

Payscale April 2026

Kindergarten Apprentices	£13 per hour
Qualified Assistants: Level 2	£13.50 per hour
L3-QTS Qualified Early Years Educators Forest School Leaders: Level 3	£13.50-£14.00 per hour (Depending on qualifications and experience)
Lead Practitioners (Leading a particular group or area of provision)	£14.50 per hour
Deputy Managers/SENCO Out-of-School Club Leaders/Deputy DSL's	£16 - £17 per hour (Depending on duties)
Kindergarten Managers/DSL's/SENCO's:	£18.50-£19 per hour (Depending on duties)
Administration staff	£15.50 per hour
Groundskeeper	£15.50 per hour
Bank staff (not inc temp contracts)	
Unqualified Assistants	£ 13 per hour
Qualified	£14.00 per hour
Senior Practitioners (<i>in charge</i>)	£15 - £16.00 per hour

National Minimum Wage (April 2026) UK Living Wage (May 2026) £12.71 per hour

Salary levels within each band will depend on some or all of the following factors:

- Experience, qualifications, performance (including attendance), scope of responsibilities, size of Kindergarten/club, Ofsted grading and staff budget.
- Salary reviews take place at the end of the year after annual appraisals and implemented in April each year. Payscale reviews are reviewed each year.
- Adjustments during the year may be made for additional qualifications, responsibilities, and if budgets improve after the annual review. Employees on notice or performance improvement plans may not be eligible for an increase.