

The background of the slide is a repeating pattern of light grey hedgehog silhouettes, each facing right. The silhouettes are stylized with short, vertical lines representing quills.

# *Hedgehogs Hoo Early Years*

*Salary & Benefits Package  
2026*

# Welcome to Hedgehogs Early Years

All our Hedgehogs settings share the same ethos and vision for the children in our care.

***'Confident, independent children learning through play, exploring and discovering every day'***

By using natural and authentic resources, all of our settings are a home from home for our little learners fostering a sense of awe and wonder, intrigue and discovery.

We are committed to taking learning beyond the four walls of the Nursery and out into our local community increasing the children's cultural capital and natural curiosity about the world around us.

Children are invited to take part in daily cookery, helping to make their own meals whilst learning lifelong skills such as chopping, grating and pouring.



# Hedgehogs Family Tree



Cleaner	Assistant (unqualified)	Apprentice
Early Years Practitioner (Level 2/3)	Early Years Educator (Level 3)	Senco
Room Leader	Deputy Leader	Setting Leader
Area Manager	Director	Central Office





# A journey with Hedgehogs...

## Apprenticeship

*At Hedgehogs, we believe in getting it right from the very beginning! We are passionate about ensuring all Practitioners working with young children have the breadth of knowledge and experience required to become outstanding Teachers and Carers.*

*We offer Apprenticeship Schemes at all of our settings, opening the door for people to gain a recognised qualification in Early Years and a lifelong career in Childcare and Education. As part of the scheme, you will be registered to one of our training providers and have an experienced in-setting mentor who will be there to guide and support you on a daily basis, whilst also gaining valuable skills by learning on the job.*

*You will benefit from attending monthly Hedgehogs Apprenticeship Support Sessions which cover a wide range of child development knowledge, as well as being given time to engage in professional reflection and discussion, along with social events with other Apprentices across the Hedgehogs Group.*

## Early Years Educator / Practitioner

*As a qualified Practitioner at Hedgehogs, you are a Key Person, a Carer and a Teacher to children at a crucial time in their learning journey. What makes our settings a great place to be are the teams who care, motivate, inspire, and teach the children every day.*

*As a Hedgehogs Educator/Practitioner, you will be involved in using our treasure trove of real and authentic resources to set up invitations and provocations for learning to give children that magical sense of awe and wonder.*

*A fundamental part of being a fantastic Practitioner is the ability to get down to a child's level and engage in responsive and meaningful play along with a secure understanding of child development, enabling you to successfully identify gaps in children's knowledge to plan purposeful learning opportunities and bridge these gaps, helping to ensure every child reaches their fullest potential.*

## Leadership

*At Hedgehogs, we believe the teaching, learning and basic care needs of the children deserve to be led and managed by knowledgeable and inspirational Leaders. This belief is just one of the strands that make up our bespoke Recipe for Excellence in Early Years.*

*As a Leader working with us, you can expect to be offered opportunities to participate in exciting pedagogical research projects, attend informative group Leadership Meetings every term and to be offered a range of tailored Leadership Support Sessions from our experienced Senior Leadership Team to meet the needs of your individual setting.*

*If you join our team, we pledge to invest time in your well-being, learning and professional growth which is underpinned by our belief that every person has inherent potential, is valuable, resourceful and can make a meaningful contribution to the children and families who use our services.*



# Hedgehogs Hoo - Salary Payscales

## JOB ROLE

### SALARY RANGE

*(Term Time)*

	MIN	AVE
Apprentice	£13,952.00	£15,696.00
Assistant	£18,922.40	£22,672.00
Practitioner - Level 2	£18,922.40	£23,456.80
Practitioner - Level 3	£18,922.40	£23,892.80
Senior Practitioner	£18,922.40	£24,154.40
Room Leader	£22,515.04	£24,503.20
Deputy Leader	£24,764.80	£27,380.80
Setting Leader	£28,252.80	£29,996.80
Area Manager	£34,880.00	£39,240.00

*\*salary examples above are based on 40 hours per week over 38 weeks plus 5.6 weeks holiday pay*

### SALARY RANGE

*(All Year Round)*

	MIN	AVE
Apprentice	£16,640.00	£18,720.00
Assistant	£22,568.00	£27,040.00
Practitioner - Level 2	£22,568.00	£27,976.00
Practitioner - Level 3	£22,568.00	£28,496.00
Senior Practitioner	£22,568.00	£28,808.00
Room Leader	£26,852.80	£29,224.00
Deputy Leader	£29,536.00	£32,656.00
Setting Leader	£33,696.00	£35,776.00
Area Manager	£41,600.00	£46,800.00

*\*salary examples above are based on 40 hours per week, all year round*

### HOURLY RATE

	MIN	AVE
Apprentice	£8.00	£9.00
Assistant	£10.85	£13.00
Practitioner - Level 2	£10.85	£13.45
Practitioner - Level 3	£10.85	£13.70
Senior Practitioner	£10.85	£13.85
Room Leader	£12.91	£14.05
Deputy Leader	£14.20	£15.70
Setting Leader	£16.20	£17.20
Area Manager	£20.00	£22.50

# Rewards & Benefits at Hoo

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Enhanced rates of pay due to semi-rural location

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£100 Welcome Bonus - enhanced for semi-rural setting\*

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£100 Gift voucher for 'Employee of the Year Award'

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25% Staff discount on childcare fees

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Christmas closure, increasing holiday entitlement & bonus awards for long service

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Termly celebration for 'Employee of the Term Award'

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£100 Staff Referral Bonus - awarded for recommending a friend\*

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Membership of Hedgehogs EAP Scheme & Discounts Package

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Hedgehogs Lottery – monthly prize draw\*

*\* Following a successful probationary period and subject to terms and conditions*



# Hedgehogs Award Celebrations

## 'Employee of the Term' & 'Employee of the Year'



  
**Hedgehogs**  
Early Years