



Staff Pack

Pay, Perks and Benefits



WORKING AT MUDDY BOOTS

At Muddy Boots, we strongly believe that the key to a happy nursery is a happy team. A team full of people from all walks of life that are highly valued, well-known as individuals and encouraged to bring their uniqueness to deliver great childcare every day.

Through tight-knit teams, regular feedback through 1:1s and peer observations, weekly happiness meetings and much more, we work hard to ensure that people love working at Muddy Boots, feel able to talk about what matters, and have plenty of opportunities to grow and develop both personally and professionally.

With clear objectives and key measurables, we clarify what success looks like at Muddy Boots, then support the team to achieve that success - making a difference in children's lives (and enjoy doing so), every single day!

In the next few pages, we aim to lay out Pay Scales, Bonuses, Perks and Benefits available to every single member of the Muddy Boots team.



**Pay at
Muddy Boots**

muddy
boots

2024 - 25 Pay Rates (Effective from 01/04/24)

At Muddy Boots, we aspire to be the most sought-after nurseries in Yorkshire, not just for families, but for staff as well. Part of that is paying salaries that compete in the sector and reflects the incredible job we do every day. Our pay rates will increase to the following as of 01 April 2024

ROLE	BAND 1 (p/h)	BAND 2 (p/h)	BAND 3 (p/h)
Nursery Manager	£14.15	£14.90	£15.65
Deputy Manager	£12.70	£13.20	£13.70
Office Manager	£12.20	£12.55	£12.90
Room Leader	£12.25	£12.45	£12.65
Deputy Room Leader	£11.80	£12.00	£12.20
EYT	£12.10	£12.35	£12.60
Educator	£11.55	£11.75	£11.95
Educator (Unqualified)	£11.45	£11.55	£11.65
Educator (18-20)	£11.25	£11.45	£11.65
Educator (Unqualified 18-20)	£11.00	£11.20	£11.40
Apprentice	£7.00	£9.00	£11.00
Chef	£12.30	£12.55	£12.80
Cleaner	£11.60	£11.60	£11.60
Senco Uplift	20p	20p	20p
Third-in-charge Uplift	10p	10p	10p



Meetings at Muddy Boots



2024-25 meeting patterns (with additional paid hours)

At Muddy Boots all additional meetings are paid as part of your monthly salary, with the hours calculated for the full year then split over 12 months. Here is how it will look:

Management & Leadership (Manager, Deputy, Room Leaders, Deputy Room Leaders & EYT)

MEETING	QUANTITY	DURATION (IN HOURS)	TOTAL HOURS PER YEAR
Staff Meetings	8	1	8
Reno Day	1	4	4
Open Day	1	3	3
Friday Pulse Meetings	8	15 min	2
Total hours per Year			17
Hours paid per month			1.42

Office Managers

MEETING	QUANTITY	DURATION (IN HOURS)	TOTAL HOURS PER YEAR
Reno Day	1	4	4
Open Day	1	3	3
Total hours per Year			7
Hours paid per month			0.58

Educators

MEETING	QUANTITY	DURATION (IN HOURS)	TOTAL HOURS PER YEAR
Staff Meetings	8	1	8
Reno Day	1	4	4
Open Day	1	3	3
Friday Pulse Meetings	8	15 min	2
Total hours per Year			17
Hours paid per month			1.42

Chefs

MEETING	QUANTITY	DURATION (IN HOURS)	TOTAL HOURS PER YEAR
Reno Day	1	4	4
Open Day	1	3	3
Total hours per Year			7
Hours paid per month			0.58



2024 Meeting Calendar

The meetings listed in your additional paid hours section will be booked at each setting, but will fall on the following months:

	STAFF MEETINGS	RENO DAYS	OPEN DAYS
January	✓		
February	✓		
March			✓
April	✓	✓	
May			
June	✓		
July	✓		
August			
September	✓	✓	
October	✓		
November	✓		
December			✓



A photograph of a child's playroom. In the foreground, a large teal circle contains the text "Core team benefits". The background shows a wooden bookshelf filled with children's books, including "The Tiger Who Came to Tea", "CRAFFS CUT DANCE", "HARRY and GOING TO NURSERY", and "One TED FALLS". To the right, there is a white sink and cabinet with a wicker basket on top. A dinosaur play area is visible in the lower left, and a tea set is on a patterned mat on the floor. Hanging clothes are visible in the upper part of the image.

Core team benefits



4 DAY WORK WEEK (OUR FULL TIME)

You may have heard, four days is the new five! It's no news to us, because our full-time team members have always worked over four days rather than five, ensuring every one has an extra day of rest and relaxation every week!

PART TIME WORKING

We also offer part time shifts where we can, which are payable at exactly the same hourly rate as our full time roles.

BANK STAFF

For practitioners looking for a shift pattern which is more fluid and works around their changing weekly availability, we also have a team of bank staff who are paid hourly.

HOLIDAY DAYS

We believe time off is essential, so ensure all our team have ample holiday days to enjoy (5.6 weeks holiday per year). We also reward long-standing team members with extra holiday days - starting at 2 years served.

PENSION

At Muddy Boots, our entire team are auto-enrolled into a work placed pension, which we also contribute to every month.





MATERNITY PAY

We are all about family, especially our teams! We now offer enhanced maternity, paternity, adoption and shared parental leave pay for all team members after 2 years of continuous service.

	Up to 2 years service	2 years service
Maternity	Week 1-6 = 90% Week 7-39 = SMP	Week 1-6 = 90% Week 7-26 = 50% Week 27-39 = SMP
Paternity	2 weeks: SPP	2 weeks: Full Pay
Adoption Pay	Week 1-6 = 90% Week 7-39 = SMP	Week 1-6 = 90% Week 7-26 = 50% Week 27-39 = SMP
Shared Parental Leave	Up to 37 weeks = ShPP	First 24 weeks = 50% pay Following 13 weeks = ShPP



A sensory play station featuring a wooden archway. Hanging from the arch are several cards with illustrations and text: 'better' (with a person holding their head), 'angry' (with a person holding their head), and 'what' (with a person holding a telephone). There are also decorative items like a silver triangle, a string of beads, and a string of musical notes. The background is decorated with patterned fabrics, including a black and white zigzag pattern, a red and black checkered pattern, and a black and white animal print pattern. The floor is covered with a grey and white checkered rug, and there are various toys and objects scattered around, including silver ornaments, a book titled 'Hello, Bugs!' with a bee illustration, and a small black and white patterned object.

Team Perks



WIDER WALLET

Wider Wallet is a lifestyle discount product, which everyone of our team members have access to. It's an online discount portal that facilitates a whole bunch of discounts on everyday purchases, all done by downloading vouchers, claiming cashback with suppliers, utilising online discounts, and reloadable gift cards.

These include:

- Between 3%-4.5% at Asda, Morrisons, Sainsbury's and Tesco (using a top-up giftcard)
- Between 3%-7% at Argos, B&Q, Curry's, H&M, Ikea and Halfords
- Travel discounts at Hotel.com, Jet2 & Tui
- Eat out discounts at Pizza Express, Wagamama and Just Eat
- Up to 20% discount at Alton Towers, Legoland, and Chessington World of Adventures

For more information, head to www.widerwallet.com/how-does-it-work



EAP SCHEME (EMPLOYEE ASSISTANCE PROGRAMME)

We are really excited to announce that we have now added an EAP scheme to team perks, which gives every team member access to a massive amount of help with physical & mental health.

Through the scheme, you will be able to access the following:

- A 24/7 helpline, with access to trained counsellors, legal or financial advisors, a team of nurses (for advice on menopause support etc.) and much more.
- One to one counselling, with 6 sessions paid for by us per issue you are facing, which can be arranged to start within three days of needing them, either in person, via Zoom or over the phone.
- Access to 30 different cognitive behavioural therapy programmes
- Life & leadership coaching on topics such as communication, resilience, diet, and sleep patterns.
- Access to online health portal, where you can track your mood, steps, water intake and diet, as well as accessing breathing exercises, meditation, recipes and fitness programmes.





STAFF TREATS

We love our team. They go above and beyond on a regular basis and we reward them as much as we can. To do so, we have a shelf stacked full of sweet treats and little gifts which are given to anyone making an extra special difference, nominated by anyone in the team



CHILDCARE DISCOUNT

We are all about family... especially yours! If you have a little one yourself, we discount their nursery place so they can come to work with you without the full financial pressure. The discounts are as follows:

Management: 60%

Leadership: 50%

Educators: 40%



REFER A FRIEND GIFT

We love anyone who recommends us to their friends and family, so much that we purchase them an English Heritage membership for them and their family! This very much includes our team, so when you recommend to your friends, expect your present in the post.



RECRUITMENT BONUS

We also think that the best recruiters in the business are our team, as they have the best idea of the kind of person who would fit well. We reward anyone who recruits their friend, with a £250 (full-time) or £150 (part-time) bonus if we hire someone you recommend (after they have been with us three months)



PARTIES & EVENTS

We think teams that work together should also get to play together! When Christmas roles around, as well as any other opportunities to celebrate, we ensure all of our team have an opportunity to let their hair down and toast their success

A close-up photograph of a child's hands playing with mud in a red bucket. The child is using a metal spoon to scoop up a portion of the dark brown mud. In the background, another hand holds a metal cup filled with mud. The scene is set against a vibrant red background, likely the interior of a bucket. The overall atmosphere is one of playful exploration and sensory learning.

Working at Muddy Boots



FRIDAY PULSE

Team happiness is absolutely key to us! So key in fact, that we have incorporated a system called Friday Pulse into our weekly life at Muddy Boots.

Every Friday our entire team get the opportunity to share their happiness level, as well as thanks, frustrations, celebrations and ideas, all via the click of a few buttons on their phone. That information is then gathered up and discussed by the teams each week, working together to solve issues that are causing unhappiness, and creating a Muddy Boots which is the best possible place to work for everyone who calls it home.



FREE LUNCHES, TEA & SNACKS

One thing you need working with young children is energy, and an abundance of it! To keep you topped up and fully fuelled throughout the day, anyone can order a free hot lunch (or cold tea) prepared fresh by our on-site chef, as well as snacks, tea and coffee available throughout the day.



FREE UNIFORM

We don't want choosing what to dress in to be a stress in the morning, as well as an unneeded financial pressure, so we supply all our team with a free uniform, including a waterproof coat, a hoody and two t-shirts.



FREE ON-SITE PARKING

Driving to work? Your parking is covered on-site.
Coming on a bike? You can safely lock it up straight outside the door!



DISCRETIONARY LEAVE

Life can be tough sometimes, throwing unexpected and difficult twists and turns. To do our bit to help our team navigate bereavements, family illness, wellbeing and any other personal challenges they are facing, Muddy Boots offer up to 5 days leave (depending on individual circumstance)



HARDSHIP FUND

In addition to our discretionary leave, if the difficult and unexpected situation is financial, our team can submit a confidential loan application to request up to £300, which is paid back out their wage once the situation is resolved.



EMERGENCY CHILDCARE

As far as availability allows, we offer all our team members with nursery-aged children 5 back-up childcare days in our nurseries, to be used for an emergency or unavoidable appointment



**Personal
development**



STUDY TOWARDS QUALIFICATIONS, PAID FOR BY MUDDY BOOTS

At Muddy Boots we will fund your study to get you to the next level of qualification. We believe in 'constantly learning' – and want to give everyone the opportunity to do so! This includes:

- Level 3 - Early Years Educator
- Level 4 and 5 - Children and Young People Management/Advanced Practice
- Level 6 - EYT



ACCESS TO TRAINING

Anyone interested in furthering their skills or following a childcare passion – we encourage and pay for access to relevant courses and training opportunities. This includes (but isn't limited to) the following areas:

- Senco
- Special educational needs
- Safeguarding
- In the moment planning
- Loose parts
- Enabling environments
- Continuous provision
- Behaviour that challenges
- Speech and language



PERSONAL DEVELOPMENT FUND

We believe in personal development as well as professional! At Muddy Boots, we have a personal development fund, which team members can apply for to help pay for the development of a hobby or passion. All we ask in return is for them to bring that passion or hobby into their room as an exciting activity for the children to try (where appropriate!)



FREE BOOKS

One of our key values is 'Aspiration' – people that love to learn are our kind of people! We are passionate about reading and encourage everyone to do so – take your pick from the Muddy Boots reading list and we'll buy you a copy – there are books on topics like Team Work, Self-Leadership, Communication and Personal Development.

As Dr Seuss puts it, *"The more that you read, the more things that you'll know, The more that you learn, the more places you'll go!"*