



# Elmscot Staff Benefits

## Increasing Holidays

*Holiday increase by 1 day per year following the 1<sup>st</sup> completed year of service to a maximum of 33 days inc BH.*

## Excellent Career Progression

*Regular appraisals and opportunities for career progression.*

## Free Lunch (Nursery & Holiday Club only)

*Request a lunch from the days menu free of charge saving £100's per year.*

## Exceptional Training

*Exceptional Mandatory training & financial support for vocational training.*

## Free Health Cash Plan Scheme

*A really valuable benefit – you and your children can claim cash back on everyday healthcare expenses such as dentist, opticians and physiotherapy*

## Discounted Childcare/Childcare Vouchers

*25% discount on childcare (50% at holiday club) as well as option to use salary sacrifice voucher scheme to save NI and Tax on childcare costs.*

## Pension Scheme

*NEST scheme within which the company will match Employee contributions Up to 3%.*



## **Annual Pay review**

*Ensuring you are always paid well for your role. Pay increases with qualifications, promotion and performance*

## **Outstanding Effort Bonus**

*Going the extra mile is recognised by parents & team members and staff can be chosen by the setting Manager to receive a pay bonus.*

## **Annual Elmscot Group Awards**

*Annual event to celebrate all the Group and individuals have achieved in the preceding 12 months.*