



Cherry Childcare



## Generous Holiday Allowance

We all need a bit of downtime so at Cherry Childcare we make it easy for you to have time with family, friends or just some me time!

*Everyone\* gets 28 days paid holiday, including bank holidays and between Christmas and the New Year.*

After three years' service, anyone on the minimum holiday allowance will receive an additional days holiday.

- ★ On promotion to Room Leader/Caterer, you will receive an additional day's annual leave from the standard.
  - ★ On promotion to Assistant Manager, you will receive two extra days of annual leave from the standard.
  - ★ On promotion to Manager, you will receive three additional days of annual leave from the standard.
- Long service benefits.

- ★ After five years' service, holiday allowance increases by one day a year to a maximum of 5 days.
- ★ After 15 years' service, holiday allowance increases by one additional day.
- ★ After 20 years' service, holiday allowance increases by one additional day.

*\*For part-time staff, this is pro-rata.*

## Our Values

*Our values represent core behaviours in how we treat you and how you should treat others:*

**Belonging** – working together and feeling valued

**Achievement** – making a positive contribution

**Collaboration** – working as a team and helping each other achieve our goals

**Respect** – everyone is unique, and should be treated in the way we would want to be treated ourselves

**Empowerment** – giving you the ability to make decisions



# Birthday Day Off

If your birthday falls on a working day, you can have the day off!

## Compassionate Leave



Unfortunate circumstances can happen to any of us at any time. That's why at Cherry Childcare we support you when you need us.

In addition to annual leave, we provide leave for compassionate reasons:

- Immediate family – child – 2 weeks
- Immediate family – up to 1 week
- Other family – up to 3 days

## Discretionary Sick Pay

Even a superhero can have an off day and need a bit of TLC.

The company can provide additional days for those that are signed off sick. Subject to a minimum of three years' service, discretionary days are capped at five days in any rolling 12-month period. Even more after 10 years service.

## Pension

Even superhero's have to retire at some point. We contribute towards a workplace pension for all team members in line with government guidelines.

## Time Back and Paid Overtime

As a team we need to support each other and sometimes we all need to do a few extra hours.

We offer time back and paid overtime for those occasions where we need you for those extra hours!

## SUPERHERO Rewards

Even Superhero's need a pat on the back and a thank you for their hard work and commitment.

All team members are eligible for our rolling rewards programme "Superhero Rewards". In partnership with Red Letter Days, you could win or accumulate rewards to use for a day out or experience of your choice.

Annually we also have our Awards evening. This is a great opportunity for us all to meet up and reward those superheroes who have gone the extra mile over the year, those who have been nominated by our parents, long service and plenty more!

## Refer a Superhero Bonus

You know the other superheroes out there, and we offer a £500 referral bonus for any Early Years Educator as a thank you if they join our team.



## Wellbeing app

Alongside our Employee Assistance Programme is our Health Assured wellbeing app providing help and support for health and general wellbeing.

## Healthcare

After five years of service, you will be invited to our Health Cash Plan, which helps you and your dependants with the costs of essential healthcare such as dentistry, glasses, and other health.

## Lunch

Superhero's need energy and our on-site caterers cook fresh, nutritious meals for children and nursery teams every day. Refreshments available all day!

## Flexible Working

We embrace flexible working and understand how this can support lifestyles.

## Staff Childcare

To help our superhero's with young astronauts, princesses, wizards, childcare is discounted by over 50%.

## Free Uniform

The company provides uniform/allowance towards uniform costs.

## Employee Assistance Programme

Free access, 24 hours a day, seven days a week, to our Employee helpline supporting you with any personal challenges you may face.

## In House Training Programme

We have an extensive range of training programmes delivered at our training centre and online, covering essential childcare through to leadership,

## External Training

To complement our in house training, we have partnered with NoodleNow to extend the range and accessibility of our development and learning journey.

## Pathway

From the moment you join Cherry Childcare, you are on our Pathway development programme. At Cherry Childcare we recognise everyone is unique. Pathway gives you the training and coaching for you to help to reach your goals.