

— OUR —
**BENEFITS
PACKAGE**





AN EXTRAORDINARY PLACE TO WORK, WITH EXTRAORDINARY BENEFITS



We take great care to look after our people at Tommies Childcare. Working in the early years requires a great deal of hard work and dedication, and this is why we reward and support our team both personally and professionally.



PAY

Working in the early years sector is highly rewarding, but many nursery providers are unable to offer their staff generous salaries. At Tommies; however, we are proud pay all our qualified practitioners above the standard rates of the National Living Wage and National Minimum Wage. We have also committed to paying all staff, regardless of age or level of qualification, above the National Living Wage by 2025.

We have chosen to band our salaries, and high-performing staff receive up to a 2% annual pay rise in addition to statutory National Living Wage/Minimum Wage increases. We also support our people with their professional development through our annual Professional Development Review (PDR), helping you to progress as a practitioner or into new roles in the company.



PENSION SCHEME

Even if it seems like a lifetime away, it's important to plan your retirement. That's why we operate a contributory pension scheme for our employees. All employees aged 22 years or above and pay Income Tax will be automatically enrolled into our pension scheme.

When you pay into the pension scheme, we top up your contributions by 3% per month. You'll also receive Tax Relief from the Government on your pension contributions. Even if you don't meet the auto-enrolment criteria, you can still choose to opt in. Depending on your monthly earnings, we may even be able to contribute towards your pension.



ANNUAL LEAVE (HOLIDAY)

We spend a lot of time in the world of work, so we should we all take enough time away to rest, recoup and be with our families.

As a minimum, nursery practitioners at Tommies Childcare receive 20 days annual leave per year, plus bank holidays. This entitlement increases up to 25 days through length of service, and staff have the option to ‘purchase’ up to 3 additional days annual leave. Also, staff with excellent attendance records are rewarded with 4 further days annual leave a year.



CHILDCARE DISCOUNT

As a childcare provider, we understand that the childcare costs can be a burden. We also recognise that many of our practitioners are parents themselves and are often in need of childcare so that they can come to work. As a minimum, all staff at Tommies are entitled to a 30% discount on a childcare place at any of our nurseries.

Role	Childcare Discount
Nursery Managers	50%
Deputy Managers	40%
All Other Staff	30%



EMPLOYEE FRIENDS & FAMILY DISCOUNT

It’s nice to be able to share your perks with others. That’s why we let our staff extend a 10% childcare discount to friends and family members. Just be prepared for more people wanting to be your friend...



WELLBEING HOURS

Sometimes you just need to take a little break now and then. Wellbeing hours are an additional benefit we offer to our staff to help reduce work-related stress and promote mental health in the workplace.

Wellbeing hours are there for you to use so that you can pursue activities or events that support your well-being. You can use up to 8 wellbeing hours in a year, which can be for attending an important doctor’s appointment, or if you’re feeling a little overwhelmed and just need to take some time to reflect.



MATERNITY PAY

Growing your family is incredibly rewarding, but it's not without its own expenses. When you need to start your maternity leave from Tommies, we are pleased to give all nursery practitioners 6 weeks full pay before moving on to statutory maternity pay. Also, staff who are in management roles will receive further additional maternity pay before moving on to statutory maternity pay.



OFSTED GRADING AWARD SCHEME

The standards that childcare providers, like ourselves, are held to by Ofsted are always being raised. That's why we want to thank our staff when they achieve a 'Good' or 'Outstanding' Ofsted grading by rewarding them with an opportunity to celebrate.

How your team decide to celebrate is up to you, and all staff within your nursery can take part.

Category	Criteria	Team Reward	Recognition
Silver ☆	'Good' Ofsted Grading (where the nursery was previously graded below 'Good')	£20.00 per head	Silver Letter
Gold ☆☆	'Outstanding' Ofsted Grading	£35.00 per head	Gold Letter + Gold Award
Platinum ☆☆☆	Second successive 'Outstanding' Ofsted Grading	£50.00 per head	Platinum Letter + Platinum Award



TRAINING & DEVELOPMENT OPPORTUNITIES

As a company, we have always prided ourselves on the extent of high-quality training and development opportunities for our staff, both internally and externally. For those staff who want to take their career to the next step, we offer a wealth of inspirational in-house training courses provided by our leadership team.

We recognise that, sometimes, to learn new things, we have to head out into the wider world and network with other early years professionals. That's why we invite groups of staff to attend external events and learning centres such as the TTS Conference, Nursery World Show, Childcare Expo, Early Excellence Centre, and more.



OVERTIME FOR TRAINING

Nursery staff are required to keep up to date with mandatory training, such as safeguarding, health and safety, and paediatric first aid. These training courses typically take place in your own time, which is why we're happy to pay overtime for any training completed outside of normal working hours.



GROWTH

We've got lots of exciting plans to grow the company over the coming years, and we want our people to grow with us. As we acquire additional nurseries and develop our current sites, we will be able to open up new opportunities for our staff team.



ANNUAL AWARDS CEREMONY

Since 2016, the company has hosted a glamorous annual awards ceremony to celebrate the achievements of our staff and recognise the many outstanding teams we have within our organisation.

The Tommies Childcare Awards Ceremony has quickly become a key calendar event and always creates an enormous level of excitement amongst our staff. Our award winners are determined by the nominations received from parents and colleagues followed by an interview with a carefully selected judging panel.

Whether you are new to the organisation, an experienced practitioner, a manager or work in a supporting role, there is always a great opportunity for you to showcase your talents and be recognised by the company.



EVERY PENNY HELPS CHARITY SCHEME

Tommy's Childcare has supported Birmingham Children's Hospital since 2018, and we run a number of fundraising events throughout each year. We have also made it incredibly easy for our employees to make a small monthly donation towards the charity through the 'Every Penny Helps' scheme.

If you register for the scheme, your monthly salary will simply be rounded down to the nearest pound and we will donate the difference. For example, if you're paid £1,208.60, we'll donate 60p from your wage directly to Birmingham Children's Hospital.



CHRISTMAS SAVER SCHEME

Christmas often leaves us feeling unprepared – it always comes around so fast! So that you don't get caught short, we have created a 'Christmas Saver' scheme for our staff to put a little money away each month. You can save from as little as £5.00 per month, which is taken directly from your monthly salary. You will then receive your savings back in November, just in time for the Christmas shopping season.

You can easily change the amount you want to save each month, and you can withdraw funds at any point in the year should you need to.



REFER-A-FRIEND OFFER

Our Refer-a-Friend offer enables you to help our staff team grow and earn some extra money in doing so! Simply refer-a-friend to work with us and you'll each receive £250.00 as a special 'thank you'.



FREE UNIFORM

We'll help you to look the part with our free uniform allowance. You'll get your own set of freshly pressed shirts, jumper, and fleece when you start. We'll also provide you with a fresh set at the start of each year.



MEMBER DISCOUNT WITH HAVEN HOLIDAYS

Enjoy a discounted staycation with one of the UK's best holiday operators. As an employee of Tommies Childcare, you can access exclusive discounts on all 3, 4- or 7-night holidays with Haven.



COMPASSIONATE LEAVE

At some point in each of our lives we will have to work through bereavement or serious illness. That's why we offer all of our employees paid compassionate leave to help support them through difficult moments.

TOMMIESCHILDCARE

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