

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

Salary £K	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	35	40	45
Educator Salary band		X		n.															
Room lead Salary band					X		n.												
Deputy manager Salary band								X					n.						
Manager Salary band														X					n.

X Industry average salary

n. N average salary

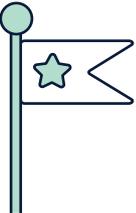
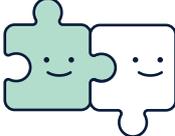
Early years is known to be a low paid sector, as recognised by the Low Pay Commission (LPC.) We pay significantly above industry averages (+19%). We operate on a performance related pay scheme, salaries are banded and all team members are clear on how to improve through our appraisal and personal development plans.

<h3>Holiday</h3> <p>The nursery industry typically offers 28 days holiday a year inclusive of bank holidays, with only 16.5% increasing with service. We wanted to improve on this, and offer our team 29 days (including a day off for your birthday) as standard, increasing to 33 days with length of service.</p>	<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th></th> <th>0-2 years</th> <th>+2 years</th> <th>+5 years</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"> 20 days +1 </td> <td style="text-align: center;"> 22 days +1 </td> <td style="text-align: center;"> 24 days +1 </td> </tr> <tr> <td style="background-color: #fff9c4;">Public holidays</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="background-color: #c8e6c9;">Total:</td> <td>29 days</td> <td>31 days</td> <td>33 days</td> </tr> </tbody> </table>		0-2 years	+2 years	+5 years	 20 days +1	 22 days +1	 24 days +1	Public holidays				Total:	29 days	31 days	33 days
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<div style="display: flex; align-items: center;"> <h3>Bonus</h3> </div> <p>We believe everyone should be part of where we're going – and be rewarded for helping us get there. Annual bonus, linked to our goals of excellent customer service and outstanding educational delivery.</p>	<div style="display: flex; align-items: center;"> <h3>Pension</h3> </div> <p>We contribute to a workplace pension for N team members, in line with government guidelines.</p>															
<div style="display: flex; align-items: center;"> <h3>Overtime</h3> </div> <p>We offer paid training & overtime if we ask you to stay longer than your contracted hours.</p>	<div style="display: flex; align-items: center;"> <h3>Compassionate leave</h3> </div> <p>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.</p>															
<div style="display: flex; align-items: center;"> <h3>Sickness</h3> </div> <p>We understand that you will get ill from time to time. N pays 10 full days which is double the industry average.</p>	<div style="display: flex; align-items: center;"> <h3>Pension</h3> </div> <p>We contribute to a workplace pension for N team members, in line with government guidelines.</p>															

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 growing to 20 nurseries in the next 5 years, which will give our team the opportunity to make their mark and impact thousands of children and families. New ideas are celebrated and our team have the freedom to be creative in their roles.</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 appraisals 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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 <h3>External and accredited training</h3> <p>We encourage our team to find a course they are interested in and let us know how they think this will be beneficial to them and the wider team. All team members are given all of the mandatory training for their role & many of our educators are working towards degrees and PGCEs, half funded by us.</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 and support</h3> <p>During and after your induction, N line managers are trained to coach and support you daily. Our team are encouraged to feed back to us and each other. Every interaction is an opportunity to develop and learn together.</p>	 <h3>Mentor scheme</h3> <p>Whether they be internal or external, we will help you find a mentor to support you in your development at N.</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 £145.18 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.	2 days for family emergencies!

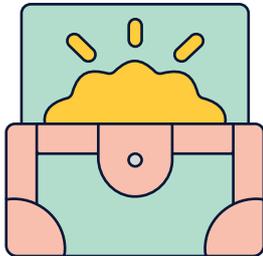
Maternity	26 weeks - 3 years	3 years - 5 years	5 years +
Week 1-6	90%	90%	90%
Week 7-26	Statutory	50% pay	50% pay
Week 27-39	Statutory	Statutory	Statutory
Paternity	2 weeks: Statutory	2 weeks: Full pay	2 weeks: Full pay

Statutory: 90% of average weekly earnings or £145.18, whichever is lower.

Nursery discount

10% discount on your membership if you would like your baby to join the N Family.





£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.



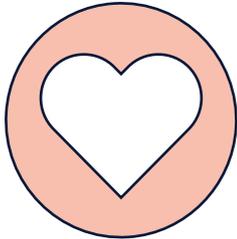
Season pass loan

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.



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.



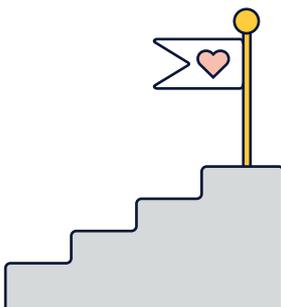
HeadSpace membership

HeadSpace Mindfulness app, free for all N team members.



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 2018 we donated £12,500 to War Child's Early Childhood Development (ECCD) project in Jordan – 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.