
student
funding
stories



Funding your studies

We understand that choosing to study at Norland is a significant financial commitment. There are several financial options available to help with your study and living costs.

Government loans for students

You may be eligible for a government student loan or grant to cover some of your tuition fees, and a government maintenance loan or grant to contribute towards your living costs. Further information on loans for students from England, Scotland, Wales and Northern Ireland is provided on our website.

Emily Ward Bursary

The Emily Ward Bursary scheme, named after Norland's founder, provides a small number of means-tested bursaries each year to help eligible students meet the cost of their tuition fees. Additional consideration is given to applicants who meet our widening-participation criteria.

In the past five years, Norland has awarded over £900,000 in bursaries, providing around one in four students with financial support.

If an offer of a place, conditional or unconditional, is made to you, bursary application forms will be sent to you automatically.

The Royal Commonwealth Society Scholarship

If you are a student from an overseas Commonwealth country, you may be eligible to apply for a Royal Commonwealth Society Bath and District Branch Scholarship.

External grants and bursaries

Some students have successfully obtained grants and bursaries through scholarships or awards from organisations they have links with.

Working while at Norland

Many students work while studying and during the holiday periods, and there is strong demand for Norland students to provide help with childcare. We support students to find nannying and babysitting jobs through our Job Shop and the Marvellous Babysitting app. Students have the opportunity to work for Norland as Student Charity Reps, Student Librarians, Student Brand Ambassadors, and Staff and Student Liaison Committee (SSLC) members, which creates a valuable source of student income.

Paying fees by instalment

We offer a fees-payment-by-instalment plan across the academic year to help to spread the costs.

More information

For more information on financial support or to seek advice from our Finance team, please visit our website.

How Olivia funded her studies

"When I first found out that I had been offered a bursary from Norland, I felt very relieved knowing that I was able to come to Norland without having to worry about the tuition fees. The bursary has enabled me to earn money at my part-time job at the weekend. Not only has it reassured me financially, but it has reassured and helped my mum, who is a single parent. Knowing that I was going to be receiving financial support throughout my studies has taken a great strain off us and helped me to achieve my dream of becoming a Norland Nanny."

"I also took a year out of education to work full-time at a supermarket, which has been the best decision I've made to overcome any financial difficulties before starting at Norland. I saved £6,500 towards my fees. When I moved to Bath, I was able to transfer from the supermarket in Cornwall to Bath, which gave me a part-time job to keep me financially secure while studying. This meant I could save throughout my first year of studying."

"I also fund my studies by babysitting for families in and around Bath through Norland's Marvellous Babysitting app, which also gives me more experience working with children."

Olivia's advice:

1. Apply for the Emily Ward Bursary scheme to see if you are eligible and apply for the government student loans, which will cover some of your tuition fees and living costs.
2. Work out your weekly living costs budget so you know how much money you have left after essential bills for food and other expenses.
3. Share cooking in the evenings with housemates and keep an eye out for graduates selling their second-hand uniform.

One in four

students received an Emily Ward Bursary to help with the cost of their tuition fees in 2023/24.

"Paying the fees to study at Norland is worth it as once I become a fully qualified Norlander, I will be able to access jobs and lifelong support through the Norland Agency."

Olivia #WeAreNorland

Widening participation

Norland is firmly committed to finding those who will make the very best early years practitioners and supporting them to work with babies, young children and their families in the home and other settings, regardless of their age, gender, disability, religion, nationality, or ethnic or socio-economic background. The Norland degree and diploma opens the door to many significant career opportunities for its graduates and we are committed to ensuring that those opportunities are available to all.

The guaranteed employment opportunities that our graduates have through the in-house Norland Agency, along with the significant salaries that they attract, provide a powerful vehicle for social mobility.

However, we recognise that barriers exist for some students which might ordinarily prevent them from studying at Norland, and we are determined to do our best to help potential students overcome those barriers.

Norland has a dedicated strategy and taskforce focused on supporting access and widening participation to our higher education provision. We have a particular concern not only to broaden our own student demographics, but to improve the participation of under-represented groups in the sector. We have a number of continuing initiatives which specifically target male and non-binary students, students from under-represented ethnicities, mature students, and students who are care leavers.

Some of these targets are beginning to be met, such as the vast majority of our students arriving from state-funded education, rather than private schools. We have taken proactive steps to encourage students from different parts of society to study at Norland, such as visiting schools from disadvantaged areas, proactive marketing to change socio-cultural attitudes towards, for example, men working as nannies, and bespoke open days that promote inclusion and opportunities for all. Norland has adopted the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism as part of its ongoing commitment to equality, diversity and inclusion.

Norland also provides practical financial support via its bursary schemes, some of which are ring-fenced in order to attract students from under-represented groups, and it facilitates students' capacity to 'earn while they learn', via employment opportunities both during term time and over the vacation period. Our widening-participation strategy and policy extends to all aspects of the student journey from enquiries to graduation and beyond, and includes setting up support groups for students from under-represented groups and having small teaching and tutor groups. This helps to ensure students are supported throughout their time at Norland, particularly those who may require additional encouragement or nurturing to feel part of the Norland and wider community.



How to find us

Scan to explore our campus



Norland College

39-41 Upper Oldfield Park
Bath
BA2 3LB
United Kingdom

Scan this to find us:



Please be aware that there is no parking at Norland and parking is very limited in the local vicinity.



There is a taxi rank outside Bath Spa train station. Uber also operates in the city.



Bath Spa, the city's largest and most central train station, is on the main line between Cardiff and Paddington, London. It takes about 20 minutes to walk to Norland from Bath Spa and about 10 minutes from Oldfield Park station.

London is an hour and 25 minutes by train from Bath Spa.



University of Bath's U1 bus runs frequently on Saturdays during term time and it's just a 5-minute ride to Lower Oldfield Park, which is just around the corner from Norland. You do not need to be a student to use this service.

Odd Down Park and Ride will stop once on the way into the city centre on Wells Road/Oldfield Road. Norland is a 10-minute walk from here.



The nearest airport is Bristol Airport, which is a 45-minute drive or a one-hour journey on the A4 bus from Bath city centre. Bristol Temple Meads is a 25- to 30-minute journey by bus from the airport, with a service departing regularly.

Of all of the London airports, Heathrow is the best connected to Paddington station where you can board a direct train to Bath Spa.



Norland College has taken all reasonable efforts to ensure that the information in this prospectus is correct at the time of printing (May 2024). Norland reserves the right to remove, vary or amend the content of this prospectus at any time. The information provided in this prospectus is intended as a guide. For the most up-to-date course information, please refer to our website at norland.ac.uk

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How to apply

You should apply to Norland through UCAS (the UK's Universities and Colleges Admissions Service).

You will need:

Our institution code: N52

Our course code: x310

Our course name: BA (Hons) Early Childhood Education and Care

Visit norland.ac.uk to get started.

Register your interest

Are you a Norland Nanny of the future?

We'd love to send you more information about studying at Norland. Register to receive the latest Norland news including open days, funding opportunities and student life at Norland. It only takes a moment.

Scan to sign up to our mailing list



Join us at an open event

Our open events are an ideal opportunity to find out more about our award-winning academic degree and integrated practical diploma training, and to meet our staff, students and alumni. Events include an outline of the course and the outstanding employment opportunities available to Norland graduates.

You will have the chance to ask questions about all aspects of the course, and you will be provided with practical information about studying at Norland, the student experience and the lifelong career support and employability prospects you can look forward to once you are fully qualified.

Our virtual Norland Unwrapped series offers you an opportunity to explore different aspects of our training and student life in more detail and gives you another chance to ask questions of staff, students and Norlanders.

Save the date



Scan for the latest open event dates and to book your place.

“When I went to the open day it was clear to me I would receive the best training at Norland.”

Ellie #WeAreNorland





TEF
2023
Gold

WHATUNIP?
STUDENT
CHOICE
Awards
2024
WINNER
SMALL OR
SPECIALIST

WHATUNIP?
STUDENT
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