

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 families.

Home Counties		London
£13,800	Apprentice Educator	£15,600
£18,750 - £20,000	Unqualified Educator	£19,000 - £21,000
£21,000 - £25,000	Qualified Educator	£22,000 - £26,000
£22,000 - £27,000	Room Manager	£23,000 - £29,000
£9.00 per hour	Bank Unqualified Educator	£9.62 per hour
£10.00 per hour	Bank Qualified Educator	£10.75 per hour
£25,000 - £30,000	Deputy Manager	£26,000 - £35,000
£32,000 - £38,000	Nursery Manager (capacity under 100)	£35,000 - £48,000
£35,000 - £43,000	Nursery Manager (capacity over 100)	£42,000 - £60,000
£50,000 - £52,000	Regional Director (3-6 nurseries)	£50,000 - £52,000
£55,000 - £57,000	Regional Director (7-10 nurseries)	£55,000 - £57,000
£22,000 - £27,000	Front of House	£22,000 - £28,000
£22,000 - £28,000	Chef	£23,000 - £29,000
£18,750 - £20,000	Kitchen Assistant	£19,000 - £21,000
£13,800	Apprentice Kitchen Assistant	£15,600
£11 per hour	Bank Chef	£12 per hour
£9.30 per hour	Cleaner	£10.30 per hour
£9.00 per hour	Bank Cleaner	£10.00 per hour

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.

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 - London

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
Ofsted visit	£200	£300	£500	£1,000
Mock Inspection in first 12 months (New Sites)	£200	300	500	£1,000
Termly N100 Education & Mock Inspection	£125	£150	£200	£250
Termly N100 Customer Service & Termly Customer NPS	£125	£150	£200	£250
Annual team happiness	N/A	£150	£200	£600
Total Annual Bonus	£875	£1,200	£1,600	£2,350



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 and N alumni who refer a friend to join the N Team.

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
	 20 days	 22 days	 24 days
	 +1  +3	 +1  +3	 +1  +3
Public holidays			
Total:	32 days	34 days	36 days



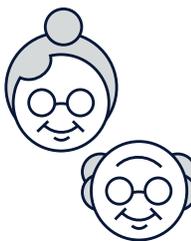
Sickness

We understand that you will get ill from time to time. N could pay you up to 10 full days depending on your individual circumstances (that's double the industry average).



Compassionate leave

We understand that sometimes life takes an unexpected and difficult turn. To help our team through bereavement and family illness, we give up to 5 days compassionate leave depending on individual circumstances.



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.

Growing together

<p>Growth</p> <p>We've set our sights on becoming the highest quality, and most loved, early years education group in the UK. Our team have the opportunity to impact thousands of children and families. We rely on you to help us evolve, and 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>	<p>Personal development plan</p> <p>N team members decide on career goals 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>
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The N Academy

The academy is focused on providing exciting and inspiring learning opportunities, taking a 'blended' approach with a mix of webinars, face-to-face workshops, manager coaching and experiential learning to ensure everything you learn is truly embedded into your day-to-day practice.

<p>N Family Foundations Awards</p> <p>Extensive onboarding and learning, equipping you with all the essential skills to excel in your role.</p> 	<p>Continued professional development</p> <p>INSET days, in depth discovery of our bespoke curriculum and the latest developments in behaviour and education.</p> 	<p>Specialisms</p> <p>For those excelling in their roles who want to lead in a particular focus area such as Forest School, Atelierista, Team Happiness or Mental Health.</p> 
<p>External and accredited training</p> <p>We fund and support our team to do their Level 3 & EYITT. Educators can apply to enroll in EY degrees, part funded by us. We also offer a select number of fully funded external qualifications including Forest School, SENDCO and Mental Health First Aid.</p> 	<p>On the job coaching and mentoring</p> <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> 	<p>Leadership Programme</p> <p>An extensive programme equipping leaders to get the best from their teams. You'll learn about yourself, how to tailor your style, how to coach and develop skills in others.</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, Paternity, Adoption and Shared Parental Leave

89.8% of those surveyed in the Nursery World Pay and Conditions Survey don't offer enhanced maternity pay. We offer enhanced Maternity, Paternity, Adoption and Shared Parental leave pay for all team members after 3 years' service.

	26 weeks - 3 years*	3 years +*
Maternity	Week 1-6 = 90% Week 7-39 = SMP	Week 1-6 = 90% pay Week 7-26 = 50% pay Week 27-39 = SMP
Paternity	2 weeks: SPP	2 weeks: Full pay
Adoption Pay	Week 1-6 = 90% pay Week 7-39 = SAP	Week 1-6 = 90% pay Week 7-26 = 50% pay Week 27-39 = SAP
Shared Parental Leave	Up to 37 weeks = ShPP	First 24 weeks = 50% pay Following 13 weeks = ShPP

As of 6th April 2021 the rate of SMP, SPP, SAP and ShPP is £151.97 per week.

*This refers to length of service at either qualifying week or matching date.

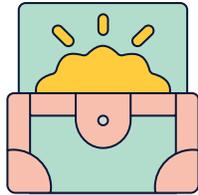
Dependant leave

N also offers up to 2 days paid leave for family emergencies.

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 team members are offered up to £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 as an Educator or Room Manager, we'll help you to buy this with an annual contribution of £100.



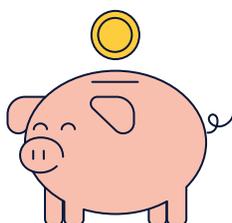
Season pass loan

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



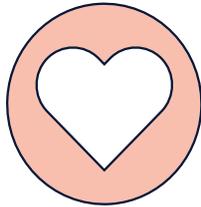
Cycle to work scheme

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 request a loan of up to £500.



Wellbeing week

For one week a year, we'll run a rolling programme of wellbeing activities. We run sessions in mindfulness & yoga, arts & crafts and more, all of which are free and available to all team members.



HEADSPACE®

HeadSpace membership

HeadSpace Mindfulness app, free for all N team members.



classpass

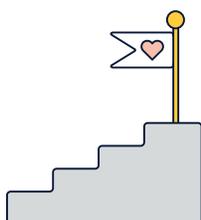
Classpass membership discount

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 2020 we donated £37,173 (£22,000 in 2019) 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 its 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.