

Workplace Holiday Playschemes

Outline

- On-site or locally situated care for children during school holidays
- Can be based in local schools
- Most benefit is provided if it operates for at least eight hours per day, six weeks over the summer, one week at Christmas, two weeks at Easter and three one week half-terms.
- Care has to meet national care standards for children under 8.

Age range

- 4 - 14

Regulation

Care standards apply

- The scheme must be inspected and registered (Ofsted) if you take children under 8 years

Particularly good if the employer:-

- Has large sites with large workforces
- Needs to have staff available in the school holidays
- Is based in remote areas
- Has space on site that could be used by a playscheme
- Has a workplace nursery which can manage the holiday provision

Benefits to employers

- It promotes attendance at the times of highest staff absence
- A scheme for 50 children would be used by far more than that over the year as different families choose which days are most suited to their needs
- Can be developed specifically to meet the needs at a specific location
- Affordability and accessibility criteria can be agreed
- Flexibility is available as to opening hours, so shift work can be supported

Benefits to employees

- Offers support to parents with school-aged children
- Care close to work
- Often subsidised
- Perceived to be higher quality and lower cost than other care

Disadvantages

- High set up costs
- Limited number of places
- Only supports 4-14 year olds
- Subsidy may be required to make the fees affordable to all staff

Staffing

For a 24 Place Holiday Playscheme

- Minimum of 3 full time staff including
- Manager
- Two play workers
- Likely to need cover in case of absence

Fees

- Holiday clubs cost on average £77.34 per week.
- Private holiday play schemes cost around £150 per week

Tax

- In-house playschemes attract the highest tax exemption. Staff pay no Income Tax or NI contributions on employer subsidies. Employers pay no NI contributions.