



Terms and conditions - Lecturer in Early Years

Full-time, permanent

Conditions of service

Full details of conditions of employment will be set out in a Statement of Particulars and the staff handbook which incorporates the Terms and Conditions of Employment and will be issued on appointment.

Offers of employment

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 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.

This offer of employment is subject to proven eligibility to work in the UK, satisfactory clearance from the Disclosure and Barring Service (DBS), verified references and qualifications.

Remuneration

Grade- I

Salary band- £38,356 - £41,608

Salaries are paid on the last Friday of each month comprising the salary for the whole month.

Working hours

Grades H and above:

- do not have specified hours of work and have the professional autonomy to work flexibly as required to meet the demands of their job. Part-time appointments will be specified as a fixed percentage of a full-time contract.
- have the right to a reasonable workload which allows them to contain their work within socially acceptable working hours.
- will not be entitled to any overtime payment but will be able to work flexibly to keep their hours within reasonable limits.
- if required to work on a weekend you will be entitled to the equivalent time off subject to your line manager's approval.

Please refer to the job description for the maximum number of contact hours which is a requirement for this post.

In addition, occasional weekend working on Saturdays may be required to cover Open Days and special events. The successful candidate will also be expected to work flexibly according to the needs of Norland.

Annual leave

The holiday year runs from 1 September - 31 August each year. Present annual leave entitlement (excluding Public Holidays) is 30 working days per year. Holidays must be taken outside of term time.

Teachers' pension scheme

The post holder will be entitled to participate in the Department for Education and Employment Teachers' Pension Scheme under the Teachers Superannuation (Consolidation) Regulations 1988 as amended from time to time.

Life assurance

All employees are included in Norland's group life assurance scheme after completing six months' service.

Income protection scheme

Permanent employees whose contractual hours are at least 16 hours a week and have completed six months' continuous service will be included in the company group income protection scheme.

Flexibility

As a condition of employment, the post holder may be required to undertake such other duties as may reasonably be required, in addition to the major tasks outlined in the job description.

Training and CPD

It is hoped that the post holder will take up opportunities to further their professional development such as further study or CPD courses. Norland will support these endeavours both financially and through study days.

Smoking and vaping policy

Norland operates a strict no smoking or vaping policy.

Academic freedom

The governing body is responsible for ensuring that freedom of speech operates throughout Norland, and that staff shall have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy or losing their jobs or any privileges they may have at Norland.

Equal opportunities

Norland is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and to eliminate unfair discrimination on any basis. This means that we strive to ensure that no job applicant will receive less favourable treatment than another on grounds of their sex, age, gender identity, marital status, race, nationality or ethnic origin, disability, sexual orientation or religious beliefs.