

N Salaries 2024



For dreams of all sizes

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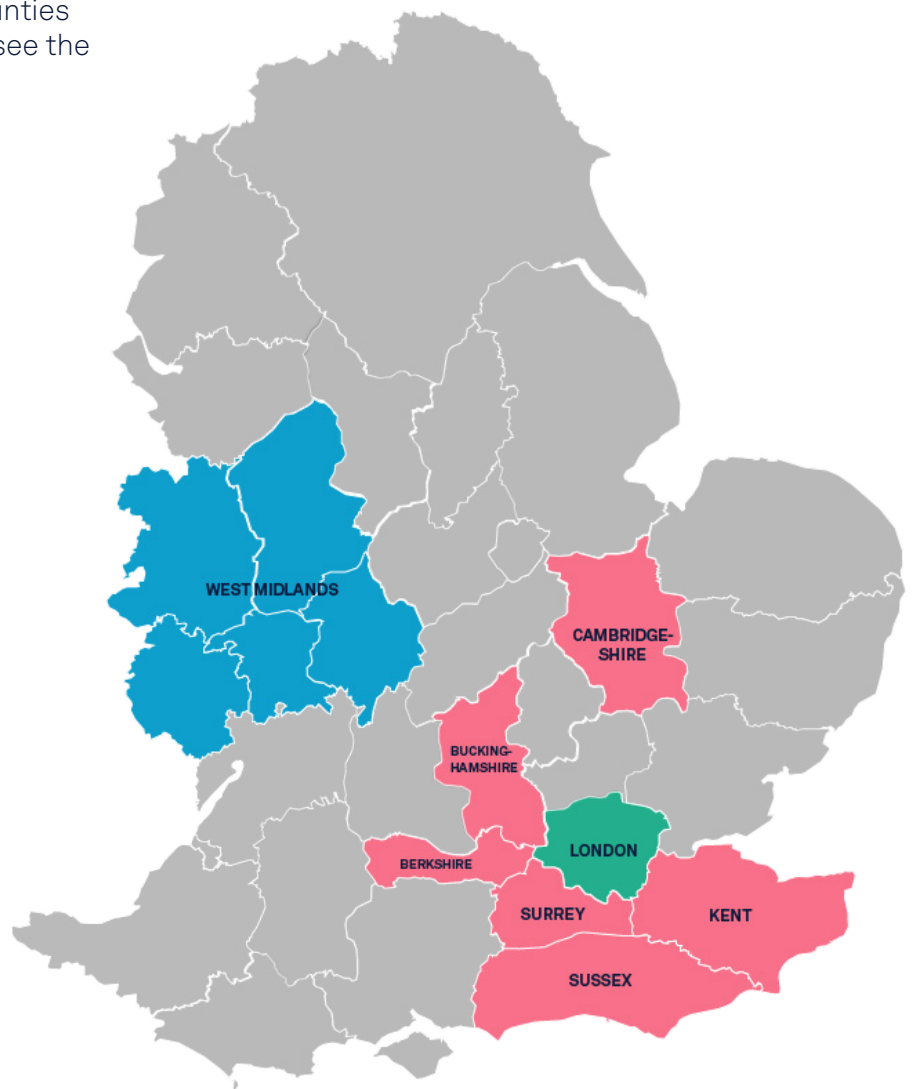
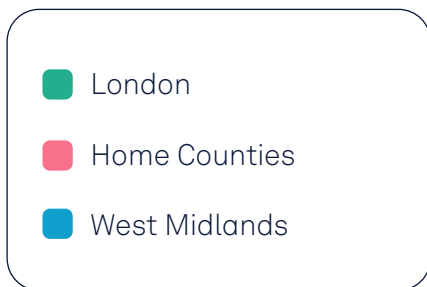
Welcome to the 2024 N Salary Report

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.

In 2024 we are continuing with our 14 nursery education salary tiers plus nursery management and nursery operations. These 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 2024, we will continue to make 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, the Home Counties and the West Midlands. Please see the relevant page to find the salary tiers that are relevant to you.



London

| Position | Minimum | | Maximum | |
|--|---------|------------|---------|------------|
| | Salary | Hourly pay | Salary | Hourly pay |
| Nursery & Support Education | | | | |
| Apprentice Educator (L2) | £18,250 | £8.77 | £18,250 | £8.77 |
| Apprentice Educator (L3) | £19,250 | £9.25 | £19,250 | £9.25 |
| Assistant Educator (Unq) | £24,000 | £11.54 | £25,000 | £12.02 |
| Snr Assistant Educator (Unq) | £24,500 | £11.78 | £26,000 | £12.50 |
| Educator (L2) | £27,355 | £13.15 | £27,355 | £13.15 |
| Snr Educator (L2) | £27,855 | £13.39 | £27,855 | £13.39 |
| Educator (L3+) | £28,250 | £13.58 | £29,250 | £14.06 |
| Snr Educator (L3+) | £29,250 | £14.06 | £29,500 | £14.18 |
| Deputy Room Manager (L3+) | £29,500 | £14.18 | £29,750 | £14.30 |
| Lead Educator (L5+) | £29,500 | £14.18 | £30,750 | £14.78 |
| Forest School Lead | £29,750 | £14.30 | £32,500 | £15.63 |
| Room Manager (L3+) | £29,750 | £14.30 | £32,500 | £15.63 |
| Assistant Deputy Manager (L3+) | £32,000 | £15.38 | £33,000 | £15.87 |
| Early Years Teacher (QTS, EYT) | £29,500 | £14.18 | £31,000 | £14.90 |
| Nursery & Support Management | | | | |
| Front of House Manager | £28,000 | £13.46 | £38,000 | £18.27 |
| Deputy Nursery Manager | £31,500 | £15.14 | £42,500 | £20.43 |
| Nursery Manager & Snr Nursery Manager | £40,000 | £19.23 | £62,500 | £30.05 |
| Nursery & Support Operations | | | | |
| Chef | £27,000 | £12.98 | £37,000 | £17.79 |
| Apprentice Kitchen Assistant (L2) | £18,250 | £8.77 | £18,250 | £8.77 |
| Apprentice Chef (L2) | £19,250 | £9.25 | £19,250 | £9.25 |
| Kitchen Assistant | £24,000 | £11.54 | £24,500 | £11.78 |
| Front of House Assistant | £24,000 | £11.54 | £24,500 | £11.78 |
| Apprentice Front of House Assistant (L2) | £18,250 | £8.77 | £18,250 | £8.77 |
| Apprentice Front of House Assistant (L3) | £19,250 | £9.25 | £19,250 | £9.25 |
| Housekeeper | £24,000 | £11.54 | £25,000 | £12.02 |

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).

Home Counties

| Position | Minimum | | Maximum | |
|--|---------|------------|---------|------------|
| | Salary | Hourly pay | Salary | Hourly pay |
| Nursery & Support Education | | | | |
| Apprentice Educator (L2) | £16,500 | £7.93 | £17,750 | £8.53 |
| Apprentice Educator (L3) | £17,500 | £8.41 | £18,750 | £9.01 |
| Assistant Educator (Unq) | £23,800 | £11.44 | £24,500 | £11.78 |
| Senior Assistant Educator (Unq) | £24,000 | £11.54 | £25,000 | £12.02 |
| Educator (L2) | £24,700 | £11.88 | £26,000 | £12.50 |
| Senior Educator (L2) | £25,200 | £12.12 | £26,500 | £12.74 |
| Educator (L3+) | £26,000 | £12.50 | £28,000 | £13.46 |
| Senior Educator (L3+) | £26,500 | £12.74 | £28,500 | £13.70 |
| Deputy Room Manager (L3+) | £27,000 | £12.98 | £29,000 | £13.94 |
| Lead Educator (L5+) | £27,000 | £12.98 | £30,000 | £14.42 |
| Forest School Lead | £27,500 | £13.22 | £31,500 | £15.14 |
| Room Manager (L3+) | £27,500 | £13.22 | £31,500 | £15.14 |
| Assistant Deputy Manager (L3+) | £28,500 | £13.70 | £32,500 | £15.63 |
| Early Years Teacher (QTS, EYT) | £27,000 | £12.98 | £30,750 | £14.78 |
| Nursery & Support Management | | | | |
| Front of House Manager | £26,000 | £12.50 | £35,000 | £16.83 |
| Deputy Nursery Manager | £29,000 | £13.94 | £40,000 | £19.23 |
| Nursery Manager & Snr Nursery Manager | £37,000 | £17.79 | £58,000 | £27.88 |
| Nursery & Support Operations | | | | |
| Chef | £25,000 | £12.02 | £35,000 | £16.83 |
| Apprentice Kitchen Assistant (L2) | £16,500 | £7.93 | £17,750 | £8.53 |
| Apprentice Chef (L2) | £17,500 | £8.41 | £18,750 | £9.01 |
| Kitchen Assistant | £23,800 | £11.44 | £24,250 | £11.66 |
| Front of House Assistant | £23,800 | £11.44 | £24,250 | £11.66 |
| Apprentice Front of House Assistant (L2) | £16,500 | £7.93 | £17,750 | £8.53 |
| Apprentice Front of House Assistant (L3) | £17,500 | £8.41 | £18,750 | £9.01 |
| Housekeeper | £23,800 | £11.44 | £25,000 | £12.02 |

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).

West Midlands

| Position | Minimum | | Maximum | |
|--|---------|------------|---------|------------|
| | Salary | Hourly pay | Salary | Hourly pay |
| Nursery & Support Education | | | | |
| Apprentice Educator (L2) | £13,350 | £6.42 | £13,350 | £6.42 |
| Apprentice Educator (L3) | £14,350 | £6.90 | £14,350 | £6.90 |
| Assistant Educator (Unq) | £23,800 | £11.44 | £23,800 | £11.44 |
| Snr Assistant Educator (Unq) | £23,850 | £11.47 | £23,850 | £11.47 |
| Educator (L2) | £23,900 | £11.49 | £23,900 | £11.49 |
| Snr Educator (L2) | £23,950 | £11.51 | £23,950 | £11.51 |
| Educator (L3+) | £24,000 | £11.54 | £24,000 | £11.54 |
| Snr Educator (L3+) | £24,050 | £11.56 | £24,050 | £11.56 |
| Deputy Room Manager (L3+) | £24,300 | £11.68 | £24,500 | £11.78 |
| Lead Educator (L5+) | £24,500 | £11.78 | £26,000 | £12.50 |
| Forest School Lead | £25,500 | £12.26 | £27,000 | £12.98 |
| Room Manager (L3+) | £25,500 | £12.26 | £27,000 | £12.98 |
| Assistant Deputy Manager (L3+) | £26,000 | £12.50 | £28,000 | £13.46 |
| Early Years Teacher (QTS, EYT) | £24,500 | £11.78 | £26,500 | £12.74 |
| Nursery & Support Management | | | | |
| Front of House Manager | £24,000 | £11.54 | £26,000 | £12.50 |
| Deputy Nursery Manager | £26,500 | £12.74 | £31,500 | £15.14 |
| Nursery Manager & Snr Nursery Manager | £33,500 | £16.11 | £46,500 | £22.36 |
| Nursery & Support Operations | | | | |
| Chef | £23,800 | £11.44 | £26,500 | £12.74 |
| Apprentice Kitchen Assistant (L2) | £13,350 | £6.42 | £13,350 | £6.42 |
| Apprentice Chef (L2) | £14,350 | £6.90 | £14,350 | £6.90 |
| Kitchen Assistant | £23,800 | £11.44 | £23,800 | £11.44 |
| Front of House Assistant | £23,800 | £11.44 | £23,800 | £11.44 |
| Apprentice Front of House Assistant (L2) | £13,350 | £6.42 | £13,350 | £6.42 |
| Apprentice Front of House Assistant (L3) | £14,350 | £6.90 | £14,350 | £6.90 |
| Housekeeper | £23,800 | £11.44 | £23,800 | £11.44 |

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).

Nursery Flexi Bank

Our Nursery Flexi 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 flexi bank can offer you the casual flexibility that you need.

Our nurseries are open five days a week and our flexi 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 | | | | |
| Flexi Bank Assistant Educator (Unq) | - | £12.25 | - | £12.75 |
| Flexi Bank Chef | - | £13.50 | - | £17.50 |
| Flexi Bank Educator (L2) | - | £13.25 | - | £13.75 |
| Flexi Bank Educator (L3) | - | £14.00 | - | £14.50 |
| Flexi Bank Educator (L5+) | - | £14.75 | - | £15.25 |
| Flexi Bank Housekeeper | - | £12.00 | - | £12.50 |
| Home Counties | | | | |
| Flexi Bank Assistant Educator (Unq) | - | £11.50 | - | £12.00 |
| Flexi Bank Chef | - | £12.00 | - | £16.50 |
| Flexi Bank Educator (L2) | - | £12.00 | - | £13.00 |
| Flexi Bank Educator (L3) | - | £13.00 | - | £14.00 |
| Flexi Bank Educator (L5+) | - | £13.75 | - | £14.50 |
| Flexi Bank Housekeeper | - | £11.50 | - | £12.00 |
| West Midlands | | | | |
| Flexi Bank Assistant Educator (Unq) | - | £11.45 | - | £11.45 |
| Flexi Bank Chef | - | £11.45 | - | £13.45 |
| Flexi Bank Educator (L2) | - | £11.50 | - | £11.75 |
| Flexi Bank Educator (L3) | - | £12.00 | - | £12.50 |
| Flexi Bank Educator (L5+) | - | £12.50 | - | £13.00 |
| Flexi Bank Housekeeper | - | £11.45 | - | £11.50 |

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