

# Salary Report 2023



For dreams of all sizes

**n.**  
**family**  
**club**

# Welcome to the 2023 N Salary Report

We know that our team do the most important job in the world and so we, as a business, are committed to paying them fairly. We pride ourselves on our market-leading salary & benefits package as we want to attract and retain the best talent across the sector.

That's why this year – as well as reviewing the market to make sure we're competitive – we've also taken on board feedback from our team about progression. We're so excited to unveil our 14 brand-new salary tiers, which will allow our team to be recognised and rewarded for their development more quickly, increasing their earning potential.

We're also acutely aware that many of our team have been, and will continue to be, profoundly affected by the current cost of living crisis. For 2023 we will be making a substantial investment to increase our nursery team salaries to make sure that everyone is able to cope financially, and to support their own families.

Our salary report is split into the following sections: London, Surrey and Cambridge; Kent, Berkshire and Buckinghamshire; West Midlands. Please see the relevant page to find the salary tiers that are relevant to you.

- London, Surrey and Cambridge
- Kent, Berkshire and Buckinghamshire
- West Midlands



# London, Surrey, Cambridge

| Position                                 | Minimum |            | Maximum |            |
|--|---------|------------|---------|------------|
|  | Salary  | Hourly pay | Salary  | Hourly pay |
| <b>Nursery Education</b>                 |         |            |         |            |
| Apprentice Educator (L2)                 | £16,750 | £8.05      | £16,750 | £8.05      |
| Apprentice Educator (L3)                 | £17,750 | £8.53      | £17,750 | £8.53      |
| Assistant Educator (Unq)                 | £23,500 | £11.30     | £23,500 | £11.30     |
| Snr Assistant Educator (Unq)             | £23,500 | £11.30     | £24,000 | £11.54     |
| Educator (L2)                            | £24,856 | £11.95     | £25,356 | £12.19     |
| Snr Educator (L2)                        | £25,356 | £12.19     | £25,856 | £12.43     |
| Educator (L3+)                           | £25,856 | £12.43     | £26,356 | £12.67     |
| Snr Educator (L3+)                       | £26,356 | £12.67     | £26,856 | £12.91     |
| Deputy Room Manager (L3+)                | £26,856 | £12.91     | £27,356 | £13.15     |
| Lead Educator (L5+)                      | £26,856 | £12.91     | £29,356 | £14.11     |
| Forest School Lead                       | £26,856 | £12.91     | £29,356 | £14.11     |
| Room Manager (L3+)                       | £27,356 | £13.15     | £30,356 | £14.59     |
| Assistant Deputy Manager (L3+)           | £30,356 | £14.59     | £31,256 | £15.03     |
| Early Years Teacher (QTS, EYT)           | £28,356 | £13.63     | £30,356 | £14.59     |
| <b>Nursery Management</b>                |         |            |         |            |
| Front of House Manager                   | £27,500 | £13.22     | £35,000 | £16.83     |
| Deputy Nursery Manager                   | £31,500 | £15.14     | £40,000 | £19.23     |
| Nursery Manager & Snr Nursery Manager    | £39,000 | £18.75     | £62,000 | £29.81     |
| <b>Nursery Operations</b>                |         |            |         |            |
| Chef                                     | £26,500 | £12.74     | £35,750 | £17.19     |
| Apprentice Kitchen Assistant (L2)        | £16,750 | £8.05      | £16,750 | £8.05      |
| Apprentice Chef (L3)                     | £17,750 | £8.53      | £17,750 | £8.53      |
| Kitchen Assistant                        | £22,500 | £10.82     | £23,500 | £11.30     |
| Front of House Assistant                 | £22,500 | £10.82     | £23,500 | £11.30     |
| Apprentice Front of House Assistant (L2) | £16,750 | £8.05      | £16,750 | £8.05      |
| Apprentice Front of House Assistant (L3) | £17,750 | £8.53      | £17,750 | £8.53      |
| Housekeeper                              | £23,000 | £11.06     | £24,000 | £11.54     |

Annual salaries are based on working 40 hours per week but we have added hourly rates so you can work out your annual salary if you work less than 40 hours per week. Just take the hourly rate, multiply by the number of hours you work each week, and then multiply by the number of weeks you work each week (this is 52 weeks for most people).

# Kent, Berkshire, Buckinghamshire

| Position                                 | Minimum |            | Maximum |            |
|--|---------|------------|---------|------------|
|  | Salary  | Hourly pay | Salary  | Hourly pay |
| <b>Nursery Education</b>                 |         |            |         |            |
| Apprentice Educator (L2)                 | £15,000 | £7.21      | £15,000 | £7.21      |
| Apprentice Educator (L3)                 | £16,000 | £7.69      | £16,000 | £7.69      |
| Assistant Educator (Unq)                 | £22,000 | £10.58     | £22,375 | £10.76     |
| Senior Assistant Educator (Unq)          | £22,375 | £10.76     | £22,675 | £10.90     |
| Educator (L2)                            | £22,675 | £10.90     | £23,175 | £11.14     |
| Senior Educator (L2)                     | £23,175 | £11.14     | £23,675 | £11.38     |
| Educator (L3+)                           | £23,675 | £11.38     | £24,175 | £11.62     |
| Senior Educator (L3+)                    | £24,175 | £11.62     | £24,675 | £11.86     |
| Deputy Room Manager (L3+)                | £24,675 | £11.86     | £25,125 | £12.08     |
| Lead Educator (L5+)                      | £24,675 | £11.86     | £27,175 | £13.06     |
| Forest School Lead                       | £24,675 | £11.86     | £27,175 | £13.06     |
| Room Manager (L3+)                       | £25,725 | £12.37     | £28,500 | £13.70     |
| Assistant Deputy Manager (L3+)           | £28,500 | £13.70     | £29,175 | £14.03     |
| Early Years Teacher (QTS, EYT)           | £26,175 | £12.58     | £28,175 | £13.55     |
| <b>Nursery Management</b>                |         |            |         |            |
| Front of House Manager                   | £25,000 | £12.02     | £32,000 | £15.38     |
| Deputy Nursery Manager                   | £29,000 | £13.94     | £36,000 | £17.31     |
| Nursery Manager & Snr Nursery Manager    | £36,000 | £17.31     | £54,000 | £25.96     |
| <b>Nursery Operations</b>                |         |            |         |            |
| Chef                                     | £24,000 | £12.50     | £32,000 | £15.38     |
| Apprentice Kitchen Assistant (L2)        | £15,000 | £7.21      | £15,000 | £7.21      |
| Apprentice Chef (L3)                     | £16,000 | £7.69      | £16,000 | £7.69      |
| Kitchen Assistant                        | £21,200 | £10.19     | £21,700 | £10.43     |
| Front of House Assistant                 | £21,200 | £10.19     | £21,700 | £10.43     |
| Apprentice Front of House Assistant (L2) | £15,000 | £7.21      | £15,000 | £7.21      |
| Apprentice Front of House Assistant (L3) | £16,000 | £7.69      | £16,000 | £7.69      |
| Housekeeper                              | £21,500 | £10.34     | £22,500 | £10.82     |

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# West Midlands

| Position                                 | Minimum |            | Maximum |            |
|--|---------|------------|---------|------------|
|  | Salary  | Hourly pay | Salary  | Hourly pay |
| Nursery Education                        |         |            |         |            |
| Apprentice Educator (L2)                 | £12,500 | £6.01      | £12,500 | £6.01      |
| Apprentice Educator (L3)                 | £13,500 | £6.49      | £13,500 | £6.49      |
| Assistant Educator (Unq)                 | £20,500 | £9.86      | £21,000 | £10.10     |
| Snr Assistant Educator (Unq)             | £21,000 | £10.10     | £21,500 | £10.34     |
| Educator (L2)                            | £21,500 | £10.34     | £22,000 | £10.58     |
| Snr Educator (L2)                        | £22,000 | £10.58     | £22,500 | £10.82     |
| Educator (L3+)                           | £22,500 | £10.83     | £23,000 | £11.06     |
| Snr Educator (L3+)                       | £23,000 | £11.06     | £23,500 | £11.30     |
| Deputy Room Manager (L3+)                | £23,500 | £11.30     | £24,000 | £11.54     |
| Lead Educator (L5+)                      | £23,500 | £11.30     | £25,000 | £12.02     |
| Forest School Lead                       | £23,500 | £11.30     | £25,000 | £12.02     |
| Room Manager (L3+)                       | £24,000 | £11.54     | £26,000 | £12.50     |
| Assistant Deputy Manager (L3+)           | £26,000 | £12.50     | £27,000 | £12.98     |
| Early Years Teacher (QTS, EYT)           | £24,000 | £11.54     | £26,000 | £12.50     |
| Nursery Management                       |         |            |         |            |
| Front of House Manager                   | £22,500 | £10.82     | £27,500 | £13.22     |
| Deputy Nursery Manager                   | £26,500 | £12.74     | £31,000 | £14.90     |
| Nursery Manager & Snr Nursery Manager    | £33,000 | £15.87     | £43,000 | £20.67     |
| Nursery Operations                       |         |            |         |            |
| Chef                                     | £21,000 | £10.10     | £27,000 | £12.98     |
| Apprentice Kitchen Assistant (L2)        | £12,500 | £6.01      | £12,500 | £6.01      |
| Apprentice Chef (L3)                     | £13,500 | £6.49      | £13,500 | £6.49      |
| Kitchen Assistant                        | £20,500 | £9.86      | £21,000 | £10.10     |
| Front of House Assistant                 | £20,500 | £9.86      | £21,000 | £10.10     |
| Apprentice Front of House Assistant (L2) | £12,500 | £6.01      | £12,500 | £6.01      |
| Apprentice Front of House Assistant (L3) | £13,500 | £6.49      | £13,500 | £6.49      |
| Housekeeper                              | £20,500 | £9.86      | £21,500 | £10.34     |

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# Nursery Bank

Our Nursery Bank is for people who need a casual role that works around other life commitments. Whether you have caring responsibilities, are a student, or simply want to top up your earnings alongside another job, then our nursery bank can offer you the casual flexibility that you need.

Our nurseries are open five days a week and our bank of talented people are ready to support as and when required, on a day-to-day and week-to-week basis. Whether you're a qualified or unqualified Educator, a Chef or a Housekeeper, we have plenty of shifts available to fit around your schedule.

At N, all salaries are significantly above the market average and are banded against role type and level. Your hourly pay will be reviewed every year along with the rest of the company to make sure you are always being paid the most competitive rates.

| Position                         | Minimum |        | Maximum |        |
|----------------------------------|---------|--------|---------|--------|
|                                  | Salary  | Wage   | Salary  | Wage   |
| London, Surrey, Cambridge        |         |        |         |        |
| Bank - Educator (Unq)            | -       | £11.00 | -       | £11.50 |
| Bank Educator (L2)               | -       | £12.00 | -       | £12.50 |
| Bank - Educator (L3)             | -       | £13.00 | -       | £13.50 |
| Bank - Educator (L5+)            | -       | £14.00 | -       | £14.50 |
| Bank - Chef                      | -       | £14.00 | -       | £14.50 |
| Bank - Housekeeper               | -       | £11.00 | -       | £11.50 |
| Kent, Berkshire, Buckinghamshire |         |        |         |        |
| Bank - Educator (Unq)            | -       | £10.50 | -       | £11.00 |
| Bank Educator (L2)               | -       | £11.50 | -       | £12.00 |
| Bank - Educator (L3)             | -       | £12.50 | -       | £13.00 |
| Bank - Educator (L5+)            | -       | £13.50 | -       | £14.00 |
| Bank - Chef                      | -       | £13.50 | -       | £14.00 |
| Bank - Housekeeper               | -       | £10.50 | -       | £11.00 |
| West Midlands                    |         |        |         |        |
| Bank - Educator (Unq)            | -       | £9.90  | -       | £10.30 |
| Bank Educator (L2)               | -       | £10.90 | -       | £11.30 |
| Bank - Educator (L3)             | -       | £11.90 | -       | £12.30 |
| Bank - Educator (L5+)            | -       | £12.90 | -       | £13.30 |
| Bank - Chef                      | -       | £12.90 | -       | £13.30 |
| Bank - Housekeeper               | -       | £9.90  | -       | £10.30 |

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