# PAY

Effective from September 2026

Our houseKeeping teams are dedicated to providing a safe, sanitised environment for our children to explore freely.

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| HouseKeepers | £13.65 |
| Cleaners | £13.65 |
| Kitchen Assistants | £13.65 |

Level 3 Early Years Educators and above salaries are still higher than the recommended 'London Living Wage'.

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| Unqualified Early Years Educators | £13.96 |
| Level 2 Early Years Educators | £14.45 |
| Level 3+ Early Years Educators | £15.00 |

We are embracing the role of Senior Early Years Educator, who act as Deputy Room Leaders, in the Room Leaders absence.

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| Senior Early Years Educators | £15.45 |
| Room Leaders | £16.20 |
| Deputy Managers | current salary + £0.85 per hour |

Fully funded training throughout the year is offered to ALL colleagues. Training budgets are increased per person, based on length of service, including full funding for NVQ's, fast track!

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| Administrators | current salary + £0.85 per hour |
| Other Roles - Not Specified | current salary + £0.85 per hour |
| Nursery Managers | current salary + £0.85 per hour |

Indulge in a breaKfast selection + fresh, cooKed lunches daily, earn up to an extra weeK of paid holidays based on long service, and get rewarded for going above and beyond with our exciting WOW cards, offering on the spot gift vouchers. See our Benefits PacKage page for more exciting details.

# PERKS

## SALARY & GROWTH

- Sector-Leading Salaries: We're proud to offer sector-leading salaries in the Early Years industry, ensuring you're rewarded for your dedication and expertise.
- Future Pay Increases: Beat the increase in Cost of Living with a generous salary increase guaranteed every single year.

## FLEXIBLE SHIFTS & WORK-LIFE BALANCE

- Flexi-Shifts: We understand the importance of balance. Customize your work schedule to fit your life.
- Discretionary Leave: In emergencies, you can access up to 5 days of discretionary leave, after annual leave is exhausted, to handle urgent situations.

## PAID TIME OFF

- Statuary Holiday Hours: Enjoy a generous holiday allowance to rest, recharge, and spend quality time with loved ones.
- Birthday Day Off: Celebrate your special day with 1/2 a day paid off in addition to your regular holiday allowance.
- Long Service Rewards: Earn an extra day of holiday for every full academic year worked with us, up to 10 years, recognising your loyalty and commitment.

## CELEBRATIONS & RECOGNITION

- Birthday Treats: Enjoy your special day with a thoughtful birthday present from us, a personalised card, and 1/2 a day off to celebrate.
- Wow Moments: Stand out and be celebrated! When you go above and beyond, your colleagues or manager (and their manager!) can instantly reward you with a voucher and a chance to be featured on our Wow Moment Board.

# SUPPORT & WELLBEING

- Termly support meeting with your Nursery Manager, focussing in on your physical and mental health and wellbeing.
- Hardship Fund: Facing unexpected financial difficulty? We offer a discretionary advance salary payment of up to £250 to help.
- Daily BreaKfast, Lunch & DrinKs: Stay fueled daily with a selection of cereals, freshly made lunch and unlimited tea & coffee provided on-site.
- Bupa - Private health care insurance added for all staff who successfuly complete probation

# CHILDCARE & FAMILY SUPPORT

- Childcare Discounts: Get 50% off childcare fees in our nurseries.
- Emergency Childcare: Up to 5 days of emergency childcare for your children under 5, at 50% of our daily costs, subject to availability.

# PROFESSIONAL GROWTH & REWARDS

- Training Days & Mentorship Programmes: Grow your career with regular training days and our mentorship program.
- Refer a Friend Bonus: Know someone who'd be a great fit? Earn £250 if they join us and pass their probation.

# COMMUNITY & ENGAGEMENT

- Nursery Council: Have your say and represent your colleagues by joining our Nursery Council. Get paid overtime and gain the fantastic experience of being the voice of your team once a term.
- Social Events: Celebrate with us! Join our summer and Christmas events for some fun and relaxation.
- Team Building: Each site has a budget for a Team Building Event once a term to strengthen our bonds and have some fun. We set aside £20 per person, per term - let's discover something enjoyable together!

# BUPA

At Early Education Centre and Early Buds Nurseries, our mission is to give every child a great start in life. And our greatest resource in serving the little humans in our care is - you, the people who give unconditional love and care to children everyday.

From the 1st of June 2025, all permanent members of our team (those who have successfully completed their probations) will be covered by a comprehensive private healthcare insurance through Bupa, meaning you can have access to a whole world of high quality care and support, as soon as you need it.

What's included is access to a private GP 24/7, 365 days a year, so you can speak to a doctor by phone or video anytime, from anywhere, with the ability to receive prescriptions or be referred to a private consultant if needed. You'll also have access to a 24/7 nurse helpline for you and your immediate family, offering professional medical advice and guidance at any hour, as well as instant access to a mental health support line where you can speak to someone straight away and, if required, be referred for private therapy sessions. In addition, there is a dedicated phone line team available to support you with arranging referrals to consultants, alongside a wider range of services including fast diagnoses, access to treatment, specialist care, and ongoing wellbeing support.

As this is a benefit offered to you by your employer, there's a small tax applied by the government, approximately £10 to £15 per month - we'll explain this clearly if you'd like to know more.

Once your probation has been successfully passed and confirmed, you will be offered this benefit and can choose whether to opt in or not—just let us know your preference privately.

As a small, independent company, it is a major financial commitment from us to be able to offer this to everyone. Therefore, we are committing to providing the insurance to our colleagues for a period of 2 years, starting from 1st June 2025. At the end of this period, we will assess our ability to continue offering the benefit.

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