

What is a Nanny?

A Nanny is an individual person who provides care for one or more children in a family as a service. Unlike Childminders, Nannies do not need to be registered and inspected although some choose to join the voluntary part of the Ofsted Childcare Register.

Families choose a Nanny for different reasons, a Nanny may be your only option if you work unsocial hours, or live in a rural area where other forms of childcare are very limited or not available. A Nanny can be a good option if you have more than one child of different ages.

Different types of Nannies

Live-in nannies - live with you and your family in your home. They need to be given their own room to live in as well as food and a salary.

Daily nannies – will come to your home each day to look after your child/children but not live with you.

A nanny-share – is an arrangement where you share a Nanny with another family (if a Nanny is shared by three or more families at any one time, they should be registered with Ofsted as a Childminder).

Discuss with your potential Nanny:

- The wage or salary (with details about tax and National Insurance arrangements)
- How payment will be made – monthly or weekly by cheque or directly into a bank account etc
- The hours and duties of the job, referring to a job description if necessary
- What their holiday entitlements will be and whether they would be willing to take them at certain time eg. To fit in with school terms or your annual leave
- The length of probationary period
- Positive discipline strategies – remember a trained childcare worker would never use physical punishment as a form of discipline
- Child safety: in the home (including dealing with pets); when using public transport; and where appropriate when using a car (seat belts, car's capacity etc).

Questions to ask:

- How long have you been a nanny?
- What ages of children have you worked with?



“Employing a home-based childcarer such as a nanny, like choosing other forms of childcare, is an important responsibility.”



- What do you think are your particular strengths when working with children?
- Have you undertaken any training in childcare and child development and, if so, how long were the courses?
- Do you have qualifications and, if so, what are they?
- How long ago did you take these qualifications?
- Do you have a current paediatric 1st aid certificate?
- What would you do if (give an example of an emergency or similar situation where an individual's initiative would need to be used)?
- How might you spend the day with my child? (Ask them to give examples of the sorts of activities they might fill the day with and take note of developmental opportunities and variety offered).
- What difficulties have you experienced as a nanny and how did you resolve these issues?
- How many days sickness absence have you had in the last 12 months?



What is an Au Pair?

An Au Pair is a domestic assistant from a foreign country working for and living as part of, a host family. Typically, au pairs take on a share of the family's responsibility for childcare as well as some housework, and receive a small monetary allowance for personal use.

Au pairs are not usually trained in childcare, they usually come to England to improve their English and should not be left in sole charge of young children/babies.

Questions to ask:

- What do your family think about your decision to become an Au Pair?
- What makes you excited or nervous about becoming an Au Pair?
- Why should we choose you over other candidates?
- Are you able to drive?

Please view the information provided for useful organizations to contact for advice on employing an Au Pair

Useful Contacts:

www.pacey.org.uk/

professional association of childminders and early years (formerly NCMA). Tel: **0845 880 0044**

HMRC Employer's Helpline on **08457 143143**.

Voice on **01332 372 337** They give advice on Pay and insurance issues, and examples on contracts and duties normally expected.

www.nannytax.co.uk/

Tel: **02031374401** Gives advice on choosing, and paying a Nanny.

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