

# Childcare Solutions For Employers Guide



Kids Play Childcare operate 23 high-quality Ofsted settings in the Home Counties, of which seven are Day Nurseries and the others provide Out of School Childcare.

Unlike other Nursery providers, Kids Play Childcare are unique in also providing childcare for older children including Breakfast and After School Clubs and School Holiday Activity Day Camps.

We aim to achieve successful partnerships with companies which, in turn, provide excellent childcare services to a wide age group enabling employees to thrive in the workplace.

## Choosing the right solution for you

This brochure will explain what options Kids Play Childcare can offer to you as an employer. All of the solutions outlined aim to:

- Reduce absenteeism by providing employees with solutions towards their childcare needs.
- Provide incentives for employees to return to work and increase the overall return to work rate (particularly after parental leave).
- Offer strong recruitment and retention tools that allow access to a wider pool of prospective employees who may need childcare, whatever the age of their child.
- Provide key differentiators within an organisation's employee benefits package to enable employers to become employers of choice.

Read on to discover how Kids Play Childcare can partner with you to provide an effective Corporate Childcare Solution for your company.



## Childcare Partnership Scheme Providing Nurseries, Activity Day Camps & After School & Breakfast Clubs

### What is the Childcare Partnership Scheme?

Kids Play's Nursery Partnership Scheme is a low cost involvement scheme for employers who would like to provide their employees access to childcare links with local Nurseries, After School & Breakfast Clubs and School Holiday Activity Day Camps.

By allowing promotion of local Kids Play Childcare venues to your employees you can work in partnership with us, supporting employees with childcare fees which we will discount for your company, and with no financial commitment from you.

### What are the benefits?

- It will allow you to pass on childcare savings to your employees.
- The schemes can be initiated immediately and require a reduced commitment from you as Kids Play Childcare will provide all childcare marketing resources.
- Once initiated there is little ongoing involvement needed by you to manage the scheme.

### How many employees with childcare needs are required?

- 5+ for Nurseries
- 5+ for Activity Day Camps
- 5+ for After School & Breakfast Clubs

### What is the implementation time?

- Immediate

### What are the next steps?

- Contact Paul Sharp (Managing Director) or Sharon Elliott (Childcare Director) to arrange a meeting and for Employee Communication to commence.

**kids play**  
Day Nurseries & Pre-Schools



[www.kidsplaychildcare.co.uk](http://www.kidsplaychildcare.co.uk)

[www.kidsplaychildcare.co.uk](http://www.kidsplaychildcare.co.uk)

## Workplace Childcare Scheme Providing Nurseries and Activity Day Camps

### What is a Workplace Childcare Scheme?

Our Workplace Childcare Scheme offers Nursery and Activity Day Camp childcare facilities within the workplace which are offered to your employees, usually through a tax efficient salary sacrifice scheme.

Childcare provided within the workplace using a salary sacrifice scheme is fully exempt from income tax and national insurance contributions. This can save your employees up to 32% of their fees in the case of standard tax ratepayers or up to 42% for higher rate payers and also saves you significant amounts in employer NI contributions.

### What are the benefits?

- It provides a benefit that saves you significant NIC savings.
- It provides a significant tax incentive for your employees as the full cost of the childcare to them is exempt from income tax and NI.
- Attract quality working parents

### How many employees with childcare needs are required?

- 75+ for Nursery
- 15+ for Activity Day Camps

### What is the implementation time?

- Medium Term

### What are the next steps?

- Contact Paul Sharp (Managing Director) or Sharon Elliott (Childcare Director) to arrange a meeting and for a Childcare Demand survey to be undertaken.



## Fixed Place Agreement Providing Nurseries, Activity Day Camps & After School & Breakfast Clubs

If you are unable to accommodate onsite childcare facilities or do not employ sufficient numbers of staff to justify your own childcare facilities, a Fixed Place Agreement will allow you to access childcare places for your employees.

A Fixed Place Agreement will allow you to secure and guarantee priority places for your employees by block booking Nursery, Activity Day Camp or After School & Breakfast Clubs places in local Kids Play Childcare venues, at a discounted rate.

### What are the benefits?

- It allows you to pass on substantial childcare savings to your employees.
- It is a simpler solution to initiate than a Workplace Childcare Scheme as HMRC approval is not needed.
- Once initiated there is little ongoing involvement needed by you to manage the scheme.

### How many employees with childcare needs are required?

- 10+ for Nurseries
- 10+ for Activity Day Camps
- 10+ for After School & Breakfast Clubs

### What is the implementation time?

- Short Term

### What are the next steps?

- Contact Paul Sharp (Managing Director) or Sharon Elliott (Childcare Director) to arrange a meeting and for a Childcare Demand survey to be undertaken.



## Kids Play Locations



### Childcare Solutions

In addition to the options outlined in this brochure, Kids Play Childcare are also able to assist with Emergency Childcare needs for children under the age of 4 years at all of our nurseries.

We would be happy to discuss how we can help with our range of Corporate Childcare Solutions to suit your business and provide assistance to your employees with childcare needs.

For further information, please contact:

**Paul Sharp – Managing Director**

Tel: 01908 209211

Mob: 07850 727073

Email: [paulsharp@kidsplaychildcare.co.uk](mailto:paulsharp@kidsplaychildcare.co.uk)

**Sharon Elliott – Childcare Director**

Tel: 01908 209211

Mob: 07816 217024

Email: [sharonelliott@kidsplaychildcare.co.uk](mailto:sharonelliott@kidsplaychildcare.co.uk)

Head Office: Kids Play Childcare Roebuck Way, Knowlhill, Milton Keynes, Bucks, MK5 8HL