



## The facts

- Nannies and other home-based childcarers are employed by you to provide care for children, usually in your home.
- They will fit in with unusual working hours, and work part-time or even live in. Some may agree to do additional jobs around the house (cooking, tidying etc.).
- Shared nannies work for you and another family.
- Most nannies and some other home-based childcarers have a recognised childcare qualification or nursery nurse training, but this isn't compulsory.
- Thousands of parents are now entitled to financial support to help pay for childcarers if they are approved through the Childcare Approval Scheme – see page 52.

### HOW CAN I BE SURE OF GOOD QUALITY CARE?

Some nannies and home-based childcarers are not inspected by Ofsted. However, the reassuring news is that nannies and other home-based childcarers can apply to the new Childcare Approval Scheme (see page 52 for details) and will have to meet basic criteria before being approved.

### WHAT WILL IT COST ME?

Wages range from £127 to £400 per week, depending on hours, their experience, where you live and whether they live in. You will also have to pay their tax and National Insurance contributions. Other costs include holiday and sick pay, mobile phone for emergencies and putting them on your car insurance if you want them to drive the family car.

## Is it for me?

- ▶ I need someone to fit around my routine and lifestyle
- ▶ I want a big say in how my child is cared for – what they do, when they sleep etc.
- ▶ I've got children of different ages to find care for – this way they can be together and it's less expensive
- ▶ My child will be happier in his own home (and own bed, if I'm late home etc.)
- ▶ I need someone full time, as my child isn't at school
- ▶ I'm happy to take on the legal and financial responsibility
- ▶ I'm happy with the idea of someone else living with us (and have the space)





## QUESTIONS TO ASK YOUR NANNY OR HOME-BASED CHILDCARER

- ? What qualifications or training do you have?
- ? Have you been approved through the Childcare Approval Scheme?
- ? What kind of experience do you have?
- ? Why do you enjoy the job?
- ? Why do you want this particular job?
- ? How would you organise my child's day? And help them achieve developmental goals?
- ? Will you keep a food and day diary?
- ? Where would you take my child out?
- ? How do you feel about early starts/late finishes?
- ? Can you babysit in the evenings?
- ? What's your policy on potty training, feeding, teaching right from wrong?

### If living in:

- ? How will you spend your days off? You need to be clear about boyfriends staying over, issues like smoking and use of telephone.

### Au pairs



**Au pairs** are usually single young women (occasionally men) from a number of European countries. 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 (around £50), 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.

## Also remember...

- Ask to see their first aid certificate (is it current?) and Childcare Approval Scheme letter.
- Put everything in writing (hours, job description, length of employment, sick/holiday pay etc. See **page 43**).
- You must take out employer's indemnity insurance in case of an accident.
- If choosing a nanny, always use a reputable nanny agency and check references. Talk to at least two previous employers.
- If your nanny lives in, you'll be expected to provide them with a room and food on top of their salary.

## Find out more...

For details of the Childcare Approval Scheme see **page 52** or visit [www.childcareapprovalscheme.co.uk](http://www.childcareapprovalscheme.co.uk)

Call the Working Families helpline on **0800 013 0313** or visit [www.workingfamilies.org.uk](http://www.workingfamilies.org.uk)

Call the National Childbirth Trust on **0870 444 8707** for local branches with a nanny share register

Call the Professional Association of Nursery Nursery (PANN) on **01322 372 337** for a Nanny Pack

Read the 'Need A Nanny' guide: [www.surestart.gov.uk/ensuringquality/needananny](http://www.surestart.gov.uk/ensuringquality/needananny)