



Bright Horizons[™]
Work+Family Solutions

**NURSERY
PARTNERSHIPS**



**Enabling employees to save
30%+ on nursery fees at no
cost to employers**

“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 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 a magnet for high-potential employees looking to build a career and a family.

Bright Horizons Nurseries offer high-quality, on- and near-site childcare for employees – tailored to complement the size and shape of every organisation.

What is a Nursery Partnership?

A Nursery Partnership enables employers to provide the benefit of a workplace nursery to support their employees’ childcare needs when, for various reasons, the provision of a dedicated on-site facility is not appropriate.

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 saving 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.

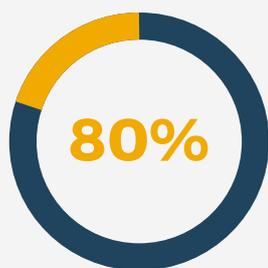
Putting a Workplace Nursery Programme in place

- 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.

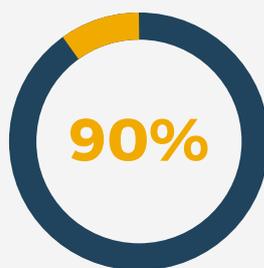
The impact of a workplace nursery



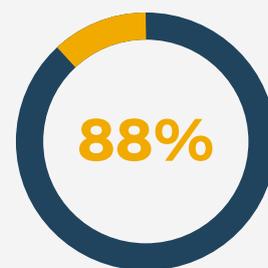
indicated that a workplace nursery was important in their decision to join their company



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 Work+Family Solutions

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

Our services include workplace nurseries and back-up care, leadership coaching and development, family network events and management guidance. They address the practical, emotional and cultural needs of organisations and individuals. It's good for employers and good for employees. Everybody wins.

Our family of services includes:

- Our award-winning **Back-Up Care** network, which saves our clients over 80,000 days in productivity each year.
- **Work+Family Space** which provides parents and carers with access to a huge range of resources and expertise.
- **Coaching & Development** solutions to help businesses retain and develop their employees through life's big transitions and ongoing parenting and caring responsibilities.
- **Parental Leave Toolkit**, our unique online and app coaching solution for new parents and the managers who support them.
- **Workplace Nurseries** offer high-quality, on and near-site childcare for employees.

Our History

Bright Horizons was started over 30 years ago. Initially the founders saw that childcare was an enormous obstacle for working parents. Alongside the provision of great childcare solutions, today we are dedicated to supporting employers 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 1,100 nurseries, over 10,000 back-up care providers and works with more than 1,150 of the world's leading employers providing a full range of work and family support.

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.

A partner, provider and employer of choice

We pride ourselves on delivering the best for our clients, families and our own employees.

- Our Infosec and insurance policies are sector-leading, and our work on Keeping Everyone Safe has seen us receive a Gold RoSPA award of choice.
- We are a 'Master Great Place to Work' having been judged a Great Place to Work for 13 consecutive years by The Great Place to Work Institute.
- We're also one of the Top 50 'Great Places to Work' in Europe.
- We are a diverse and equal opportunity employer with Investors in Diversity Status.

+30 EMPLOYER AWARDS

We've helped our clients win over **30** nationally recognised family-friendly employer awards

+8 DAYS PRODUCTIVITY

Our Back-Up Care service typically saves our clients **8 days** in productivity per employee per year

+14% TALENT RETENTION

We help retain 14% more of leading law firm **Norton Rose Fulbright's** maternity population through our coaching programme

+12% EMPLOYEE ENGAGEMENT

We increased **Northern Trust's** employee engagement score by 12% with our Work+Family Space

Get in touch to find out how we can help your business and your employees

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