

Helpdesk Report: Nursery Roles

by

Incomes Data Research

October 2021

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

Any queries relating to this report should be directed to:

t: +44 (0) 1702 669549

e: marketdata@incomesdataresearch.co.uk

Incomes Data Research Limited. Registered in England & Wales. Company No. 09327550.
Registered address: 71-75 Shelton Street, London WC2H 9JQ

Correspondence address: Incomes Data Research, The Studio, The Old Gasworks, 43 Progress Road, Leigh on Sea, Essex SS9 5PR

Contents

1. Introduction	4
2. Market salary data	4
2.1. Market data	4
2.1.1. Official earnings data.....	4
2.1.2. NHS data	5
2.1.3. IDR data	6

1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Nursery Assistant
- Nursery Nurse
- Deputy Nursery Manager
- Nursery Manager

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time nursery roles.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2020. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2020

Description	Code ²	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
Scotland, Nursery nurses and assistants	6121	10	£20,623	2.8	£19,873	1.2
Scotland, Child and early years officers	3233	x	£21,793	-2.6	£24,264	1.9

Source: Table 14.7a, ASHE 2020.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

The table below outlines the pay band nursery roles are typically employed on in the NHS and the current salary range for Scotland.

Role	NHS pay band	Minimum salary £pa (Scotland)	Maximum salary £pa (Scotland)
Nursery Assistant	Band 2	£18,600	£20,606
Nursery Nurse (NVQ2)	Band 3	£20,700	£22,594
Nursery Nurse (NVQ3)	Band 4	£22,700	£24,973
Deputy Nursery Manager	Band 5	£25,100	£31,649

¹Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

²Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.³

Nursery roles, whole economy³

	Lower quartile	Median	Upper quartile	Average
Level 4 – Nursery Assistant	£20,530	£22,178	£23,708	£22,130
Level 6 – Nursery Lead/Manager	-	£37,822	-	£37,609

Source: IDR Pay Benchmarker.

³ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.