



Employee Benefits

Success should be shared!

We believe it is important to support, reward and celebrate our amazing people. We want to equip you to be able to thrive, both in work and personally. By bringing out the best in everyone we know that we can deliver outstanding education and care to our families everyday. Being part of the Kido family means that you can access these benefits.

100% Free Childcare

If you have a child who is nursery age they can join a Kido Nursery **completely free of charge***

This is an incredible benefit that we truly believe makes our nurseries different. It builds an amazing community in the team and it makes our **nurseries feel like home!**

**subject to availability and accessible for the hours you work.*



Generous Holiday Allowance

Working in a nursery can be demanding and needs lots of energy, so we know how important it is for you to **rest and recharge your batteries.**

- If you're joining our nursery teams you'll get 28 days off (including bank holidays).
- If you're joining us as a manager, or in our hub team, you'll get 33 days off (including bank holidays).

As an **extra bonus** - your holiday allowance increases the longer that you've been with us. Every year you'll get an extra day off from us, up to a maximum of 38 days *(including bank holidays)*.



Happy Birthday from Kido

If your birthday falls on a **working day you'll get an extra day off!** You'll also receive a **gift from us** through the **Perkbox app** to help you celebrate.



Excellent Career Development

We are committed to helping you on your own personal journey wherever your ambitions lie. You might be at the start of your journey towards achieving a qualification, or looking to progress into management and beyond. We'll support you with **mentoring, personal coaching, support and encouragement.**

We always advertise our vacancies internally first, which means that you could even join the hub team one day working in **marketing, finance, training, people, operations** or something we haven't even thought of yet!



Work Hard and Have Fun!

We never miss an opportunity to **celebrate success.** We hold an **annual awards event and a summer party** to give you the chance to meet and train with everyone across all of the nurseries. Every manager has their own reward and recognition budget for staff meetings, competitions and socials. We all work hard together, it's **important that we all have fun too!**



Keeping Fit, Healthy and Happy!

We want to support you and help you to be the best version of yourself you can be. We have a **24/7 Employee Assistance Programme (EAP)** in place that you can reach out to completely confidentially. This includes giving you access to free, structured counseling sessions.

Our **Wellness Hub** gives you access to loads of online tutorials, classes and resources. There is something for everyone, whether you're looking for a **HITT workout, help sleeping, mindfulness or yoga.**

Cycle to work scheme - this scheme means that you can buy a bike and accessories through Kido. You can spread the costs, make **tax savings**, get fit and also save money on your normal commute!



Perks & Pounds

We offer a whopping **£500 referral bonus** when you let friends/family know about working at Kido! *

We'll give you a **Perkbox account** which includes **hundreds of discounts across retailers, restaurants, classes, utilities and entertainment.** We'll also top up your Perkbox wallet every month with points that you can spend on anything you want.

Hastee - we partner with Hastee, a clever app which gives you the ability to draw down some of your earnings part way through the month. This means that you don't have to wait until payday if you need financial help. Hastee also offers support with **managing your finances and financial education** tailored to you.

Interest free loan - If you need a season ticket, or something happens, we can **help with an interest free loan.** Repayable from your salary in monthly installments. **

Annual **performance related pay reviews** to recognise your achievements and commitment.



**50% paid when they start and 50% when they complete their probation.*

***you'll need to talk to the people team for a loan application form and T&C's.*