

N Benefits & Pay Rates 2025

Flexi Bank Team



For dreams of all sizes

n.
family
club

N Flexi Bank Benefits 2025

At N Family, we believe flexibility is key. Our Nursery Flexi Bank roles are designed for individuals who want to shape their work around their life. Whether you're looking for a few hours a day or up to 40 hours a week, you can work as much or as little as your schedule allows—on a day-to-day or week-to-week basis.

No matter how often you work, you're an important part of the N Family and this is why we have a benefit package shaped for you!

For those who want to take the next step, our permanent roles come with a range of additional benefits, designed to make your journey with us even more rewarding. Learn more about our permanent benefits [here](#).

Wellbeing



Lunch & drinks

Our on-site chefs cook fresh and nutritious meals for our nursery teams every day, and we've also got tea and coffee for you to help yourself to.



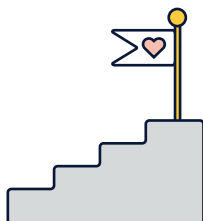
Nursery benefits

All our bank team members benefit from being exempt from our nursery joining & acceptance fees.



Wellbeing week

Our team members' wellbeing is front and center of everything we do at N, every day of the week. Once a year we extend that even further with a special Wellbeing Week offering a variety of virtual sessions, activities, wellbeing resources and treats for all to enjoy.



Assistance programme

Sometimes life can be tough. All N team members are signed up to our Employee Assistance Programme, which offers online and face to face counseling, citizens advice and wellbeing support.

Insight Timer

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We are committed to supporting the wellbeing of our team. This is why we offer access to Insight Timer, a leading meditation app that includes a variety of guided meditations, mindfulness practices, and sleep-related content.



Mental health first aiders

We understand that sometimes our team members face health challenges that aren't immediately visible. To support them and make sure there's always help on hand, we have fully-trained mental health first aiders across a variety of sites and roles within N.



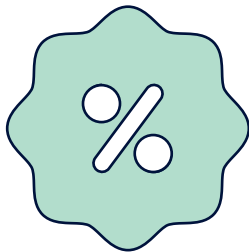
Winter Party & Summer BBQ

We are a high performing team and we love celebrating each other's successes, as well as our own. We host a company BBQ in the Summer and dance the night away at our Annual Winter Party. You can expect karaoke, N's got talent and more!



Emergency Childcare

Childcare emergency? We have got you covered! To support our team members with nursery-aged children, we offer 6 back-up childcare days at any of our nurseries, subject to availability.



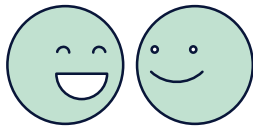
Team Discounts

Discover exclusive team discounts through Each Person's platform, providing incredible savings on groceries, retail therapy, outings, cinema, trips and more. Elevate your wellbeing and enjoy an average annual saving of £2000!

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Bonuses

We believe everyone should be part of where we're going – and be rewarded for helping us get there. That's why we've created a bonus structure that celebrates our successes, and motivates our teams to deliver at the highest level.



Refer-a-friend Bonus

Our team are our greatest ambassadors, and we offer a £1000 referral bonus as a thank you to team members and N alumni who refer a friend to join the N Team. (£100 for Flexi Bank team).



Refer-a-site Bonus

Exploring new nursery sites is a key aspect of our growth strategy. As a token of appreciation for our team's contribution, we offer a £2000 bonus to team members who refer potential nursery sites.

N Flexi Bank Job Levels 2025

Our Nursery Flexi Bank is for people who need a casual role that works around other life commitments. Whether you have caring responsibilities, are a student, or simply want to top up your earnings alongside another job, then our nursery flexi bank can offer you the casual flexibility that you need.

Our nurseries are open five days a week and our flexi bank of talented people are ready to support as and when required, on a day-to-day and week-to-week basis. Whether you're a qualified or unqualified Educator, a Chef or a Housekeeper, we have plenty of shifts available to fit around your schedule.

At N, all salaries are significantly above the market average and are banded against role type and level. Your hourly pay will be reviewed every year along with the rest of the company to make sure you are always being paid the most competitive rates.

Position	Minimum Hourly rate	Maximum Hourly rate
Range A		
Flexi Bank Assistant Educator (Unq)	£12.84	£13.08
Flexi Bank Educator (L2)	£13.59	£14.11
Flexi Bank Educator (L3)	£14.36	£14.88
Flexi Bank Educator (L5+)	£15.13	£15.65
Flexi Bank Chef	£13.85	£17.96
Flexi Bank Housekeeper	£12.70	£12.83
Range B		
Flexi Bank Assistant Educator (Unq)	£12.22	£12.32
Flexi Bank Educator (L2)	£12.38	£13.34
Flexi Bank Educator (L3)	£13.34	£14.36
Flexi Bank Educator (L5+)	£14.11	£14.88
Flexi Bank Chef	£12.97	£16.93
Flexi Bank Housekeeper	£12.27	£12.31
Range C		
Flexi Bank Assistant Educator (Unq)	£12.21	£12.21
Flexi Bank Educator (L2)	£12.24	£12.50
Flexi Bank Educator (L3)	£12.67	£13.26
Flexi Bank Educator (L5+)	£13.25	£13.34
Flexi Bank Chef	£12.24	£13.80
Flexi Bank Housekeeper	£12.22	£12.27

n. family club

NURSERY & PRESCHOOL

For dreams
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