

Kido

International Nurseries & Preschools

UK | USA | CN | IND

kidoschools.com

Your Kido Development Journey



“A nursery can only truly thrive if its people are happy, fulfilled and valued”

Our Values

Our Listen, Learn and Lead company values are core to the decisions and actions we take as individuals and as a business. They are there for us to improve our behaviours, attitudes and actions in our day-to-day work.

Think about what points align most with you and why. What points do not align and how could you bring these into your work more?

Listen

- We actively listen to our children, making decisions and taking action with their **best interests at heart**.
- We actively **collaborate** with parents. We involve them in nursery life so that they know their children are in a loving, trusted and safe learning environment.
- We listen and **respect** each other, embracing our **diverse** and **inclusive** culture.

Learn

- We **inspire** our children with our **nurturing and fun** approach, ensuring that every experience is a learning opportunity.
- We learn through **feedback** from our families, recognising where we've done well and where we can strive for more.
- We embrace each moment as a chance to **grow and evolve**, taking action to **develop our skills, mindset and attitude**.

Lead

- We **pride** ourselves on being **positive role models** for the children.
- We lead all of our family engagement to be **outstanding in everything we do**.
- We **lead by example** for our teams, modelling the work ethic and behaviours we wish to see in others.





At the heart of everything we do at Kido is our belief in people — in your potential, your growth, and the impact you will have every day on the children in your care, the families you support and the colleagues you build teams with.

Every day, each of you plays a vital role in shaping lives. That's why at Kido we believe just as strongly in investing in your growth as we know you do in theirs.

Professional development isn't just about courses or qualifications, although we are proud to offer those, it's about discovering new ideas, stretching ourselves, and staying curious. Whether you're just starting out or stepping into leadership, learning is how we stay inspired, adaptable, and connected to our purpose.

I hope you'll discover our commitment to building a culture that champions learning. That could mean trying something new in your role, taking up formal training, stepping out of your comfort zone or simply having space and time to reflect and grow. Whatever form it takes, you'll have our full support.

We are strongest when we grow together. We promise to keep investing in you, learning with courage, leading with humility and building a future where everyone, children and adults alike, can thrive.

Catherine Stoneman
UK CEO



Hello, Salam, Hola, Bonjour, Herete, Niho, Namaste,

As the Head of People and Training, I am proud to be a part of the Kido family, where we are dedicated to enhancing the skills and knowledge of our people. My responsibility, along with my team, is to collaborate with all nurseries, offering development and training opportunities to ensure that you all feel confident in your abilities and are continuously improving to provide the best care and education for our children. We know that each learner is unique and has their own way of learning. We offer a variety of training options for you, including on-the-job, face-to-face, and virtual sessions to cater to all the different learning styles.

Whether you're just starting out on your journey, or looking to enhance your knowledge, you'll have access to a wealth of development opportunities.

I look forward to seeing you flourish!

Tez Razzaq
Head of People and Training

Routes into Early Years

There are several formal qualification options.

Apprenticeship levels 2, 3 and 5 - Full Time

- In partnership with a certified training provider
- 12-15 months
- 80% of the time spent on the job with an average of 6 hours a week off the job training given.
- Completed in your nursery

Early Years Teacher Status - Full Time

- In partnership with Best Practice Network and University of Greenwich.
- 12 months, completed alongside work hours
- For those who already hold a degree in an unrelated subject

A bonus of £500 is paid to everyone who completes a full and relevant early years qualification with us!

(50% on completion and 50% six months later!)



First Class Training Our Commitment

Our dedicated People and Quality Managers are committed to delivering the training vision for each nursery and supporting you on your personal development journey.

Training is delivered via in-person training days, on-the-job mentoring and 'leading by example' to demonstrate best practise.

Trainers take the time to get to know you on a personal level to understand your vision for your future. They will then work with you to put the right training and development routes in place to help you get there.



Inset Days - Twice A Year

Company-wide training, designed to engage people from every level of the business in a fun and inclusive way.

Everyone learns something valuable to take back to their setting or day job and it's a brilliant way to build trust and friendship across teams.

Noodlenow

Over 100+ bite-sized courses, accessible any time, covering a huge range of subjects.

Early Years Excellence

We pride ourselves on our enhanced approach to the EYFS.

To develop your understanding of different learning and teaching theories and ensure you can deliver the highest quality learning experience for our children – we provide the following training and upskilling opportunities:

- ✓ Understanding the EYFS
- ✓ Teaching STEM
- ✓ Floor Book training
- ✓ Kido Explorer Days
- ✓ Quality Teaching & Education
- ✓ Behaviour Management
- ✓ Ofsted Readiness
- ✓ Curriculum Developments
- ✓ Managing Assessments
- ✓ High Quality Observations



Core & Compliance

Our training programmes cover all regulatory requirements to ensure that safety – of our staff and children – is the highest priority, at all times.

We partner with Noodlenow and our local authorities to deliver the most up to date guidance and resources.

- ✓ DSL
- ✓ Fire Marshal
- ✓ Safer Recruitment
- ✓ Food Hygiene
- ✓ First Aid
- ✓ Child Protection Awareness

Personal Empowerment

We offer a range of training options and development days to help you plan and manage your own personal goals and career journey.

We give you time to review & reflect and gain a greater understanding of your own learning style and preferences.

It's through this collaborative approach that we believe the magic happens – understanding yourself better in order to perform at your best, whether that's as part of a team or as a leader.

Here's some of the ways that we do it...



Recognition & Rewards



Leadership Competency Framework



Setting SMART Actions



Motivational Leadership



Room Leader & Deputy Manager Empowerment & Development Programmes



Adaptable and individualised career path

The Whole You

You should be able to perform your best at work and at home, so we offer support and resources to help you deal with life's everyday challenges. Through the Skills Network, you can access 20 specially selected, fully funded Level 2 courses, including;

- Understanding Behaviour that Challenges
- Principles of Team Leading
- Understanding Children and Young People's Mental Health
- Improving Personal Exercise, Health & Nutrition
- Counselling Skills

We also provide benefits that support your health and wellbeing, including;

- 24/7 employee assistant programme including free, structured confidential counselling sessions



Passion Projects

It's no surprise that people achieve more in areas they are most interested in. We use this approach to developing our people, taking the time to understand your key strengths, what ignites your interest and what spurs you on each day to make a difference.

Our People Trainers then work with you to design a programme of training and development that helps you hone your craft and increase your breadth and depth of knowledge.

We're proud to have developed a whole host of subject experts in the Kido Team including child nutrition, wellness, behaviour management and much more.

Kido Flourishing Leaders Programme

We are proud to offer a tailored leadership programme for our aspiring Deputy Managers and Managers. Over the course of 4 months, you will take part in a programme designed to give you the skills, knowledge and behaviours needed to become a truly inspiring leader.

The course touches all elements of the business so you'll learn about every aspect of nursery management as well as have the chance to hone your communication, leadership and management skills, you'll learn how to support your teams well being, how to identify different learning styles, how to adapt your approach and much more.

New in 2025!

Kido Academy, delivering our very own Kido Early Years Educator Level 3 Standard! Kido Academy is committed to delivering a fantastic standard of apprenticeship training. We strive to support our learners to achieve a well rounded, effective and enjoyable programme. In doing so we will enhance our peoples employability and career prospects, as well as the lives of the children they work with, through the delivery of outstanding education.



Kido

early years, reimagined

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