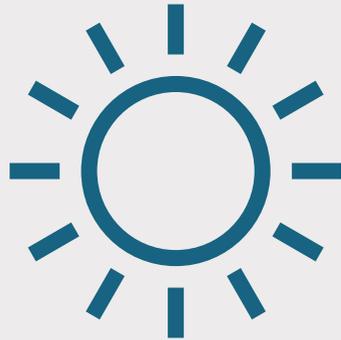


# Your children's nursery business

How we can support it



# Nurturing your business

HRC Law's team are experts in the childcare sector, so we're ideally placed to support you and your business. With a strong track record of deal completions, the firm has advised on 15 nursery transactions in the last 12 months. We provide sector knowledge with sensible and competitive fees. Our solicitors pride themselves on delivering the best results; always in the required timescales. Whatever support you're seeking, we'll ensure you and your business stay ahead of the game.

Here's a snapshot of some of the nurseries we've worked for in the childcare sector...



## The A,B,C guide to HRC Law

26 examples of areas in which we could support you and your business



Agency workers	National Living and National Minimum Wage
Business sales and purchases	Ofsted
Company law questions	Property sales, purchases and queries
Disputes with suppliers, customers or employees	Questions about employees and HR
Employment contracts	Reorganisations
Fee structures	Supply chain issues
Gig-economy	Terms and conditions
Holiday pay issues	Unpaid bills
Immigration questions	Value when you sell your business
Job advertisements and interviews	Work permits
Knowledge about sector specific regulatory issues	X/Y- gender pay gap reporting
Litigation	You as our focus
Modern Slavery Statements and audits	Zero hour contracts

# Don't just roll the dice

## Start with a winning team

Selling your business can feel like a game of snakes and ladders. HRC Law can show you the pit-falls to avoid and highlight ways to maximise your position. We can't make the risks disappear, but we can give you a leg up onto ladders so that you can avoid getting bitten.

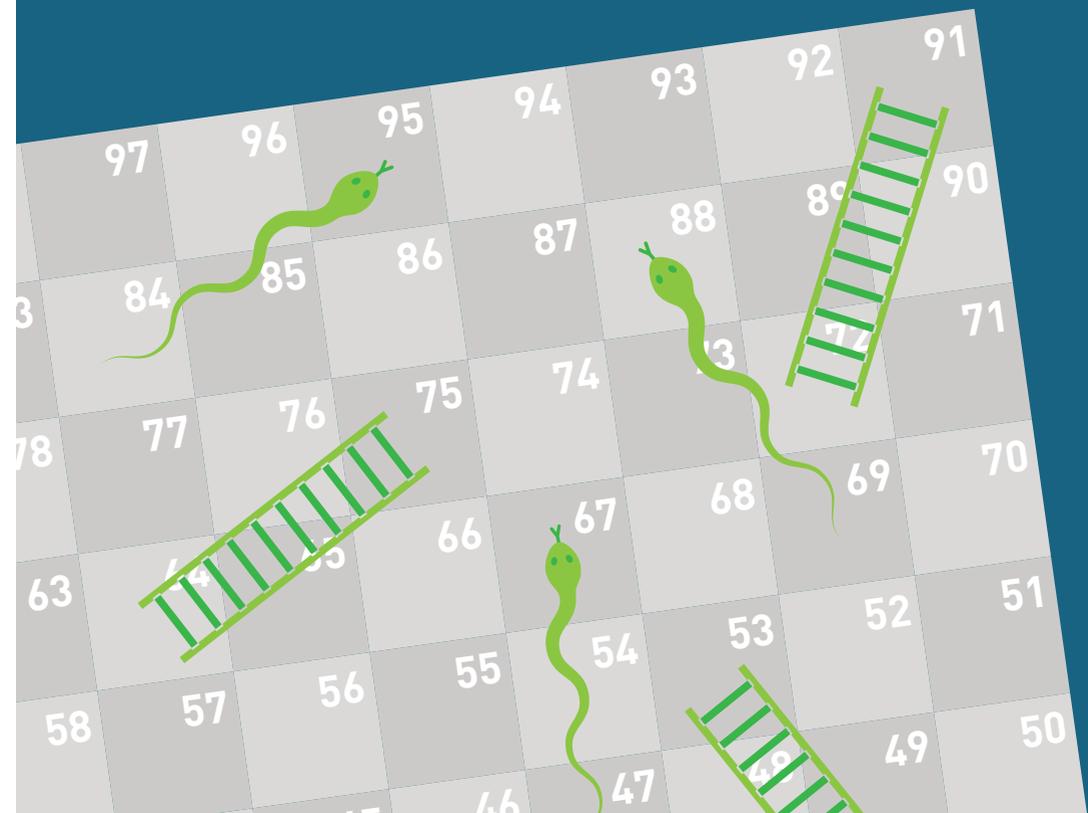
We'll do what we can to make sure your transaction progresses as smoothly as possible – explaining the state of play in plain English. There are lots of opportunities for fun in business, but the sale of your business isn't something to gamble on.

## Five ways to get your feet on a ladder

- Appoint HRC Law to advise you
- Take good accounting and tax advice
- Get your accounts and financial statements up-to-date and in order
- Make sure the transfer of your OFSTED registration is planned from the start
- Maintain exceptional employee records

## Snakes in the grass

- Undisclosed skeletons in your closet
- A history of employees making claims against you
- Issues with the title to your property
- Asbestos at your property
- Staff DBS checks not updated



### 1 – One port of call for all your nursery business's legal needs

T. 0161 358 0532  
www.hrclaw.co.uk  
E. marktraynor@hrclaw.co.uk

### 2 – Form EY2

(Ofsted's suitability declaration and consent to checks form.)

We can help you with the regulatory framework affecting your nursery.

### 3 – £30,000,000 to £50, 000

The team at HRC Law has advised on 15 nursery sector deals in the last 12 months with deal values in the above range.

### 4 – The average number of lawyers who'll work on your matter

This means that with us, you can be sure of a friendly and familiar voice at the end of the phone.

Our partner-led approach also means that a partner will be at the "coal face" of your transaction from start to finish.

### 5 – The Legal 500 really rate us

"HRC Law tell you what you can do, rather than what you can't".

### 6 – In the last six months...

HRC Law has advised on eight deals in the sector including four high profile sales, three acquisitions and a multi-million-pound investment by the Business Growth Fund.

### 7 – Seven deadly sins for your business

- Poor employee records
- Incorrect planning permission
- Poor supplier contracts
- No health and safety reports
- Asbestos!
- Poor accounts records
- No employment contracts or handbook

### 8 – Eight practice areas. So, whether your legal issue involves

- A sale or purchase of a nursery
- A dispute
- Commercial contractual terms
- A HR, employment, recruitment, or immigration query
- Your premises

We have experts who can help you.

### 9 – A stitch in time saves nine

Isn't it time you got your nursery care business some expert support?

Get in touch to discuss how we could help you and your business.

# HRC Law

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