



Solutions Guide

WORKPLACE NURSERIES

How do you help your employees
with their childcare challenges?

Our Workplace Nurseries provide access
to highquality and affordable childcare,
conveniently located at or near the workplace.



The Employee Childcare Challenge

We know that family comes first. It's the foundation for a positive and successful career. And of course this means happier workplaces and businesses thriving with focused and productive employees.

Events over the last decade have shown us that childcare is a vital part of the social and business infrastructure. In particular, the rise in the cost of living has meant increased stress and anxiety for working parents. A Workplace Nursery could be a cost-neutral solution that makes a world of difference for your working parents both financially and practically

The Opportunity for Employers

Finding high-quality childcare is a priority for working families – and one that can directly affect career decisions.

Solve your people's childcare challenges and transform a potential retention challenge into a competitive advantage. Family-friendly organisations are also a magnet for high-potential employees looking to build a career and a family.

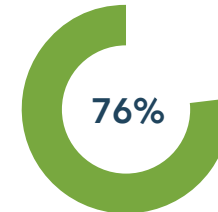
Our Workplace Nursery Solution

Our Workplace Nurseries support all types of organisations by solving their employees' childcare challenges. They provide access to high-quality and affordable childcare, conveniently located at or near the workplace.

Bright Horizons 2023 Work+Family Snapshot presents impactful data about workplace childcare as a powerful organisational strategy...

Return to work:

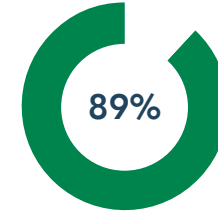
Don't lose your best people when they become parents.



Over three-quarters agreed that employer-sponsored childcare makes it easier to return from parental leave

Retaining Talent:

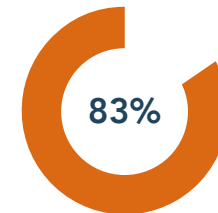
Ensure you keep your talent: keep them close and happy



89% of those with access to a WPN/Sponsored Nursery Place said they were more likely to stay with their employer

Attracting Talent:

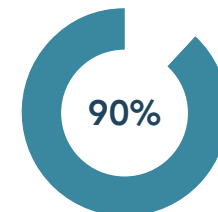
Tap into the talent pool!



83% of employees with access to a Workplace Nursery/Sponsored Nursery Place say they are more likely to recommend their employer to others

Increasing Productivity:

Help your people be at their best



9 in 10 employees with access to onsite or nearsite nursery places say it boosts their wellbeing, ease of working and productivity, and helps them progress their careers.

Bright Horizons Workplace Nurseries offer high-quality, on- and near-site childcare for employees – tailored to complement the size and shape of every organisation. At Bright Horizons, we've been supporting employers and managing Workplace Nurseries for over 30 years.

How we help you put a Workplace Nursery in place?

We offer a comprehensive development process to manage every aspect of your nursery - from start to finish.

At Bright Horizons we help employers to think about:

- What the demand will be for their nursery based on employee demographics and needs analysis.
- What size of facility is right based on this demand.
- What the costs look like from start-up to on-going operation.
- Options for managing a nursery – including regulatory and safety compliance, education and curriculum, payroll, benefits and HR.

About the Workplace Nursery Exemption

There is a full tax and National Insurance contribution exemption for both the employer and the employee. The exemption enables employers who provide workplace nurseries to make savings in Employers National Insurance Contributions (NIC), and for employees to benefit from Tax and NIC savings, of up to 42% of the cost.



"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



"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



"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



"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



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 100,000 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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