PLAY PALS
Childcare Limited

Play Pals
Employee Benefits





Contents

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:

Professional Development and Career 04

Financial and Workplace Benefits 06

Health & Wellbeing 08

Family and Childcare 10

Work Life Balance 12

Supportive Culture 14

Professional Development and Career

Apprenticeships
Access to a range of apprenticeship courses to support continuous professional development.

01

Opportunities to Learn & Grow
Training and learning opportunities to support your career at Play Pals, including opportunities for career progression and secondment.

02

Professional Learning & Development
Professional learning and development opportunities through training sessions and the performance management appraisal process.

03

Employee Recognition
Play Pals recognises and celebrates employees in a number of ways throughout the year, from small gestures of thanks to termly and annual recognition events.

04

Opportunities to Shape and Innovate
Regular engagement sessions and opportunities to provide feedback, share ideas and influence the organisation.

05

Financial and Workplace Benefits



Pension Scheme

Employees are automatically enrolled into the Pension Scheme upon appointment.

06



Free On Site Parking

Free car parking is available across all Play Pals sites.

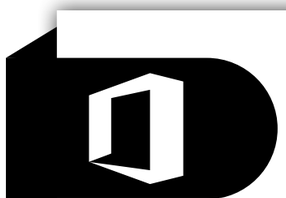
07



Paid Mileage for Business Travel

Employees can claim mileage for pre approved business travel undertaken within the working day.

08



Access to Office 365

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

09



Incremental Progression

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.

10

Health and Wellbeing

EAP

Employee Assistance Programme

Confidential support covering a range of areas, including counselling, stress intervention, family related issues, bereavement, financial and legal support.

11

Wellness Day

An additional day of leave to focus on your own wellbeing, rest and recuperation.

15

Winter Flu Vaccination Programme

Free annual flu vaccinations for all employees.

12

Supporting Attendance

Support through our sickness management framework.

16

Mental Health First Aider

Access to a trained Mental Health First Aider who can provide confidential support.

13

Birthday Celebration

An additional day's annual leave for your birthday, pro rata for part time and term time employees.

17

Well Being Champions

Wellbeing Champions across the organisation to listen, support and signpost colleagues to relevant services.

14

Family and Childcare

Play Pals Childcare Discount
25% discount on nursery fees and free wrap around care for Play Pals employees.

18

Tax Free Childcare Government Scheme
You can claim up to £500 every three months, up to £2,000 per year, for each child towards childcare costs, subject to eligibility.

19

Special Leave
Special leave may be granted in certain circumstances with approval from your Line Manager.

20

Parcel Delivery to Nursery/School
Our offices are happy to accept parcel deliveries on your behalf, allowing you to collect your parcels from the office.

21

Work Life Balance

Flexible Working
All employees are eligible to apply for flexible working.

22

Working Pattern
A structured working pattern with a two week break in October for term time staff.

23

Supportive Culture

Supportive Staff & Manager

Induction to help you feel welcomed, understand your role, our values and the way we work.

24

