

Kids Planet Day Nurseries

CAREERS



Start your career with an award winning nursery group





WELCOME TO KIDS PLANET

Kids Planet is a family owned nursery group, established by CEO Clare Roberts and Father, John Hoban and Lucy Kaczmarek is the Operations Director. Kids Planet has grown significantly since our conception in 2008. Kids Planet are now a major employer in the early years industry, driven by passion for delivering outstanding care to 0-5 years old throughout settings across the UK.

The world is ever changing, and we are passionate about caring and preserving the magic of childhood. By developing young minds through play, we can give the children the very best start.

Our employees are at the heart of our business and their skills and expertise are helping to shape the future of young minds. Whether you're a school leaver, graduate or experienced professional, your skills could help us to deliver the very best care and education to our children.

We are a business that is continually growing. This makes us a fast-paced, sometimes ambiguous, super exciting place to work. No two days are the same here and there is plenty of opportunities to progress throughout the group.

Now one of the largest nursery groups in the UK, home to Kids Planet and Kids Allowed, we have nurseries covering the UK with further planned growth, a head office function and Training Academy supported by over 2,500 talented employees.

"We are delighted to be able to offer a range of career opportunities at Kids Planet. With our highly qualified and supportive team, we're able to develop and train our colleagues to reach their full potential, ensure they maintain and improve the knowledge and skills they require to meet the needs of their job and the children we care for."



Clare Roberts
CEO

OUR TEAM

We are a unique team of people that thrive on delivering the best Ofsted outstanding care for our children. Our employees are important to us and we recognise that we wouldn't be anywhere without them. That's why we want Kids Planet Day Nurseries to be the best possible place to work.

We consistently work hard to develop a culture where all employees feel valued and are given the opportunity to progress within their careers and develop a career path for all employees to feel fulfilled in their roles. We want everyone to feel as passionate about our business as we do.

We are interested in you and your ideas, your feedback matters. Everyone is encouraged and empowered to connect, speak up and take action for their own careers.

WHAT MAKES AN OUTSTANDING EARLY YEAR'S PRACTITIONER?

First and foremost, we require someone who is positive and passionate and wants to work with children. We don't expect experience, but we do expect focus. Working in childcare is a profession and it needs to be treated that way. Employing colleagues who want to grow and develop in their childcare career is critical. A nursery can only be as good as the team who run it, and at Kids Planet, we think you'll find some of the best, most qualified people in the industry.

HOW DOES KIDS PLANET BRING THE BEST OUT OF ITS EMPLOYEES?

Fundamentally, we take on people who share our vision and our ethos. In return, we give people the opportunities to develop a career in a growing, forward-thinking business. We incentivise our employees through competitive pay, ongoing professional development and clear training opportunities, helping them to feel empowered and appreciated by a company they trust. We aim to create an environment where all employees, whether that's the Nursery Chef, Area Manager or lunchtime cover, feel supported in their roles and excel in their job.



"At Kids Planet, we strive to cultivate a workplace where all colleagues feel happy, fulfilled and well. Your wellbeing is important to us, and we know that when you are feeling valued, appreciated and cared for, you are able to thrive in your roles and reach your full potential.

As part of our mission to nurture colleagues wellbeing, we have implemented a company-wide wellbeing strategy to support our colleague's mental health and wellbeing.

This includes: our Employee Assistance Program, providing 24/7 support and counselling; a 12-month calendar of wellbeing events and initiatives; an ongoing program of accredited Mental Health First Aid training; a growing community of Wellbeing Champions and annual colleagues surveys & wellbeing reviews to ensure that a bespoke plan is in place to support every single nursery across the group"



Lucie Sweeney
Wellbeing Manager

OUR CULTURE

At Kids Planet, we embrace a workplace culture that is supportive, enabling colleagues to freely share knowledge and ideas. We recognise that employees need to be nurtured. We want to empower our employees to think creatively and offer support where it's needed so they have the tools to deliver outstanding childcare.

We aim to create a workplace culture where each employee can thrive, meet their full potential and feel fulfilled in their role.

OUR VALUES

Working as a team

Working as a team Kids Planet colleagues enjoy relationships based on trust, honesty and mutual respect. We support and value one another's ideas and contributions, developing a strong team spirit of openness and sharing.

Getting better every day

With the right attitude and with support from Kids Planet, we will all get better every day. Every challenge that faces us is an opportunity to improve. Share your ideas, listen to others, take constructive criticism on board and work together.

Happy colleagues, happy kids

Happiness is infectious and children are happiest when those caring for them are happy. A smile is free and means the world to them. Come to work with a smile on your face, after all it should be something we all enjoy and are passionate about.

Setting- the standards others follow

Our teams and children are all a part of that. Our team set standards every day, simply by being a good, professional example of a dedicated colleague with a great attitude.

Leading with integrity

At whatever level team members are within Kids Planet, you will lead in some way - leadership isn't just about position. All Kids Planet colleagues are leaders in the sense that we own and share our ideas; live and work as we believe, setting a good example; owning our mistakes and getting the support we need to make changes.

Speak up

Our team's ability and confidence in speaking up is vital to the safety and well-being of our children. Team members suggestions, ideas and concerns are a valuable basis for important changes at Kids Planet, day after day, year on year. We get better every day as a team.

"Working at Kids Planet offers unique opportunities in Early Years as part of a large Group that has a passion for high quality childcare driven from our family roots, and genuinely cares for our colleagues."

Our network of nurseries, central teams, Training Academy and leadership team provides an amazing network of support, where sharing best practices and embracing new ideas are welcomed. Our dedicated People Team are here to assist you through your journey as well as ensuring we continually strive as an amazing company to work for.

Our continuous growth means, whether you are starting out in your career or at the top of your profession, there are plenty of opportunities to shape a truly rewarding career with us."



Nicky Richiusa
People Director



OUR TRAINING ACADEMY

At Kids Planet, our vision is being achieved through training colleagues teams who are a company's most valuable asset. Employing people in permanent, supply and apprenticeship roles, we recognise that critical to success is the quality of colleagues that are employed, the skills that they develop and their performance. We want people who share our vision and ethos. In return, we give people opportunities to build a truly rewarding career in childcare.

Education, training and the continual professional development of colleagues is a crucial priority. In February 2018, due to a growth in the number of settings, an increase in personnel, the need to recruit new colleagues plus the introduction of the Apprenticeship Levy, we decided to develop our internal approach to the delivery of accredited programmes. These include Apprenticeships in Early Years, sector-specific courses and Higher Education courses.

In March 2020, Kids Planet Training Academy successfully gained Main Provider status on the Register of Accredited training providers (RoATP) enabling us to offer our Outstanding Apprenticeship Training externally to support Early Years employers.

We are proud to have a highly skilled training team of tutors, assessors, mentors and colleagues with extensive and current experience in Early Years. We have a purpose built Training Academy in Knutsford, Cheshire, as well as training rooms in Manchester, Liverpool and our Head Office in Lymm, where theoretical teaching takes place. It is important to achieve outstanding provision in everything we do, and we believe we are doing this by putting teaching and learning at the heart of our training.

COLLEAGUE WELLBEING

WELLBEING AT WORK

Our employee's health and well-being is of the highest priority to Kids Planet. We understand that mental health is something we all have. When we enjoy good mental health, we have a sense of purpose, the energy to do the things we want to do, and the ability to deal with any work challenges.

OUR MENTAL HEALTH FIRST AID COMMUNITY

At Kids Planet, we have a growing network of trained Mental Health First Aiders and Wellbeing Champions who can offer support and assistance across the organisation.

Mental Health First Aiders are a point of contact if you, or someone you are concerned about, are experiencing a mental health issue or emotional distress. They are not therapists or psychiatrists, but they do have an understanding of mental health issues, are able to spot the signs and symptoms of poor mental health and can provide initial support and signpost you to appropriate help if required.

Our Mental Health First Aid Community are also able to offer guidance on how to look after your wellbeing and practice self-care, enabling you to stay happy and well in work and beyond.

There are also opportunities to join our community by becoming a Wellbeing Champion; a great way to support your colleagues and develop your skills!



WHY CHOOSE KIDS PLANET

We value our employees and support you from day one, developing you by providing a clear career progression path. We will provide you with the full support and the training needed to meet the needs of your job. You can expect a lot from us and all we ask in return is that you come to work with passion and commitment.

KIDS PLANET BENEFITS:

- Fantastic working environment and facilities
- Discounted Childcare
- Free DBS
- Free Colleague Uniform (nurseries)
- Employee Assistance Program
- Employee of the Month
- Christmas Party
- Company Events
- Mental Health First Aider Support Network
- Progression Pathways
- CPD Opportunities
- Reward & Recognition Schemes
- Company-wide Wellbeing Initiatives
- Annual Pay Review
- Free breakfast/lunch
- Refer a colleague bonus

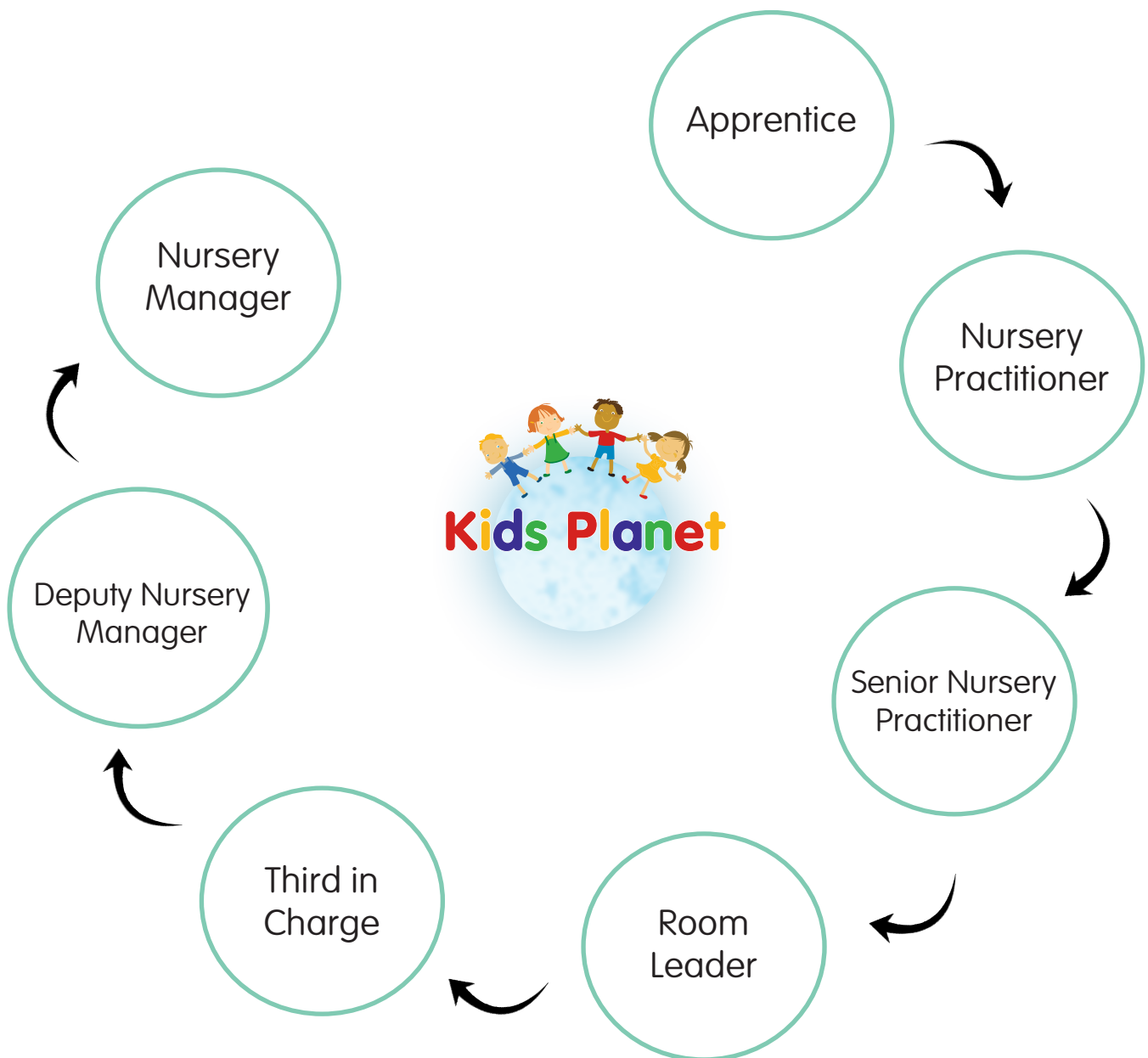
CHRISTMAS EVENTS & ANNUAL AWARDS CEREMONY

We love celebrating and there is no better time than Christmas, where your nursery will arrange a fabulous get together for the whole team to enjoy! In addition to this, every year we host an annual awards ceremony, where we celebrate our achievements together. A fabulous night with food, fun and entertainment whilst rewarding colleagues that have gone above and beyond. Our awards include Apprentice of the Year right through to Area Manager of the Year as well as Head Office awards.

Kids Planet have won multiple awards since we began in 2008, some of these include the Nursery World Awards and NMT Awards. Individual colleagues and nurseries enter into these awards, if shortlisted then you will be invited to attend an all expenses paid trip to London to enjoy the evening and celebrate in style!

CAREER PROGRESSION

Below is an example of how colleagues can progress within our nursery settings. Opportunities also become available across all our settings, through acquisitions and also through our new purpose built settings. Our Head Office function operates from Lymm in Cheshire and has numerous departments including Finance, Payroll, People, Marketing, Customer Service and more. Other specialist roles are available, enquire today to find out more.



COME AND JOIN US

CURRENT ROLES

Take a look at the vacancies we have to offer right now if there is nothing for you at the moment why not leave us a note with your CV so that we know you are interested. You can find all our current roles at:

Indeed: <https://www.indeed.co.uk/Kids-Planet-Day-Nurseries-Jobs>



Website: <https://www.kidsplanetdaynurseries.co.uk/careers>



Facebook: <https://www.facebook.com/KPcareers>

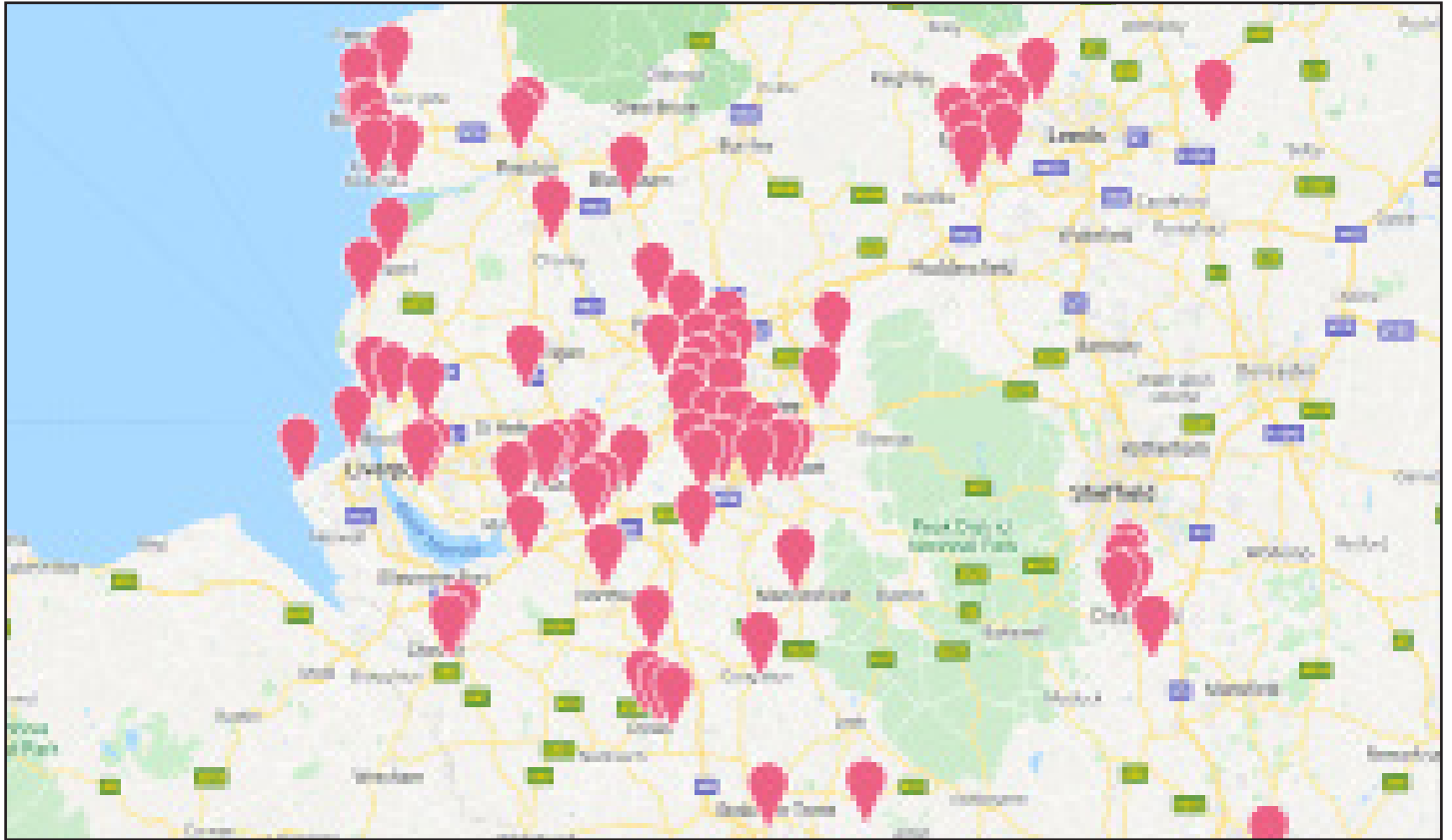


To see our growing network, visit our nursery finder: www.kidsplanetdaynurseries.co.uk/find-a-nursery/



LOCATIONS

Kids Planet have over 100 nurseries located across the UK, with Head Office located in Lymm, Cheshire.



TESTIMONIALS

"Before Kids Planet, I worked in schools as a teaching assistant and whilst I loved the education, I felt that I was more suited to an office environment. When I saw the advert for a Finance Assistant with Kids Planet, I felt it was the ideal position for me. I was successful at interview and started with the group in June 2018. There is so much opportunity for career progression with Kids Planet. When the HR Team advertised for a HR & Recruitment Administrator position in August 2019, I was reluctant to apply at first, I had no experience and I wasn't CIPD qualified. Kids Planet really encourage internal progression and my lack of experience wasn't seen as an issue. I interviewed for the role and was successful. I have been in the HR Team since September 2019 and I am loving it, I feel I have combined my passion for education and career aspirations, and I am now where I want to be within my career".

Laura Taylor, Kids Planet Head Office

"I began my career in children as an apprentice Level 2 Nursey Practitioner in October 2013 with Liverpool Day Nurseries. In March 2015 and was offered a full-time practitioner role and went onto to study my Level 3 in Early Years. In June 2015 Liverpool Day Nurseries was acquired by Kids Planet Day Nurseries.

I remember this being a time of great uncertainty and the fear of the unknown. However, as a team we were very quickly welcomed by the Kids Planet group and given the opportunity to attend so many training courses that helped me develop my skills further. In October 2016, I was promoted to room leader. In October 2017 an opportunity at Kids Planet Crosby arose to lead a bigger team in the toddler room, I knew instantly that I was more than happy to take on this challenge and was lucky enough to be offered this role. In March 2018 a position for deputy manager at Kids Planet Fazakerley became available. The management team at Kids Planet Crosby encouraged me to take this step, I was lucky enough to be offered this position and transferred to Fazakerley in April 2018 where I held the position of deputy manager for 10 months. In this time, I worked alongside the nursery manager and underwent an Ofsted inspection in which we received outstanding. In February 2019 my manager was promoted, and I applied for the manager role. I am now the proud manager of Kids Planet Fazakerley. When I was first ever interviewed at the start of my career, I remember being asked 'what are your career aspirations, where do you see yourself in 5 years' time?' I never imagined having such a fast-growing successful career like I have. I am so grateful to be part of our ever-growing company and the opportunities that being a part of the KP family has given to me."

Zoe McGinn, Manager - Kids Planet Fazakerley

"Kids Planet have been influential in my career. When Kids Planet acquired the nursery, I worked for in 2015, I was a Deputy Nursery Manager. Since the acquisition I have progressed to Nursery Manager and more recently Area Manager, managing a group of 7 nursery settings to ensure the highest standards of childcare is provided. Kids Planet are passionate about providing equal opportunities for all their employees and offer quality training on a continual basis supporting our goals and aspirations"

Emma Duffy, Kids Planet Area Manager





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