


N Salaries 2025



For dreams of all sizes

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Welcome to the 2025 N Salary Report

At N, our team is the heart of everything we do. And, as we move into 2025, we want to reaffirm our commitment to valuing and rewarding our dedicated team members. Our team does the most important job in the world, and we are passionate about ensuring they are compensated fairly for their hard work and dedication.

We are proud to be recognised as a Great Place To Work, and we strive every day to maintain an environment where our team feels valued, supported, and empowered. Our structured salary framework, which includes 14 nursery education salary tiers along with separate tiers for nursery management and nursery operations, is designed to acknowledge the growth and development of our team members. This system provides clear pathways for growth, ensuring that high performance is met with increased earning potential and career progression.

Please note, the updated salaries outlined in this report will be effective as of April 2025.

As we continue to grow, we will remain focused on making investments in salary increases, ensuring every team member can meet their personal and financial goals.

Range A

Position	Minimum		Maximum	
	Salary	Hourly pay	Salary	Hourly pay
Nursery & Support Education				
Apprentice Educator (L2)	£18,720	£9.00	£18,720	£9.00
Apprentice Educator (L3)	£19,739	£9.49	£19,739	£9.49
Assistant Educator (Unq)	£25,397	£12.21	£25,397	£12.21
Snr Assistant Educator (Unq)	£25,438	£12.23	£25,438	£12.23
Educator (L2)	£28,059	£13.49	£28,059	£13.49
Snr Educator (L2)	£28,579	£13.74	£28,579	£13.74
Educator (L3+)	£28,974	£13.93	£30,014	£14.43
Snr Educator (L3+)	£30,014	£14.43	£30,264	£14.55
Deputy Room Manager (L3+)	£30,264	£14.55	£30,722	£14.77
Lead Educator (L5+)	£30,264	£14.55	£30,742	£14.78
Forest School Lead	£30,514	£14.67	£31,200	£15.00
Early Years Teacher (QTS, EYT)	£30,514	£14.67	£31,803	£15.29
Room Manager (L3+)	£30,514	£14.67	£33,280	£16.00
Assistant Deputy Manager (L3+)	£32,822	£15.78	£33,842	£16.27
Nursery & Support Management				
Front of House Manager	£29,453	£14.16	£39,520	£19.00
Deputy Nursery Manager	£33,779	£16.24	£45,344	£21.80
Nursery Manager & Snr Nursery Manager	£44,720	£21.50	£63,440	£30.50
Nursery & Support Operations				
Support / Chef	£27,706	£13.32	£37,627	£18.09
Apprentice Kitchen Assistant (L2)	£18,720	£9.00	£18,720	£9.00
Apprentice Chef (L2)	£19,739	£9.49	£19,739	£9.49
Front of House Assistant	£25,397	£12.21	£25,397	£12.21
Apprentice Front of House Assistant (L2)	£18,720	£9.00	£18,720	£9.00
Apprentice Front of House Assistant (L3)	£19,739	£9.49	£19,739	£9.49
Kitchen Assistant	£25,397	£12.21	£25,397	£12.21
Housekeeper	£25,397	£12.21	£25,397	£12.21

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).

Range B

Position	Minimum		Maximum	
	Salary	Hourly pay	Salary	Hourly pay
Nursery & Support Education				
Apprentice Educator (L2)	£16,931	£8.14	£16,931	£8.14
Apprentice Educator (L3)	£17,950	£8.63	£17,950	£8.63
Assistant Educator (Unq)	£25,397	£12.21	£25,397	£12.21
Snr Assistant Educator (Unq)	£25,438	£12.23	£25,438	£12.23
Educator (L2)	£25,501	£12.26	£25,501	£12.26
Snr Educator (L2)	£26,000	£12.50	£26,000	£12.50
Educator (L3+)	£26,686	£12.83	£27,997	£13.46
Snr Educator (L3+)	£27,040	£13.00	£28,496	£13.70
Deputy Room Manager (L3+)	£27,706	£13.32	£29,245	£14.06
Lead Educator (L5+)	£27,706	£13.32	£30,763	£14.79
Forest School Lead	£27,706	£13.32	£30,763	£14.79
Early Years Teacher (QTS, EYT)	£27,706	£13.32	£31,533	£15.16
Room Manager (L3+)	£28,205	£13.56	£31,491	£15.14
Assistant Deputy Manager (L3+)	£31,283	£15.04	£32,510	£15.63
Nursery & Support Management				
Front of House Manager	£29,120	£14.00	£35,922	£17.27
Deputy Nursery Manager	£30,992	£14.90	£41,038	£19.73
Nursery Manager & Snr Nursery Manager	£39,520	£19.00	£60,008	£28.85
Nursery & Support Operations				
Support / Chef	£27,040	£13.00	£35,922	£17.27
Apprentice Kitchen Assistant (L2)	£16,931	£8.14	£16,931	£8.14
Apprentice Chef (L2)	£17,950	£8.63	£17,950	£8.63
Front of House Assistant	£25,397	£12.21	£25,397	£12.21
Apprentice Front of House Assistant (L2)	£16,931	£8.14	£16,931	£8.14
Apprentice Front of House Assistant (L3)	£17,950	£8.63	£17,950	£8.63
Kitchen Assistant	£25,397	£12.21	£25,397	£12.21
Housekeeper	£25,397	£12.21	£25,397	£12.21

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Range C

Position	Minimum		Maximum	
	Salary	Hourly pay	Salary	Hourly pay
Nursery & Support Education				
Apprentice Educator (L2)	£15,704	£7.55	£15,704	£7.55
Apprentice Educator (L3)	£15,746	£7.57	£15,746	£7.57
Assistant Educator (Unq)	£25,397	£12.21	£25,397	£12.21
Snr Assistant Educator (Unq)	£25,418	£12.22	£25,418	£12.22
Educator (L2)	£25,438	£12.23	£25,438	£12.23
Snr Educator (L2)	£25,459	£12.24	£25,459	£12.24
Educator (L3+)	£25,480	£12.25	£25,480	£12.25
Snr Educator (L3+)	£25,501	£12.26	£25,501	£12.26
Deputy Room Manager (L3+)	£25,522	£12.27	£25,522	£12.27
Lead Educator (L5+)	£25,958	£12.48	£26,582	£12.78
Forest School Lead	£25,958	£12.48	£26,582	£12.78
Early Years Teacher (QTS, EYT)	£25,958	£12.48	£27,186	£13.07
Room Manager (L3+)	£26,166	£12.58	£27,456	£13.20
Assistant Deputy Manager (L3+)	£26,686	£12.83	£28,205	£13.56
Nursery & Support Management				
Front of House Manager	£25,397	£12.21	£26,686	£12.83
Deputy Nursery Manager	£29,120	£14.00	£33,280	£16.00
Nursery Manager & Snr Nursery Manager	£39,520	£19.00	£47,840	£23.00
Nursery & Support Operations				
Support / Chef	£25,438	£12.23	£28,000	£13.07
Apprentice Kitchen Assistant (L2)	£15,704	£7.55	£15,704	£7.55
Apprentice Chef (L2)	£15,746	£7.57	£15,746	£7.57
Front of House Assistant	£25,397	£12.21	£25,397	£12.21
Apprentice Front of House Assistant (L2)	£15,704	£7.55	£15,704	£7.55
Kitchen Assistant	£25,397	£12.21	£25,397	£12.21
Housekeeper	£25,397	£12.21	£25,397	£12.21

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