

Benefits Report 2023



For dreams of all sizes

n.
family
club

N Family Club Benefits Report 2023

2022 was a big year for the N Family – we welcomed 7 new nurseries, 631 brand new team members and celebrated 71 team members being promoted! We also launched our new multi-tier salary structure (see the Salary Report for more info!), the N Partnership Scheme for our leaders and Managers, and received a whopping 8.1 in our company-wide happiness survey.

631

Fresh faces

71

Promotions

8.1

Happiness survey

Following the feedback we had from the team about how much they love our current benefits, for 2023 we've decided to keep much of our existing offering in place. That said, there have been a few tiny tweaks here and there, so make sure you take some time to give it all a good read.

Flexibility

We know that you do the most important job in the world, and it's a job that can be tiring and involves superhero levels of energy and enthusiasm. We understand that some of you want more time to spend with your own families. We know that others want time to study or pursue other hobbies. Whatever you want flexibility for, we want to support it and, in doing so, support your wellbeing. Introducing n.Flex.

n.Flex



The classic 40

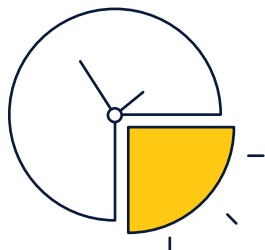
Our standard working week is 40 hours and if you're nursery based, this will be over a rotating shift pattern as agreed with your Nursery Manager. If you work in our nursery rooms and want to occasionally earn some extra cash, then you can opt for doing overtime. But make sure you balance your wellbeing with the need to bring home the cash!



36 is the new 40

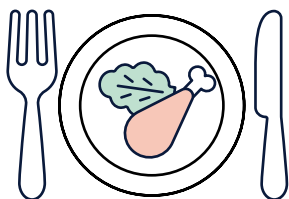
We're also able to offer team members that work in our nursery rooms, the option of 36 hours over 4 days (4 x 9 hour days). This offers you a whole day every week to pursue other interests, relax, or spend time with your family. If you decide that you'd like to do occasional overtime on top of this, you are able to at your usual hourly rate (just check our overtime policy).

We know that full time hours don't work for everyone, and that sometimes life changes and your working pattern needs to shift. We want to attract and keep the best team in the sector, which is why – in addition to our flexi full-time offer – we have a series of other flexible options to suit everyone.



Part Time

We support part time requests, and these are payable at exactly the the same hourly rate as if you were working full time.



Lunch cover

Our wonderful lunch covers are responsible for supporting our teams during everyone's favourite time of day – lunch! Lunch cover contracts are for 14-30 hours per week.



Job shares

Where it's possible, we are happy to accommodate job shares across a wide variety of roles in our nurseries and support office.



Flexi Bank team

For educators looking for flexibility from day to day and week to week, the Flexi Bank team might be the place for you! Our Flexi Bank teams are paid on an hourly rate, which you can which can be found in our salary report.

Bonuses

We believe everyone should be part of where we're going – and be rewarded for helping us get there. That's why we've created a bonus structure that celebrates our successes, and motivates our teams to deliver at the highest level.



Nursery Bonus

The nursery bonus is related to how you deliver on our 'Wildly Important Goals' of Outstanding Education and Customer Happiness. In addition to this, if you are in a management role, you can also receive an annual bonus for glowing team happiness feedback. There's also a one-off bonus for gaining an Ofsted Outstanding (and one in your mock for newly launched sites)!

Bonus	Nursery Education, Nursery Operations, Apprentices	Room Manager, Assistant Deputy Manager, Chef	Deputy Nursery Manager, FOH Manager
Ofsted Outstanding	£200	£300	£500
Mock Inspection in first 12 months (New Sites)	£200	£300	£500
Twice yearly Mock Inspection	£175	£200	£250
Twice yearly Customer NPS (80+)	£175	£200	£250
Annual team happiness (8/10)	N/A	£200	£250
Total Annual Bonus	£750	£1,200	£1,750

*Bonus is applicable to Apprentice Educators once working within ratio, and Apprentice Chefs/Kitchen Assistants once probation has been passed.



Support Team Bonus

To celebrate our Support Team heroes, we've introduced a bonus which reflects our commercial and customer happiness targets.



Refer-a-Friend Bonus

Our team are our greatest ambassadors, and we offer a £1000 referral bonus as a thank you to team members and N alumni who refer a friend to join the N Team. (£100 for Flexi Bank team).










N Family Club core benefits










Holiday

The nursery industry typically offers 28 days holiday a year including bank holidays. At N, you receive up to 33 days holiday*, and 3 additional days over the Christmas period**, so that you can take some time out to relax! In 2023, there's extra cause for celebration as we all get an extra bank holiday too!

*including your birthday and bank holidays

**some of our nurseries remain open over the Christmas period, and so receive the same allowance to use throughout the year.

40hr week		
0-2 years	+2 years	+5 years
 20 days	 22 days	 24 days
 +1  +3	 +1  +3	 +1  +3
Public holidays		
Total: 33	35 days	37 days

36hr week		
0-2 years	+2 years	+5 years
 16 days	 18 days	 20 days
 +1  +3	 +1  +3	 +1  +3
Public holidays		
Total: 29 days	31 days	33 days



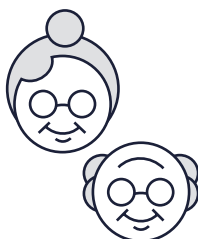
Sickness

We understand that you will get ill from time to time. N could pay you up to 5 days at full pay, depending on your individual circumstances.



Discretionary leave

We understand that sometimes life takes an unexpected and difficult turn. To help our team through bereavements, family illness, wellbeing and other challenges you might be facing, we may offer up to 5 days leave depending on individual circumstances.



Pension

We auto-enrol you into, and contribute towards, a workplace pension for N team members, in partnership with Nest, in line with government guidelines.

Managers Package

Managers are the beating heart of everything we do here at N. They are the centre of our communities, and the people our customers and teams look to for guidance. They're also responsible for delivering high-quality education everyday, alongside commercial targets. It takes a special kind of person to be an Outstanding manager; one with exceptional levels of skill, knowledge, composure, passion, empathy and leadership. That is why we've built the leading Manager's package in the sector.







Bonuses

Bonus	Manager
Twice yearly bonus for achieving our Wildly Important Goals	5% of base salary
Annual bonus for achieving site EBITDA target	10% of base salary
Annual bonus for over-achievement	5% of base salary
Total Annual Bonus	20% of base salary

Holiday

Our managers work extremely hard – so we've created an enhanced holiday allowance to make sure they have a well-deserved break. As a manager at N, you'll receive 25 days plus an additional day for your birthday, on top of bank holidays – of which there are 9 in 2023! You'll have to use 3 of these days when we're closed over Christmas**, so that you can take some time out to relax over the holidays.

**Some of our nurseries remain open over the Christmas period, and so receive the same allowance to use throughout the year.

0-2 years	+2 years	+5 years
 25 days	 27 days	 29 days
 +1	 +1	 +1
Public holidays		
Total: 35 days	37 days	39 days

The N Partnership

Our vision is to be the highest quality, and most loved, early years education group in the UK. To achieve this we know that our leaders need to be totally focused on delivering our growth ambitions while achieving our Wildly Important Goals and, most importantly, keeping everyone safe. We are really excited that our N Partnership, our share program, enables us to give shares to all our Managers as motivation and reward for delivering our plan. You are a key part of the N team and as an N Partner you will be part of a group of leaders who can drive, support and inspire each other as we go on our journey.



Leadership events

Our annual leadership conference is a chance for our managers to come together, share experiences and build upon our culture. There's even an annual mountains trip to help our managers connect, relax and recharge.



Professional development

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.

Growing together

Growth

We've set our sights on becoming the highest quality, and most loved, early years education group in the UK. Our team have the opportunity to impact thousands of children and families. We rely on you to help us evolve, and as we scale, our internal talent pool is the first place we look for new roles to take our business to the next stage.

Personal development plan

N team members decide on career goals and are supported through regular meetings and performance reviews 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.

The N Academy

The academy is focused on providing exciting and inspiring learning opportunities, taking a 'blended' approach with a mix of webinars, face-to-face workshops, manager coaching and experiential learning to ensure everything you learn is truly embedded into your day-to-day practice. We are proud advocates of Apprenticeships and offer a range of opportunities through our accredited Early Years Academy and Chef Academy, along with other specific business related apprenticeships.

<p>N Family Foundations Awards</p> <p>Extensive onboarding and learning, equipping you with all the essential skills to excel in your role.</p> 	<p>Continued professional development</p> <p>INSET days, in depth discovery of our bespoke curriculum and the latest developments in behaviour and education.</p> 	<p>Specialisms</p> <p>For those excelling in their roles who want to lead in a particular focus area such as Forest School, Atelierista, Team Happiness or Mental Health.</p> 
<p>External & accredited training</p> <p>We have a range of funded courses: Level 2 & 3 EY Apprenticeships; Chef Academy; Forest School; Level 5 EY Lead Practitioner (EYLP) Apprenticeship; EYITT; National Award for SEN Coordination (NASENCO); National Professional Qualification for Early Years Leadership (NPQEYL) from Sept 2022.</p> 	<p>On the job coaching & mentoring</p> <p>During and after your induction, N line managers coach and support you daily. We will also set you up with a mentor to support your development. Every interaction is an opportunity to develop and learn together.</p> 	<p>Leadership Programme</p> <p>An extensive programme equipping leaders to get the best from their teams. You'll learn about yourself, how to tailor your style, how to coach and develop skills in others.</p> 

Family first

We created N to make family life easier, and we're committed to delivering that promise for our team as well as for our customers.

Maternity, Paternity, Adoption and Shared Parental Leave

89.8% of those surveyed in the Nursery World Pay and Conditions Survey don't offer enhanced maternity pay. We offer enhanced Maternity, Paternity, Adoption and Shared Parental leave pay for all team members after 2 years continuous service with N.

	26 weeks - 2 years*	2 years +*
Maternity	Week 1-6 = 90% Week 7-39 = SMP	Week 1-6 = 90% pay Week 7-26 = 50% pay Week 27-39 = SMP
Paternity	2 weeks: SPP	2 weeks: Full pay
Adoption Pay	Week 1-6 = 90% pay Week 7-39 = SAP	Week 1-6 = 90% pay Week 7-26 = 50% pay Week 27-39 = SAP
Shared Parental Leave	Up to 37 weeks = ShPP	First 24 weeks = 50% pay Following 13 weeks = ShPP

As of April 2023, the rate of SMP, SAP, SPP and ShPP will lift to £172.48 per week.

*This refers to length of service at either qualifying week or matching date.



Nursery discount

We offer a discount on your nursery fees if you would like your child to join the N Family. For nursery managers and support office team members at the 'expert contributor' job level and above, the discount is 25%. For all other nursery and support office team members the discount is 10%.



Emergency childcare

Subject to availability, we offer all of our team members with nursery-aged children 6 back-up childcare days in any of our nurseries.



Pregnancy

We know that every pregnancy is different, which is why we offer support to our team members who are experiencing complications, additional challenges, or miscarriage.



Personal Development Fund

We believe in personal development, not just professional. N team members are offered up to £100 a year to put towards a hobby, learning a new skill, attending a class or doing something thoughtful for your wellbeing.



Work wear allowance

N team members don't wear a uniform, they wear what they are comfortable in. If you are a permanent team member, working in our nursery rooms, we'll give you an annual contribution of £100 to go towards your work clothes.



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.



Financial wellbeing

Our online payslip platform, JCCA, provides 24/7 access to your payslips, as well as access to lots of helpful articles and financial guidance.



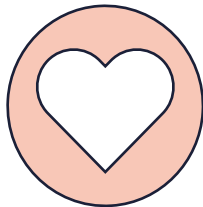
Hardship Fund

We understand how easy it can be to end up in financial difficulties due to something unexpected or out of your control. If a tricky situation arises, N team members can submit a confidential application to request a loan of up to £500.



Welcome Pack

As a big welcome to N, you'll receive a team welcome pack full of goodies upon starting with us.



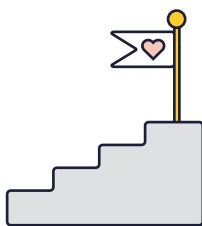
Wellbeing week

Our team members' wellbeing is front and centre of everything we do at N, every day of the week. Once a year we extend that even further with a special Wellbeing Week offering a variety of virtual sessions, activities, wellbeing resources and treats for all to enjoy.



Lunch & drinks

Our on-site chefs cook fresh and nutritious meals for our nursery teams every day, and we've also got tea and coffee for you to help yourself to. Our support team enjoy weekly treats and unlimited supplies of caffeine & herbal tea.



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.



Mental health first aiders

We understand that sometimes our team members face health challenges that aren't immediately visible. To support them and make sure there's always help on hand, we have fully-trained mental health first aiders across a variety of sites and roles within N.



Classpass membership discount

Classpass is the world's leading multi-studio fitness app. N Team receive a 10% discount on monthly membership which allows you to discover & access classes near you. Studio classes range from yoga and Pilates to boxing and spinning.



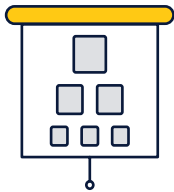
Support office fitness

We offer free fitness sessions every Thursday lunchtime in the office.



Time for you

We offer access to a range of online and app based wellbeing and mindfulness support, including Insight Timer and Headspace



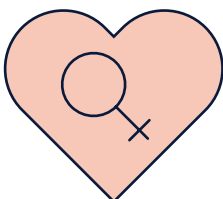
Eye tests

We want to look after your all-important peepers, and are offering free eye tests to make sure they're A-OK.



Flu jabs

When the cold winter months start to close in, why not ward off those nasty flu germs with a free flu jab.



Menopause support

We understand that the menopause can throw up all sorts of challenges, both physically and mentally. Support is on hand, so do speak to your manager for help.

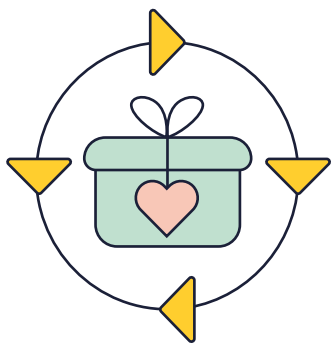


N Family Club x War Child Partnership

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 2021 we donated £50,000 (£37,173 in 2020) to War Child's Early Childhood Development (ECCD) projects across 9 key territories – 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!



Charity sponsorship

Whatever the cause, we love a bit of charitable fundraising, which is why you can apply for us to pledge towards your chosen charity.

Round the World trip

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.



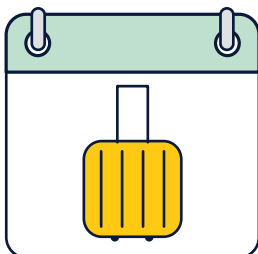
However - the job can take it's toll. It's a lot of responsibility, it's fast paced, physical and emotional! As a result the industry has a problem with people burning out. The rate of people leaving their job in a nursery is 3x higher than the UK average.

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! You'll receive £1,000 cash contribution towards your travel (the average cost of a RTW trip) + 2 weeks additional paid holiday

Sabbatical



We recognise that our team members make a huge contribution to our success. In return we recognise that there may, at some point, be a time when you need to take an extended period of time away from work to undertake study, to provide care for a dependant, to go on the holiday of a lifetime or to pursue other interests such as family, charitable or public service.

As long as you've been with N for at least 3 years, you could apply for a sabbatical that lasts from one month to a year.