



# STAFF BENEFITS

## FROM DAY ONE



Childcare discount for up to 2 children while physically working – depending on role and age of child and operational costs the discount is from 25-50%. This can be accessed from your first day with Wise Owls. Subject to T&C's and operational costs.



Company pension dependent on earnings. Further information will be provided to you from Payroll if you meet the criteria.



If you are not entitled to receive a free flu vaccination, Wise Owls will cover the cost of this if you request this in advance and ensure your booking is made at a convenient time.



Refer a friend to work for Wise Owls and you could earn up to £1000 (subject to T&Cs and staff longevity)



Company events in Summer and at Christmas



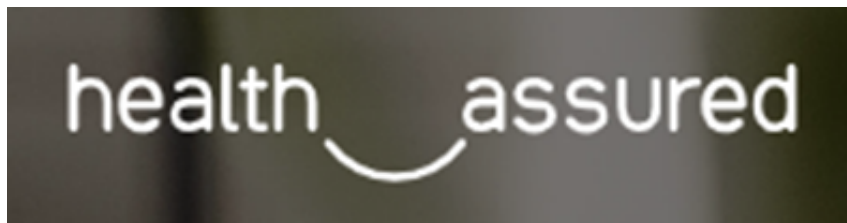
Free eye test every 2 years if you work on a computer (office staff/management) there is a budget for this and further details can be found in our Employee Handbook.



# STAFF BENEFITS

## AFTER PASSING PROBATION

Access to our wellness programme, Health Assured. The wellbeing of our employees is of paramount importance to Wise Owls and Health Assured offers a compassionate and supportive service to all.



## SERVICES AVAILABLE

- Life support: Access to counselling for emotional problems and a pathway to structured therapy sessions at your convenience.
- Legal information: For issues that cause anxiety or distress including debt management, consumer, property, or neighbour disputes.
  - Bereavement support: Health Assured offers qualified and experienced counsellors who can help with grief plus legal advisors to help with related legal matters.
- Medical information: Qualified nurses are on hand to offer support on a range of medical or health-related issues offering practical information and advice.
- Online CBT: We recognise the value of self-help tools in dealing with a range of issues, which is why we have a range of CBT self-help modules, informative fact sheets and invaluable advice videos from leading qualified counsellors

With this you have 'My healthy advantage app' which we will help put on your phone at the end of probation. The app includes Live chat and support, personalised news feed, weekly mood tracker, four-week plans, mini health checks and breathing techniques.

This can trigger and support before you know yourself you need help. It also can help catch you quickly which enables you to be supported quickly before anything gets out of hand.

# STAFF BENEFITS

## GYM MEMBERSHIP DISCOUNT

Dive into wellness at Nuffield Health. 20% off for employees who aren't covered by our business healthcare plan. Wise Owls employees will enjoy access to many of the 114 centres nationwide, depending on the primary gym they choose.



10% off Pure Gym Discount



## SERVICES AVAILABLE

With a seven-day free trial on offer too, they can try all these before they buy:  
State-of-the-art gym floors. Swimming pools and spa facilities.  
100s of group exercise classes including LES MILLS.  
Beauty suites at some venues.



## SERVICES AVAILABLE

Feel good with a Hussle Monthly+ pass. 33% off for employees who aren't covered by our business healthcare plan.  
Hussle helps your employees find a way to feel good that works for them and their lifestyle, without being tied down to one gym or routine.

## EDENRED SHOPPING DISCOUNTS

Access to Edenred Shopping discounts – hundreds of discounts across well-known retail brands across supermarkets, electricals & tech, shopping, travel and leisure, entertainment, food and drink, home and garden, health and fitness, motor. This great benefit saves you ££ on all of your daily essentials!





# STAFF BENEFITS

## WOW MOMENT REWARDS

Each department is given a budget for WOW moments for staff. These will be little treats, anything from a box of chocolates to say well done, to a spa experience to say you're amazing! We celebrate staff achievements and want to recognise the great work you are all doing.

*'I cant believe you got me such a personal gift it was so thoughtful and caring and something I cant wait to do.' (Tickets to an event)*

*'My girls are going to be beside themselves, I am so grateful we would never have done this without your generous thought and it will last a lifetime memory.' (Tickets to an event)*

*'Sending us for a cream tea was a special moment for us both thank you for seeing me.'*

*'Thank you for my coffee voucher, I really needed it the other day and you saw that.'*

*'Thank you for my wellness pack, everything you sent me made me cry with joy, you cared and saw me tickled with flowers and chocolates to make me smile, your caring way is so Wise Owls.'*

*'Taking me for a special meal with you was time that I will always value we spent time together and it was nice and relaxing thank you.'*

*'Thank you for the gift voucher. I will treat myself to something I would not normally get.'*

*'Thank you for my pot of jam, it was the tastiest I have ever had and makes me now have my breakfast each and every day like a good girl!'*



# STAFF BENEFITS

## AFTER 1 YEAR OF LOYALTY

### SICK PAY

We will top up your SSP to cover sick pay of up to 5 days annually subject to Terms & Conditions

## AFTER 2 YEARS OF LOYALTY

### PRIVATE MEDICAL COVER

Private medical cover for Managers, Deputies & Room Managers. Private medical cover will provide treatment and support to look after you as quickly as possible.

### SABBATICAL

You can request a sabbatical after you have been employed for 2 years

## AFTER 5 YEARS OF LOYALTY

### PRIVATE MEDICAL COVER

Private medical cover for all roles within the company. Private medical cover will provide treatment and support to look after you as quickly as possible.

### TRIP TO TALK ABOUT

Launched in 2023, if you remain with the company for 5 years from now and work in a full time childcare role, you will have up to two weeks additional paid leave to experience a fun 'bucket list' experience that gives you learning opportunities to share with our little people about your experience. We will give you up to £1000 towards this adventure so that you can really do something amazing!

So, if you started employment with Wise Owls Childcare in a full time role prior to 2023 this reward will come into effect from 2028, if you were employed in 2023 this reward will come into effect in 2029 and so on.

## AFTER 10 YEARS OF LOYALTY

Enjoy a complimentary meal out with the Directors of the company



# ANNUAL LEAVE ENTITLEMENT

Annual leave entitlements (full time equivalent). We understand that working in childcare is lots of fun but also very energetic work and we all need time to rest and recoup so we can perform at our very best at work.

LOYALTY LADDER	ANNUAL LEAVE ENTITLEMENT
FIRST DAY OF EMPLOYMENT	28 days practitioners 30 days management
2ND WORK ANNIVERSARY	29 days practitioners 31 days management
3RD WORK ANNIVERSARY	30 days practitioners 32 days management
4TH WORK ANNIVERSARY	31 days practitioners 33 days management
5TH WORK ANNIVERSARY	32 days practitioners 35 days management

You are required to book your annual leave in January each year for the year. You are required to take the period over Christmas as annual leave and any bank holidays that fall on your work days. If by 1st February you have not booked all of your leave entitlement, the rest of your leave will be spread evenly throughout the year to ensure you get the respite you need and so that we have adequate cover at the nursery for you. These can be changed if the day you wish to take is available but we may not be able to guarantee this due to staff ratios. Annual leave is assessed at a site level to ensure other staff are available to look after your key children and ensure that your workload is managed.