

# N Benefits 2025

Nursery Teams



For dreams of all sizes

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

# N Nursery Benefits 2024

2024 has been another remarkable year for the N Family! We earned recognition as a Great Place to Work, welcomed new nurseries and team members, and celebrated numerous promotions across the company.



New nurseries



Fresh faces



Promotions

This year also marked the launch of our enhanced benefits package, shaped by our teams' valuable feedback and insights and the instrumental support of our N Reps.

In this year's Benefit Report, we're excited to highlight the latest addition and improvements to our package, reinforcing our ongoing dedication to excellence and commitment to supporting and rewarding our people in every way possible.

## Energise your balance

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 how important it is to invest in our team's energy. We also 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.



### The classic 40

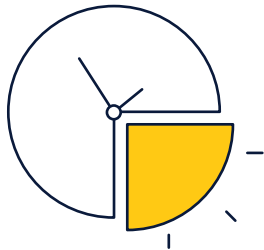
Our standard working week is 40 hours and if you're nursery based, this will be over a rotating shift pattern as agreed with your Nursery Manager. If you do want to occasionally earn some extra cash, then you can opt for doing overtime. But make sure you balance your wellbeing with the need to bring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



### 36 is the new 40

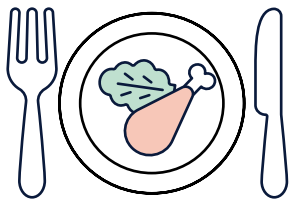
We're also able to offer team members that work in our nursery rooms, the option of 36 hours over 4 days (4 x 9 hour days). This offers you a whole day every week to pursue other interests, relax, or spend time with your family. If you decide that you'd like to do occasional overtime on top of this,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



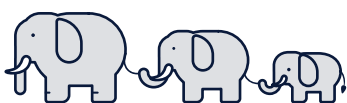
### **Lunch cover**

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 find in our flexi bank benefits and pay rates 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 linked to your achievement of our 'Wildly Important Goals' (WIGs) focusing on Customer and Child Happiness. Additionally, if you hold a management position, you are eligible for an annual bonus for glowing team happiness feedback. There's also a one-off bonus for gaining an Ofsted Outstanding!

			Deputy/ FOH Manager	Chef/ Room Manager/ Assistant Deputy	All Other Nursery Roles
WIG	How to achieve	When it is paid	How much is paid		
 Customer Happiness	Site 30% participation & score of 70+ for Jan to June	July	£250	£150	£125
	Site 30% participation & score of 70+ for July to Dec	January	£250	£150	£125
 Child Happiness	Outstanding Mock Ofsted inspection	Month after inspection	£400 (£100 per Outstanding element)	£400 (£100 per Outstanding element)	£300 (£75 per Outstanding element)
	Outstanding Real Ofsted inspection	Month after inspection	£500	£300	£200
 Team Happiness	Site 80% participation & score of 8+	August	£350	£200	-
 <b>Total Potential Bonus</b>			<b>£1,750</b>	<b>£1,200</b>	<b>£750</b>

## Refer-a-friend Bonus



Our team are our greatest ambassadors, and we offer a £1000 referral bonus (or £1,500 for spotlight roles!) as a thank you to team members and N alumni who refer a friend to join the N Team (£100 bonus if you refer a Flexi Bank team member!).

## Refer-a-site Bonus



Exploring new nursery sites is a key aspect of our growth strategy. As a token of appreciation for our team's contribution, we offer a £2000 bonus to team members who successfully refer potential nursery sites.

# N Family Club core benefits

## Holiday










At N, we understand the importance of work-life balance and invest in your energy. This is why we're thrilled to offer a holiday package that offers the industry standard and more.










Here's the breakdown:

- Kick off with 28 days of annual leave, inclusive of bank holidays\*.
- Embrace a 'Me day,' a personalised break for self-indulgence or special occasions.

- During our winter closure (between Christmas and New Year), enjoy an extra 3 days off, elevating your total holiday allowance to an impressive 32 days!

And there's more. As your commitment to N deepens, so does your holiday entitlement. We celebrate long-term partnerships by increasing your holiday allowance as your length of service grows.

40hr week		
0-2 years	+2 years	+5 years
 20 days	 22 days	 24 days
 +1  +3	 +1  +3	 +1  +3
Public holidays		
Total: 32 days	34 days	36 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

\*To offer you the greatest flexibility possible out of your annual leave, this is measured and offered in hours, giving you the power to shape your leave just the way you want.



## 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 will offer up to 5 days leave depending on individual circumstances.



## Pension

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

# Manager's 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
Annual bonus for achieving our Wildly Important Goals	10% of base salary
Annual bonus for achieving site Site Profit target	10% of base salary
Annual bonus for over-achievement of Site Profit target	5% of base salary
Ofsted Outstanding	£1,000
<b>Potential total annual bonus</b>	<b>25% of base salary + £1000</b>

## Holiday

As a manager at N, you'll receive 25 days plus an additional day for your me day, on top of bank holidays – of which there are 8. You'll have to use 3 of these days when we're closed over the festive period\*\*, 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		
<b>Total: 34 days</b>	<b>36 days</b>	<b>38 days</b>

## Holiday purchase scheme

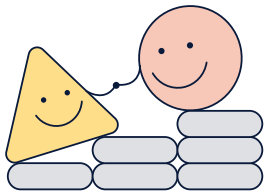
Our managers have the opportunity to purchase up to 5 extra days of leave, giving them the flexibility to enjoy more quality time with their loved ones, explore exciting destinations, or simply recharge.





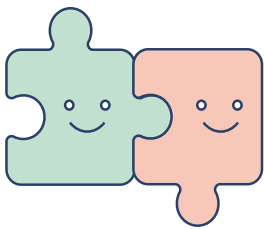
## The N Partnership

Our vision is to be the highest quality, and most loved, early years education group in the UK. The N Partnership, our share program, enables us to give shares to all our managers as motivation and reward for delivering our plan and growth ambitions.



## 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.



## N Coaching & Mentoring

The N Coaching programme empowers managers with access to 3 ILM (Institute of Leadership and Management) approved coaching programs. It also gives them the opportunity to request a dedicated coach or mentor. Our tailored 1:1 sessions unlock potential and nurture skills for success in your current role and beyond.

CliftonStrengths®



## Clifton Strengths

At N, we invest in your growth with CliftonStrengths assessments for managerial nursery team members. This tool highlights your top 5 or full 34 strengths, explaining their uniqueness and contribution to your success. We foster a culture of development and mutual support by leveraging these strengths collaboratively at N.

# 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 them with a mix of development initiatives and an unparalleled learning environment.

## Growing together

### Benefiting from our 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><b>n.duction</b></p> <p>Extensive onboarding and learning, equipping you with all the essential skills to excel in your role.</p> 	<p><b>Continued professional development</b></p> <p>INSET days, in depth discovery of our bespoke curriculum and the latest developments in behaviour and education.</p> 	<p><b>Specialisms</b></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><b>External &amp; accredited training</b></p> <p>We have a range of CPD accredited (e.g Forest School) and funded courses: Level 2, 3 EY Apprenticeships; Chef Academy and Production Chef apprenticeships; Level 5 EY Lead Practitioner (EYLP) Apprenticeship; EYITT; Level 3 Early Years SENCO; National Professional Qualification for Early Years Leadership (NPQEYL).</p> 	<p><b>On the job coaching &amp; mentoring</b></p> <p>During and after your n.duction, 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><b>Leadership Programme</b></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> 



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 to all team members after 2 years continuous service with N.

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

From January to March 2025 to weekly rate of SMP, SAP, SPP and ShPP is £184.03, and increases from April 2025 to £187.18

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



### Carer's leave

N Family Club is committed to supporting team members who are providing or arranging care for a dependant with a long-term care need. As part of this initiative, we provide up to one week's unpaid leave within any 12-month period.



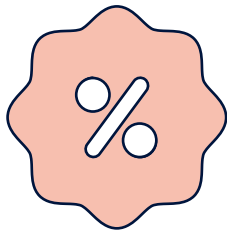
### Neonatal leave

N Family Club proudly offers Neonatal leave and pay providing essential support for team members facing the unique circumstances of a neonatal-related event. This will be an extension of up to 12 weeks from their Maternity/Paternity leave, and during this period, Statutory Maternity Pay (SMP) will apply.



## Fostering leave

N Family Club wholeheartedly supports team members who are foster parents or approved kinship carers. Our fostering-friendly environment offers, where possible, flexible working arrangements tailored to their needs. As part of this initiative, we offer up to 10 paid days off within any 12-month period.



## Nursery discount

Subject to conditions: We offer a whopping 40% discount on nursery fees! This exclusive offer is extended to all our team members, ensuring that your children receive the highest quality care and education at a fraction of the cost.



## 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 support

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.



## Clothing allowance

At N Family Club, we don't wear uniforms as we believe in comfort and individuality. That's why we provide a £100 clothing allowance in the form of vouchers to all permanent team members working in our nursery rooms, our Front of House teams, Deputy Managers and Housekeepers.



## Season ticket loan

We will lend you the money to buy an annual season ticket 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.



## 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.



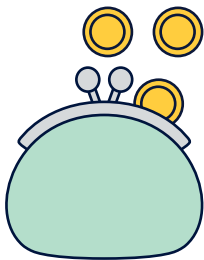
## Financial wellbeing

Access financial consultations and a diverse range of saving and investment options with our pension provider, NatWest Cushon. This can help you to save for various life goals, like a first home deposit or that dream holiday.



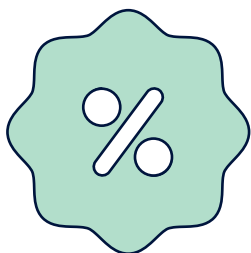
## Wagestream

Wagestream is a cutting-edge app which gives you real-time access to a portion of your earned wages ahead of payday. Take control of your finances, manage expenses, and plan for your goals with added features like savings, investments, financial education, and grocery discounts.



## Salary exchange

Unlock significant savings with our groundbreaking Salary Exchange benefit. Trade a portion of your salary for substantial reductions in nursery fees and enhanced pension contributions.



## Team discounts

Discover exclusive team discounts through Each Person's platform, providing incredible savings on groceries, retail therapy, outings, cinema, trips and more. Elevate your wellbeing and enjoy an average annual saving of £2000!



## 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.



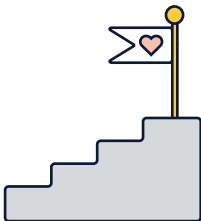
## Lunch & drinks

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.



## Welcome pack

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



## Assistance programme

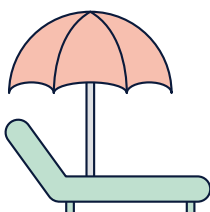
Sometimes life can be tough. All N team members are signed up to our Employee Assistance Programme, which offers online and face to face counseling, citizens advice and wellbeing support.



**InsightTimer**

## Time for you

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



## 'Me' day

At N Family Club, we prioritise wellbeing and work-life balance. This is why we offer a 'Me day'—a flexible, paid wellbeing day for you to recharge, celebrate milestones, or simply indulge in guilt-free relaxation.



## N Reps

Our teams are empowered and represented through our N Reps – the dedicated voices of our team and champions of our culture. As a team member, seize the opportunity to apply for this role annually – accompanied by a salary increase. This recognition rewards your commitment to upholding and enhancing our vibrant culture!



## N Awards

The N Awards, held annually at our Winter Party, celebrate team members embodying our core values: Go Beyond, Be Outstandingly Outstanding, and Play as a Team. Different categories recognise individuals who exemplify excellence, go above and beyond for colleagues and families, and truly embody our values.



## Winter Party & Summer BBQ

We are a high performing team and we love celebrating each other's successes, as well as our own. We host a company BBQ in the Summer and dance the night away at our Annual Winter Party. You can expect karaoke, N's got talent and more!



## Nursery socials

At N Family Club, we value connections beyond the workplace. That's why we organise regular get-togethers, from casual dinners to exciting escape rooms and mini-golf nights. These events strengthen bonds, enhance team spirit, and create lasting memories!



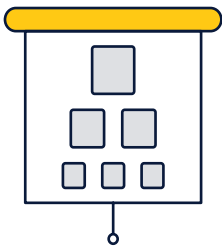
## Mental health first aiders

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.



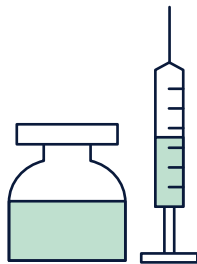
## My Gym Discounts

With My Gym Discounts, you will have exclusive savings on gym memberships, digital classes and sport retailers, making it easier and more affordable to stay active and prioritise your health.



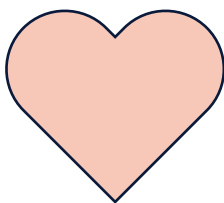
## Eye tests

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.



## Health Cash Plan

Taking care of your health is essential, and the HSF Health Cash Plan makes it simple and rewarding. You'll have easy access to a wide range of health and wellbeing benefits— from dental and optical care to physiotherapy and more. Plus, you'll receive cashback on many everyday health expenses, offering great value while helping you stay in top form—physically and mentally.

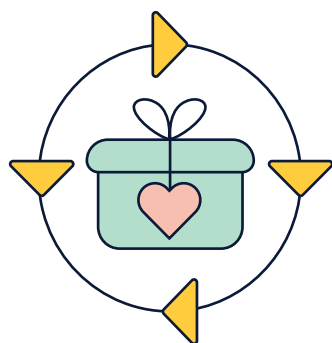


## N Family Club x War Child Partnership

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.

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.



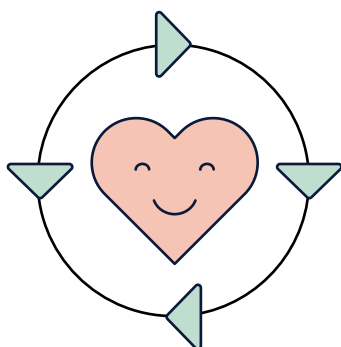
## Give as you earn

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.






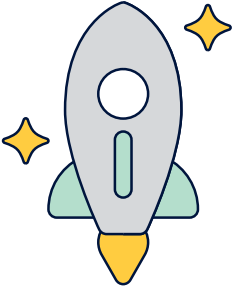
## Give back

At N Family, we believe in the power of community and giving back. That's why we offer our team the chance to get involved in seasonal charitable activities throughout the year.



# Long service

Incredible Milestones, Incredible Rewards

<p><b>2 years</b></p> 	<p><b>+2 days holiday</b></p> <p>At N Family Club, dedication is rewarded. After 2 years of service, enjoy an extra 2 days of leave as a token of gratitude for your unwavering commitment to our vision. Your journey with us is not just appreciated; it's rewarded.</p>
<p><b>3 years</b></p> 	<p><b>Sabbatical</b></p> <p>We understand that life is full of meaningful pursuits beyond the workplace. That's why, after being with N for at least 3 years, you have the opportunity to apply for a sabbatical. This can range from one month to a full year, and it's your time to explore, learn, care, or pursue your passions.</p>
<p><b>5 years</b></p> 	<p><b>Round the world trip</b></p> <p>After 5 years of exceptional service, enjoy a once-in-a-lifetime journey with our Round the World ticket. Choose your dream destination(s), and receive a £1,000 NET cash contribution towards your travel (an average cost for a Round the World trip) and an extra 2 weeks of paid leave. It's our way of saying 'thank you' for your dedication!</p> <p><b>+2 days holiday</b></p> <p>Hit the 5-year milestone, and you unlock yet another 2 days leave to add to your package, elevating your annual package to an impressive 36 days per year!</p>
<p><b>10 years</b></p> 	<p><b>Out of this world trip</b></p> <p>Celebrate a remarkable 10-year service milestone with 'The Out of This World Trip.' Whether it's a magical Disneyland adventure, a visit to NASA, or any dream experience, you'll receive £2,000 NET and 2 weeks of additional paid leave. Create unforgettable memories that match your extraordinary dedication!</p>

# n. family club

NURSERY & PRESCHOOL

For dreams  
of all sizes