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