

UNDERGRADUATE PROSPECTUS

2026/27

N
NORLAND



#WeAreNorland



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Dr Janet Rose
Principal

Mandy Edmond
Vice Principal

Dr Rebecca Digby
Vice 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 133 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. The curriculum is 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.

In 2025, we were granted permanent taught degree awarding powers, a major step towards our ambition of becoming the world's first university that specialises in early childhood. The award recognises Norland's achievements since being granted degree awarding

powers on a time-limited basis by the Privy Council in 2019. This means you'll be applying to study for Norland's own world-renowned degree and diploma qualifications.

We're delighted to have earned a prestigious 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. We're also proud to have won multiple awards, including winning the top Small or Specialist Provider award on multiple occasions at the Whatuni Student Choice Awards.

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.

Norland at a glance

£1.1 million

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

85%

of Newly Qualified Nannies started their paid full-time position within six months of completing their studies in 2023/24

94%

of students who began their Newly Qualified Nanny year successfully completed it to earn the Norland diploma and Norlander title (Set 42)

1:10

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

1,265

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

5

jobs on average for each Norlander looking through the Norland Agency in 2024

£47,800

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

25

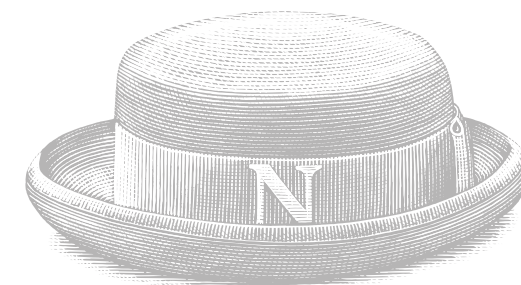
hours of newborn experience while studying, in addition to placements both with families and in a range of settings, including nurseries, schools and hospitals

64%

of students achieved a first-class or 2:1 degree in 2023/24 (Set 45)

100%

employability is offered to fully qualified Norlanders through the Norland Agency



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

Founded in London in 1892 by education pioneer Emily Ward, Norland was the very first educational establishment to offer any kind of childcare training. Emily Ward's innovative institution laid the foundation for the nursery nurse profession and introduced the training model on which all future nursery nurse training would be based.

Training at Norland was founded on the principles of Fröbel, the German educationalist known for the kindergarten system. Emily Ward adapted these principles to meet the needs of young children and their families.

Norland has continually updated its curriculum to align with the latest research and highest practice standards, maintaining a focus on children's health, wellbeing and education.

Throughout, Norland's values have remained the same. The college's motto, 'Love Never Faileth', is at the heart of these values, and children are the focus of all decisions.

Today, Norland remains synonymous with excellence in early childhood education, offering an intensive degree and skills-based diploma programme that combines cutting-edge research with practical training. The institution continues to promote outstanding education and training to produce highly skilled professional early years practitioners.

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.



The first cohort of Norland Nurses, 1892



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

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 combines undergraduate study with practical sessions and experience with children. The Early Childhood Graduate Practitioner Competencies (ECGPC) are integrated throughout the degree and placements. On completion, you will be recognised as holding ECGPC as well as 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 Norland diploma. This qualification 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 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, which instils a sense of responsibility and pride.

The Norland Code of Professional Responsibilities outlines 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, 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 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 relevant to your future employment, including first aid, baby massage and driving in arduous conditions. There is also advice on employment contracts and interview techniques, as well as security training delivered by former military intelligence officers.

There are several different assessment methods for the degree and diploma courses at Norland, including 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 studied alongside the degree and for a fourth year following completion of the degree. This qualification prepares 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 your degree and each element of the Norland diploma to use the professional title Norlander or Norland Nanny and gain access to the Norland Agency.

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, 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 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.

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
An Introduction to Learning and Development Theory
Principles of Equality, Diversity and Inclusion
Introducing Self-Regulation
Play Time!
Basic Care Skills
Food and Nutrition: Introduction to Children's Nutrition and Balanced Diets
Food and Nutrition: Feeding Growth, Play and the Family
Sewing: Machine and Hand Sewing
Sewing: Child's Apron

Your choice of one option 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
Transitions
Intermediate Care Skills
Food and Nutrition: Adaptive Nutrition
Food and Nutrition: Baby to Toddler – Weaning and Feeding
Sewing: Child's Appliquéd Learning Resource
Sewing: Fabric Friend

Your choice of one option from:

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

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
Advanced Care Skills
Food and Nutrition: Preparing for Newly Qualified Nanny Year
Food and Nutrition: Let's Celebrate
Sewing: Fancy Dress Costume
Sewing: Children's Blanket

Your choice of one option 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 are 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

Student placements

Scan to read placement diaries



Placements are an integral part of the Norland study experience. 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

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 holding ECGPC as well as 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



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. Some examples of the value-added curriculum are outlined below.

Children's theatre

Opened in 2005, the egg is one of the few specialised children's theatres outside London. A workshop delivered by an expert practitioner from the theatre 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 in adverse weather conditions, when 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, and explore their positive impact through 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 local museums and educational sites. 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 so that you can 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 aid 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 tutors 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.



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read more
student
stories



Meet Sam

Third-year student
(Set 46)
Suffolk



“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

At the start of this year I was excited to be appointed as the first male Head of Students. 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 offering 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 with 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.

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 further developed in my third year, where we have spent time thinking about our values as nannies and exploring our individual professional identities, as well as exploring topics that we are passionate about for our dissertations.

There are lots of opportunities around Bath to get involved in extra-curriculars and clubs, and I've done quite a lot of different activities. In my first 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 sports. Last year, I became involved in a local swim team and have competed regularly for them. This year, I set up the Norland netball club and have loved the opportunity to plan and run these sessions. 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.



My Norland Story

#WeAreNorland



Meet Vânia

Third-year student (Set 46) Mozambique

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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.”





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

Norlander/Newly Qualified Nanny (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



The Norland Nanny career

As a Norland Nanny, you'll nurture the growth of the children in your care, shaping their early years, witnessing their milestones, fostering their creativity, instilling life lessons and creating long-term relationships with families.

What does being a Norland Nanny involve?

As a Norland Nanny, you'll be caring for children in the family home. Each nanny role is different, depending on the needs of individual families and the children in your care.

The main duties of a Norland Nanny include:

- working alongside parents and families to look after the children in your care, supporting their optimal growth, development and learning
- recognising the central role played by parents and families in the lives of children – seeking and respecting their views, and keeping them well informed
- planning, delivering and evaluating all care routines for the children in your care, including hygiene, weaning, sleep routines, transitions and self-regulation
- planning, delivering and evaluating all play, learning and educational activities both inside and outside the home

- responding to the changing needs and preferences of each child as they grow, develop and learn
- identifying the interests of each child to support their learning and development
- maintaining a healthy, clean and safe environment for the children in your care both inside and outside of the home
- working alongside healthcare professionals and/or other childcare practitioners to support the children in your care.

What's the difference between a nanny and a Norland Nanny?

Norland Nannies have completed the highest level of nanny training, which is only available at Norland. They are considered to be among the best early years practitioners. Only Norland Nannies can work through the Norland Agency, to access their pick of jobs and one of the highest graduate salaries.



5
jobs to every
Norlander
looking through
the Norland
Agency

Scan to read the
Norland Nanny
Careers Guide



Attributes of a Norland Nanny



A loving and caring attitude

Wanting to be involved in a child's life and routine is crucial to being a nanny, as this will be your daily routine.



Organisation/time management

You must come to each day with activities prepared, as well as making the most of nap time to plan and cook nutritious meals in a timely way, and take a break for yourself to recharge your own batteries – all while prioritising the care and wellbeing of the children.



Communication

You'll spend a lot of time each day communicating with children, and then communicating their needs to their parents, carers, family, and healthcare and childcare practitioners, so you'll need to be a good communicator and able to adapt your communication style.



Reflectiveness

Learning from your experiences, both mistakes and successes, is crucial so you can apply those lessons and develop as a professional. It could be learning what worked with a different child of a similar age, or getting to know the child you're working with and figuring out their likes, dislikes and emotional patterns.



Creativity/innovation

You'll need to be a creative problem-solver as things can change at the last minute. For example, if you've planned an activity outdoors and it's terrible weather, you'll have to come up with something else – like changing an outdoors picnic to a teddy bears' picnic indoors instead.



Resilience/staying positive

Working with children, things don't always go to plan, and it's essential to be able to learn from challenges or different situations and try not to be too critical of yourself. Your attitude will also support children to be resilient too, a critical life skill.

Your journey to becoming a Norland Nanny

Secure a place at Norland

Once you have successfully applied, met our entry requirements and passed the interview, you will be offered a place to study at Norland.

Complete your three years at Norland

Successfully complete three years studying our BA (Hons) Early Childhood Education and Care degree and diploma while adhering to the Norland Code.

Complete a minimum of eight placements

Spend 34 weeks on placement in a minimum of eight different settings including nurseries, schools, hospital wards, specialist schools and with families.

Graduate from your degree

Complete your third year at Norland by completing your final-year degree modules and work-based project to graduate from your degree.

Complete your Newly Qualified Nanny (NQN) year

Complete the final diploma module, the NQN year, as a Newly Qualified Nanny in paid full-time employment with a family, supported by our dedicated NQN team.

Graduate as a Norland Nanny

Graduate from the Norland Diploma to gain the professional title Norland Nanny or Norlander.



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



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 reasonable adjustments to learning and assessments, 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. 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.





Meet Rhianna

Newly Qualified Nanny (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

Third-year student (Set 46) Dorset

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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 SEN (special educational needs) 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 work, ranging from academic papers 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.”





Meet Ayeisha

Newly Qualified Nanny (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



“Student life in Bath is great, and there really is something for everyone.”

Ayeisha #WeAreNorland



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.

Pubs, restaurants and cafes

Bath has a fantastic reputation for its range and quality of cafes, teashops, pubs and restaurants. 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.



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



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

Emma #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.

Accommodation support

We will find student accommodation for first-year students and our Accommodation Officer can also help you to find student accommodation for your second and third years as a Norland student.

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

Jessica #WeAreNorland

Scan to take a tour of the Quasar Building



A bedroom in the Quasar Building



The Quasar Building

The Quasar Building

The Quasar Building offers a selection of contemporary furnished apartments for students in the heart of the city of Bath. Located close to all the amenities of the city, including the train and bus hub, the flats are a 17-minute walk from Norland's main teaching campus at Oldfield Park.

47 bedrooms, all en suite, are exclusively available for Norland students. The accommodation is organised into apartments, which consist of either two or five en suite bedrooms and a shared living room and kitchen space.

All apartments come with a flat-screen TV and integrated appliances, including a dishwasher, in the shared living space. The apartments include access to a purpose-built laundry room, a bike store, storage facilities and a security entry system.

Rents in 2025/26 are from £736 to £816 per room per month, including internet but excluding all other bills. A deposit of one full month's rent will be required and rent will then be invoiced monthly in advance.

Flats and houses owned by private landlords

First-year students may also live in flats and houses owned by private landlords across the city, sourced by Norland. Student accommodation varies from three-bed to nine-bed properties. There are also three self-contained/partially self-contained flatlets within two of our properties.

All accommodation sourced by us is within walking distance or a bus ride from Norland. All bedrooms are furnished with a bed, desk, drawers and a wardrobe.

Accommodation contracts are strictly between you and the letting agent or landlord. Contracts are from September. The duration of contracts is typically 51 weeks.

Please also note that landlords of first-year students will require a UK homeowner guarantor to secure accommodation. For UK students, this will usually be a parent or guardian. If you are an international student or you do not have a UK homeowner guarantor, please contact the admissions team.



Meet Sophia

Newly Qualified Nanny (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

Meet Eleanor

Newly Qualified Nanny (Set 45) Derbyshire

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stories



For as long as I can remember, I have always aspired to care for others. Initially, this led me to pursue a career in medicine. My academic journey, including volunteer experiences, GCSEs and A levels, was therefore aligned with this goal.

After gaining practical experience in hospitals in the UK and abroad, I began to question whether the role of doctor was the right fit for me. Physiotherapy seemed a suitable compromise.

After I accepted a place to study Physiotherapy at university, my mother showed me a Norland video she had seen on social media. I was unfamiliar with the concept of a Norland Nanny until I watched this video. I have a passion for working with young children and already had a significant amount of experience including regular babysitting, caring for girls at an orphanage in Nepal, teaching children in Ghana, and assisting the children of key workers at a prep school during the COVID-19 pandemic.

I committed to a whole year of studying Physiotherapy at university but, ultimately, the emotionally charged environment of hospital placements proved challenging. With my heart not fully in it, I realised that a medical career was not suited to me and decided to pursue a different path. I dropped out of university and joined Norland the following year.

The Norland lecturers make a genuine effort to get to know you, understand your strengths and weaknesses, and guide you to excel through the degree and diploma. In addition to my academic studies, the diploma allowed me to develop practical skills in cooking and sewing. Likewise, the placements strengthened my childcare expertise through exposure to varied nursery, school and family environments. I really enjoyed being able to form close connections with lots of children, and the people looking after them.

“The challenge and commitment of studying at Norland supports you to excel.” Eleanor

I found the course demanding, with a significant workload and more contact hours than required at other universities. At the same time, the course emphasises the importance of creating a loving and supportive environment for children, and this ethos is reflected in the teaching methods and environment. Consequently, I was able to thrive.

The challenge and commitment of studying at Norland supports you to excel, so that as nannies we can positively foster the holistic development of the children entrusted to us. The course opened my eyes to the complex and intricate development of early childhood, and the crucial role caregivers play in nurturing them for the best start in life and their future wellbeing.

I'm immensely grateful for choosing Norland. I cherished my three years in Bath, a beautiful city where I formed lifelong friendships, and today I'm blessed to have a fulfilling career working with a lovely family in London.

Many people may believe that nannying is an unconventional profession. In my opinion, the significance of the role of a nanny in shaping young lives is undeniable. For me, the future holds exciting possibilities, and I'm eager to see where my journey takes me.



Meet Evi

Newly Qualified Nanny
(Set 45)
Portsmouth



I grew up with a strong connection to the armed forces, which sparked my interest in global affairs. This meant I almost attended the University of Cambridge to study Politics and International Relations before choosing Norland.

I was inspired to come to Norland by my Year 2 teacher Miss Jordan, a sheer testament to her nature as I've remembered her all this time. I wanted to give children the same love, care and compassion. Originally, I thought that would be by going right into the heart of policy, legislation and law, but then I realised my dream would be to make a difference on a more intimate, one-to-one level, and I wished to become anything from a midwife to a speech therapist before finally learning about nannying.

“I feel utterly privileged to have had the chance to study at Norland.”

I remember thinking that if I could make just one child feel as unique as I was made to feel, then my job would be done. Nannying offered this incredible way to make such a positive intimate impact in not only a child's learning and development but the workings of an entire family.

As a nanny, you're there for almost every experience. The lows, yes, but also the highs and the milestones for your charges and nanny family. This is an experience that is very special to nannying and to Norland.

I feel utterly privileged to have had the chance to study at Norland. I have loved every moment of studying here.

In the years leading up to university, I struggled with my mental health and was looking for a more personal, nurturing approach when thinking about higher education. The student support team at Norland is unrivalled. Norland provides a warm and friendly environment and the staff-to-student ratio means that lecturers know your backstory, what makes you tick and what unique support you might need. It was entirely different to being a small fish in a big ocean, which other universities often seemed like.

The course provides such a variety; one moment I was creating my own business – a personal favourite – then I was in a lecture about how to support children during divorce, before finishing the week creating sushi in food and nutrition lectures!

“The beauty of Norland means that not only are you supported, but you're pushed to reach your very best.”

Evi #WeAreNorland

The lecturers are the best of the best in their areas (I often found myself referencing them during my essays!) and several of them are Norlanders who apply their teachings to the real-life scenarios we'll experience as a nanny.

I put my academic success down purely to the excellent standard of lecturing and the staff who worked, around the clock on occasions, to support me.

My favourite part about studying at Norland is how special it is. We might not have a student's union, or thousands of people to meet, but Norland has such special history and traditions that really made my three years. The annual Christmas carol service, Heritage Day, the Founder's Day ceremony, breakfast club, movie nights, my lecturers cheering me on at the Bath Half, the all-sets nights out, self-defence, virtual babies... The list could go on of the elements that make Norland unique and special!

Every aspect of Norland has been purposefully created, displayed and taught to the students in a way that interlinks our diploma and degree work so effectively.

No other nannying course, degree or job can really do that in my opinion, and that's what makes Norland, Norland.

Personally, having such extensive hands-on experience through our placements means I have had the space to ask questions, make mistakes, be told where I can do better and how I can reach new heights and correct my practice.

I've been very lucky with the opportunities I have been offered in the past three years, including nannying all ages, working abroad, supporting multiples and more. Now, I am content with seeing where my new role as a Newly Qualified Nanny takes me.

I think every Norlander's dream is to find the perfect family where the role doesn't feel like a job. For me that means growing with the family and following wherever that takes me!

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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 Roxanne

Second-year student (Set 47) USA

My name is Roxanne and I am a 27-year-old from New Orleans, Louisiana.

After nannying for the first time years ago, finishing another degree and working in various jobs, I found myself always reflecting back to the job that made me the happiest. Time after time, I knew that nannying was my passion, which led me to search for international nanny jobs and stumble across Norland. I looked into the curriculum and the world-renowned respect it had and knew that I had to at least try by applying, as it would fully equip me to be the best nanny and would open a whole new world of childcare opportunities.

Without a doubt, this curriculum is beyond what I could have fathomed it to be. The topics are very specialised and research-based, boosting my experience-based knowledge and making me into a highly confident and well-rounded practitioner.

I have fully enjoyed being submerged in the holistic perspective of child development and education as well as diving deeper into interesting and important topics ranging from humanistic philosophy to care skills and psychology. Being hands-on through the diploma and theoretical through the degree allows for a well-balanced learning outcome.

After I graduate, I most look forward to going out into the world as an international nanny, which has been a dream of mine, and putting the abundance of knowledge that Norland has given me into practice.

“After I graduate, I most look forward to going out into the world as an international nanny, which has been a dream of mine, and putting the abundance of knowledge that Norland has given me into practice.”

Roxanne #WeAreNorland

Meet Isla

Third-year student (Set 46) Australia

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student
stories



From a young age, I had been helping at church groups, supervising and assisting with independent play and activities. Prior to coming to Norland, I had no formal childcare training, but I did lots of volunteer work. During high school, I assisted at a martial arts club, where I helped children with their technique, ran activities for them and provided encouragement.

Nannying is a career I have chosen to pursue for several reasons. First, the one-on-one support you can provide for a child is unmatched in any other career. You can really tailor your care for the individual child and holistically provide opportunities for learning and development rather than just through a single lens. This extends to the care side of the role, which I really enjoy. Building a relationship with a child, being someone they can turn to and watching them grow, is really fulfilling. Being a nanny also provides a lot of opportunities, should you wish, to travel and explore new cultures, which is something I have always wanted to do.

Moving so far away from my family and friends was a hard transition, but Norland put several things into place in order to make it as easy as possible. I really appreciated all the events and activities Norland staff and students put on during Welcome Week, such as the day out to Thoulstone Park and the BBQ socials. Current students also organised a skating social which was heaps of fun.

Norland allocates each student a personal tutor, who is our main point of contact if we need any support or questions answered. Norland has a real culture of support. A lot of the older year groups are more than happy to share their experiences and tips. Overall, I feel that anyone at Norland would offer help or point me in the right direction should I need it.

I chose to move to the UK precisely for the Norland course. I found the curriculum unique and well-suited to my needs, as I wanted not only an academic base for my studies with the BA (Hons) early childhood degree, but also the in-depth practical skills and real-world opportunities to work with children. I loved that throughout the course there are so many varied placements – at Norland students spend over a third of their time on placements.

I am someone who learns through doing, loves interacting with others and is passionate about working with children, so Norland was the perfect place for me.

“Being a nanny also provides a lot of opportunities, should you wish, to travel and explore new cultures.”

Isla #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 to and widening participation in 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.

£1.1 million
has been awarded
in bursaries by
Norland in the past
five years



Fees and study costs

Fees summary for 2026/27 for first-year students

	Tuition fee	Lifelong support fee*	Total termly fees
Term 1	£5,844 (£6,888)	£350	£6,194 (£7,238)
Term 2	£5,845 (£6,888)		£5,845 (£6,888)
Term 3	£5,845 (£6,888)		£5,845 (£6,888)
Total	£17,534 (£20,664)	£350	£17,884 (£21,014)

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 off-site 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 2027/28 and 2028/29 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. 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

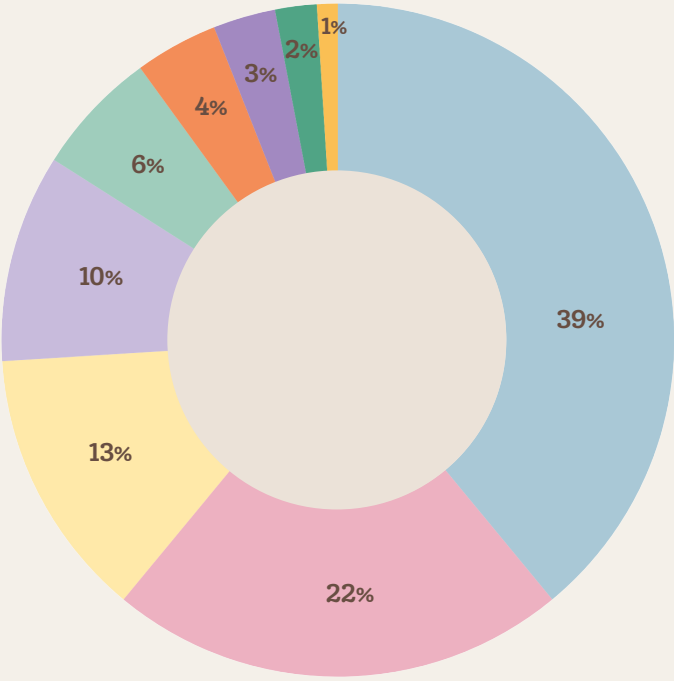
Norland prides itself on creating and maintaining a curriculum that delivers good value for money for students. Our Value for Money statement outlines the many ways in which Norland delivers 100% employment opportunities, a value-added curriculum and lifelong support for its graduates, as well as clearly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

Scan for the latest fees and study costs



What your tuition fees cover

Scan to read the Value for Money statement



39% Direct teaching costs
Including academic, student support and library staff

22% Norland premises
Including buildings and teaching areas

13% Administration support
Including the management team and governance, human resources, finance, quality and standards, student records, and admissions

10% Computing support and IT

6% Placement and employment
Including the placements team, travel costs and employment skills training

4% Library and teaching resources
Including the library and teaching resources

3% Student welfare
Including the student support team, student wellbeing activities and counselling services

2% Regulatory fees
Including Office for Students, Higher Education Statistics Agency (HESA), Universities and Colleges Admissions Service (UCAS) and Quality Assurance Agency (QAA) fees

1% Extra-curricular activities
Including Welcome Week activities, off-site activities and social clubs

No tuition fees to pay in your NQN year
The cost of arranging, supporting and assessing your NQN year in paid employment is covered by the fees paid by families to employ an NQN.

Student bursaries funded by Norland Agency income
Student bursaries are funded by income from the Norland Agency, through fees paid by families to employ a Norland Nanny.



Living costs

Typical student living costs

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

Students living in Bath typically spend around £1,200 per month on living costs, including rent.

Accommodation is the biggest area of spend, with monthly rent typically ranging from £625 to £1,000 per month, depending on type and location.

You'll also need to factor in the costs of food, bills, social activities, leisure, hobbies, health and wellbeing, and travel.

For more detailed information about the cost of living as a student in Bath and to help you plan your budget effectively, visit the Whatuni cost of living in Bath guide: bit.ly/42ea9hI

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 more information on living costs and budgeting



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



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 £1.1 million 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.

Please note that we receive many more applications for bursaries than we are able to give, so it is important that you have other options available for paying your fees.

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 2024/25.

"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

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



Scan to find out more about our entry requirements

Key application milestones

September	October	January	April	June	August
UCAS applications open Applications can be submitted up until the UCAS equal consideration deadline in January to begin your studies the following year (or for a deferred place), using the codes provided above.	Norland interviews begin If you meet our entry requirements, you will be invited to one of our interview sessions, which run from October until we close applications.	UCAS equal consideration deadline To ensure your application to Norland receives equal consideration, you must submit it before the UCAS equal consideration deadline.	Emily Ward Bursary deadline Once you hold the offer of a place to study, you will be invited to submit a bursary application by the deadline to be considered for a means-tested award.	UCAS offers response deadline If you receive all your application decisions by May, you must reply to your offers by the UCAS June deadline, otherwise they will be declined by default.	Results day A level/T level/ Level 3 vocational technical qualification/ SQA results are published in August and conditional offers will be either confirmed or declined, depending on your results.

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 6.0 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 outlines Norland's Competence Standards. It explains the characteristics and attributes of a Norland Nanny, acting as a framework to which all students and graduates must adhere. It is expected that all students will act with honesty, integrity and responsibility in order to justify trust and confidence.

Resilience

Studying for two distinct courses and upholding the reputation of Norland is hard work. It is expected that all applicants will understand and be able to demonstrate the resilience needed to be successful.

"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

How to find us



Norland College has taken all reasonable efforts to ensure that the information in this prospectus is correct at the time of printing (April 2025). 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 and fees, please refer to our website at norland.ac.uk

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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

WHATUN?
STUDENT
CHOICE
Awards
2024

WINNER
SMALL OR
SPECIALIST

WHATUN?
STUDENT
CHOICE
Awards
2021

WINNER
ENHANCED
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