

BACKGROUND

For this leading investment bank childcare is part of the infrastructure making their hybrid working model successful

Numis is an investment bank that, in stark contrast with public perception, strives to be a family-friendly workplace. Quality of life and work-life balance are rarely associated with a career in the financial sector. With a strong reputation of excellence, Numis takes great pride in having the reputation of being a forward-thinking workplace.

THE PROBLEM

Numis needed to get ahead of childcare for its working parents

A sizeable population of Numis' employees, up to the most senior level, have caring responsibilities and of those, many are parents of young children. As is the case with most organisations, transitioning to a hybrid way of working only exacerbated the impact of insufficient childcare support on its workforce - having a direct impact on working parents as well as knock-on effects for their colleagues. Access to adequate childcare proved burdensome both in terms of wellbeing and performance.

THE SOLUTION

Numis turned to Bubble for hybrid work friendly childcare

Numis decided that they needed to invest in improving employee access to childcare and work-life balance management. Mica Ross, Head of HR and Director of Numis Securities, spent time looking into various benefits providers, but ultimately chose Bubble as their management team felt it was most suitable for providing hybrid childcare relief. Recognition of a need for flexible childcare was echoed in employee surveys and conversations.

THE RESULTS

Numis employees benefit from monthly contributions to their childcare needs and a premium subscription to the Bubble childcare booking platform, working parent community, and expert advice network. According to Numis HR Director, *"Employer-led childcare solutions can often be inflexible and challenging to roll out, but Bubble has changed that landscape drastically."*

KEY FINDINGS

Numis got confirmation that what they were doing to support working parents was invaluable and Numis employees are having conversations they've never had before.

1 Reduced Talent Drain

Whether it's a random school INSET day, nursery suddenly announcing it's closing for the week or a nanny being ill, Numis parents no longer need to panic. Filling in childcare gaps with sitters and nannies available that day is easy.

2 Improved Wellbeing

Work-life balance management was a real source of stress and anxiety for many Numis parents. To alleviate this, employees receive wellbeing and family health support along with ad hoc, regular, and on-demand childcare.

3 Enhanced EVP Effectiveness

Promoting inclusion and ensuring every employee feels heard is immensely important for Numis. With Bubble for Work, everyone can benefit from leadership development and working parent club sessions.



"We have drastically improved our family-friendly policies over the past few years, for example through more extensive paid maternity and paternity leave as well as shared parental leave, amongst other things. We find that both existing employees and new recruits are increasingly interested in benefits and wellbeing initiatives. And through the pandemic, uptake and participation has increased, a trend we expect to continue."

Mica Ross | HR Director

