

## What is a Nanny?

Nannies and other home-based childcarers are employed by you to provide care for children usually in your own home. Nannies can fit in with unusual working hours, 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.

Nannies are not found on Ofsted's compulsory childcare register but most will have a recognised childcare qualification or nursery nurse training.

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

Au pairs are not found on Ofsted's compulsory childcare register and are not usually trained to work with children. They are often considered inappropriate to care for a young baby, but can be a good option when it comes to providing affordable after-school care.

Au Pairs can be provided through agencies that will carry out their own specific checks on their staff but it is advisable to ask the agency what checks they do. You should always ask for references from any previous childcare roles.

Au pairs usually live with the family they work for and are unlikely to be classed as workers or employees. They are not entitled to the National Minimum Wage or paid holidays. They're often treated as a member of the family they live with and get 'pocket money' instead - usually at least £90 a week. Au pairs may have to pay [Income Tax](#) and [National Insurance](#), depending on how much pocket money they get. More information is available [here](#)

## Ofsted Voluntary Register

Nannies and Au pairs can apply to join Ofsted's Voluntary Childcare Register. More information about this is available [here](#)

If a Nanny or Au Pair joins the register then eligible families may be able to get help toward their childcare costs. More information is available [here](#)

When joining the register they will be asked for a minimum qualification requirement and there are standards which, will need to be upheld. If a Nanny or Au Pair 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 [here](#)

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

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.

### **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?

**Solihull Family Information Service**

**Call: 0800 389 8667**

**Email: [familyinfo@solihull.gov.uk](mailto:familyinfo@solihull.gov.uk)**

**Web: [www.solihull.gov.uk/familyinfo](http://www.solihull.gov.uk/familyinfo)**



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## **Where can I go for more information about employing a Nanny or Au Pair?**

For more information and advice on employing Nannies and Au-Pair click [here](#)

Contact the Family Information Service if you want to find out more about childcare funding which is available for some 2 year olds and free early education funding for 3 & 4 year olds.

Solihull Family Information Service offers impartial information relating to Childcare, activities and support services.

Family Information Service is here to help, if you need any assistance finding childcare 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/children-and-family-support/solihullparentsnetwork](http://www.solihull.gov.uk/children-and-family-support/solihullparentsnetwork)

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