

Employee Benefits



A big hello!



So much more than **the expected**

We prioritise the health and wellbeing of our colleagues, promote family **values**, embrace **diversity**, and celebrate **loyalty**.

Explore the exciting benefits we offer to create a fulfilling and enjoyable work experience in our fun, early years education environment.





Our Values

Discounts & Benefits

Time Off

Health and Wellbeing

One Family

Events

Your Voice

Career Growth



CARE

Our company **CARE values** are at the heart of everything we do, offering a warm, safe environment where you will be supported by the community around you to be the best you can be.



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CARE

Community

We get better every day as a team. Becoming part of Kids Planet, we welcome you into our warm, safe and heartfelt community.



CARE



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A Safe Place

We provide a secure place for our children, colleagues, and families where people can be themselves, feel protected and can speak up.





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CARE



Reflective

We continuously learn and reflect on our practices, recognising that performance is key to our ongoing success. We welcome advice, offer support, and share ideas to drive improvement.



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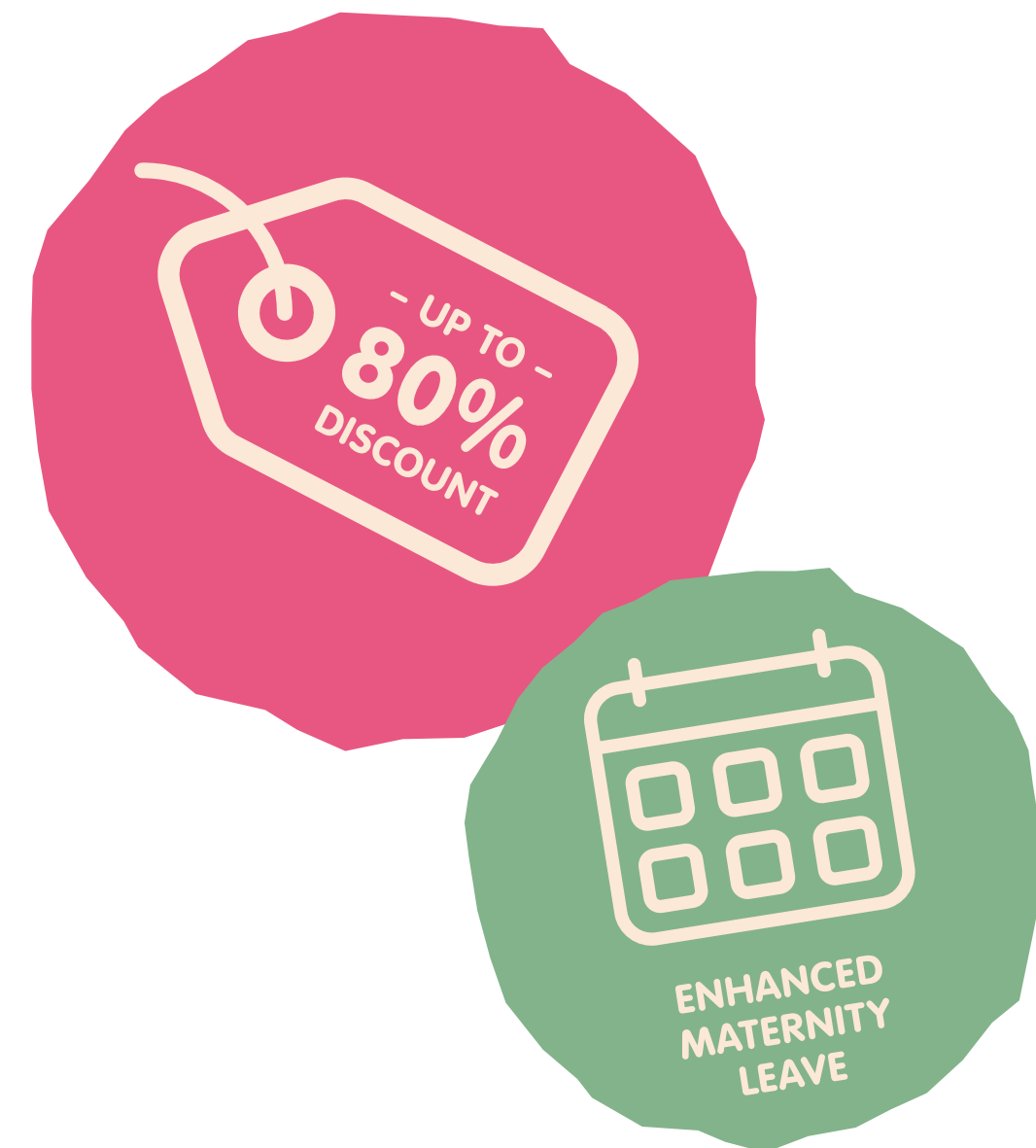
Excellence

We are committed to delivering 'excellence' every day in all that we do, for our employees, parents and children.



Childcare Discount & Family Benefits

We want to provide affordable and excellent childcare for everyone, and many of our employees are also our customers!



Childcare Discount

Great news for our team members who are parents! You can receive a childcare discount of up to 80% at all Kids Planet nurseries and out-of-school clubs.

Maternity and Paternity Leave

Spending quality time with your new baby or child is one of the most precious times of your life and we want to help colleagues enjoy this by reducing the financial pressure. We offer enhanced maternity cover and adoption benefits with 18 weeks paid leave. Additionally we offer six weeks paternity leave at full pay.



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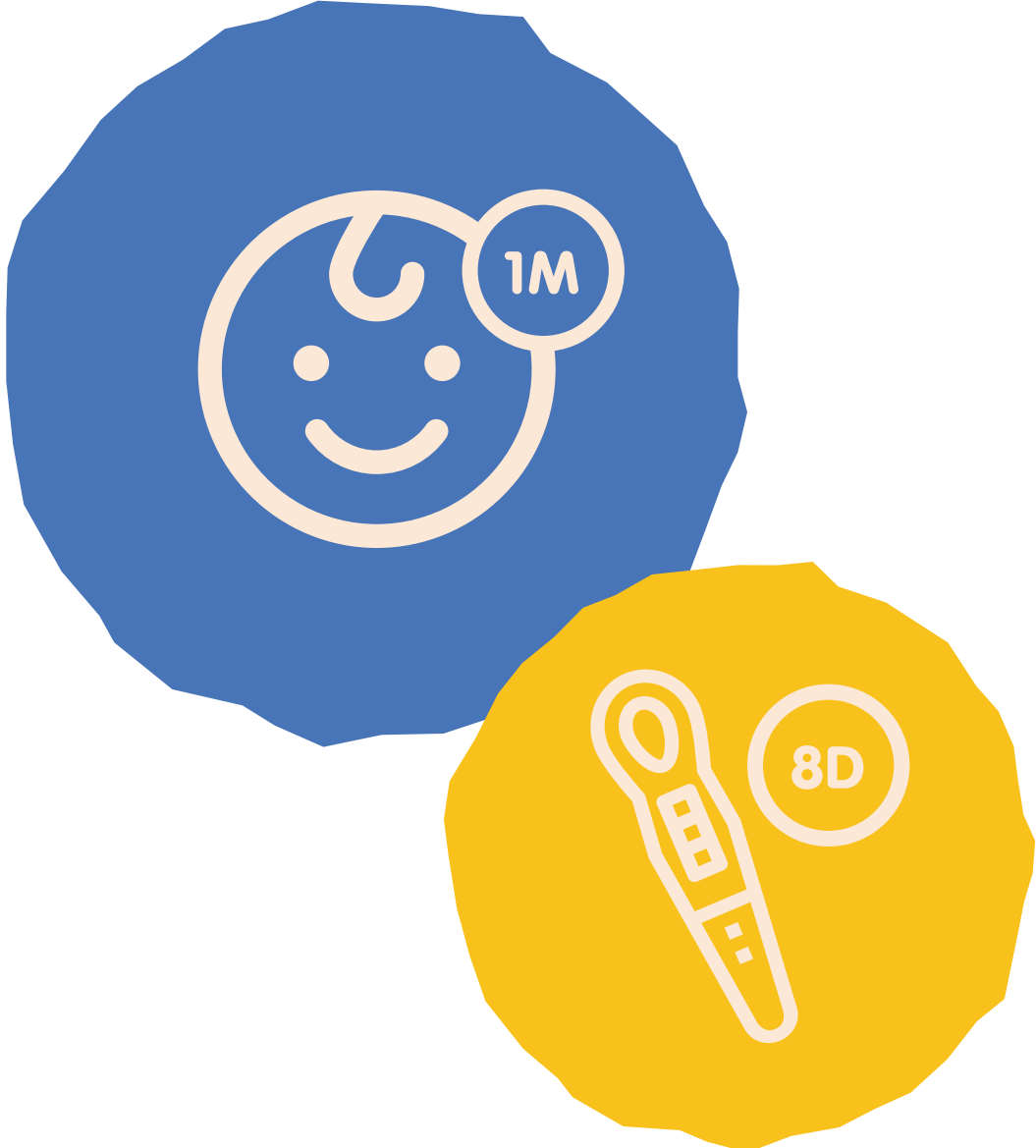
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One Month of Free Childcare

For our colleagues returning from maternity, adoption, or shared parental leave, we offer a special treat – one whole month of free childcare. We're here to support you as you transition back to work.

Fertility Leave

We understand that fertility challenges can be deeply personal and difficult. To support employees, we offer up to eight days of fully paid fertility leave per year for treatment, appointments, and recovery. Partners of those undergoing treatment can take up to three days of fully paid fertility leave per year.



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Relax & Recharge



Prioritising the wellbeing of our colleagues is crucial, and we ensure time to relax, recharge, and spend precious moments with friends and family.

Annual Leave Entitlement

Annual leave entitlement increases with length of service up to 27 days plus Bank Holidays.

Paid Birthday Leave

We recognise the importance of personal celebrations with Birthday Leave, allowing all colleagues to enjoy their special day off!



Health & Wellbeing Support



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At Kids Planet we know that colleagues who feel healthy and happy are able to succeed in their roles. Supporting colleague wellbeing is of the up most importance to us.

We actively supporting various workplace pledges, including the Age-friendly Employer pledge, the Menopause Workplace pledge, and the National Mind's Mental Health at Work Commitment pledge.



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Health & Wellbeing Support



Employee Assistance Program

All colleagues can access the UK's Number One Employee Assistance Program, which includes:

- Free nursery uniform and DBS checks.
- Up to six sessions of structured counselling.
- Free wellbeing app.
- 24/7 confidential helpline.
- CBT Programs to help with a range of issues including: the menopause, sleep, anxiety and depression.
- Exclusive discounts on various products including gym membership, food, cinema, tech, fashion and beauty.

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Wellbeing Events Calendar

We believe that raising awareness of health and wellbeing issues is an important way to support our colleagues in taking a proactive approach to looking after their wellbeing. Our company-wide Wellbeing Events Calendar is a special part of our Kids Planet community and brings colleagues together to champion important campaigns.

Mental Health First Aiders

We believe that mental health is everyone's business and our supportive and friendly team of certified Mental Health First Aiders across the group are always on hand to offer empathy, support and understanding along with signposting to appropriate services and professionals.



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Health & Wellbeing Support



Medical Information Helpline

All colleagues can access support and information from a 24/7 Medical Information Helpline. This valuable resource allows you to connect with trained Occupational Health Nurses for support and information, addressing a wide range of health concerns promptly.

Free Meals and Snacks

Healthy food plays an important role in keeping our teams happy and well. At all our locations (including offices and our Training Academy) we provide free breakfasts, drinks and snacks for our colleagues to enjoy. Nursery-based colleagues can also benefit from two hot meals a day, made by our talented chefs.

Financial Wellbeing

Recognising the challenges around the cost of living, we support our colleagues' financial health.

Our financial benefits and supports include:

- Specialist financial guidance and support through our 24/7 EAP helpline and budgeting tools.
- In-house financial wellbeing webinars.
- Bonus schemes (dependant on role).
- Free food and drink at all locations.
- Up to 80% off childcare costs.
- One month free nursery fees following maternity leave.



Inclusion & Diversity



The Kids Planet Group champions equality, diversity and inclusion, and has achieved the GOLD standard in the company's first-ever 'Committed to Equality' C2E accreditation.

Some of our supports and initiatives include...

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Inclusion & Diversity



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Supporting the menopause

We provide comprehensive support for colleagues going through the menopause, including Menopause Tea & Talk sessions, dedicated Menopause Champions, informative workshops and webinars, and free sanitary products across all our locations.

Men's Health

We actively support men's health through regular events, including our Movember campaigns and informative workshops in collaboration with Andy's Man Club.

Multi-cultural Events

We embrace a variety of multicultural and religious celebrations across the group, fostering inclusivity and respect for all traditions.

LGBTQ Community Supports

We value our LGBTQ community, fostering an inclusive and affirming environment where every individual feels valued and supported. We regularly participate in LGBTQ awareness days and celebrations across the group, along with providing specialist signposting and mental health support.



Celebrations & Events

Get involved in our colleague community! We love to celebrate our achievements and find fun ways to get together.

We fund lots of activities and ways to socialise...



Employee of the Month

We have company-wide 'Employee of the Month' schemes.

Rewarding Loyalty

Colleagues reaching significant work anniversaries are honoured with Anniversary Awards, receiving vouchers valued up to £250.

This gesture reflects our appreciation for the dedication and commitment of our long-serving team members.

OFTSED 'Outstanding Night Out'

Achieving an OFSTED Outstanding grade is a significant accomplishment, and to celebrate this achievement, we organise a special meal out for our teams.

Celebrations & Events



Annual Employee Awards

We believe in recognising and celebrating the exceptional achievements of our team members. To honour their hard work and dedication, we host our glamorous annual Employee Awards event. We also raise money for our chosen charity of the year.

Christmas Party

The festive season is a time for joy and celebration. We ensure that all settings and departments get into the holiday spirit by hosting a Christmas party on us! It's a special occasion for our teams to come together, share in the festive cheer, and create lasting memories.



Colleague Referral Scheme

We're always looking for more great colleagues to join us and our employees can help by recommending us to their friends and networks. If a referral becomes an employee, the employee who referred them will receive a £300 referral bonus.



Your Voice



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Have Your Say

At Kids Planet, we believe in listening to our team. Our Employee Forum, AIM (All Ideas Matter), brings together representatives from across the group to engage with the Senior Leadership Team, ensuring all perspectives shape our decisions. It's a space to raise issues, suggest improvements, and drive positive change.

Workplace Surveys

Alongside AIM, we regularly conduct surveys to gather feedback on wellbeing, development, and operations. This helps us address concerns, celebrate successes, and continuously improve our workplace. By listening and acting on team feedback, we foster a culture where every voice counts.





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Professional Development and Career Growth

At Kids Planet, we are committed to supporting the continuous growth and professional development of our team. Many of our Nursery Managers and Leadership Team started their journey as apprentices!

As a Kids Planet employee, you can access a range of career and development opportunities...

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Career Opportunities

We offer lots of career progression opportunities across the Kids Planet Group. We share opportunities directly with you in our Team Vacancy bulletin.



Award-Winning Udeskole

Take part in our Award-Winning Udeskole Program, delivered by our team of Outdoor Learning Specialists.

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Kids Planet Training Academy

Our very own internal Training Academy offers nationally recognised qualifications from Level 3 up to Masters Degree, at no cost to you. We are also proud to be a Top 100 Apprenticeship employer!



Internal Training Team

Regularly upskill and be at the top of your game with our internal CPD, tools, training, and resources from our inspiring Early Years training team.



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We are thrilled that we have been recognised as one of the UK's Best Workplaces in Education & Training by Great Place To Work UK!

Our CARE values of Community, A safe place, Reflective, and Excellence, are alive in Kids Planet to guide our behaviours, actions and decision-making, at every level and setting.

We are focused on ensuring all our colleagues feel supported, motivated and cared for. Through our comprehensive training and qualification routes we offer unrivalled progression opportunities across our nurseries. We will support you in building a long and fulfilling career with us.





Need help with employee benefits?



We're here for you, anytime!

Call us on **01925 807889**

Email us at **careers@kidsplanetdaynurseries.co.uk**

www.kidsplanetdaynurseries.co.uk



We're recognised nationally as a great company to work for...

