



GRADE STRUCTURE

GRADE ONE

ASSISTANT PLAYWORKER

- ✓ SELF EMPLOYED
- ✗ CONTRACTED

CAN ASSIST

*16 - 17 YEAR OLDS

GRADE TWO

ASSISTANT PLAYWORKER

- ✓ SELF EMPLOYED
- ✗ CONTRACTED

CAN ASSIST

*18 - 20 YEAR OLDS

GRADE THREE

JUNIOR PLAYWORKER

- ✓ SELF EMPLOYED
- ✗ CONTRACTED

CAN FACILITATE SMALL GROUP SESSIONS

*18 - 20 YEAR OLDS

GRADE FOUR

INTERMEDIATE PLAYWORKER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

CAN LEAD SMALL GROUP SESSIONS

*18 - 20 YEAR OLDS

GRADE FIVE

SENIOR PLAYWORKER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

CAN LEAD LARGE GROUP SESSIONS

18+ YEARS

GRADE SIX

JUNIOR SITE LEADER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

TT WRAPAROUND = SITE LEAD 0-20

HOLIDAY CAMPS = DEPUTY

GRADE SEVEN

INTERMEDIATE SITE LEADER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

TT WRAPAROUND = SITE LEAD 20-40

HOLIDAY CAMPS = SITE LEAD 0-20

GRADE EIGHT

SENIOR SITE LEADER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

TT WRAPAROUND = SITE LEAD 40-60

HOLIDAY CAMPS = SITE LEAD 20-45

GRADE NINE

MASTER SITE LEADER

- ✓ SELF EMPLOYED
- ✓ CONTRACTED

TT WRAPAROUND = SITE LEAD 60+

HOLIDAY CAMPS = SITE LEAD 45+

RATES OF PAY

Your hourly rate of pay will vary dependent on your grade & whether you are a self employed or contracted team member. For self employed team members your rate will also vary depending on the type of session. These rates are shown on the next page.

WHAT WILL I BE PAID PER SESSION?

Number Of Hours On Sling Shift x Relevant Hourly Rate = Total Rate For Session

Included within your session on Sling:

- The timings on Sling are the hours that you are expected to be on site, this may include time for setup before the official session start time.
- For longer sessions, unpaid breaks will be deducted from the total time

EXAMPLE

- You are working at a camp 7:30am – 4pm as a Self Employed Grade 4 Playworker.
- You have a 30 minute unpaid break for lunch.
- In total, you are scheduled to work for 8 hours.
- You invoice £14.75 per hour so will be paid **£118.00**

TIME  7:30 AM - 4:00 PM • 8h • 30 min break (GMT)

WHY ARE THE RATES DIFFERENT FOR CONTRACTED & SELF EMPLOYED TEAM MEMBERS?

Contracted staff have a slightly lower hourly rate as there are additional paid benefits on top of your hourly rate for you as an employee. This includes employer tax contributions & statutory sick pay. Generally you will also have more hours and are also guaranteed a minimum number of hours which you will be paid each week.

WHAT ABOUT TRAVEL?

For contracted staff, you are entitled to claim travel expenses on top of your hourly rate as per the conditions in your contract.

For self employed team members, you can claim a fixed flat rate for extended travel on top of your rate of pay for the session, these rates can be found on the following page.

CONTRACTED RATES

GRADE	GRADES 1-3	GRADE FOUR	GRADE FIVE	GRADE SIX	GRADE SEVEN	GRADE EIGHT	GRADE NINE
Hourly Rate EXCLUDING HOLIDAY	N/A	£11.90	£12.71	£13.33	£13.85	£14.38	£14.90
Hourly Rate INCLUDING HOLIDAY*	N/A	£13.34	£14.24	£14.94	£15.52	£16.12	£16.70

*Your hourly rate includes a 12.07% holiday pay uplift, meaning you are paid for leave as you work rather than when time off is taken.

SELF EMPLOYED RATES

GRADE ONE	GRADE TWO	GRADE THREE	GRADE FOUR	GRADE FIVE	GRADE SIX	GRADE SEVEN	GRADE EIGHT	GRADE NINE
£11.50	£13.00	£14.00	£14.75	£15.50	£16.25	£17.25	£18.50	£19.50

SPECIALIST RATES

Some sessions* fall under the "specialist" category they will be **tagged** on your shift on Sling. These are not paid according to your grade but at a set rate per hour as shown below.

*Swimming is included within the specialist rate.

TAG: Specialist - £20 Per Hour



ADDITIONAL TRAVEL

This is the journey time from your home address to the session. It is one payment for the return journey & isn't to be applied each way. These timings are decided by the journey time stated on Google Maps by car.

Over 20 Minutes	Over 30 Minutes	Over 40 Minutes
+ £3	+ £7	+ £11

CROSS GROUP RATES OF PAY

If you deliver sessions cross-group (within uSports or uReach), you will be paid a pre-agreed rate for that specific session, which may be higher or lower than your standard uKids rate but will always meet or exceed the statutory National Minimum Wage.

WHAT WE DO

WRAPAROUND CLUBS

Breakfast & After School Clubs to unwind and socialise during term time at primary schools.

HOLIDAY CAMPS

Action-packed, multi-activity holiday camps running during the school holidays.

Delivering high-energy, adult-led activities is a core part of our framework, particularly at holiday camps. However, our strongest team members know how to seamlessly balance this structure by **curating spaces for independent play**. The best team members utilise resources, space, and equipment so effectively that children don't always require constant adult direction to stay occupied. By setting up fun, engaging, and age-relevant environments, they allow the setup itself to become the inspiration, ensuring children can confidently explore, create, and lead their own adventures.

THE 5 PILLARS

These pillars are designed to ensure that we cater to every child's individual interests, skills, and energy levels. The 5 pillars are split into two pathways with staff specialising in one or both of these areas: **Creative & Active**.

THE CREATIVE PATHWAY

- **Crazy Crafts:** Embrace your inner artist! Children are encouraged to set their creativity free with a diverse range of arts and crafts activities.
- **Brain Busters:** Get those brains working! This pillar focuses on cognition games and problem-solving challenges, featuring LEGO building tasks, interactive quizzes, science experiments, and engaging board games.

THE ACTIVE PATHWAY

- **Operation Outdoors:** Explore the great outdoors! We take full advantage of our environments by leading children on immersive nature trails, scavenger hunts and outdoor playground adventures.
- **Super Sports:** Active, inclusive, and high-energy! Children get to try out a wide range of different sports and physical activities, including games like Tag Rugby, Soft Archery, Football & Hockey.
- **Massive Moments:** Holiday Camps Only. These are our large-scale, exhilarating activities. They feature site-specific highlights such as inflatable obstacle courses or combat archery.

MASSIVE MOMENTS

BRAIN BUSTERS

OPERATION OUTDOORS

CRAZY CRAFTS

SUPER SPORTS

EXPECTATIONS FOR ALL GRADES

There are a number of expectations which we have of team members across all grades. If you are not meeting these general expectations, you will not be able to increase your grade & your current grade could also be reduced.

ALL TEAM MEMBERS MUST

- Accept sessions on Sling and respond to the operational team in a timely manner
- Always complete incident, accident & safeguarding forms when required
- Not be late to sessions
 - You arrive at the setting at the start of your shift on Sling to allow you time to prepare before the start of your official session start time.
- Always follow the uKids Dress Code
- Actively & regularly attend relevant training sessions to support development
 - Increased attendance at training sessions will increase the likelihood of a grade increase at all grade levels
- Send in their invoices correctly and on time
- Look after uKids kit & equipment which they are using

HOW TO CHANGE YOUR GRADE

In the senior team, we are always actively looking to progress people in the business and regularly review everyone's grades. If you feel that you should be at a higher grade, contact a member of the senior team but we hope to have already spotted your development before this!

NOTE: Your grade can also decrease if you are no longer meeting the general expectations or the grade specific expectations. This would be discussed with you.

WIGGLE ROOM ALLOWANCES

- Just because you don't do it, doesn't mean you wouldn't be able to given the right circumstance. You may be able to move to a higher grade even if you aren't delivering all of the expected session types
 - For example, you may be a very experienced playworker who could lead a club but there may not be any current site lead opportunities available. You could still be eligible to be a Grade 6.

GRADE ONE

ASSISTANT PLAYWORKER

16 - 17 YEARS ONLY

CAN ASSIST

SELF EMPLOYED ONLY

SESSION & PILLAR EXPECTATIONS

- Proactively assisting lead playworkers and Site Managers at sessions. Your energy and support allow the wraparound or holiday camp session to run efficiently.
- Gaining exposure to basic delivery across both Activity and Creative sessions.
- Learning how to monitor free-play environments safely without disrupting the children's natural play flow.

RELATIONSHIP EXPECTATIONS

- Learning as many children's names as possible.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Actively engaging in polite conversations with setting/school staff when arriving on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Knowing who the Designated Safeguarding Lead (DSL) on site is.
- Awareness of key policies and procedures.

AWARENESS OF BONUS SCHEMES

- No related expectations at this grade

GRADE TWO

ASSISTANT PLAYWORKER

18 - 20 YEARS ONLY

CAN ASSIST

SELF EMPLOYED ONLY

SESSION & PILLAR EXPECTATIONS

- **Confidently** assisting lead playworkers and Site Managers at sessions. Your energy and support allow the wraparound or holiday camp session to run efficiently.
- **Beginning to specialise as an entry-level Creative Lead or Activity Lead.**
- **Actively assisting the Site Leader in setting out resources to trigger organic, child-led play zones.**

RELATIONSHIP EXPECTATIONS

- Learning as many children's names as possible.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Actively engaging in polite conversations with setting/school staff when arriving on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Knowing who the Designated Safeguarding Lead (DSL) on site is.
- Awareness of key policies and procedures.

AWARENESS OF BONUS SCHEMES

- No related expectations at this grade

GRADE THREE

JUNIOR PLAYWORKER

18 - 20 YEARS ONLY

CAN FACILITATE SMALL GROUPS OF CHILDREN

SELF EMPLOYED ONLY

SESSION & PILLAR EXPECTATIONS

- Able to comfortably facilitate play in either the Creative Lead OR Activity Lead pathway.
- Beginning to utilise site resources to design age-relevant free-play setups that keep children independently occupied without requiring heavy adult intervention.

RELATIONSHIP EXPECTATIONS

- Learning as many children's names as possible.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Actively engaging in polite conversations with setting/school staff when arriving on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Knowing who the Designated Safeguarding Lead (DSL) on site is.
- Awareness of key policies and procedures.

AWARENESS OF BONUS SCHEMES

AWARE OF:

- Team Member Referral Bonus
- Team Member of The Month Bonus
- Google Review Bonus

GRADE FOUR

INTERMEDIATE PLAYWORKER

18 - 20 YEARS ONLY

CAN LEAD SMALL GROUPS OF CHILDREN

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Leading small group sessions in adult-led activities.
- **Highly competent** in either the Creative Lead OR Activity Lead pathway.
- **Demonstrating clear competence** in creating rich, resource-heavy environments where children are instantly occupied and self-directed, seamlessly stepping in only to facilitate or enhance their play when invited.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- **Provide basic feedback** to parents regarding their child's engagement at pick up.
- Actively engaging in polite conversations with setting/school staff when arriving on site.

OFSTED & COMPLIANCE

EXPECTATIONS

- Knowing who the Designated Safeguarding Lead (DSL) on site is.
- **Strong understanding** of key policies and procedures.

AWARENESS OF BONUS SCHEMES

ACTIVELY FOCUSING ON:

- Team Member Referral Bonus
- Team Member of The Month Bonus
- Google Review Bonus

GRADE FIVE

SENIOR PLAYWORKER

18+ YEARS

CAN LEAD LARGE GROUPS OF CHILDREN

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Leading **large** group sessions in adult-led activities.
- **Dual competency in both the Creative Lead AND Activity Lead pathway.**
- **Acting as a vibrant role model for junior team members.**
- Demonstrating clear competence in creating rich, resource-heavy environments where children are instantly occupied and self-directed, seamlessly stepping in only to facilitate or enhance their play when invited.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Provide **detailed** feedback to parents regarding their child's engagement at pick up.
- Actively engaging in polite conversations with setting/school staff when arriving on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Knowing who the Designated Safeguarding Lead (DSL) on site is.
- **Strong understanding** of key policies and procedures.

AWARENESS OF BONUS SCHEMES ACTIVELY FOCUSING ON:

- Team Member Referral Bonus
- Team Member of The Month Bonus

GOING ABOVE & BEYOND:

- Google Review Bonus

GRADE SIX

JUNIOR SITE LEADER

18+ YEARS

WRAPAROUND SITE LEAD 0-20 CHILDREN HOLIDAY CAMPS DEPUTY

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Leading large group sessions in adult-led activities.
- Dual competency in both the Creative Lead AND Activity Lead pathway.
- Acting as a vibrant role model and provide direction for junior team members.
- Supporting site staff to ensure they are actively facilitating independent play environments rather than over-directing children.
- Ensure timetables are followed at all times.
- Oversee the safe preparation and serving of food at wraparound settings.
- You ensure all equipment is stored safely and neatly.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.

...RELATIONSHIP EXPECTATIONS

- Provide detailed feedback to parents regarding their child's engagement and address any challenges at pick up.
- Positive working relationship with setting/school staff when on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Act as the Designated Safeguarding Lead (DSL) on site.
- Strong understanding of key policies and procedures.
- Understanding of safeguarding escalation procedures to the group wide DSL.
- Clear understanding of the "Expectations of Each Role" document.
- Understanding of the required supervision ratios.
- Reliably complete all routine compliance checks.

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GRADE SIX

JUNIOR SITE LEADER

18+ YEARS

CONTINUED

WRAPAROUND SITE LEAD
0-20 CHILDREN
HOLIDAY CAMPS
DEPUTY

SELF EMPLOYED & CONTRACTED

FINCANCIAL EXPECTATIONS

- You notify the office team of any children who attend your session who are not on the register before allowing them to join the session.

AWARENESS OF BONUS SCHEMES

ACTIVELY FOCUSING ON:

- Team Member Referral Bonus
- Team Member of The Month Bonus

GOING ABOVE & BEYOND:

- Google Review Bonus

GRADE SEVEN

INTERMEDIATE SITE LEADER

18+ YEARS

WRAPAROUND SITE LEAD
20-40 CHILDREN
HOLIDAY CAMPS
0-20 CHILDREN

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Leading large group sessions in adult-led activities.
- Dual competency in both the Creative Lead AND Activity Lead pathway.
- Acting as a vibrant role model and provide direction for junior team members.
- Supporting site staff to ensure they are actively facilitating independent play environments rather than over-directing children.
- Ensure timetables are followed at all times.
- Oversee the safe preparation and serving of food at wraparound settings.
- You ensure all equipment is stored safely and neatly.
- Provide feedback to the uKids senior team regarding team member underperformance.
- You proactively share opportunities for site improvements and development with the operational team; e.g. identifying a need for new resources.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Provide detailed feedback to parents regarding their child's engagement and address any challenges at pick up.
- Proactive working relationship with setting/school staff when on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Act as the Designated Safeguarding Lead (DSL) on site.
- Strong understanding of key policies and procedures.
- Understanding of safeguarding escalation procedures to the group wide DSL.
- Clear understanding of the "Expectations of Each Role" document.

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GRADE SEVEN

INTERMEDIATE SITE LEADER

18+ YEARS

CONTINUED

WRAPAROUND SITE LEAD
20-40 CHILDREN
HOLIDAY CAMPS
0-20 CHILDREN

SELF EMPLOYED & CONTRACTED

...OFSTED & COMPLIANCE EXPECTATIONS

- Understanding of the required supervision ratios.
- Reliably complete all routine compliance checks.
- Capable of managing a visit from local authority advisors or answering routine compliance checks.

FINANCIAL EXPECTATIONS

- You notify the office team of any children who attend your session who are not on the register before allowing them to join the session.
- You maintain high booking numbers at your session.

AWARENESS OF BONUS SCHEMES

AWARE OF:

- Setting Upsell Bonus

ACTIVELY FOCUSING ON:

- Team Member Referral Bonus
- Team Member of The Month Bonus

GOING ABOVE & BEYOND:

- Google Review Bonus

GRADE EIGHT

SENIOR SITE LEADER

18+ YEARS

WRAPAROUND SITE LEAD 40-60 CHILDREN HOLIDAY CAMPS 20-45 CHILDREN

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Managing high-capacity, fast-paced provisions with multiple moving parts and staff teams.
- Dual competency in both the Creative Lead AND Activity Lead pathway.
- Acting as a vibrant role model and provide direction for your team.
- Supporting site staff to ensure they are actively facilitating independent play environments rather than over-directing children.
- Ensure timetables are followed at all times.
- Oversee the safe preparation and serving of food at wraparound settings.
- You ensure all equipment is stored safely and neatly.
- Provide feedback to the uKids senior team regarding team member underperformance & success.
- You proactively share opportunities for site improvements and development with the operational team; e.g. identifying a need for new resources.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- Provide detailed feedback to parents regarding their child's engagement and address any challenges at pick up.
- You are a key point of contact for setting/school staff when on site.

OFSTED & COMPLIANCE EXPECTATIONS

- Act as the Designated Safeguarding Lead (DSL) on site.
- Strong understanding of key policies and procedures.
- Understanding of safeguarding escalation procedures to the group wide DSL.
- Clear understanding of the "Expectations of Each Role" document.

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GRADE EIGHT

SENIOR SITE LEADER

18+ YEARS

CONTINUED

WRAPAROUND SITE LEAD
40-60 CHILDREN
HOLIDAY CAMPS
20-45 CHILDREN

SELF EMPLOYED & CONTRACTED

...OFSTED & COMPLIANCE EXPECTATIONS

- Understanding of the required supervision ratios.
- Reliably complete all routine compliance checks.
- Capable of managing a visit from local authority advisors or answering routine compliance checks.
- Supports internal quality and compliance audits across their provision.
- Strong knowledge of the Ofsted inspection framework and would be able to actively support a senior team member to pass an Ofsted inspection

FINANCIAL EXPECTATIONS

- You notify the office team of any children who attend your session who are not on the register before allowing them to join the session.
- You maintain high booking numbers at your session.
- You actively take on opportunities to increase booking numbers at your sessions.

AWARENESS OF BONUS SCHEMES

AWARE OF:

- Setting Upsell Bonus

GOING ABOVE & BEYOND:

- Google Review Bonus
- Team Member Referral Bonus
- Team Member of The Month Bonus

GRADE NINE

MASTER SITE LEADER

18+ YEARS

WRAPAROUND SITE LEAD
60+ CHILDREN
HOLIDAY CAMPS
45+ CHILDREN

SELF EMPLOYED & CONTRACTED

SESSION & PILLAR EXPECTATIONS

- Managing high-capacity, fast-paced provisions with multiple moving parts and staff teams **at our flagship sites.**
- Dual competency in both the Creative Lead AND Activity Lead pathway.
- **Actively contributes to and shapes company-wide best practices across Creative & Active pathways.**
- Acting as a vibrant role model and provide direction for **all team members.**
- Supporting site staff to ensure they are actively facilitating independent play environments rather than over-directing children.
- Ensure timetables are followed at all times.
- Oversee the safe preparation and serving of food at wraparound settings.
- You ensure all equipment is stored safely and neatly.
- Provide feedback to the uKids senior team regarding team member underperformance & success.

...SESSION & PILLAR EXPECTATIONS

- You proactively share opportunities for site improvements and development with the operational team; e.g. identifying a need for new resources.

RELATIONSHIP EXPECTATIONS

- You know the names of all regular children.
- Polite, welcoming demeanor to parents during drop-off/pick-up.
- **Handles immediate parent queries, feedback, or minor complaints on site with professionalism.**
- You are a key point of contact for setting/school staff when on site.

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GRADE NINE

MASTER SITE LEADER

18+ YEARS

CONTINUED

WRAPAROUND SITE LEAD
60+ CHILDREN
HOLIDAY CAMPS
45+ CHILDREN

SELF EMPLOYED & CONTRACTED

OFSTED & COMPLIANCE EXPECTATIONS

- Act as the Designated Safeguarding Lead (DSL) on site.
- Strong understanding of key policies and procedures.
- Understanding of safeguarding escalation procedures to the group wide DSL.
- Clear understanding of the "Expectations of Each Role" document.
- Understanding of the required supervision ratios.
- Reliably complete all routine compliance checks.
- Capable of managing a visit from local authority advisors or answering routine compliance checks.
- Supports internal quality and compliance audits across their provision.
- Strong knowledge of the Ofsted inspection framework and would be able to actively support a senior team member to pass an Ofsted inspection

FINANCIAL EXPECTATIONS

- You notify the office team of any children who attend your session who are not on the register before allowing them to join the session.
- You maintain high booking numbers at your session.
- You actively take on opportunities to increase booking numbers at your sessions.

AWARENESS OF BONUS SCHEMES

GOING ABOVE & BEYOND:

- Setting Upsell Bonus
- Google Review Bonus
- Team Member Referral Bonus
- Team Member of The Month Bonus
- Cultivating an on-site environment where your team members are regularly awarded Playworker of the Month or bringing in Google Reviews.