

Employee Benefits



LADYBIRD 
nurseries



At Ladybird, we're always looking for enthusiastic people with a real passion for childcare who share our core value of inspiring and developing young minds.

Whether you're new to childcare or an experienced practitioner, we truly value each and every member of our staff team. We believe diverse ideas and suggestions make us stronger, and everyone's contributions are equally valued.

When you join Ladybird, you're not just joining a company — you're becoming part of an extended work family. Most of our staff have been with us for many years, a testament to our commitment to helping you reach your goals and nurturing you every step of the way.

This benefit booklet applies to nursery managers, deputy managers, room staff and chefs.

Holiday



ANNUAL LEAVE

We offer six weeks of annual leave per year for our permanent employees (inclusive of bank holidays).

In addition to this, you will receive an extra day of holiday each year after 2 years of service, up to a maximum of 5 extra days.



BIRTHDAY LEAVE

Happy Birthday! We're giving you an extra day of annual leave to enjoy whenever you like throughout the year (subject to approval). Just book it through the standard process.



WELLBEING DAY

A day for you to rest, recuperate and do something that promotes positive wellbeing.



























CHRISTMAS AT HOME

All of our nurseries close over the Christmas period for you to enjoy the festive season, which is included in your annual leave entitlement.

Holiday

TOTAL ANNUAL LEAVE ENTITLEMENT

	5 DAYS PER WEEK	4 DAYS PER WEEK
0-1 YEARS OF SERVICE	28 +  +  TOTAL: 30 DAYS	22 +  +  TOTAL: 24 DAYS
2 YEARS OF SERVICE	29 +  +  TOTAL: 31 DAYS	23 +  +  TOTAL: 25 DAYS
3 YEARS OF SERVICE	30 +  +  TOTAL: 32 DAYS	24 +  +  TOTAL: 26 DAYS
4 YEARS OF SERVICE	31 +  +  TOTAL: 33 DAYS	25 +  +  TOTAL: 27 DAYS
5 YEARS OF SERVICE	32 +  +  TOTAL: 34 DAYS	26 +  +  TOTAL: 28 DAYS
6+ YEARS OF SERVICE	33 +  +  TOTAL: 35 DAYS	27 +  +  TOTAL: 29 DAYS

Financial Wellbeing



DISCOUNTED CHILDCARE

All of our team members receive a substantial discount on their nursery fees if their child joins any of our nurseries.



MATERNITY PAY

All eligible members of staff will receive 90% of their salary during the first 6 weeks of maternity leave. For the remainder, you will receive Statutory Maternity Pay. Once you have been with Ladybird for 3 years, we will pay you 50% of your salary for an additional 12 weeks of your leave.



FRESHLY PREPARED MEALS

Our on-site chefs cook fresh and nutritious meals for you every day.

Financial Wellbeing



PENSION

Prepare for your retirement. We auto-enrol you into, and contribute towards, a workplace pension for all of our eligible employees.



BONUSES

We have created a bonus structure that celebrates our successes and rewards each employee for helping us to get there. This includes, but is not limited to, bonuses for Ofsted results, end of year awards, and long service.



UNIFORM

All staff are provided with free uniform, inclusive of branded t-shirts and a fleece.

Mental Wellbeing



CHOOSE HOURS THAT SUIT YOU

We offer work that fits around your lifestyle - you choose if you would like to work 4 or 5 days. Alternatively, if you are looking for more flexibility, our bank staff roles are a great option.



TIME FOR YOU

Get some headspace. Take time to relax with a free subscription to the wellbeing app, Headspace. Simply ask your manager to gain access.



MENTAL HEALTH FIRST AIDERS

To ensure that there is always help on hand, we have fully-trained mental health first aiders across all of our nurseries.

Mental Wellbeing



WELLBEING DAY

Take a paid wellbeing day away from work to rest, recuperate and do something that promotes positive wellbeing.



SUPPORT LINE

You will have access to an independent and confidential counselling service helpline, 24 hours a day, 7 days a week.



HOT DRINKS

Have a free cuppa on us. We provide tea and coffee for you to enjoy.

Celebrating Achievements



CHRISTMAS & SUMMER PARTY

It's time to let your hair down after all your hard work and come together to celebrate each other's successes. Every year, we host a summer party in the sun, as well as a festive Christmas party.



AWARDS

Team members from each nursery will receive a bonus and achievement certificate at our annual Christmas party. These awards celebrate employees who go above and beyond, and truly embody our values.



CELEBRATING OFSTED RESULTS

To celebrate our success, every staff member within a nursery receiving an 'Outstanding' inspection grading will receive a £100 bonus, and £50 for a 'Good' rating.

Celebrating Achievements



REWARDS FOR LONG SERVICE

To thank you for your hard work and loyalty, you will receive an extra day of holiday each year after 2 years of service, up to a maximum of 5 extra days above the basic entitlement.

After 5 years of service, you will receive a £500 bonus, and after 10 years, a £1000 bonus. These one-time payments will be made in the January or July after you reach each of these milestones.

2 YEARS OF SERVICE	
3 YEARS OF SERVICE	 
4 YEARS OF SERVICE	  
5 YEARS OF SERVICE	    + £500
6 YEARS OF SERVICE	    
10 YEARS OF SERVICE	£1000

Professional Development



CAREER PROGRESSION

As a company, we invest in our employees' futures by recognising their potential and providing high quality training and opportunities to develop their skills and advance their careers within our company.



YOUR CAREER GOALS

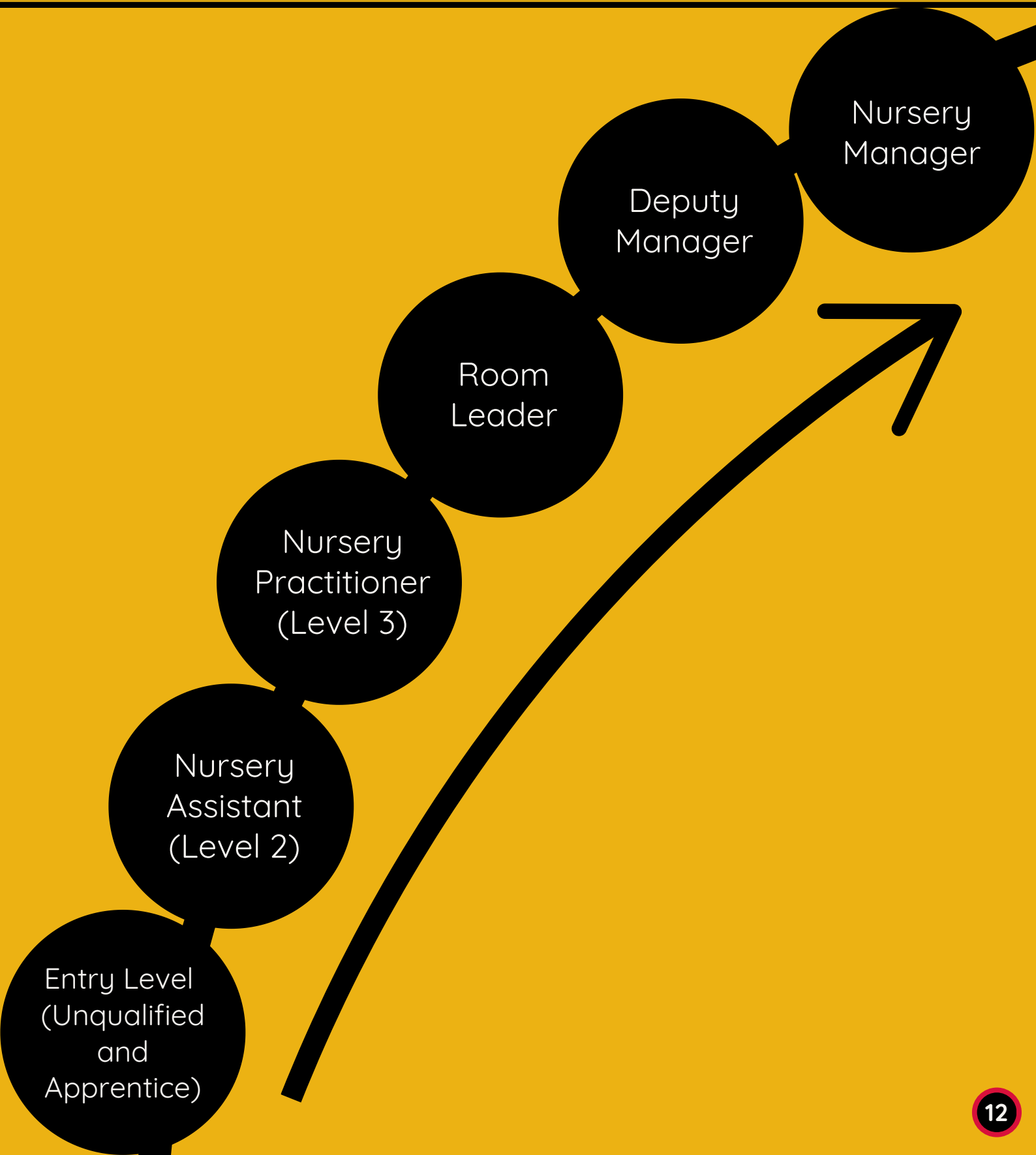
You are in the driving seat and will decide on your career goals. You will be supported through regular meetings and performance reviews to work towards them.



STARTING YOUR CHILDCARE CAREER

Whilst working in a nursery and learning the practical skills and knowledge required to become a childcare practitioner, you will have the opportunity to work towards a recognised childcare qualification at no cost to you (subject to eligibility).

Professional Development



LADYBIRD



nurseries

E: work@ladybirdnurseries.org.uk
W: www.ladybirdnurseries.org.uk