

Value for
Money
Statement

2023/24

Value for Money Statement

Norland is a private fee-paying college, operating as a not for profit organisation with any surplus being reinvested for the benefit of the students and the Charitable Group. Its principal activity is the provision of a Higher Education BA (Hons) degree in Early Childhood Education and Care, which is studied alongside the Norland Diploma, ensuring Norland students learn all of the theoretical and practical skills and knowledge required to become the best-in-class professional childcare practitioners. Norland also provides employment agency services for Norland qualified students, corporate training, consultancy services and research within the Early Years sector.

Norland and its governing body ensure that there are adequate and effective arrangements in place to provide transparency about value for money for students. This is met by this 'Value for Money Statement', as well as embedding such considerations within relevant Norland regulations, budget setting procedures and a general ethos of seeking value for money for students and the public.

This statement outlines the distinctive features of a Norland education, as well as a financial breakdown of student tuition fee expenditure for 2023/24. An explanation supporting this calculation is given in Appendix 1.

'Value for Money', as a Norland Student

Tuition fees cover the costs of the following unique features of a Norland education:

1. The Norland Diploma is a distinctive and prestigious qualification which is studied alongside the degree course. Therefore, students complete not only a degree but also each element of the practical skills-focused Norland Diploma, before ultimately using the title 'Norlander' - the key to opening up a world of exciting and varied career opportunities.
2. Students receive high levels of face to face teaching of around 20 hours per week, with pastoral and academic tutorial support in addition to this.
3. Students spend approximately half of the academic year in Norland organised placements, fully supported in order for theory to be put into practice.
4. Although some sessions may include half or the whole year group (around 50 or 100 students respectively) most teaching is in small classes of up to 26, ensuring quality teaching, as well as focussed and comprehensive support, promoting enviable student to academic staff ratios.
5. Norland's smaller size means that students have good access to our sector leading module lecturers, Programme Leaders, Vice Principal and Principal. In addition, valued added curriculum opportunities may include many different activities, some examples being:
 - Drama workshops to develop confidence and communication skills
 - Support and training for well-being and good mental health
 - Sleep and behaviour workshops
 - Emotion coaching lectures
 - Creativity workshops
 - Outdoor activity daysAll activities are subject to change.
6. Norland students are taught by subject specialists, many of whom have worked as nannies and can share their practical experiences, with the course being an effective preparation for employment and not merely a course of abstract theoretical tuition.

‘Value for Money’, as a Norland Student - continued

7. Valuable employment skills are taught throughout the three years of study at Norland, with an intensive employment course at the end of year three which focuses on the preparation for work readiness. Examples of activities that may be included are:

- Security and cyber-security training
- Self-defence classes
- Skid pan driving
- Baby massage
- London orientation
- Bereavement support
- Finance and contracts
- First aid
- Training in etiquette and social and interpersonal skills

All activities are subject to change.

8. Norland will support students to find their first paid job as a Newly Qualified Nanny (NQN), and coach them through the application and interview process.
9. During the NQN year, students are fully supported to ensure that the transition into work is seamless. This support includes visits to the NQN in their employer’s home, telephone and email support, taking appraisals and troubleshooting.
10. Norland helps students find suitable term time and holiday work through its ‘Student Job Shop’. This unique service organises student opportunities with local, national and international companies, signposting work within childcare settings in ski resorts, summer holiday destinations, cruise ships, school holiday clubs and prestigious hotels, as well as local baby-sitting opportunities via its ‘Marvellous Baby Sitting’ app.
11. All Norland activity is run through a private limited company (‘Norland College Limited’) with the 51 shares held securely by ‘The Norland Foundation’, (registered charity no 1180292). The member derives no benefit from their shares, with any surpluses being reinvested for the benefit of the students and the long-term future of Norland via the Charitable Group. The Articles of Association prevent the declaration or payment of a dividend.

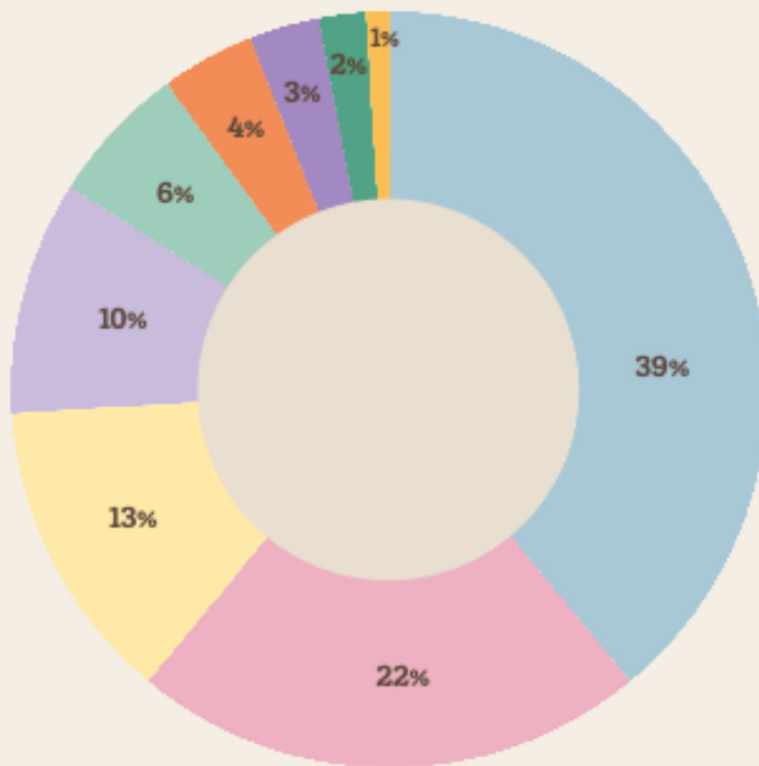
‘Value for Money’, as a ‘Norlander’

Without any additional fees, a fully qualified ‘Norlander’ can look forward to:

1. Full use of our exclusive employment agency for the rest of their career, with an enviable abundance of employment opportunities, with many more positions available than Norlanders looking. Current salaries for London based first year qualified Norlanders, start at approximately £40,000 and £49,500 for residential and daily positions respectively, rising to approximately £59,500 and £82,500 for residential and daily positions respectively, after more than 10 years’ experience.
2. Advice, guidance and support from Norland throughout a ‘Norlander’s’ future career.
3. Provision of ongoing opportunities for further training, development and networking events from Norland.
4. The title ‘Norlander’, ensuring excellent future employment opportunities.
5. Enhancing an historic 130-year reputation of being the very best early years practitioners.
6. Membership of the Professional Association of Norlanders (PAN) - for a small annual membership fee.

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.

Appendix 1

The principle activity of Norland is the provision of a Higher Education degree in Early Years Development and Learning and the practical skills gained through the Norland Diploma.

In addition to this core activity, within the Early Years sector Norland also provides:

- employment agency services for Norland qualified students
- corporate training
- consultancy services
- research

These additional activities are over and above those of our core activity, though reported through the same limited company mechanism.

Therefore to give a meaningful financial breakdown of student tuition fees for 2023/24 these non student tuition fee activities are removed as below:

	£
Profit for the financial year per the final statutory YE 2024 financial accounts	81,220
Less: Non student tuition fee activity YE 2024	<u>(273,164)</u>
Total funds for group reinvestment from student fee activity YE 2024	<u><u>N/A</u></u>

The expenditure that produces the '**Total funds for group reinvestment from student fee activity YE 2024**' is given in the explanations and pie chart on the previous pages.