



# Shooting Stars Nurseries

## Pay Plus Benefits Package

A thriving team is the beating heart of a thriving nursery, with each individual working together as a team and making a valuable contribution to benefit the children. To recognise and reward this contribution, we have put together an attractive package of financial, professional and well-being benefits for our Team Members.

### Work Life Balance

Working with children is more than just child's play. It is very rewarding but can also be intense and tiring sometimes. We recognise the importance of work life balance, to enable you to spend time outside of work recharging your batteries, spending time with your family, studying or pursuing personal interests.

We now offer our Practitioners a choice of working patterns based around what works for their lifestyle and other commitments. Our nurseries are open Monday to Friday, 7.30am – 6pm, excluding Bank Holidays (Shooting Stars Worcester is closed between Christmas and New Year).



Full Time 40 in 5 – The traditional 40 hours spread over 5 days, in shifts between 7.30am and 6pm.



Full Time 40 in 4 – The traditional 40 hours spread over 4 longer days, giving you a whole extra day off each week.



Part Time & Job Shares – We offer Part Time roles and accommodate Job Shares wherever possible.



Term Time Only – A limited number of Term Time Only roles may be offered to meet fluctuating demand during Term Times.



Relief team – The ultimate flexible contract, enabling you to keep your hours flexible.



Overtime is often available, perfect for when you want some extra hours and pay.



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## Featured role: Nursery Support Practitioner

Our 7 Group settings have joined together to offer a new role, Nursery Support Practitioner, in response to increased and dynamic staffing demands. Nursery Support Practitioners are happy to travel, responding flexibly to meet the staffing needs of any nursery within the Shooting Stars group, offering 'floating' cover for staff absence due to sickness or annual leave.



Full or Part Time



Mileage expenses & travel time paid



Highly respected and valued role



Access to professional and social network of over 200 Practitioners



Shooting Stars Pay and Benefits package included as standard



Offers variety, flexibility and challenge

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## So... What's In It For You?

### The 'Everyone Matters' Bonus

We offer a company-wide annual bonus scheme to motivate and reward our hardworking Team Members. We believe that every role within the company is important and we want each Team Member to feel valued.



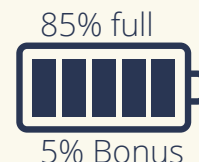
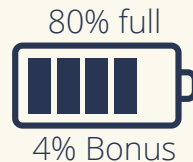
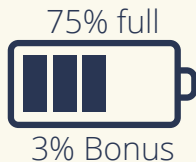
That's why we called it the 'Everyone Matters' Bonus Scheme. We believe that every Team Member in every role has the ability to influence the success of the nursery by continued commitment to being the very best they can be at their job. So when everyone contributes to the success of the nursery, we believe that everyone should benefit from that success too!



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## How the Everyone Matters Bonus is calculated

The bonus is a percentage of each individual's pay. ALL team members at ALL levels and in ALL roles are automatically included and assessed on a monthly basis. The achievement of the bonus is based on nursery 'occupancy' (how full the nursery is).



## Refer a Friend Bonus



We offer up to £500 as a thank you for each referral which results in a Level 3 Qualified Practitioner joining the Shooting Stars team. Your friend gets a welcome bonus too! (Both payable after 3 months of successful employment).

## Welcome Bonus



We are currently welcoming each new Team Member with a £500 bonus, payable 3 months after joining our team, to say thank you for choosing Shooting Stars.

## Holiday



**0-4 years' service:** 20 days holiday per year, plus 8 bank holidays  
(total 28 days per year)



**5-9 years' service:** An additional 2 days annual holiday  
(total 28+2 = 30 days per year)



**10 years+:** Another additional 2 days annual holiday  
(total 28+2+2 = 32 days per year)



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## Annual Pay and Benefits Review



We re-assess our pay scales and package of benefits annually to ensure we offer our Team Members competitive and fair rewards for their hard work and dedication.

## Compassionate Leave



We understand that sometimes you may need to take time off unexpectedly to deal with an adverse life event. You can discuss this with your Manager, who will also be able to listen and offer support too.

## Workplace Pension



Our work-place pension, in partnership with NEST, helps our Team Members to save for their future. We auto-enrol you and contribute towards your pension pot, in line with government guidelines. You can access your NEST account online to view your pension pot or make additional contributions.



# Shooting Stars Nurseries Pay Plus Benefits Package

## Professional Development

At Shooting Stars we are always seeking to attract and retain the best talent. Once you're part of our organisation, we support and empower you to take control of your own professional development journey. So whether you want to specialise in a certain area, have leadership aspirations or simply want to be the very best Practitioner you can be, we are here to help you to reach your potential.

## Professional Development Plan (PDP)



Each Team Member has a bespoke Professional Development Plan, to enable autonomy over their career progress. With support and guidance from your Manager, you will set goals and review your performance regularly in order to make progress through your PDP.

## A Growth Mindset



We have steady but ambitious growth plans as an organisation, and we are always on the lookout for perfect new locations with the potential to become the next Shooting Stars nursery. As we develop and grow as an organisation, we encourage our existing Team Members to grow with us and support them to explore any opportunity to take on a new challenge.



New roles within Shooting Stars Nurseries are advertised internally as well as externally to give our existing Team Members the opportunity to progress in their career with us when a vacancy or promotion arises. If you fancy a change of scenery, we will always try our very best to accommodate any internal transfers to other Shooting Stars settings.



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## Featured Team Member: Nursery Manager, Helen



*"I started my Shooting Stars journey in 2010 as a Preschool Nursery Practitioner at Stourbridge before being promoted to Room Leader. I was then offered Deputy Manager (maternity cover) at the Wolverhampton nursery, before transferring to Bromsgrove as Deputy Manager in 2016 when it opened its doors. I was promoted to Nursery Manager at Bromsgrove in 2021.*

*Shooting Stars has always given me the support I need to take the next steps in my career, whether that be enabling a move 'sideways' or 'upwards' or simply helping me to be the best I can be in my role. Shooting Stars has also always offered training in important and interesting areas including Promoting Positive Behaviour, Sign-along, English as an Additional Language and Strong Leadership to name but a few! I have recently completed an inspiring Mental Health First Aid training course too."*

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## We Love Learning

Shooting Stars provides a supportive environment, encouraging continuous learning and development and presenting exciting training opportunities. With a blend of face-to-face external courses, in-house delivery, online training and on-the-job coaching, we ensure you have the confidence to apply what you learn to improve your daily practice.

## Shooting Stars Foundation Certificate



Our comprehensive induction and onboarding programme gives you the essential skills and confidence you need to shine in your new role.

## On-the-job Coaching and Mentoring



Right from day one, your Manager, Room Leader and colleagues will provide coaching and support daily. High quality interactions and regular supervisions mean you experience high levels of job satisfaction and deeper experiential learning.



# Shooting Stars Nurseries Pay Plus Benefits Package

## In-House Training



We are proud of our unique '5 Star' pedagogy, outlining the Shooting Stars approach to the curriculum, developed and delivered in-house.

## External and Accredited Training



We offer access to a range of funded training courses including, but not limited to: Level 2 and Level 3 Early Years Apprenticeships, Local Authority SENCO training, Paediatric First Aid, Food Hygiene and Designated Safeguarding Lead, alongside a range of interesting and varied CPD options.

## Career direction



We have focused pathways for those wishing to up-skill themselves in specialist areas, such as Team Wellbeing, Special Educational Needs, Behaviour Management and Leadership. Speak to your Manager to explore the options and see where your career aspirations can lead you within Shooting Stars.

## Apprenticeships



We invest in our future while investing in yours, developing talent within our settings through our fully funded Apprenticeship Programme. We foster close links with colleges too to attract the best new talent into the industry and into our organisation.



# Shooting Stars Nurseries Pay Plus Benefits Package

## Family Matters

### Childcare Discount



Team Members are entitled to a generous childcare discount of 50% to make it easier to return to work after taking parental leave.

### Emergency childcare



We offer all team members with nursery-aged children backup childcare days for use in an emergency, subject to availability.

## Pregnancy



We respect that every pregnancy journey is different, so as well as paid time off for routine pregnancy appointments, we support Team Members who may be experiencing complications, difficulties or miscarriage.

## Little Extras

### Uniform



When joining Shooting Stars, we provide 2 branded t-shirts plus a branded hoodie or fleece, and we cover the cost of annual replacement. Any extra uniform is available to purchase at any time and is very reasonably priced.

### DBS check



If you aren't already subscribed to the update service, we will cover the cost of a new DBS check when you join us.





# Shooting Stars Nurseries Pay Plus Benefits Package

## Team Break Out Room



We provide a dedicated, relaxing environment for you to enjoy some calm on your well-earned break and re-charge your batteries.

## Free Refreshments



We provide a variety of flavoured teas, hot drinks and fruit juice in the Team Break Out Room, plus a breakfast/snack station to make sure everyone is fuelled and raring to go! We like to order in treats for staff meetings too.

## Celebrations

It's no secret that we're a sociable bunch and love to get together, whether it's a quick huddle before work, a chat over coffee at lunch time or on a team social.

## Christmas Meal



The festive period is a truly magical time of year at nursery, and the team receives £25 per head to share a meal out together to celebrate.

## Company Party

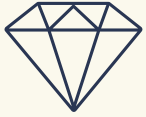


To recognise the passion and commitment of our team, we host a whole company annual party. It's an evening of dinner, drinks and dancing 'til late, with the option to reserve a room for the night too if you'd like to stay over. And the best part is, it's all totally free! Cheers!



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## Monthly G.E.M Awards



Every month, we invite feedback and nominations for our G.E.M awards, to recognise a special Team Member for Going the Extra Mile. The winner can expect a little treat, a big 'well done' from the Manager and the admiration of parents and fellow colleagues too!

## Annual Company Awards



Our prestigious Annual Company Awards recognise and reward the special attributes and skills of the Team Members who make our Nursery community so special. Awards for each setting include Employee of the Year, Rising Star, Parents' Choice, Colleagues' Choice and 5/10 Year Loyalty Awards. Winners can expect a framed certificate, a gift and some bubbly to enjoy.

## Wellbeing Focus

We understand that everyone has their own issues to deal with both at work and outside of work. Sometimes the stresses of life make things challenging, you may have suffered a bereavement or you may have come up against a problem that you feel you can't overcome. But help and support is available.

***"Happy, thriving practitioners = Happy flourishing children"***

## Wellbeing Champions



Our teams each nominate a colleague who embodies the important role of encouraging mental wellbeing within their team alongside the Nursery Manager, so there is always a non-judgemental ear available if you need to chat.

## Mental Health First Aid Training



We have provided valuable Mental Health First Aid training for all of our Nursery Managers and Wellbeing Champions, to give them the skills they need to provide support to each and every Team Member, with the aim of improving and maintaining mental wellness.



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## Employee Assistance Programme



As a Shooting Stars Team Member you have access to a free, professional 24/7 confidential support service from Health Assured to help you through difficult times, via phone or the app. There's also a wealth of helpful mental and physical health information available via the app too.

## We're All Ears



Through our Team Clinics, we ensure that each Team Member has the opportunity for their voice to be heard directly by senior decision-makers. Team Clinics are scheduled yet informal meetings where colleagues can give vital feedback, make suggestions or address any personal or professional concerns with the Company Owner/Director.

## Join Our Team Today

If you're still reading, we hope that means you'd like to join our team! There are several ways you can get in touch to find out more or apply.

## Search and Apply Online



All available roles are available to view on **Indeed.co.uk** via the Careers page of our website. You can apply quickly and easily online.

## Send Us Your CV



Or you can simply send your CV and covering letter to **careers@myshootingstars.com** and we can e-mail an application form back to you.

## Give us a Call



If you'd like to chat to the Nursery Manager to find out more before applying, visit the Contact Us page and call your preferred Shooting Stars Nursery.