

# Lower Quinton Schedule of Fees

All Ages 2025



## What's the Governments Plan?

The Government announced 30 hours funding entitlement to be in place for working families by September 2025. Below is a copy of their delivery plan.

Child Age	Offering	Eligibility	From When
2 years	15 hours	Families receiving Government support	Now
3-4 years	15 hours	All Parents	Now
3-4 years	30 hours	Working Families	Now
9 months +	15 hours	Working Families	Now
9 months +	30 hours	Working Families	September 2025

The eligibility criteria for Working Parents is available on the Government website. It is parents responsibility to check their eligibility through HMRC and they must provide an eligibility code to ourselves, for checking with the Local Authority. This code will then need renewing every 3 months. These codes apply to the term after your child's birthday.

We encourage all families looking to take up funded spaces to enquire as soon as possible as specific sessions do fill up fast.

From April 2025 the Government require us to show how we deliver funded hours and the charges around these in a more detailed way, therefore we have altered the way that we display our pricing. Nearly all of our children are now funded and these hours are delivered completely free of charge to our parents. We do however charge for additional hours around these where parents choose to attend our full days. It has always been a complex matter to calculate the way funded hours work with paid for hours, consumables, food charges and other things such as activity charges. We have now broken down these charges into what we consider to be the simplest way for parents to understand these and these base charges are listed below. If you are not eligible for funding then we invite you to talk to us as we also offer non-funded **private discounts** on these hourly rates. We also have fully funded days available at either no cost or for the cost of food and the enhancements, which consist of the consumables we use and the activities that we offer, all of which are detailed further below.



## Additional Fee Charges above Funded Hours

Number of Hours Paid for	Cost per hour
1-20 hours	£15
21-30 hours	£10
31-40 hours	£9
40 hours +	£8

Other charges	Cost per day	Cost per ½ day
Activities	£3	£1.50
Consumables	£3	£1.50
Food for the day, Breakfast, Snacks, Lunch, Tea 8am-6pm	£15	n/a
9.00am-4.30pm	£13.04	n/a
8:00-1:00	n/a	£10
1:00-6:00 / 1:00-4:00	n/a	£5

## Our Pricing & Billing System

Our nursery operates **51 weeks per year**, and fees are **applied equally across all days**, including **bank holidays**. This equalized billing system ensures:

- Fees are evenly distributed each month.
- Funding is delivered only on days you attend
- Daily rates remain lower than if charges varied per day.
- Predictable monthly payments for parents.

If fees were not equalized, daily charges for **consumables and activities** would be as high as **£6-£7 per day**.

## Understanding Additional Charges

### Consumables

Consumables refer to all the essential items used for children's **care and education**, which require regular replenishment. These may include:

- Tissues, cotton wool, nappy bags
- Food play and cooking materials e.g for Pancake Day
- Science resources and other learning materials

Some consumables may also fall under **activities**, making it difficult to separate each item individually.

## Activity Charges

Activities enhance children's **learning experiences** and include:

- Special resources for **festivals** (e.g., Easter, Passover, Diwali, Eid, Christmas, Chinese New Year)
- **Seasonal gifts** (e.g., Mother's Day, Father's Day, Valentine's Day, Christmas)
- **Trips, enrichment sessions** (e.g., yoga, music, football, drama)

These activities vary throughout the year, but all children **participate in a diverse range**. To simplify billing, we apply an **averaged daily charge** for these experiences.

## Are These Charges Mandatory?

**No.** You may opt out of some or all additional charges. However:

- Your child may be excluded from certain activities and resources if you choose not to pay for them.
- The **core Early Years Foundation Stage (EYFS) provision** will **always** be provided at no cost, ensuring no compromise to their basic education.

## How Fees Are Calculated?

For children attending year-round, your **fully free** hours will be clearly displayed on your invoice as a **monthly allocation at no cost**. The tables below show how we have reached all of the hours. The remaining balance covers the fees for any additional services or enhanced provisions, as detailed in our Fees List.

## *Flexible Funding Childcare & Education Offers for All Ages*

The government provides funding for **15 or 30 hours per week**; however, this applies only for **38 weeks of the year**. This equates to:

- **570 hours per year** (for 15-hour funding)
- **1,140 hours per year** (for 30-hour funding)

Since we operate **51 weeks per year**, we **stretch** this funding across the full year, meaning the weekly funded hours are lower than the stated 15 or 30 hours. We commonly refer to these as the **"15 or 30 offer"**, but as shown in the tables below, the actual weekly hours are reduced when stretched.

## Termly Funding Allocations

Warwickshire County Council calculates funding differently each term, meaning the **number of funded hours varies per term**. The Termly Funding Allocations tables below illustrate how we receive and allocate these hours.

Additionally, the number of funded hours your child receives will depend on:

- **Which term they start funding for the first time**
- **How many terms remain in that academic year**

## Choosing a Funding Pattern

You may **choose to build your own package** or select an **All-In** option for convenience and cost savings.

To attend your chosen sessions year-round, our tables below outline the additional **fees payable** based on your attendance pattern. We do not mix **build your own and All-In** patterns, so you will need to choose the one that best suits your needs.

We primarily offer funding as an **enhanced stretched offer over 51 weeks**. While we have **limited 38-week places**, we do not offer 30-hour funding over 38 weeks.

### Enhanced "All-In" Offer

For families who prefer a **simplified, fully inclusive package**, we offer pre-priced **All-In packages**, shown in our first two tables with **monthly prices**.

- These packages **bundle all services** (consumables, activities, food charges, extra hours) at a **discounted rate**, similar to many modern pricing models. And like those is often the best value.

These additional services are **optional**, and you are **not required** to take them. You may access your funded-only hours through a **build your own** or at **nil cost** over either **38 or 51 weeks**, as shown in our later tables. If you choose to access additional hours or services, these will be charged separately.

### Flexible Pricing – Build Your Own Package

To ensure **complete transparency**, we offer a **flexible pricing structure** where you can:

1. Choose your preferred **funded hours** from our tables.
2. Add in daily charges for **food, consumables, and activities** as needed.

This allows you to **customize** your childcare costs according to your preferences.

***In order to claim funding then parents must complete the Bright Kids Flexible Funding Agreement and the Local Authority Funding Agreement.***

Please see our **Admissions Policy** for further information.

## All-In 15

### From 9 months to 4 years Funding with Additional Day Care

These tables show you an all-in price for choosing all of our additional charges, this includes consumables, activities, food and additional hours as an all-in-one package.

**Fees for all eligible children for 570 hours of Flexible Funding Entitlement (FFE) per annum**  
**(Stretch option = 11.18 hrs per week over 51 weeks, (Autumn Term,) 10.28 hrs per week over 35 weeks**  
**(Spring Term) and 8.86 hours per week over 22 weeks (Summer Term)**

**Please see our Build your Own Package Tables for additional hours per session**

Session	Funding entitlement See tables above for daily and monthly hrs	Autumn Start 11.18hrs/wk	Spring Start 10.28hrs/wk	Summer Start 8.86hrs/wk
8:00– 6:00pm	Entitlement per day for 2 days	£350.75	£364.50	£397.50
	Entitlement per day for 3 days	£656.75	£670.50	£703.50
	Entitlement per day for 4 days	£962.75	£976.50	£1009.50
	Entitlement per day for 5 days	£1141.25	£1155.00	£1188
9:00– 4:30pm	Entitlement per day for 3 days	£516.50	£530.25	£563.25
	Entitlement per day for 4 days	£775.75	£789.50	£822.50
	Entitlement per day for 5 days	£1035	£1048.75	£1081.75
8:00– 1:00pm 1:00– 6:00pm	Entitlement per day for 3 days	£312.50	£326.25	£359.25
	Entitlement per day for 4 days	£503.75	£517.50	£550.50
	Entitlement per day for 5 days	£695.00	£708.75	£741.75

## All-In 30

### For 3 & 4 year olds Funding with Additional Day Care

**Fees for 3-4 year olds eligible for 1140 hours of Flexible Funding Entitlement (FFE) per annum from the term**  
**after their 3<sup>rd</sup> birthday (Stretch option = 22.35 hrs per week over 51 weeks)**

Session	Funding entitlement	Autumn Start 22.35hrs/wk	Spring Start 20.56hrs/wk	Summer Start 17.72hrs/wk
8:00– 6:00pm	Entitlement per day for 3 days	£395.50	£423.00	£489.00
	Entitlement per day for 4 days	£701.50	£729.00	£795.00
	Entitlement per day for 5 days	£880.00	£907.50	£973.50
9:00– 4:30pm	Entitlement per day for 4 days	£514.50	£542.00	£608.00

	Entitlement per day for 5 days	£773.75	£801.25	£867.25
8-1pm 1-6pm	Entitlement per day for 5 days	£433.75	£461.25	£527.25

## Without Additional Day Care for Eligible Working Families

### *All-In Fully Funded*

Here we have put together some fully inclusive options that include all of our additional charges so you can see at a glance the cost to you. Sessions and times times are as shown and there are limitations to the total numbers and the days that may be available. Please note though only some sessions are offered directly at nil cost to you. You may add in any of our enhanced changes to these nil cost sessions as well, should you choose to do so.

<b>FLEXIBLE FUNDED SESSIONS</b>				
<b>SESSION TIMES INCLUDE ALL FOOD, CONSUMABLES &amp; ACTIVITIES AS DETAILED ABOVE</b>				
This will show on your invoice as		Autumn Start 51wks 3AT51 8-1 ER15	Spring Start 35wks 3SP51 8-1 ER15	Summer Start 19wks 3SU51 8-1 ER15
<b>15 Hours 51 weeks</b>	<b>8:00-1:00* x 2 days</b> Maximum of 510 hrs	£26/wk £110.50/mth	£26/wk £113.75/mth	£26/wk £114.40/mth
This will show on your invoice as		Autumn Start 51wks 3AT51 8-6 ER15	Spring Start 35wks 3SP51 8-6 ER15	Summer Start 19wks 3SU51 8-6 ER15
<b>15 Hours 51 weeks</b>	<b>8:00-6:00* x 1 day</b> Maximum of 510 hrs	£21.00/wk £89.25/mth	£21.00/wk £91.88	£21.00/wk £92.40
This will show on your invoice as		Autumn Start 51wks 3AT51 8-1 ER30	Spring Start 35wks 3SP51 8-1 ER30	Summer Start 19wks 3SU51 8-1 ER30
<b>30 Hours 51 weeks</b>	<b>8:00-6:00** x 2 days</b> Maximum of 1020 hrs	£40/wk £170/mth	£40/wk £175/mth	£40/wk £176/mth
<b>FUNDED ONLY SESSIONS</b>				
<b>15 Hours 38 weeks</b>	<b>1:00-4:00 x 5 days</b> We have 1 of these places	NIL COST £15/wk Optional Consumables & Activities Charge No Food Charge		
<b>30 Hours 51 weeks</b>	<b>9:15-2:45 x 4 days*</b> We have 1 of these places *Excludes a day of our choosing	NIL COST £64/wk Optional Consumables, Activities & Food Charge or Bring a packed lunch and opt out of other charges		

\*These can be paid weekly and will appear on a monthly invoice as an average of the 38 or 51 weeks divided into equal payments from the term start to the end of the academic year. 12 equal monthly payments September-July; 8 equal payments January – July and 5 equal payments April – July.

\*\*This pattern must include a Monday or a Friday. It is also has a discount applied.

## 2 year Government Supported Places & 3yr Universal

### Without Additional Day Care

These prices are for those with government support 2 year codes and not for Working Families eligible for the 15 hours funding – please see previous tables for these. Sessions times are as shown. These are offered on an 'All-In' basis to include all food, consumables and activities for just the food charge. We also have a limited number of places where these charges are not charged. Please note though only some sessions are offered directly at nil cost to you. You may add in any of our enhanced changes to these sessions as well, should you choose to do so.

### FULLY FUNDED SESSIONS FOR 2 yr Government Funded & 3yr Universal Whilst these sessions INCLUDE all extras, ONLY Food is actually charged A packed lunch can be provided if preferred

Receiving Government Support		3 Terms 2 3T51 8-1 ER15	2 Terms 2 2T51 8-1 ER15	1 Term 2 1T51 8-1 ER15
<b>15 Hours 51 weeks</b>	<b>8:00-1:00* x 2 days</b> Maximum of 510 hrs Monday & Friday	£20/wk £85.00/mth	£20/wk £87.50/mth	£24/wk £105.60/mth
Receiving Government Support		3 Terms 2 3T51 8-6 ER15	2 Terms 2 2T51 8-6 ER15	1 Term 2 1T51 8-6 ER15
<b>15 Hours 51 weeks</b>	<b>8:00-6:00* x 1 day</b> Maximum of 510 hrs Limited days available	£15/wk £63.75/mth	£15/wk £65.63/mth	£15/wk £66.00/mth
FUNDED ONLY SESSIONS				
Receiving Government Support		NIL COST		
<b>15 Hours 51 weeks</b>	<b>1:00-6:00* x 2 days</b> Maximum of 510 hrs We have 1 of these places	£10/wk Optional Food Charge Delivered on Monday & Friday		
Receiving Government Support		NIL COST		
<b>15 Hours 38 weeks</b>	<b>1:00-4:00 x 5 days</b> We have 2 of these places	£25/wk Optional Food Charge		

\*These can be paid weekly but will appear on a monthly invoice as an average of the 51 weeks divided into equal payments from the term start to the end of the academic year. 12 equal monthly payments September-August; 8 equal payments January – August and 5 equal payments April – August.

In all cases we decide which days you can access based on our availability and Mondays and Fridays are prioritised on funded only sessions, so you may not necessarily receive any requested days. If you have specific days you require then our All-In sessions will be your choice.

For all these sessions attendance is monitored to ensure the full government entitlement is being used effectively. Should we find the entitlement is being underused (because you have collected early or arrived late) you may be subject to extra hours charges if funding is removed by the local authority. We ask that you respect the times booked and do not attempt to claim these government funds fraudulently.

## Termly Funding Allocations to help you Build your Own

### Autumn Term Starters funding allocation September to August

Term Child Funding Starts is Autumn	No of Weeks	Termly Hours Claimed 15 or 30	Monthly Invoice will show for 15 or 30	Stretched Hours per week Over 51 weeks 15 or 30
Autumn	14	210/420	47.50 or 95	11.18 or 22.35
Spring	11	165/330		
Summer	13	195/390		

### Autumn Term Daily Funded and Paid for Hours

Days per week on 8am-6pm	11.18 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	22.35 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
2	5.59	4.41	10	0
3	3.73	6.27	7.45	2.55
4	2.79	7.21	5.59	4.41
5	2.23	7.76	4.47	5.53
Days per week on 9am-4.30pm	11.18 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	22.35 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
3	3.73	3.77	n/a	n/a
4	2.79	4.71	5.59	1.91
5	2.24	5.26	4.47	3.03
Days per week on 8am-1pm	11.18 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	22.35 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
2	5	0	n/a	n/a
3	3.73	1.27	n/a	n/a
4	2.79	2.21	n/a	n/a
5	2.24	2.76	n/a	n/a

To calculate the additional number of hours to be paid for then multiply the number of days by the number of daily hours to give a total and multiply that by the hourly figure in the Additional Charges hours table above.

### Spring Term Starters funding allocation January to August

Term Child Funding Starts is Spring	No of Weeks	Termly Hours Claimed 15 or 30	Monthly Invoice will show 15 or 30	Stretched Hours per week Over 51 weeks 15 or 30
Spring	11	165/330	45 or 90	10.28 or 20.56



<b>Summer</b>	13	195/390		
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### Spring Term Daily Funded and Paid for Hours

Days per week on 8am-6pm	10.28 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	20.56 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
2	5.14	4.86	10	0
3	3.43	6.57	6.85	3.14
4	2.57	7.43	5.14	4.86
5	2.06	7.94	4.11	5.89
Days per week on 9am-4.30pm	10.28 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	20.56 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
3	3.43	4.07	n/a	n/a
4	2.57	4.93	5.14	2.36
5	2.06	5.44	4.11	3.39
Days per week on 8am-1pm	10.28 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	20.56 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
3	3.43	1.57	n/a	n/a
4	2.57	2.43	n/a	n/a
5	2.06	2.94	n/a	n/a

To calculate the additional number of hours to be paid for then multiply the number of days by the number of daily hours to give a total and multiply that by the hourly figure in the Additional Charges hours table above.

### Summer Term Starters funding allocation April to August

Term Child Funding Starts	No of Weeks	Termly Hours Claimed 15 or 30	Monthly Invoice will show 15 or 30	Stretched Hours per week Over 22 weeks 15 or 30
<b>Summer</b>	13	195/390	42.50 or 85	8.86 or 17.73

### Summer Term Daily Funded and Paid for Hours

Days per week on 8am-6pm	8.86 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	17.72 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
2	4.43	5.57	8.86	1.14
3	2.95	7.05	5.91	4.09
4	2.21	7.79	4.43	5.57
5	1.77	8.23	3.54	6.45

Days per week on 9am-4.30pm	8.86 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	17.72 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
3	2.95	4.55	n/a	n/a
4	2.21	5.29	4.43	3.07
5	1.77	5.73	3.54	3.96
Days per week on 8am-1pm	8.86 funded per week is this many hours per day (15hrs)	This is how many hours to be paid per day (15hrs)	17.72 funded per week is this many hours per day (30hrs)	This is how many hours to be paid per day (30hrs)
3	2.95	2.05	n/a	n/a
4	2.21	2.79	n/a	n/a
5	1.77	3.23	n/a	n/a

To calculate the additional number of hours to be paid for then multiply the number of days by the number of daily hours to give a total and multiply that by the hourly figure in the Additional Charges hours table above.

## *‘Tax Free’ Childcare Accounts*

Working parents of children aged under 12 can use Tax-Free Childcare, through the childcare service account, to pay for registered childcare. The Government top-up the money that parents pay into the account i.e. for every £8 parents pay in, the Government will add an additional £2. Parents can received £2,000 per child per year, or £4,000 if disabled.

Visit [www.gov.uk/tax-free-childcare](http://www.gov.uk/tax-free-childcare) to find out more about eligibility and the scheme. We advise parents to ensure they have read all the advice in relation to what is best for them and whether they should move from an existing scheme. Bright Kids will not be held responsible in any way if your choice results in changes to your eligibility for other benefits or childcare costs support.

## *Childcare Choices*

The Childcare Choices website will guide you through your options. It provides access to the application process for the childcare accounts and the 30 hour entitlement - make sure you are ticking the correct boxes for you. Eligibility for all this and the 30 hours is determined by HMRC and parents should check their own eligibility through the relevant government website. The website Childcare Choices offers you the opportunity to compare what is best for your family.

Childcare  
**Choices**

Supporting families  
with childcare costs

[childcarechoices.gov.uk](http://childcarechoices.gov.uk)



 HM Government

# Fee Terms & Conditions



Effective from 1st April 2025

## Registration Fees

£75 per Nursery child

Payment of your Registration Fee guarantees your place and entitles you to our programme of Settling Visits as per our Settling Policy. We always recommend children attend at least one settling visit to allow them to familiarise themselves with their carers and surroundings. No Registration Fee is required for Funded Only children and they will take their settling visits during their usual funded hours.

We reserve the right to charge a Refundable Deposit of £75 for Funded Only places.

## Fees

Nursery fees are payable for 51 weeks of the year for Fees Paying and the Flexibly Funded Enhanced Offer, which includes for up to 3 training days and bank holiday closures, with the exception of Christmas week and during all times the Clubs are open even where the school closes e.g. due to inclement weather. We will not charge fees if we close due to inclement weather. One month's notice of leaving is required or one month's fees in lieu of notice may be paid. For children receiving grant funding this notice period is extended to up to one term's notice, but should always be at the end of a term

## Allocation of Places

Our Admissions Policy outlines in further detail our allocation of places

## Snacks, Lunch & Refreshments

Breakfast, mid-morning and afternoon snacks and refreshments are included within the daily fees. Hot Lunches are included where indicated or can be purchased as extras if required. Parents may supply packed lunches if they prefer but no reduction in Fees is allowed where this is included in the price for the place. You must supply a complete list of ingredients if bringing in food due to allergen regulations. Where we have a severe allergy, we reserve the right to refuse foods and ask you to have our hot lunch.

## Additional Hours

Where additional hours are required these may be booked at £10 per hour unless otherwise priced within the Schedule of Fees. A minimum of 1 hour is charged except where there are ½ hourly rates.

## Late Collection/Non-booked hours

Where you are late in collecting your child from any session and you have not pre-booked additional hours then a fee of £20/hour or £5.00 per 15 minutes will be charged.

## Discounts

These are available when 2 or more children attend full-time at a rate of 10% on the first additional child and 15% on the second additional child. Discounts are taken off the eldest child first. We also offer a 10% Twins or other multiple birth discount that is per child for full time places.

## Invoicing



Invoices are produced each month based on these prices. All invoices are now emailed to parents. It is your responsibility to inform us if an invoice has not been received. Late payment charges will still be applied if payment is not on time, irrespective whether you have received an invoice or not.

### **Late Fees Charge**

All fees are due by the 1<sup>st</sup> of the month. Where fees are not paid by this date a **Late Payment Charge** of £15 per child per month will be applied. This is detailed further in the Registration Form & Parental Agreement. We pursue any debts with a strict policy that may result in exclusion if payments are not made on time.

Subject to our General Terms & Conditions as laid out in our Registration Form & Parental Agreement, a copy of which is below.

Terms & Condition are subject to change without prior notice. E&OE

# Parental Agreement Copy

1. Late collection of your child will incur charges according to the prevailing fee schedule
2. I agree to give a minimum of one month's notice (one term if government funded), or fees in lieu of notice if, for any reason, my child is to leave the setting. I understand that under special circumstances the Chief Executive can waive this notice period.
3. I understand that fees are due in cases of illness or other absences from Nursery/Club and are charged for 51 wks (including for bank holidays and staff training days) with the exception of Christmas Week Closure (School Holidays & Teacher Training days in Club) where fees are not chargeable.
4. I agree to pay Nursery Fees and Out of School Club Fees monthly in advance or as and when they are incurred. I understand that the Nursery Registration Fee of £75 (non-refundable unless a space cannot be found) entitles me to a series of settling visits and the Club Registration Fee of £60 entitles me to one settling visit. I further agree to pay for any and all Administration and Legal costs for recovery of outstanding monies, including debt collection fees and tracing fees if necessary. I understand and agree to pay a Late Payment Charge of £15 per child per month if payment is received more than 5 days late. I understand that persistent late or non-payment may result in the immediate loss of my child's place.
5. The setting reserves the right to increase the said fees at any time upon giving one calendar month's written notice of the proposed increase to the parent/guardian.
6. I understand that my child will not be admitted to Nursery (and will be separated from others in Club when collected from school) if s/he is not well and agree to keep them off for 36-48 hours from outbreaks of sickness and. I agree to collect my child promptly when requested to do so.
7. I understand that my child's records will be held on a computerised database and that this is protected by the Data Protection Act 1984 & 1998 & GDPR 2018 and that they will be used for no other purpose than company business. I understand that if I require a copy of this personal information I must make a request in writing. I agree to be contacted via email for the purposes of nursery or out of school club business.
8. I understand that the Safeguarding Vulnerable Groups Act 2006 places a duty on the staff to follow specific child protection procedures should any concerns be made and that there is a Safeguarding Children Policy available for me to view at any time.
9. If in the reasonable opinion of the setting manager or person of similar standing or authority it is considered that the continued presence of the child referred to herein is detrimental to the health, safety or well being of the child or other children in the setting or the setting practitioners or other staff so employed then the setting may serve notice to the parent/guardians or a request for the child to be immediately removed from the setting and the provision of one month's notice shall not apply.
10. Non -solicitation of staff

- a. The parent/guardian of the child who is subject to this Registration Form, hereby agrees that during the term of this agreement and for the period of six months after its termination (howsoever terminated) that (s)he will not seek to employ, entice away or attempt to entice away from the employment of Millennium Bright Kid Company Ltd ('the Company') any person or persons employed by the Company at the date of termination of this agreement or any person or persons who were employed by the Company in the six months preceding the date of termination of the agreement.
- b. If the parent/guardian shall breach clause 10(a) then (s)he shall indemnify the Company fully in respect of all and any costs, claims, damages and expenses incurred by the Company as a result of the aforementioned breach to include the cost of replacing the relevant member of staff to include, but not limited to agency fees, advertising costs, management time in interviewing and all such other costs reasonably and necessarily incurred by the Company in replacing the member of staff together with all legal fees and disbursements.

#### 11. Acceptances

- a. The above terms and conditions are considered to be fair and reasonable. In the event of any term found by a Court of Law to be unreasonable then the clause shall be removed but the agreement shall remain in full force and effect.
- b. The parent/guardian has read and understands the Terms and Conditions contained and undertakes to be bound by the same.

This agreement must be signed by all persons with Parental Responsibility and/or those who are accepting responsibility for paying fees. Your childcare may only commence once payment of the first invoice, or a minimum of one month's fees has been made.

**I have read and understood the Parental Agreement and I agree to be bound by it and any other relevant booking terms and conditions that are issued from time to time.**





In Warwickshire:

*Studley*

*Studley St Mary's*

Tel: 01527 852165

*Coughton*

Tel: 01789 766040

*Lower Quinton*

Tel: 01789 721161

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