

Staff Team Benefits

How to reward staff the Newpark way!



Our team is key to Newpark's ongoing success and we deeply appreciate our staff's dedication, reliability and hard-work to provide children, parents and colleagues with exceptional care and attention.

We understand that you have a physically demanding job that requires you to be always mentally alert and can often be emotionally challenging. Therefore, it is our aspiration to keep our team happy and fulfilled. This is why we have carefully crafted a package of employment benefits for you that not only ensures that you are properly paid and supported on your professional journey, but also offered a wide variety of extra benefits to ensure you feel valued and appreciated and help you thrive in all areas of your life.

With our grateful thanks,

Tiffany, Janice & Barry.



An exceptional wage
An industry-leading rate of pay which fairly rewards everyone



Career success
Training and opportunities to support your professional development



Your wellbeing
Taking care of your health and happiness in and out of work

An Exceptional Wage



We have always believed in paying our staff highly. That is why we are particularly proud that Newpark was the UK's first private nursery to become a London Living Wage accredited employer.

The London Living Wage is an hourly rate of pay, calculated according to the basic cost of living in London and is set annually by the Living Wage Foundation (For more information see www.livingwage.org.uk)

Salary increases take place after we raise our childcare fees each year in April.

For all junior staff such as nursery nurses and classroom assistants, we guarantee that salary increases will match the London Living Wage annual increase. This is because we believe that all our team regardless of qualification are equally capable of delivering high quality child care and education and deserve to be paid accordingly.

In addition, staff who hold a recognised qualification to either level 2 or level 3 and above receive an uplifted rate of pay linked to the London Living Wage to reflect the part they play in helping us to meet the legal ratio and qualification requirements in the EYFS.

Senior staff will also receive a wage increase at the same time based on other criteria relevant to their role.

1

THE LONDON LIVING WAGE

£13.15 per hour
 (£28,600 p.a.*)

All staff at Newpark
earn this wage as a
minimum.

2

LEVEL 2 PRACTITIONERS

£13.65 per hour
 (£29,670 p.a.*)

For recognised Level 2
qualifications.

3

LEVEL 3+ PRACTITIONERS

£14.65 per hour
 (£31,850 p.a.*)

For recognised Level 3
qualifications or higher.

4

SENIORS

Senior and leadership
roles start at
£15.65 per hour
 (£34,025 p.a.*)

Depending on role and
responsibilities.

* We pay our education team for lunch breaks, staff meetings, parents evenings, annual and bank holidays. So if you work 40 hours per week, this equates to a minimum of 2174 hours per year.



Cooks are paid from £14.50 per hour to reflect the key role they play in the daily running of the nursery and the responsibilities they bear in keeping our children healthy and safe.

Brilliant Bonuses



Outstanding Newparker Award: When a member of our Team goes above and beyond to provide children, parents and other colleagues with exceptional care and attention, we believe in giving them the recognition they deserve - a £100 gift voucher, a lovely certificate, and glory!

Loyalty Bonuses: We value loyalty above all else, and so we reward milestones as you reach them. For 1 years' service - an extra day's annual leave for your birthday every year. 2 years' service - £250. 3 years' service - £350. 4 years' service - £500. 5 years' service and over - £1000 per year. In addition at 7 years' service you will get a personal gift from the directors and at 10 years a contribution towards a holiday.



Bounty Hunter Bonus: If you know someone who you think would be the right person for one of our vacancies then shout! Ask your friend to email us and mention that they are your friend. If we also feel that they are the right person for the job, and that they would work well as part of our Newpark team, we will reward you when your friend starts work with us. £250 for unqualified friends, £500 for Level 2 friends and £1000 for Level 3 friends. Happy hunting!



Ofsted "Outstanding" Bonus: An Outstanding judgement in an Ofsted inspection requires consistent and long-term hard work, dedication and passion to ensure that our practice is exemplary. This achievement is worthy of a special reward: a gift voucher, a personal memento of the day, and a night out to celebrate!



Duvet Day Bonus: Should you have no time off sick during a consecutive three-month period, then you will be awarded an extra paid "duvet day" off as a thank you for your reliability! This must be taken in the same annual leave year it is awarded.



For those moments when we think you need a little thank you or TLC, we have personalised surprise perks, like a Doughnut Box, a mani-pedi or a mystery Wellness box.

Career Success



Our team makes us who we are. All our staff are carefully selected not only by qualification, but also by aptitude for the job - a high calibre of person who is sensitive, kind, compassionate, and who has a genuine enthusiasm and love for children.

We want to help every member of our team to reach their full potential and we love being part of their professional journey. We are proud that so many of our staff stay with us for years, even decades, and enjoy taking on new roles and more responsibility as they learn and develop.



Learning on the job. Working at Newpark is an opportunity to learn from and be part of a strong, successful organisation that has a proven track record with Ofsted of being Outstanding and that believes passionately in the importance of children's formative years and in Montessori education. For three decades we have loved being an employer because we enjoy helping our team learn - and learning from them too!

Our experienced senior leadership team deliver an exciting program of bespoke in-house training unique to Newpark to share our knowledge and best practice!

Career Growth. From day one at Newpark we support you in your personal and professional development. Through Induction, Supervisions and Appraisals, you will benefit from on-the-job coaching and mentoring. We also have an open-door policy help us to support all staff members'. We are deeply committed to helping you grow in your career by trying to promote from within when senior roles arise.



Online Training. As part of your employment, you have free full access to over 70 award-winning online courses, designed specifically for childcare, which cover a wide range of topics from Safeguarding to Cyber Security to Handling Conflict. All courses are CPD accredited and RoSPA approved. Flick learning is compatible on any device and you can complete them at a time that is convenient to you.

Qualifications Sponsorship. We believe education is the key to growth and fulfilment no matter your age, and this is reflected in our **very large training budget!** We enthusiastically encourage our team to study for academic and vocational qualifications to help further their career and enrich their lives. From one day courses to Masters 'degrees and everything in between, we support and sponsor our staff members to become highly qualified early years professionals. Our continuous program of internal & external trainings include AMI Montessori Diplomas (at a cost of over £11,000) AMI Assistants Courses and Montessori Observation courses.



Helping take care of your wellbeing

Life is a journey, and we all deserve to be happy and healthy. For when life gives you lemons, we are here for you and your loved ones, helping you make lemonade.



MENTAL HEALTH



Mental Health Support.

Counselling helpline: Not only you, but also your family members, have access to a free mental health counselling helpline staffed by qualified counsellors. The service is open 24/7 and is completely confidential.

Mental Health First aiders: our managers are all trained Mental Health First Aiders, there to listen and support you.



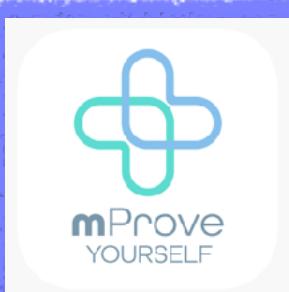
Healthcare Cash Plan. Get cash back on healthcare costs you have incurred:

- Routine Dental up to £70. Dental Accident & Injury up to £250. Routine Optical up to £70. Private prescriptions up to £20.
- Specialist consultations, tests and scans such as CT, MRI up to £200.
- Therapies such as physio, acupuncture, osteopathy, chiropractor up to £160. Reflexology, allergy testing, hypnotherapy up to £75.



Virtual GP. Access a free virtual GP directly from your smart phone with no time limits on consultations so you'll never feel rushed. Phone consultations 24/7, 365 days a year and video consultations 7 days a week for advice, reassurance, diagnosis and where appropriate private prescriptions referral letters for further investigation or treatment.

Skin Vision. Check skin spots and moles with an online screening tool.



mProve YOURSELF app. Improve your mind and body with the mProve YOURSELF app which contains over 70 guided fitness videos, as well as almost 50 hours of mindfulness courses, breathing exercises and guided meditations. Get a better night's rest with the app's sleep course and enjoy the app's 30 days to happiness course. Also access a wide range of mental health courses and information including how to cope with stress & anxiety.



Gym Discounts. We give you access to over 3600+ gyms at a discount including David Lloyd, GYMBOX, Virgin Active, MoreYoga, Nuffield Health, LesMilles+, Fitness First, Better and PureGym.

Eye Care. VDU users (Managers and HO Staff) are entitled to a free eye test and up to £100 against the cost of glasses needed for VDU use.

Flu jab. Your annual 'Flu vaccine is on us!

Family Focus



Our company was founded on the principle of supporting working parents. It is therefore natural to us that this principle should extend to our staff team. All staff are entitled to statutory maternity, paternity, adoption and shared parental leave, and to request flexible working. In addition we offer:

Nursery Discount. We offer a discount on your nursery fees if you would like your child to join a Newpark nursery. 10% for all team members for children under three years of age, rising to 25%, (all ages) when you have become a nursery manager or senior leadership. Subject to availability and terms & conditions.

Childcare Deposit Loan Scheme. We will provide a loan to our members of staff who need to secure a childcare place at their chosen nursery or childminder. The loan is interest-free and you will pay back in 10 equal instalments through your salary. You can borrow up to £1500.

Workplace Nursery Scheme. This benefit enables eligible employees to save tax and NI under all nursery fees, representing a significant saving on their childcare costs. This salary sacrifice arrangement is subject to strict eligibility criteria and other requirements.

Parent Perks. If you are a parent, we guarantee to give you a rest day or agree your annual leave request on your child's birthday so you never miss a big day! Also all dependent children up to 24 years of age are covered by our healthcare cash back scheme - subject to terms.

Excellent Extras



You can **purchase a bike** without a down payment and pay for it through tax-free monthly instalments, saving 25-39% of the cost of a new bike and accessories.



Get the latest technology and pay for it through tax-free instalments, enabling you to save between 2%-12%, depending on your tax rate.



Save money on your travel costs with a **Season Ticket Loan**.



Newparkers have enjoy hundreds of substantial discounts from hundreds of stores. To name a few: 9% off New Look. Up to 60% off Mountain Warehouse. 10% off Nike. 20% off Fitbit Activity Trackers. 20% off Philips Electronics. 40% off Vue & Odeon Cinemas. 5% off airbnb. 15% off Alton Towers.



Pensions: All new Newparkers are automatically enrolled in our workplace pension after three months of employment. From your 8% contribution, Newpark will cover 3%.

The fun of being a Newparker



We know how to party!



We work hard, but know how to have fun - especially at our famous staff parties! Past parties have included chocolate fountains, flamingoes, party boats on the Thames and 80's themed bowling!

Run by humans

We are a family business, so for us it's personal. So if you are having a tough time we are here to help in any way we can. If you are struggling with life's many difficult moments, like bereavement, miscarriage, financial hardship or menopause we hope you will reach out to us and give us the opportunity to try to help.

A lovely workplace!

Being part of the team at Newpark Childcare means having a meaningful and significant job, working in a welcoming and pleasant environment, with talented, approachable and knowledgeable leaders.

What we do matters profoundly. The relationships you build with children will enable them to feel safe and secure, giving them the confidence to discover the world around them and take their first steps towards independence. The time, care and investment you make in children's lives will make a real difference to their individual lives and happiness, and in turn to the future of our society. Additionally, the support you offer parents helps them to balance work parental and personal commitments.

Teaching children is an incredibly challenging career where no day will ever be the same, but the rewards are enormous and your life will be all the richer for it.

We believe you can find your purpose in life working at Newpark. We can't wait for you to find out for yourself!

Want to know more? Get in touch at talent@newparkchildcare.co.uk