



Solutions Guide

NURSERY PARTNERSHIPS

Improve talent attraction and retention through a nursery partnership.

For employers that have 750+ people working at one site, a partnership with a local nursery will allow your people to save 30%+ on their fees, at no cost to the employer.



"Employer-sponsored childcare is a big reason I came back to work. I don't think I could have come back without it."

Workplace Nursery Parent



"The Nursery is essential for the operational effectiveness of our personnel. Day to day we need people to be able to concentrate on their work without having to stress about childcare."

RAF Northolt



"Having my child close to my workplace provides me with great peace of mind while at work. The flexibility of the nursery and their understanding of how my workplace functions has helped me to gain a promotion and be flexible in my working hours."

Workplace Nursery Parent



"We've definitely seen The Children's Centre have an impact on retention of a smallish, but important group of women who, I suspect, wouldn't have stayed if they hadn't been able to manage their childcare in a way that they can here."

Sally Boyle, International Head of Human Resources, Goldman Sachs

The importance of Childcare for working parents and their employers

'Finding high-quality and affordable childcare is a priority for working families – and one that can directly affect career decisions. This is the pressing issue for working families in the UK where childcare costs consume an average of 30% of salary. A growing lack of affordable childcare (2,087 childcare settings closed in England in the first 3 months of 2021) is shrinking an already squeezed talent pool for employers, driving down the representation of women in leadership roles and contributing to a widening gender pay gap. Solve your people's childcare challenges and transform a potential retention challenge into a competitive advantage.

? What is a Nursery Partnership?

A Nursery Partnership enables employers to support their employees' childcare needs.

Bright Horizons operates over 300 high quality nurseries across the UK, many are close to employer workplaces. Through a Nursery Partnership, employers can offer a number of nursery places to their working parents, at one or more Bright Horizons settings, enabling them to make significant savings on the cost of care.

Working Parents can make savings of between 32% & 52% on their childcare nursery fees. This can be achieved at no cost to the employer.

How does a Nursery Partnership work?

Through employer provision of childcare close to their workplace, employees will benefit from a full Income Tax and National Insurance exemption, saving them between **32%** and **52%** on their nursery fees. The cost to the employer of accessing and supporting the nursery is funded from savings in Employers National Insurance contributions.

The savings

Indicative savings for an employee that earns £35k per annum and has a two year old at a Bright Horizons nursery setting in South East England are:

Nursery fee per month	Employee savings per month	Employer savings per month
£1400	£448	£193.20

About the Nursery Exemption and HMRC

Nursery fees at Workplace Nurseries are completely exempt from tax and National Insurance Contributions, creating these significant savings for both employees and employers.

HMRC's qualifying criteria for the Workplace Nursery Exemption require that:

- The premises for the nursery must be made available by the employer alone or, if made available jointly in partnership with Bright Horizons, the employer must demonstrate ongoing involvement in managing and financing the provision.
- The nursery must comply with the registration requirements of the relevant authority.
- Places at the nursery must be available to all employees/all employees at that location.

Putting a Nursery Partnership in place

- Bright Horizons agrees a partnership arrangement with an employer that provides nursery provision local to one or more of their sites.
- We work with the employer to ascertain likely demand and the appropriate number of nursery spaces required by employees.
- The employer agrees to underwrite this number of nursery spaces as theirs to utilise.
- Bright Horizons supports the set-up of the salary sacrifice process that allows employees to pay their nursery fees directly from salary.
- Bright Horizons will support the communication of the benefit to employees.
- The employer contributes to the financing of the nursery (at a level that is equivalent to the savings realised in Employers National Insurance Contributions).
- This benefit is accessed through our Work + Family Space – a customisable platform that offers a range of resources designed to help working parents and carers.



indicated that access to a workplace nursery, was important in their decision to join their company



of respondents agree that a workplace nursery has a positive impact on their work productivity



highlight it was important in their decision to return to work after the birth or adoption of a child



of respondents rate their workplace nursery as the best or among the best benefit offered by their employer

Sources: *The Lasting Impact of Workplace Nurseries, 2016, Horizons Workforce Consulting®, Workplace nurseries support organisations by solving employees' childcare challenges. **The Modern Families Index 2019, © Working Families, © Bright Horizons Family Solutions LLC.



What next?

Contact us on

employerenquiry@brighthorizons.com

to learn more about how a Nursery Partnership might benefit your organisation and employees.

solutions.brighthorizons.co.uk

About Bright Horizons

What we do

We help to increase our clients' employee wellbeing, engagement and productivity, supporting career progression and improving recruitment and retention of talented and diverse workforces.

How we do it

We provide holistic solutions to the challenges facing parents and carers in the workplace today. They include comprehensive care services, coaching and development provision, digital resources, family network events, and manager/ organisational guidance. They address the practical, emotional and cultural needs of organisations and individuals. What we offer is good for employers and good for employees. **Everybody wins.**

Our History

For over 30 years, Bright Horizons has been supporting the evolving needs of working families. Through bespoke family care solutions, we are helping employers to anticipate the challenges facing their employees and equip them with the tools they need to thrive.

From workplace nurseries and hybrid worker solutions to back-up care when your employees need it most, our work and family solutions enhance your ability to attract and retain key talent, giving your teams the peace of mind and confidence to do their best work.

At Bright Horizons, we are always looking forward, creating and developing solutions to help businesses succeed and create a happier, more efficient and profitable workforce.

With operations in the US, UK, India, Netherlands and Australia, we've a wealth of experience in supporting multi-national clients.

A partner, provider and employer of choice

We look forward to always delivering the best for our clients, families and our own employees.

- We monitor and evaluate our service provision through ongoing employee and client feedback to ensure its quality and positive impact. We provide our clients with access to live usage and engagement analytics.
- We have been consistently recognised as a UK Best Workplace by the Great Place to Work Institute every year since 2006.
- We have a strong commitment to corporate sustainability and, through our registered charity the Bright Horizons Foundation for Children, we work to transform the lives of children and families in crisis.

Our family of services includes:



Our award-winning **Back-Up Care** network, which saves our clients over 80,000 days in productivity each year



One to one **Virtual Tutoring** in Maths and English for children (ages 4-16 years) accessible through the Back-Up Care benefit



Work+Family Space, an easily searchable hub of information, resources and advice on a wide range of work and family topics



Coaching & Development
Solutions to help businesses retain and develop employees through life's big transitions, including the parent transition and becoming a carer – supporting your people to thrive at work and at home



Parental Leave Toolkit, our unique digital coaching solution for new parents and the managers who support them



Nursery Partnerships, which can save employees 30% on nursery fees at no cost to their employer



Workplace Nurseries, providing parents with reassuringly high-quality and convenient care at or near their workplace

Get in touch to discover how we can help your business and your employees:

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