



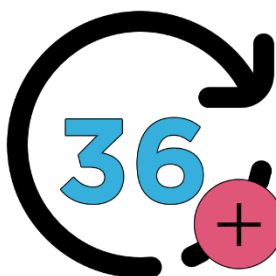
Since the pandemic we have had numerous one to ones and supervisions and there has been clear feedback on what it is our teams would like to help them feel appreciated. We have listened and actioned this by creating our team benefits scheme.

**Flexibility.**

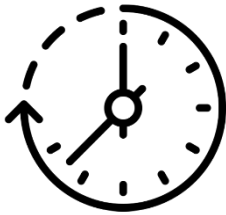
We know that within this sector you do the most important job in the world, and it's a job that can be tiring and involves a superb level of energy and enthusiasm. We understand that some of you want to spend more time with your friends and families. We know that others want time to study and pursue other hobbies. Whatever it is you would like more flexibility for, we want to support it and in doing so, support your wellbeing.

So we have created Flexi, a new kind of full time working week. This allows you to choose between our brand new 4 day, 40 hour week, the classic 5 day, 40 hour per week or perhaps something in between so a 36 hour +flexi over time offer. This will be discussed with you as the rotas are generated to give you that little more flexibility and balance in your life.

We will be piloting this for all team members from September 2022.

	<p><b>42.5 is the new 40</b></p> <p>We found many of our team members enjoyed the extra pay with just having a 30 minute unpaid lunch break. If working the 5 day week, this means you receive a little more in your pay each month for this full week.</p>
	<p><b>The classic 40</b></p> <p>If you are happy with your current hours, or simply require these working hours you can absolutely stay as you are.</p>
	<p><b>36 hours +</b></p> <p>If you like the idea of the occasional shorter day, this may be the option for you. You will be offered over time to make up your hours if you feel you would like this option. It enables you to retain flexibility but also pick up additional hours and pay when needed.</p>

We understand that sometimes circumstances change in everyone's lives. Therefore to help keep and attract the best team possible in addition to the flexi full time offers – we have a couple of other flexible options to suit everyone.



### **Part Time**

We support part time requests, and these are payable at exactly the same hourly rate as full time contracts. All we ask is for 8 weeks notice for us to ensure that the nursery is able to manage and possibly organize a job share of your position. The minimum hours we offer on a part time contract are 16 hours.



### **Lunch cover**

Our lunch hours are covered to ensure the teams are supported at everyone's favorite time of the day. Contracts for this position are 15 hours per week.



### **Bank team**

For team members looking for flexibility from day to day and week to week this could be the best option for you. This contract is paid at an hourly rate and is a ZERO hour/self employed contract, meaning each week we will let you know what we require and you can confirm or deny the acceptance of the shift.

We really care about our Once Upon A Time Daycare Team as individuals, they work incredibly hard for us and are rewarded and truly valued for it. Our team are supported personally and developed professionally with our CPD program, giving them all the tools needed to provide outstanding care for our children and their families.

#### 40-42.5 hours per Week

Position	Salary (from)
EXT	£10.85
QTS	£10.90
Qualified Level 6	£10.80
Qualified Level 5	£10.65
Qualified Level 3	£9.80
Room Lead	£10.30
Bank Staff/Lunch Cover	£10
Apprentice Nursery Nurse	Starts at £5
Manager	£15
Deputy Manager	£11
Chef	£10.20
Cleaner/House Keeper	£10.50

All of these wages are dependent on experience and performance. This is reviewed annually. Early years is known to be a low paid sector, as recognized by the Law Pay Commission. We pay our staff above industry averages. Salaries are banded, and all team members can take control of their careers at OUATD by using performance development plans with the management. These plans clearly link to their progression and the pay they receive.

We believe everyone should be apart of where we are going, and thus rewarded for helping us to get there. We have therefor created a bonus structure that rewards and celebrates our successes, motivating our team to deliver the highest quality care and provision.

\*Applies to 30 hour contracts

### Nursery Bonus



The nursery bonus is related to how you deliver on our 'Wildly Important Goals' of Outstanding Education and Customer Happiness. In addition to this, if you are in a management role, you can also receive an annual bonus for glowing team happiness feedback. There's also a one-off bonus for gaining an Ofsted Outstanding (and one in your mock for newly launched sites)!

Bonus	Educators/ Apprentices*/Chef	Room Leader	Deputy Manager/ Front Of House	Manager
Ofsted Outstanding	£50/£100	£250	£500	£1000

\*Bonus is applicable to Apprentice Educators once working within ratio, and Apprentice Chefs/Kitchen Assistants once probation has been passed.









### Introduce a friend

Our team are our greatest ambassadors, and we offer a £500 referral bonus each as a thank you to all our team members who refers a friend to join our Once Upon A time Daycare Team. T's and C's apply.

## Holiday

The nursery industry typically offers 28 days holiday a year including bank holidays (full time contracts). At Once Upon A Time Daycare you can receive up to 33 days holiday so you can take some extra time to relax. Our team members working 40+ hours can benefit from additional annual leave days based on length of service:

\*including your birthday and bank holidays  
\*\*some of our nurseries remain open over the Christmas period, and so receive the same allowance to use throughout the year.

40hr week		
0-2 years	5+ years	10+ years
 	 	 
Public Holidays		
Total: 29	Total: 31	Total: 33



### Sickness

Once upon a time could pay up to 3 days at full pay, depending on your individual circumstances

\*after 2 years of service \*30+ hour contract



### Pension

We auto-enrol you into, and contribute towards, a workplace pension for Once Upon A Time team members, in partnership with Nest, in line with government guidelines.

At Once Upon A Time Daycare, we hire amazing people and empower them to reach their full potential. Once Upon A Time team members are in the driving seat with their learning, and we support a mix of development initiatives and an unparalleled learning environment.

### Growing Together

	<p><b>Growth</b></p> <p>We have set our sights on becoming the highest quality childcare provider in Sheffield. Our team have the opportunity to impact thousands of children and families. We rely on you to help us grow and develop to take our business onto the next stage. Career Goals are discussed with our team members and are supported throughout the year as they work towards them. Some decide to go down the leadership route, whilst others specialize and become an expert in something that excites and inspires them.</p>
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We created Once Upon A Time to make family life easier, and we're committed to delivering that promise for our team as well as for our customers.

### Maternity, Paternity, Adoption and Shared Parental Leave

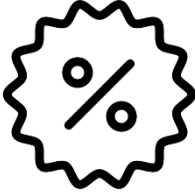
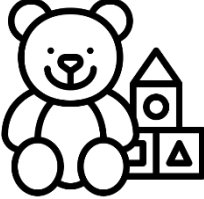


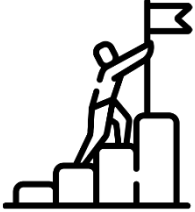

89.8% of those surveyed in the Nursery World Pay and Conditions Survey do not offer enhanced maternity pay. We offer enhanced Maternity, Paternity, Adoption and Shared Parental leave pay for all team members after 2 years continuous service with Once Upon A Time. (30 hour contract)

	26 weeks - 2 years*	2 years+*
<b>Maternity</b>	Week 1-6 = 90% Week 7-39 = SMP	Week 1-6 = 90% pay Week 7-12 = 50% pay Week 13-26 = 30% pay
<b>Paternity</b>	2 weeks: SPP	2 weeks: Full pay
<b>Adoption Pay</b>	Week 1-6 = 90% pay Week 7-39 = SAP	Week 1-6 = 90% pay Week 7-26 = 50% pay Week 27-39 = SAP

As of 6th April 2022 the rate of SMP, SPP, SAP and ShPP is £156.66 per week.

\*This refers to length of service at either qualifying week or matching date.

30+ Hour Contracts

	<p><b>Nursery discount</b>            Managers – 60% discount off childcare            Deputy Managers – 50% off childcare            Room Leaders – 45% off childcare            Nursery Nurse – 40% off childcare</p>
	<p><b>Emergency childcare for working in nursery</b></p> <p>Subject to availability, we offer all of our team members with nursery-aged children back-up childcare days when working at one of our settings (Subject to availability).</p>
	<p><b>Pregnancy</b></p> <p>We know that every pregnancy is different, which is why we offer support to our team members who are experiencing complications, additional challenged, or miscarriages. This may be something simple like reducing hours or days to help support our members through this time.</p>
	<p><b>Hardship Fund</b></p> <p>We understand that financial difficulties can arise due to something unexpected or out of our control. If this situation arises, Once Upon A Time members can submit a confidential application to request a loan of up to £200. T's and C's apply.</p>
	<p><b>£100 Personal Development Fund</b></p> <p>We believe in developing our team members, not just personally but professionally too. Once Upon A Time Daycare members are offered up to £100 a year to put towards a personal development course in childcare.</p>
	<p><b>Mental health first aiders</b></p> <p>We understand that sometimes our team members face health challenges that aren't immediately visible. To support them and make sure there's always help on hand, we've made sure that there's a full trained mental health first aider in each nursery.</p>

### Children's Hospital



Our charity of choice is our local Children's hospital charity, where we carry out regular fund-raising activities throughout the year to support the charity which is close to many of our families hearts.

### Round the World trip



#### Why?

There are few jobs as rewarding as working in a nursery. We have the opportunity to make life-impacting change on every child that we take care of, and the wonderful relationships we build is extraordinary. However, the job can take its toll. It's a lot of responsibility, fast paced, emotional and physical. And as a result the industry has a problem with people burning out. The rate of people leaving their career in early years is 3x higher than the UK average. To help try and defeat this, we have created a 10 year extended break. The opportunity for every member of our team to take some extra time off, explore the world then come back all refreshed and with cultural experiences to share with the children.

#### The offer

We're offering team members a round the world ticket after 10 years experience service. Just select the destinations you'd most like to see, and create your once in a lifetime trip. You will receive £1000 cash contribution towards your travel (the average cost of RTW trip) +2 weeks additional paid holiday! WOW!



### Sabbatical

We completely appreciate that our teams make a huge contribution to our success. In return we recognize that there may be some points where you need to take extended period of time away from work to undertake study, provide care for a dependant, to go on holiday of a lifetime or to pursue other interests such as family, charitable or public service. As long as you have worked for OUATD for 5 years, you could apply for a sabbatical that lasts from one month to a year.



### **Season Ticket Loan**

Our teams are also offered an annual travel pass, helping to manage costs and discounts. For example, annual bus passes save more money for our team members traveling by bus than weekly or monthly passes. Therefore we will pay the upfront cost for the annual bus pass and deduct the payment from your wage each month to help save you money in the long run.

### **Christmas / Holiday Saver Scheme**

We understand not everyone is the best at saving money each month. So we wanted to help with that. We offer to save that money for our team. By request, a member of staff can ask to save an amount each month, which can be released at any time to the staff member to help save for a holiday, special occasion or even for Christmas. So that lump sum could contribute to something special.

### **Attendance reward scheme**

Although we understand our team members can't help being ill, we feel it is important to reward those that manage a full 12 months without one absence by rewarding them with a £50 bonus!

### **Annual Award Ceremony**

In addition to all the wonderful bonuses we have to offer, we host an annual award ceremony where we collect votes from our families, team members and management for our team to say thank you for their efforts in specific areas of early years. These individual awards show recognition for individuals that have made a true difference in their role within the nursery. And what a great way to celebrate these achievements with a whole team party and ceremony. If you are interested in taking advantage of any of our offers please email: [accounts@onceuponatimedaycare.co.uk](mailto:accounts@onceuponatimedaycare.co.uk)