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| **Our Staff Benefits are Superb!**  |
| Annual leave |

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| 2 weeks paid over Christmas – in line with school holidays 4 weeks paid holiday Plus bank holidays (let us know if you are aware of anywhere offering more than this) |

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| Hours  | 36 hours a week - **optional overtime to earn extra money** 8am to 6pm with one rest day a week! Catch up on your life admin 1hour lunch  |
| Sick Pay | 3 days full pay in any rolling 12 months (most nurseries offer no sick pay) |
| Maternity/Paternity  | Maternity & Paternity pay |
| Child discount  | After 1 year of service = 10% (many nurseries offer no discounts for staff )After 2 years of service = 15%After 3 or more years of service up to 30%  |
| Pension | Receive a pension. Opting out is an option  |
| Study leave | Study leave granted as per policy and rest days accommodating your studies.  |
| Bonus | * £250 for Exceptional Service
* Loyalty bonus
* Retention incentives
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| Time in lieu  | For no absences or lates in a month, earn time back. Hour for staff member of the month Time back for staff meetings.  |
| Staff meetings  | Once a month 6pm – 7pm – with Pizza (many nurseries have Saturday staff meetings )Other - optional training – regularly takes place for those wishing to progress quickly  |
| Referral Scheme  | Referral scheme: If you refer a friend for a job at Little Learners and their application is successful, we will pay you a one-off bonus of up to **£200** to thank you for your recommendation. |
| Pay  | Annual pay reviews with the chance for pay to progress (many nurseries only offer pay increases if you get another qualification ) |
| Uniform  | Free Uniform – unlike some nurseries, we don’t charge you to wear our uniform! |
| Career progression  | * Apprenticeships available
* Level 2 or 3 funding available
* External training - room to progress
* Internal training
* Mentoring
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| Why us? | * **Two day induction process so you are fully prepared for working in our setting**
* External training with staff encouraged to pursue interests. We support you if you wish to further your education – we are often willing to pay for your further education
* Exceptional early years environment: Exceptional outdoor areas, gym, double buggies for walks, and food is prepared for us in the schools kitchen
* Close links with a primary school – use of the school gym, computing suite
* Sit down supervision meetings with the manager where you are listened to and supported
* **Hands on managers:** Regular staff surveys to hear your views
* The chance to work in a professional environment
* **Supportive parents who value our staff**
* Online Journals to track progress - no sticking or cutting
* Purposely lowering admissions so children are not packed in
* Overstaffing when new children settle in
* Rooms are cleaned by professional cleaners and deep cleaner regularly
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