

Little Pips NURSERY



**Staff
Benefits**



Staff benefits

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4 Day Work Week (Our Full Time)

Many of our full-time team members enjoy a four-day working week.

You'll still have the benefits of being a full-time member of the team, but with an extra day away from work every week to rest, recharge and enjoy more of what matters to you. Work four days. Enjoy three days off. Every week.



Part-time Working

We know that everyone's life looks different, so wherever we can, we'll work with you to find a shift pattern that fits your needs.

That could mean starting later, finishing earlier, or working fewer days each week. Tell us what works for you, and we'll do our best to make it work for us too.

And importantly, our part-time roles are paid at exactly the same hourly rate as our full-time roles.



Bank Staff

Your availability might change from week to week, or perhaps you need work that fits around certain times of the year. That's where our bank team can be a great fit.

As a bank practitioner, you're paid hourly and can work more flexibly around your availability, giving you greater freedom to choose when work fits into your life.

Whether your availability changes throughout the year or you simply need different hours each week, we'll work with you wherever we can.



Holiday Days

We believe great work starts with having enough time to enjoy life outside of it. That's why we offer a generous 33 days' holiday every year.

Plus, you'll get an additional day off for your birthday because some days are simply better spent celebrating than working!

More days off. More time for you.



Birthday off

Nobody wants to work on their birthday! That's why we give you an extra day off to celebrate, on top of your annual holiday allowance.

Your birthday. Your plans. Your day off.



Generous Pension Scheme

It's never too early to think about the future. Our defined contribution pension scheme helps you build your pension while you work with us.

You'll contribute 3% and we'll contribute 5%, helping you put money aside for the years ahead.

You invest in your future, and we'll invest even more for you.



Generous Enhanced Maternity & Adoption Pay

Welcoming a new addition to your family is a special time, and we want you to be able to focus on what matters most.

That's why we offer a generous maternity, paternity and adoption package, providing additional support and time for you and your family when you need it most.

Because some of life's biggest moments deserve your full attention.



Enhanced Sick Pay

Sometimes, you simply need time to get better. That's why our enhanced sick pay arrangements are designed to give you extra financial support when you're unwell, allowing you to focus on your health and recovery without the added worry of work.

And the longer you're with us, the greater that support becomes. Our enhanced sick pay increases with your length of service, giving you up to a maximum of six months on full pay.

Because when you're not feeling your best, work should be one less thing to worry about.



Additional days

We know there are times when you need to put work to one side and focus on the people who matter most. Once you've successfully completed your probation, additional days off are available for dependency leave, bereavement leave and carers' leave, giving you extra time and support when you need it most.

Because sometimes life needs your attention – and we want to make sure you have the time to give it.



Death in Service

We want to look after our team and the people who matter most to them. That's why Death in Service cover is included as part of our benefits package, giving you extra peace of mind without having to worry about arranging separate life insurance for this level of cover.

Eligible team members are covered for three times their annual salary, while cover for casual workers is based on their earnings over the previous 12 months.

It's a benefit we hope you'll never need, but knowing it's there means one less thing to worry about and valuable financial support for your loved ones should the unexpected happen.

Peace of mind for you, financial reassurance for the people who matter most.



Staff Uniform

We want you to feel comfortable, confident and part of the team from day one, so your uniform is on us. You'll receive two full sets of branded uniform, including trousers and tops, plus a lightweight jacket and a cosy fleece to keep you comfortable whatever the working day brings. And for those colder days, we've got dry robes available for our team to use while at work, helping you stay warm when the weather isn't quite playing ball! It doesn't stop there. When you join us, you'll also receive a welcome goody bag packed with our branded goodies including, of course, one of our famous ducks! 🦆 All the kit. None of the cost. And a duck to make it official.



Staff meals, snacks & drinks

Working with children takes plenty of energy, so we'll make sure you're well fuelled for the day! Our team enjoy a free staff lunch every day, with options to cater for all dietary requirements, plus plenty of treats along the way. And when it's time for a well-earned break, head to our Pip Stop, where our coffee machine is ready and waiting with as much coffee as you like during your breaks. ☕ One less lunch to make, one less coffee to buy, and a few more little treats to brighten your working day. Good food, great coffee and plenty of treats – keeping our team fuelled and happy!



Staff parking

Driving to work? No parking fees, no permits and no hunting around for a space. Our team have access to our free on-site car park, making getting to work that little bit easier. Prefer to come by bike? We've got you covered too, with a place to securely lock your bike right outside. However you get here, we want your journey to work to be as easy as possible.



Bike to work Scheme

Fancy swapping four wheels for two? Our Cycle to Work scheme gives eligible team members a more affordable way to get cycling. Through salary sacrifice, you can spread the cost of a new bike and eligible cycling equipment over 12–18 months, interest-free. Because payments are taken from your salary before Income Tax and National Insurance are deducted, you can reduce the amount of tax and National Insurance you pay, helping you save on the overall cost. It's a simple way to make your money go further while getting active and making your journey to work a little greener. Save on tax, spread the cost and enjoy the ride!



Fitness & the Gym

Whether you're a gym-goer, a bootcamp regular or just fancy getting a little more active, we've got some great ways to help you move more and feel good. Our team can access our on-site gym during designated staff hours, as well as enjoying discounted access at Francis Scaife Sports Centre in Pocklington. Prefer exercising with others? You can also take advantage of a discount on a local weekly bootcamp held right here at Little Pips. Making it easier – and a little more affordable – to look after you.



Swimming on site

As part of our team, you'll have access to our school swimming pool during selected times – and you can even bring your family along to enjoy it with you. It's a chance to swim, unwind and enjoy quality time together in a calmer, familiar environment, with a lifeguard on duty for added peace of mind. Whether you're swimming some lengths or simply enjoying time in the water with your family, it's another little perk of being part of our team. More than a workplace – somewhere the whole family can enjoy.

Working at Little Pips



EMPLOYEE DISCOUNTS & SAVINGS

Being part of the Little Pips team comes with plenty of perks outside of work too!

Through our online employee discount portal, you can access loads of discounts, offers and savings across everyday spending, helping your money go that little bit further.

Whether it's shopping, days out or everyday essentials, there are plenty of opportunities to save simply by being part of our team.

Because a great benefits package should benefit life outside of work too.



STAFF TREATS

Our team do amazing things every day, and we believe those moments deserve to be noticed. Through our Employee of the Month recognition, team members can nominate colleagues who have gone that extra mile, made a difference or simply deserve a big thank you. And we don't save the appreciation for once a month! From Christmas gifts and little surprises to keeping the team treats well stocked, we love finding ways – big and small – to show our people just how much we appreciate them. Because a simple “thank you” can mean a lot – and we think great people deserve to feel valued.



CHILDCARE DISCOUNT

We spend our days caring for families, so it only feels right that we help look after yours too. If your little one attends Little Pips, our team benefit from an amazing 50% staff discount on nursery fees, helping to make childcare that little bit easier and more affordable. And as they get older, the perks continue! We have an arrangement with Pocklington Tennis Club, giving our team 25% off holiday camps for children aged 4+ – helping with those school holiday juggle days too. From their early years to their school holidays, we're here to support your family as well as you.



RECRUITMENT BONUS

Great people know great people! 🙌 Who better to help us find our next brilliant team member than the people who already know and love working here? Our Refer a Friend scheme rewards you for introducing great people to our team. Recommend someone you think would be a fantastic fit, and if they're successfully recruited and meet the qualifying criteria, you'll receive a referral bonus as our way of saying thank you. After all, great teams are built by great people – and great people tend to know a few!



PARTIES & EVENTS

At Little Pips, community is at the heart of what we do. Inspired by the Reggio Emilia approach, we believe in building strong relationships – not just with the children in our care, but with our team, families and wider community too. Throughout the year, there are plenty of opportunities to come together, celebrate and have some fun. From regular staff socials and our Christmas celebration, to our family bonfire event and annual summer fair, there's always something in the calendar to look forward to. Some events are just for our team to let their hair down, while others bring colleagues, children, families and our wider community together. It's about celebrating our successes, making memories and creating a genuine sense of belonging. Because Little Pips isn't just somewhere you work – it's a community you're part of. ❤️



PRIVATE HEALTHCARE

Our team can access Benenden Health at a great-value monthly membership rate, providing additional healthcare support including 24/7 GP and mental health helplines, physiotherapy and access to private healthcare services.

Extra peace of mind when it comes to looking after your health.



EMPLOYEE ASSISTANCE PROGRAMME

Life doesn't stop when the working day ends, and sometimes we all need a little extra support. Our team have access to the award-winning Help@hand from Unum, providing a range of health, wellbeing and practical support for you and eligible members of your family.

From 24/7 remote GP appointments and mental health support to physiotherapy, medical second opinions and lifestyle coaching. Support for you, at work, at home and when life happens.





Personal Development



KEEP LEARNING, KEEP GROWING



At Little Pips, we believe there's always something new to learn. Whether you're working towards your level 3, learning to work towards your professional development, we want to help you get there. We support and guide you while you learn, develop and gain qualifications alongside your role, giving you opportunities to take your career in the direction that is right for you. Your development: Your goals. We'll support you along the way.



NEVER STOP LEARNING



At Little Pips, professional development is about much more than completing mandatory training. We want our team to follow their interests, explore their passions and keep developing as practitioners. That might include attending a local training day, completing online courses, visiting other inspiring settings or taking part in specialist training. As a setting inspired by the Reggio Emilia approach, we invest in opportunities for our team to deepen our understanding of the importance of new ideas and bring that inspiration back to Little Pips. From training and education to settings across the UK to the incredible opportunity to travel internationally too, we want learning and development to be something our team can genuinely get excited about. Learn: Be inspired. Bring it back. Grow together.



DEVELOP YOUR PEDAGOGY



We want every practitioner to have the opportunity to deepen their knowledge, develop their pedagogy and discover the areas of improvement that exist. Whether that's developing expertise through Read Write Inc. phonics training, taking part in the Maths Champions programme, or exploring outdoor learning through Forest School training and opportunities, we invest in specialist development that you can bring back into your everyday practice. Explore your interests. Develop your pedagogy. Inspire our children.





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