

# Family Factsheet

## Family friendly policies



The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences actively promotes the provision of a family friendly working environment. The University of Oxford recognises the importance of work-life balance and offers a range of family friendly policies and practices:

- Family leave (including policies for maternity, paternity, parental, carers and adoption leave)
- Flexible/part-time working
- Teleworking
- Scheduling inclusive meetings

## Childcare



The University's **Childcare Services** provides comprehensive information and support to staff. They also work closely with various professional bodies to continue to enhance their provision. The following pages may be of interest to you:

- Nursery information (nursery providers, waiting lists, FAQ and application processes)
- Childcare Voucher Scheme
- Nursery fee Salary Sacrifice Scheme
- Holiday Playschemes
- Parenting Organisations

## Part-time staff and flexible working



Part-time staff receive the same access to benefits and entitlements as full-time staff:

- Part-time staff receive the same access to training and promotion as full-time staff
- Part-time staff receive a pro-rata entitlement to leave including bank holidays
- Requests from full-time staff to work part-time are given careful consideration, particularly those returning from maternity leave

Additional guidance on the flexible working application process, as well as the downloadable application forms, can be found on the **Flexible Working** website.



This factsheet provides a snapshot of the support available for NDORMS' staff and aims to help you navigate through the abundance of information provided by the University of Oxford.

This factsheet covers:

- Family friendly policies
- Childcare
- Flexible working & part-time staff
- Teleworking
- Equal career opportunities
- Family friendly social activities



*Some of our recent social events*

"I particularly enjoyed the brunch and thought it was a really lovely way to meet people and their families!!"

*Feedback from NDORMS welcome event*



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## Equal career opportunities



As part of its [Integrated Equality Policy](#), the University of Oxford aims to provide an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential.

The University will work to remove any barriers which might deter people of the highest potential and ability from applying to Oxford, either as staff or students. The University has approved separate policies for race, disability, and gender equality.

Other policies can be found on the [employment](#) pages of the University website:



## Social events

The Department holds a number of family friendly social events throughout the year. We recently had a Family Sports Day together with the Nuffield Department of Surgical Sciences that was held in the beautiful grounds of Worcester College. There was entertainment for the children – bouncy castle, treasure hunts, face painting – and there were two inter-departmental sporting competitions: Tug of War and Rounders. The event was designed to give NDORMS and NDS staff and their families an opportunity to meet and mingle in an informal and fun social setting.

To receive updates regarding these and other social events, [click here](#) to opt-in to the Department's social mailing list.



The exciting tug of war event at our recent Family Sports Day, September 2014

“It was really good fun, with something to entertain adults and children alike, and a lovely opportunity to meet colleagues and their families.”

*Feedback from Family Sports Day*

## Feedback



Please [contact us](#) if you have ideas or suggestions.

## NDORMS Personnel Team

*(information current as at 16 October 2014)*

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