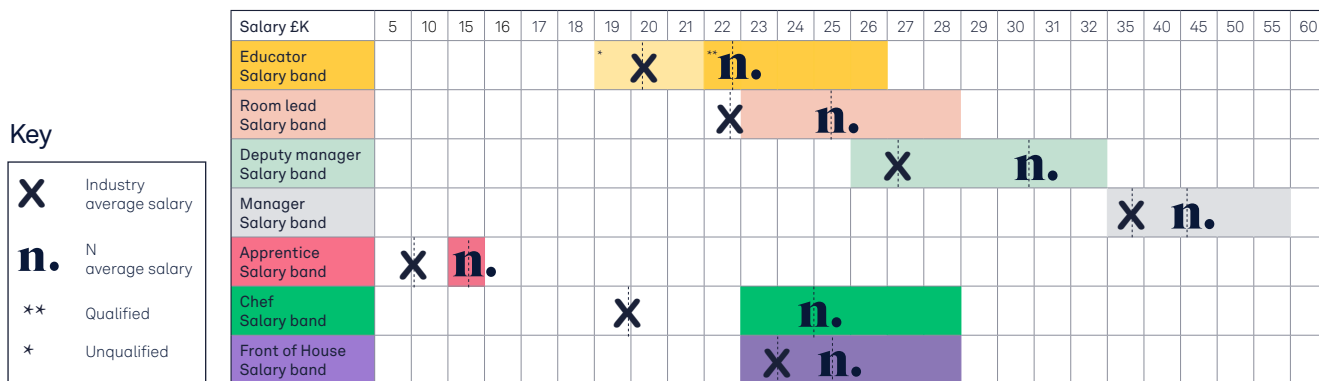


We care about our N team members as individuals – they work hard and are rewarded and valued for it. Our team are supported personally and developed professionally, giving them all the necessary tools to provide outstanding care for our customers big and small.

Pay



Early years is known to be a low paid sector, as recognised by the Low Pay Commission (LPC.) We pay significantly above industry averages (+18%). Salaries are banded and all team members are clear on how to improve through our performance management and development plans, with pay being linked to this and reviewed annually.

50% of Nursery World’s recently surveyed educators earn less than £17,000 a year, putting them under the poverty line for the UK. The only N employees earning under £17,000 a year are enrolled in training, which is funded by us, and will soon jump up to London Living Wage - £22,360 or more when they qualify.

Bonus



We believe everyone should be part of where we’re going – and be rewarded for helping us get there. Your termly bonus is related to how you deliver on our top priorities of Outstanding Education and Customer Happiness. In addition to this, you can also receive an annual bonus for glowing parent feedback and a one-off bonus for gaining an Ofsted Outstanding. Management can also earn a bonus for creating a industry-leading culture that keeps their team feeling happy, engaged and developed.

Bonus	Educator	Room Lead	Deputy Manager	Manager
Termly Education Delivery	£125	£150	£200	£250
Termly Customer Service	£125	£150	£200	£250
Annual Parent Feedback	£125	£150	£200	£250
Annual Team Feedback	–	£150	£200	£600
Total Annual Bonus	£875	£1,200	£1,600	£2,350
+ Ofsted Outstanding	£200	£300	£500	£1,000



Refer-a-Friend Bonus

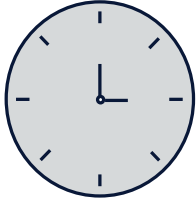
Our team are our greatest ambassadors, and we offer a £500 referral bonus as a thank you to all team members & N alumni who refer a friend to join the N Family.

Holiday

The nursery industry typically offers 28 days holiday a year including bank holidays. At N, you receive up to 33 days holiday*, and 3 additional days over the Christmas period, so that you can take some time out to relax over the holidays!


*including your birthday and bank holidays

	0-2 years	+2 years	+5 years
Public holidays	20 days	22 days	24 days
Total:	32 days	34 days	36 days



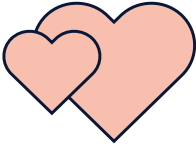
Overtime

We offer paid training & overtime if we ask you to stay longer than your contracted hours.



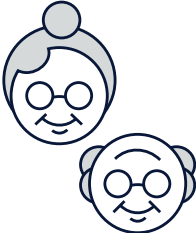
Sickness

We understand that you will get ill from time to time. N pays 10 full days which is double the industry average.



Compassionate leave

We understand that sometimes life takes an unexpected and difficult turn. To help our team through bereavement & family illness, we give all employees 5 days of compassionate leave.



Pension

We contribute to a workplace pension for N team members, in line with government guidelines.

At N we hire amazing people and empower them to reach their full potential. N Team members are in the driving seat with their learning, and we support with a mix of development initiatives and an unparalleled learning environment.

<h3>Growing</h3> <p>We are a fast paced and dynamic company. We've set our sights on becoming the highest quality, and most loved, early years education group in the UK, and our educators will have the opportunity to impact thousands of children and families. We rely on our team to help us evolve, and celebrate all new ideas with a suggestion bonus – £5 for every new idea you submit to help shape the future of N.</p>	<h3>Professional development plan</h3> <p>New N team members decide on career goals with their line manager and are supported through regular meetings and performance reviews to work towards them. Some decide to go down a leadership route, while others specialise and become an expert in something that excites and inspires them.</p>	<h3>Progression</h3> <p>Excellence is recognised and rewarded at N. As we scale, our internal talent pool is the first place we look for new roles to take our business to the next stage.</p>
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N Academy

 <h3>External and accredited training</h3> <p>We fully fund & support our team to do their Level 3 or EYTT. All team members are given mandatory training for their role & many of our educators are working towards Forest School Qualifications, half funded by us. Find a course you're inspired by and let us know how it'll benefit the full team at N!</p>	 <h3>In house training and talks</h3> <p>Led by internal experts, our N team learn & share ideas on everything from Forest School to Leadership. We also have a rolling program of industry experts informing on the latest developments in education, behaviour & play.</p>
 <h3>On the job coaching, mentoring and support</h3> <p>During and after your induction, N line managers coach and support you daily. We will also set you up with a mentor to support your development. Every interaction is an opportunity to develop and learn together.</p>	 <h3>INSET days - thought leadership</h3> <p>In addition to all of your other training, we close two days a year and get everyone together for INSET. These days are designed to develop you in educational thought leadership as a team and keep your practice cutting edge.</p>

We created N to make family life in London easier, and we're committed to delivering that promise for our team as well as for our customers.

Maternity leave	Paternity leave	Shared parental leave	Dependent leave
89.8% of those surveyed in the Nursery World Pay and Conditions Survey don't offer enhanced maternity pay. Mums and Dads working for N are valued and rewarded. Once you have been with us for 3 years, we will pay 50% of your salary for the first 26 weeks of your maternity leave.	The industry standard for fathers is the statutory minimum of £146.68 per week. We know that the first few weeks with your new baby are irreplaceable, and so we give all of our N Dads 2 weeks at full pay to enjoy it.	We offer shared parental leave at N, ensuring that parents can choose to split leave. Shared parental leave typically only offers a father statutory leave, we will top up for our N Dads in the same way as we do for Mums for the period of time that you are off.	2 days for family emergencies!

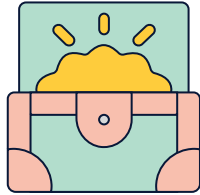
Maternity	26 weeks - 3 years	3 years - 5 years	5 years +
Week 1-6	90%	90%	90%
Week 7-26	Statutory	50% pay	50% pay
Week 27-39	Statutory	Statutory	Statutory
Paternity	2 weeks: Statutory	2 weeks: Full pay	2 weeks: Full pay
Shared Parental Leave			
Week 1 - 6	90%	90%	90%
Week 7 - 26	Statutory	50% pay	50% pay
Week 27 - 39	Statutory	Statutory	Statutory

Statutory: 90% of average weekly earnings or £146.68, whichever is lower.

Nursery discount

Discount on your membership if you would like your baby to join the N Family. 10% for educators, rising to 25% when you become a nursery manager.





£250 Personal Development Fund

We believe in personal development, not just professional. N employees are given £250 a year to put towards a hobby, learning a new skill or attending a class.



Work wear allowance

N team members don't wear a uniform, they wear what they are comfortable in. If you work in the nursery, we'll help you to buy this with an annual contribution of £100.



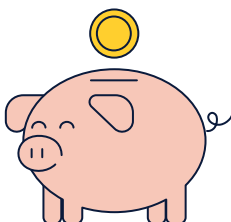
Season pass loan

We will lend you the money to buy an annual season pass and you can pay us back monthly.



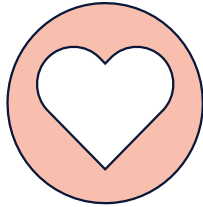
Cycle to work scheme

This allows you to buy a bike to cycle to work on and save the tax.



Hardship Fund

We understand how easy it can be to end up in financial difficulties due to something unexpected or out of your control. If a tricky situation arises, N Team members can submit a confidential application to the N Hardship Fund Committee to request a loan or grant of £500.



Wellbeing week

For a week a year, we'll run a rolling programme of wellbeing activities. Massages, Flu Jabs, Mindfulness & Yoga are all free and available to all team members.



HEADSPACE®

HeadSpace membership

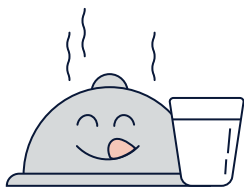
HeadSpace Mindfulness app, free for all N team members.



classpass

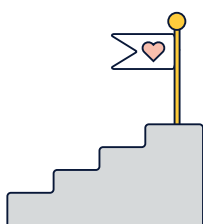
Classpass membership discount

Classpass is the world's leading multi-studio fitness app. N Team receive a 10% discount on monthly membership which allows you to discover & access classes near you. Studio classes range from yoga and Pilates to boxing and spinning.



Lunch & drinks

Our on-site chefs cook fresh and nutritious meals for our nursery teams every day. We've also thrown in a delicious smoothie and a daily coffee on us too.



Assistance programme

Sometimes life can be tough. All N team members are signed up to our Employee Assistance Programme, which offers online and face to face counselling, citizens advice and wellbeing support.



N Family Club x War Child Partnership

An education for an education.

For each and every child we educate at N, we support the education of a nursery-age child affected by conflict.

In 2019 we donated £22,000 (£12,500 in 2018) to War Child's Early Childhood Development (ECCD) projects across 9 key territories – giving vital support and learning opportunities to some of the World's most vulnerable children.



Give as you earn

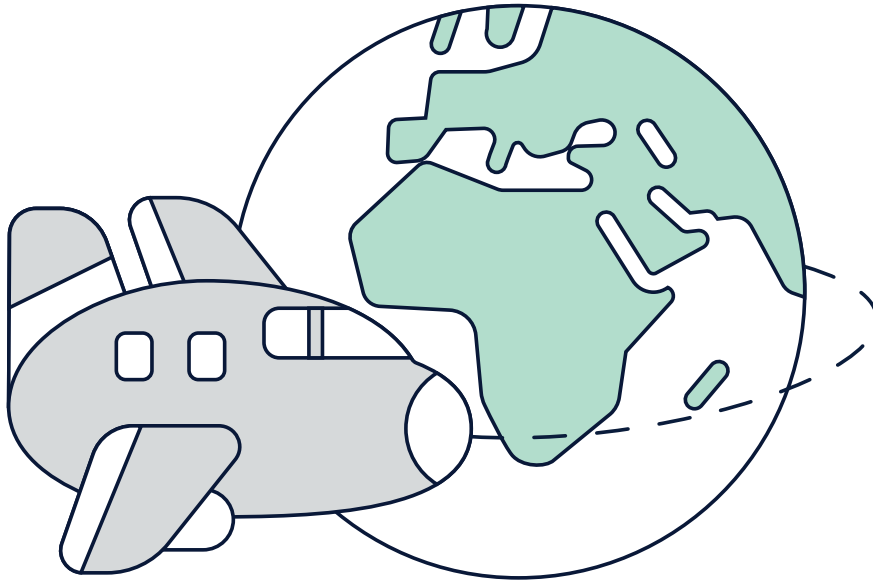
We can help you organise tax-free charitable donations through your payroll. Just choose your charity and away you go!



Marathon sponsorship

For those intrepid runners amongst us, we'll pledge £250 in sponsorship towards your chosen charity.

Round the World ticket



Why?

There are very few jobs as rewarding as working in a nursery. We have the opportunity to make a life-impacting change on every child that we look after. It's an incredibly fulfilling career to build.

However - the job can take it's toll. It's a lot of responsibility, it's fast paced, physical & emotional! As a result the industry has a problem with people burning out. The rate of people leaving their job in a nursery is 3x higher than the UK average.

To help try and combat this - we've built in a 5 year extended break. The opportunity for every member of our team to take some extra time off, go and explore the world, come back refreshed & with new cultural experiences to share with the children.

The offer

We're offering team members a Round the World ticket after 5 years of service. Just select the destinations you'd most like to see, and create your once-in-a-lifetime trip!

£1,000 cash contribution towards your travel (the average cost of a RTW trip)
+ 2 weeks additional paid holiday.