



PlayPais



PlayPais  
CHILDCARE LIMITED  
EMPLOYEE  
BENEFITS

2023 - 2024

# YOUR PLAY PALS

## *your benefits*

### **Play Pals Employee Benefits**

As an employer we want to thank our employees for their hard work and commitment by giving them the opportunity to access a range of exclusive rewards and benefits.

From your birthday day off to a range of wellbeing support, to an employee benefits - what we offer at PLAY PALS is much more than just a payslip. Here are the fantastic rewards and benefits available for our employees:



#### *Apprenticeships*

We have access to a number of apprenticeship courses for continuous professional development.



#### *Birthday Celebration*

We want to celebrate your day by providing an additional days annual leave for your birthday (pro rata for part time / term time employees)



#### *Employee Recognition*

Play Pals recognises our employees in a number of ways on a regular basis and we encourage all colleagues to support and encourage one another in the same way. From small gestures of thanks to on occasion e.g. termly/annual basis, employee recognition events.



#### *Employee Assistance Programme*

Confidential service supporting a range of items including, counselling, stress intervention, support services including family related issues, bereavement, stress, financial and legal to name but a few.



#### *Flexible Working*

All employees are eligible to apply for flexible working.



#### *Winter Flu Vaccination Programme*

We offer free flu vaccinations on an annual basis to all employees.



#### *Free on-site parking*

Employees have access to free car parking across all of our sites.



### *Access to Office 365*

All employees have free access to Office 365, and a dedicated ICT Support Team to assist with any ICT related queries.



### *Incremental Progression (Associate Employees)*

Following successful performance management associate staff should expect their salary to increase by one spinal column point until they reach the top of their grade.



### *Pension Scheme*

Employees are automatically opted into the Pension Scheme. Employees may opt out by contacting the HR Officer on 01942 834000.



### *Paid Mileage for Business Travel*

Employees are able to claim mileage for business travel if required to undertake pre-approved business travel within the working day.



### *Opportunities to Learn & grow*

A range of training and learning opportunities to support you in your career at Play Pals.

*Opportunities for career progression and secondment.*



### *Professional Learning & Development*

Through professional learning and development sessions and performance management appraisal process.

### *Play Pals Childcare Discount*

We understand the raising costs of childcare, so we offer all staff a 20% discount at all Play Pals Nurseries and Wrap Around Care settings



### *Opportunities to Shape and Innovate*

Regular engagement sessions and ways to feedback so that your voice is heard and valued, and your ideas are acted upon.

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## *Supporting Attendance*

Using our new sickness management framework.

## SUPPORT

## *Supportive Staff and Manager*

Induction guiding you through your new role ensuring you feel welcomed, understand our values and the way we work.



## *Tax-free Childcare Government Scheme*

You can claim up to £500 every 3 months (up to £2,000 a year) for each of your children to help with the costs of childcare. You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both.



## *Special Leave*

Special leave can be granted in certain circumstances with approval from the Area Manager.



## *Working Pattern*

Structured working pattern with a two week break in October (for term time staff).



## *Mental Health First Aider*

We have a trained Mental Health First Aider who is accessible and able to offer support. All conversations are confidential and not shared.



## *Well-Being Champions*

We have recruited a number of champions across the organisation to listen, support and signpost you to relevant services.



## *Parcel Delivery to Nursery/School*

We understand how difficult it can be especially during the festive periods to ensure you receive your parcels. Our Offices are happy to accept your parcel deliveries and you are able to collect from the office.



# PLAY PALS

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