



Back-Up Care in Legal sector 2021

Find out how over 60 legal organisations benefit from Back-Up Care and other Work & Family Solutions

Bright Horizons clients are generally award-winning, leading-edge employers. They set standards in terms of employee experience, reward and benefits. A frequent question our clients ask of us is:

“How do we compare with others in our sector?”

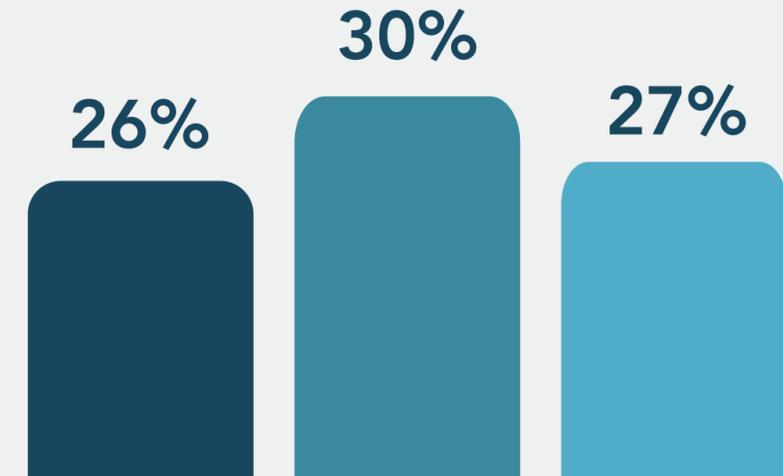
We hope the data and insights here will be helpful in answering that question.

Services Utilised:

84% of our 62 UK Legal sector clients utilise subsidised Back-Up Care for working parents and carers to cover care needs at short notice.

Additional Services...

- Parental Leave Toolkit
- Care Consultancy
- Coaching



Who's Doing What?

How are employers in the Legal Sector supporting working parents and carers with access to work & family services?

Among our 62 Legal sector clients, the current service take-up looks like this, in Q2 2021:

More than 8 in 10 of our legal sector clients are offering access to subsidised Back-Up Care... >

...enabling working parents and carers to cover care needs at short notice when usual arrangements fail or don't meet the need to flex working hours. Over a quarter are supporting parental leave takers and returners with our personalised app-based journey of resources and coaching through their period of leave and onward success, and 27% overall provide our specialist coaching

for the same transition. Care consultancy is gaining in importance as working families redesign their care provision around new hybrid working patterns, and draw on much-needed expertise to navigate childcare and eldercare options. 3 in 10 of Bright Horizons' legal sector clients currently provide access to one-to-one advice in finding care and navigating the options

for childcare and eldercare. Beyond this chart, almost all of these firms are also providing their employees with access to our rolling programme of work+family webinars and digital content.

What's the Right Back-Up Care Subsidy?

How many days' back-up care do legal sector clients generally offer?

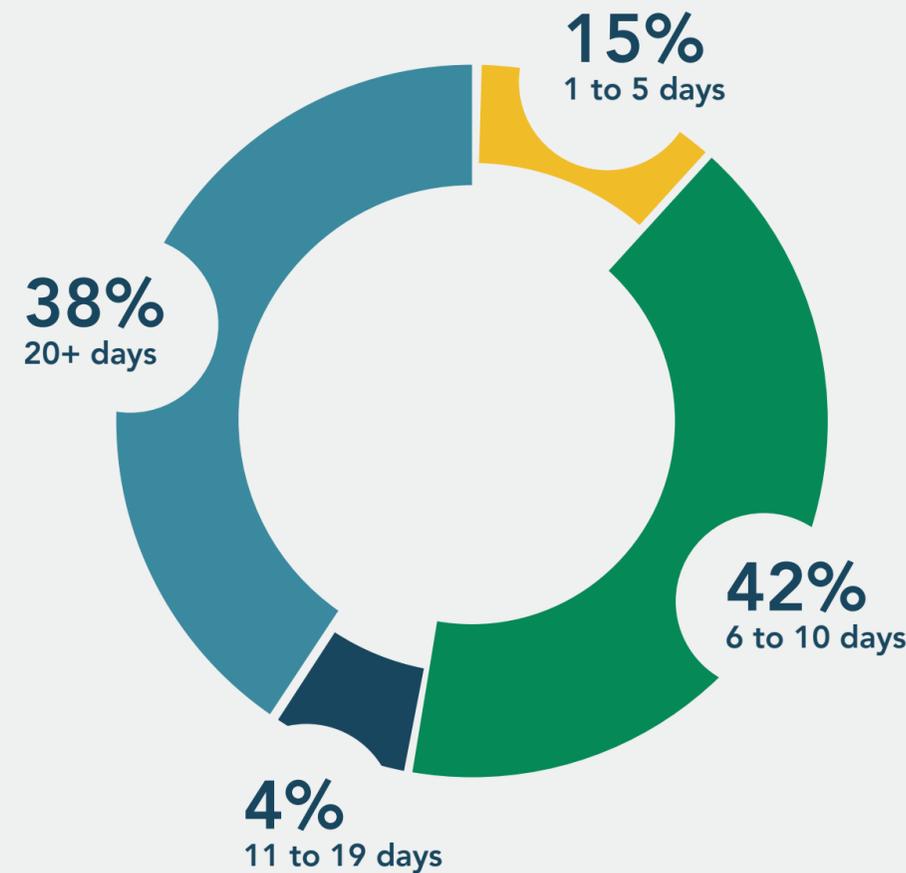
The average number of subsidised days' care made available to employees across our legal sector clients is 13 per year.

More than 4 in 10 (42%) legal sector clients subsidise between 6 to 10 days' care. A further 42% provide over 11 days of subsidised care, of which the majority - 38% - are subsidising over 20 days of short-notice childcare or eldercare.

At this level (more than 20 days of subsidised back-up care), the provision becomes very usable for employees, whereas we do sometimes find that in sectors where the norm is towards a lower number of subsidised days, employees can tend to hold back from using their allowance, in case they need it more later on.

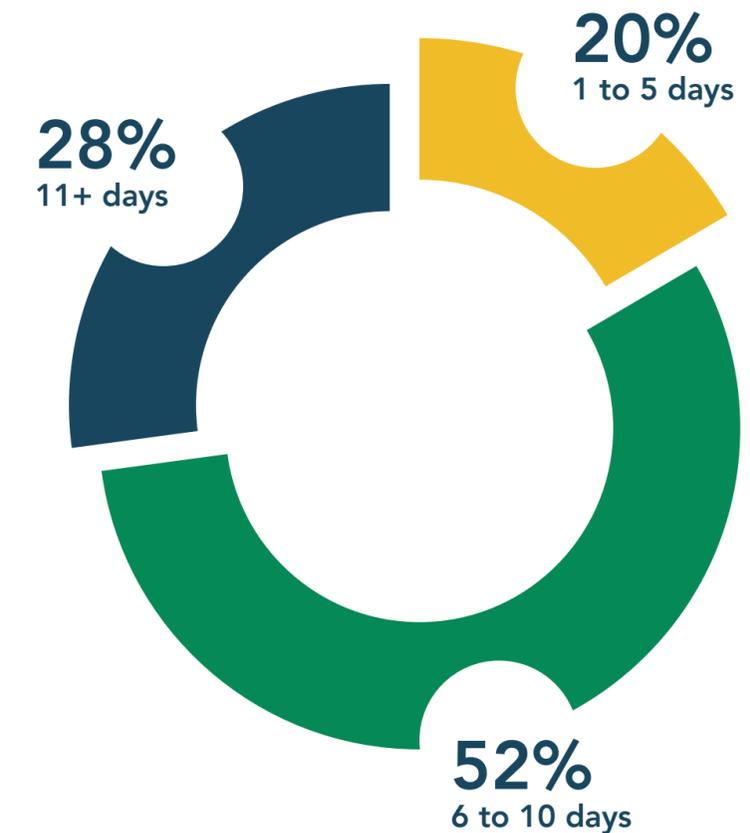
Several legal sector clients also make the back-up care allowance available per dependant, meaning an employee with two children and an elderly dependant would have access to three times the subsidy.

Legal Sector: Subsidised Back-Up Care days per employee



The Legal sector's higher average of 13 days provides their employees with better flexibility

For Comparison: Yearly subsidised Back-Up Care days per employee - **Other Sectors**



Our client base utilises a range of days to make Back-Up Care work for them.

Future Implications

The legal sector average of 13 days' back-up care subsidy is higher than other sectors: the average funding across all other Bright Horizons clients is 10 days. With employer-sponsored care provision being a competitive factor when attracting and retaining talent, it can be seen that the bar is set quite high among law firms, and a high back-up care allowance has become an expected part of the employee value proposition.

Another element to anticipate over the coming months is a rise in provision of care consultancy services given the blended care solutions needed by many legal sector and other professionals to support new hybrid ways of working.

Virtual holiday clubs became a valued resource across sectors during the course of the pandemic, particularly providing for older children with offerings including coding and public speaking, which boosted usage of this form of support. We have seen ongoing appetite for this kind of educational and tutoring support.

“ For me this is a huge employee benefit, which allows me to concentrate on work when other childcare solutions fall apart, rather than having to take time off.

- Senior associate

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“ I would not have been able to work had the emergency childcare facility not been available to me. Totally essential if employers wish to support working parents.

- Senior Lawyer

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“ A fantastic benefit that enables me to continue to work seamlessly but ensure that my personal commitments are taken care of in a way that instils confidence.

- Counsel Knowledge Lawyer

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About Bright Horizons

Bright Horizons is dedicated to providing the best in class work+family solutions. Alongside the provision of great childcare solutions, today we are dedicated to supporting employers to enable the holistic combination of work and family; ensuring their working parents and carers are amongst the most engaged and productive members of any team. The business now globally encompasses approximately 1,000 nurseries, over 10,000 emergency childcare and back-up care providers and works with more than 1,300 of the world's leading employers providing a full range of work and family support. Our bespoke services address the practical, wellbeing and cultural needs of organisations and individuals. With operations in the US, UK, India and the Netherlands, we specialise in supporting multi-national clients. We have a strong commitment to corporate sustainability, which we approach through our Bright Horizons Foundation for Children. We act as a trusted partner, provider and advisor on strategies for combining work+family. This plays a key part in attracting, engaging and retaining clients' talented employees.

To learn more, please visit: solutions.brighthouse.co.uk

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