

What is a Nanny?

Nannies and other home-based childcarers are employed by you to provide care for children usually in your own home. They will fit in with unusual working hours, and work part time or even live in if required. Some Nannies may also agree to do additional jobs around the house such as cooking and washing. Most Nannies will have a recognised childcare qualification or nursery nurse training but note that this is not compulsory.

Nannies can be provided through agencies that will carry out their own specific checks on their staff it is advisable to check with the agency what checks they do. This may include disclosure and barring checks (previously known as criminal records checks) and may stipulate a minimum qualification requirement and regular renewal of qualifications such as first aid. You should always ask for references from previous childcare roles.

What is an Au Pair?

Au pairs and other home-based childcarers are employed by you to provide care for children usually in your own home. They are usually single, young women from overseas. They come to the UK to study English, live with a family and help out in the home for a maximum of five hours a day. In exchange they must have two days off, and be provided with a weekly allowance (usually around £50-£150), meals and their own room.

Au pairs are not registered or usually trained to work with children so are generally considered inappropriate to care for a young baby, but can be a good option when it comes to providing affordable after-school care.

Ofsted Voluntary Register

Nannies and Au pairs can now apply to join the Ofsted Voluntary Childcare Register <https://www.gov.uk/guidance/childminders-and-childcare-providers-register-with-ofsted>, which will ask for a minimum qualification requirement and standards which, will need to be upheld. If your Nanny agrees to go onto the childcare register they will be provided with a unique reference number that can then be used by you to claim tax credits and/or tax free childcare to help with your childcare costs.

Do I need to draw up a contract with them?

You will need to draw up a contract with your Nanny or Au-Pair outlining their duties and terms of employment. The contract should also include:

- A job description and hours of work
- Salary and agreed method of payment
- Length of employment (e.g. rolling 6 month contract) and notice period
- Details of sick/holiday pay

Add personal additions regarding the care of the child such as limiting TV watching, no sugary treats or juices etc

How can I find a Nanny or Au Pair?

Solihull Family Information Service holds details of local nanny agencies which you can view at the following link https://socialsolihull.org.uk/localoffer/family-information-service-directory/wpbdp_category/nannies/.

Alternatively you can call Solihull Family Information Service on 0800 389 8667.

Please note Solihull Family Information Service have not vetted the agencies therefore you are responsible for checking you are happy with the service they are offering.

You can also find nanny agencies advertised in the yellow pages, local phone directory, on the internet or in the local newspapers.

Questions to ask your Nanny or Au Pair:

- What qualifications or training do you have and how often do you renew them?
- What kind of experience do you have?
- Are you on the Ofsted Voluntary Childcare Register?
- Why do you enjoy the job?
- How would you organise my child's day and help them to achieve developmental goals?
- Will you keep a food and day diary?
- Where would you take my child?
- How do you feel about early starts/ late finishes?
- Are you available to baby-sit in the evenings if required?
- What's your policy on potty training, feeding, encourage positive behavior and teaching right from wrong?
- How do they behave with your child?

Where can I go for more information?

For more information and advice on Nannies and Au-Pairs please visit:
<https://www.gov.uk/au-pairs-employment-law>

Family Information Service is here to help, if you would like to discuss other childcare options please contact us on 0800 389 8667

Would you like to know what's happening in Solihull for children and families? Then join our Parent's Network for regular information at www.solihull.gov.uk/parentsnetwork

Solihull Family Information Service

Call: 0800 389 8667

Email: familyinfo@solihull.gov.uk

Web: www.solihull.gov.uk/familyinfo



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