

Welcome to the Michaelmas 2019 edition of HR updates for staff. University HR publishes this news bulletin once per academic term to keep staff across the University updated on HR issues.

In this issue:

- New nursery partners announced
- POD and CTL updates
- Staff Immigration updates
- Family benefit changes
- My Family Care webinars
- News from the EDU

Two new nurseries join Childcare provision

Childcare Services are delighted to announce the addition of two community nurseries to our portfolio of workplace nurseries. It is now possible to join the waiting list for a University place at the Little Pioneers JR Hospital nursery and the Little Pioneers Rose Hill nursery, both operated by Co-operative Childcare. If you are interested in securing a place at one of our new nurseries you can make an application through [our online portal](#).

Childcare vouchers

Childcare Vouchers are now closed to new applicants. However, if you are already part of the scheme, you can continue to use them for all forms of registered childcare until your children reach the age of 16. All you need to do is purchase one voucher every 12 months to stay eligible. More information can be found on [the Childcare Services website](#).

New People and Organisational Development and Centre for Teaching and Learning teams go live

Two new units went live on Monday 23 September, increasing support for our people, and putting a greater focus on teaching and learning.

People and Organisational Development (POD) will design, deliver, advise on and commission personal development workshops and programmes and coaching and mentoring schemes for all staff groups. POD will also work in partnership with local HR colleagues in divisions, faculties and departments, with Department Administrators and with Athena SWAN leads on their strategic people development plans and initiatives.

The **Centre for Teaching and Learning** (CTL) will support all those who teach at the University of Oxford and promote a range of teaching practices that are relevant to Oxford's unique learning environment.

They were created as part of a larger [change programme](#) to strengthen and build on the University's support for academic teaching and learning, and to put a greater focus on professional development. As a result of these changes, the Oxford Learning Institute and Academic IT names will no longer be used.

Read more about the changes and the new units [on the Staff Gateway](#).

News from the Staff Immigration Team

SIT has launched their new website: staffimmigration.admin.ox.ac.uk

The design and layout is very different from their old website, but is in line with the changes that are being made across all the UAS websites in the coming months. The new website aims to provide clearer, step-by-step guidance on processes and requirements, and the new structure should be easier to navigate. Redirects will be in place for an initial period but you should check for broken links to the SIT website and update bookmarks.

Visa Loan Scheme one year on

Since the Visa Loan Scheme was launched in September 2018, SIT have processed 113 applications with a total of **just under £250,000** issued in loans to help cover the costs of visa, NHS Surcharge, ILR, and British citizenship applications. Details of the Scheme can be found on the [SIT website](#).

Queries related to these issues, or any other visa, Brexit, or right to work related issues, should be directed to the [Staff Immigration Team](#).

Changes are coming to family leave benefits

Changes are coming to the University's family leave benefits in 2020, including more generous benefits for new starters, and the introduction of Parental Bereavement Leave.

Further information will be made available in the coming months.

Details about the University's current family friendly benefits are available on the [Personnel Services website](#).

My Family Care™

More than 800 staff have now signed up to the University's My Family Care benefit, which provides advice, guidance and backup care services to staff who are caring for infants, children, dependent adults and elderly relatives. Register today on My Family Care's Work+Family Space portal: www.myfamilycare.co.uk/oxford/

Through My Family Care, staff can request to 'Speak to an Expert' about any caring or family issues.

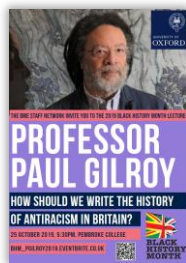
Registering for My Family Care and accessing many of the resources, including Speak to an Expert and webinars, is free.

Upcoming webinars

- Preparing for Early Years Childcare Costs
- University Costs and the Empty Nest
- Great Expectations: Becoming a Dad
- Preparing for Eldercare

My Family Care runs regular webinars about a wide variety of carers' issues. Register for a webinar or access the back catalogue on the [Work+Family Space](#) web portal.

News from the Equality and Diversity Unit



October is [Black History Month](#). Events are taking place across the University, including the BME Staff Network's 2019 BHM Lecture with Professor Paul Gilroy.



The University has an active LGBT+ Staff Network, providing social and work-related networking opportunities, and growing networks of LGBT+ Role Models and Allies. New members of LGBT+ staff may find the above [leaflet](#) useful.



Read [this term's EDU newsletter](#) for information on the EDU's new website, staff updates, BHM events, and more.

New to Oxford?

The Welcome Service and the Newcomers Club offer resources to new members of staff as well as their partners and families.

Welcome Service

The Welcome Service has a website offering information for staff new to Oxford. Please visit welcome.ox.ac.uk to find advice on practicalities such as opening a bank account, obtaining a National Insurance number, and registering with a GP.

Newcomers' Club

The University Newcomers' Club aims to help newly-arrived spouses and partners of visiting scholars, graduate students and newly appointed academic and administrative staff to settle in to Oxford and to meet new people. Visit www.newcomers.ox.ac.uk.