



# Explore Your Employee Benefits

## 70% off Childcare

If you have a nursery-aged child, we've got an exciting benefit for you! A massive **70% discount** on your **child's nursery fees** during the hours that you work.\* Say hello to a **brilliant benefit** that sets Kido nurseries apart.



## Increased Holiday Allowances

We understand the **energy and dedication** it takes to work in a nursery and your **wellbeing** is our top priority. **Time to rest and recharge**, whatever that means to you, is important. Your holiday allowances increase the longer that you've been with us, up to **30 days plus bank holidays**.



## Happy Birthday from Kido

If your **birthday** falls on a working day you'll get an **extra day off!** Take that extra day to indulge in your favourite activities, **celebrate** with loved ones, or just unwind.



## Keeping Fit, Healthy and Happy

Your wellbeing matters and we empower you to be the best version of you. We provide not just a completely confidential **employee assistance programme (EAP)** but access to our wellness hub too.

Our EAP provides a listening ear with **24/7 support** and provides services such as **counselling**. The **Kido wellness hub** provides you with endless instant access possibilities; from **HIIT workouts** to **peaceful mindfulness sessions** and **yoga classes**, we've got something for everyone.



The **Cycle to Work scheme** helps you pedal your way to fitness with spread out costs and tax savings on bikes and cycling accessories. Say goodbye to your regular commute and **hello to a healthier lifestyle!**

## Refer a Friend

We offer a huge **£500 referral bonus** to current colleagues when someone you know gets a **job at Kido** because you referred them.\*



## Grow your Skills

We've got your back wherever your ambitions lie. Whether you're just beginning your early years career, or are looking to progress into management, we are committed to **supporting you to achieve your goals** through **apprenticeships, qualifications** and on the job learning and experiences. **Mentoring, personal coaching**, and heaps of encouragement from your manager and the wider team await you!



## Get Promoted with Kido

We always advertise our vacancies internally first, which means that you could be the next Kido nursery manager or even join the hub team **working in marketing, finance, training, people, or operations**. Join us and who knows, you might pioneer a role we never even imagined!



## Work Hard, Play Hard

We know how to **celebrate success at Kido!** Join our epic summer party, the ultimate get-together where you'll meet and train with the entire Kido team. Each manager holds a **special reward and recognition budget** for staff meetings, competitions and unforgettable **social events** throughout the year. Your hard work and dedication is also celebrated through **annual performance-related pay reviews**.



## Discounts and Savings

Get ready for **perks and possibilities!** With your **Perkbox account**, you'll unlock **hundreds of discounts** from retailers and restaurants to classes, utilities and entertainment. But that's not all - each month we'll top up your Perkbox wallet with points giving you the **freedom to spend on whatever you want**.



## Extra Financial Support

Say goodbye to waiting for payday emergencies! Partnered with the **Hastee app**, we give you the ability to **access your earnings** part way through the month. Plus, Hastee **offers expert financial support** tailored just for you. Need some more financial support? Our **interest-free loan** has got you covered. Whether it's a season ticket or unexpected surprises, we're here to lend a helping hand, repayable from your salary in **manageable monthly instalments**.\*



\*Terms and Conditions apply