



Family Factsheet

Family friendly policies

The Nuffield Department of Surgical Sciences (NDS) 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, shared parental, carers and adoption leave)
- [Flexible / part-time working](#) and [New Ways of Working](#) (Hybrid working)
- 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)
- [Tax-free Childcare Scheme](#)
- Nursery fee [Salary Sacrifice Scheme](#)
- [Emergency Childcare Assistance](#)
- [The Work + Family Space](#) (support on family related issues)

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

More information can be found on the [part-time workers](#) page of the University's website. 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 NDS' 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
- Hybrid working
- Equal career opportunities
- Family friendly social activities



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Hybrid Working

The Department recognises that hybrid working can be a mutually beneficial arrangement. Hybrid working may be undertaken upon agreement with the Department and line manager.

Hybrid working is voluntary and reversible at the Department's or employee's request; it may be set up on a temporary or ongoing basis.

More information can be found on the [Working from home](#) page of the University website.

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 have held events such as a Family Festive Barn Dance that involved lots of dancing and even a Bucking Bronco. We also organised a Family Sports Day together with the Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) 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-department 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 setting.

For more information on all upcoming events, please have a look at the departmental bulletin which gets sent out on a bi-weekly basis.



Feedback

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

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