

Employing a nanny

Your Employee Wellbeing is dedicated to helping families find the best advice, support and care for their family members from babies to grandparents and all the years in between. Expert services include childcare and eldercare advice and searches, nanny recruitment and employment support through contracts and payroll.

What does a nanny do?

Nannies provide childcare in your own home. They can look after children of any age and they often work flexible hours to fit in with your working hours, which is especially important if you work long or unusual hours.



Professional nannies are usually between the ages of 18 and 50 and may hold some advanced degree in early childhood development. At a minimum they should hold some form of childcare qualification and have a degree of childcare experience, whether it is working as a nanny or working in nurseries or schools.

Many professional nannies take care of the family's laundry and carry out any cooking, cleaning or tidying up which is related to the child.

What are your responsibilities as an employer?

Your responsibilities are to provide good working conditions, a reasonable salary, an employment contract and make simple tax and national insurance and pension arrangements to cover yourself and your nanny.

What should I look for in a nanny?

Finding and employing a nanny is an important decision as the person you choose will be in sole charge for all or most of the time you are away from your child - it is important that they are up to the job.

Three of the most important things to look for when choosing a nanny are patience, experience and training, and you should interview candidates as thoroughly as possible before choosing one. Ultimately you must feel confident that whichever candidate you choose is the next best person, other than you, to look after your children. Have a look at our list of [suggested interview questions](#).

Nanny share

It is becoming increasingly popular for parents to “nanny-share”, thereby sharing the costs and administrative hassle of employing a nanny. However, before embarking on a nanny share there are some serious issues to consider, such as where the nanny will work and whether the hours will be divided equally.

We have further information relating to a [nanny share](#) here.

Live-in or live-out?



If you have the space, you will also have to make the decision of hiring a live-in nanny or a day nanny, this of course will depend on the hours that you will need and the type of work you do. If you frequently have a change in the hours you work or work odd hours, then having a live-in nanny could work out better.

Ofsted

Nannies are not obliged to be Ofsted registered, however there are advantages to them being so. You may have to pay for their registration, but it is another degree of comfort in your search for the ideal nanny. If you wish to pay a nanny with childcare vouchers they will need to be registered with Ofsted. You can find out more about this process [here](#).

Checks and references

It is very important that you do a nanny background check before finally hiring your nanny. If you have used an agency to find a nanny, that agency should have done all the necessary checks for you. If you choose to hire a nanny independently you can either do the checks yourself or use a nanny reference checking service provided by a nanny agency instead. Below is a list of the things we recommend you check before making a firm job offer to a nanny:

- ID (including proof of address)
- Driving skills
- Childcare qualifications
- Current first aid certificate
- Proof of right to work in the UK
- Enhanced DBS (formerly CRB) check
- References

- Ofsted registration

Many of these items can be checked at your first meeting. Simply ask the nanny (or the agency) to ensure the relevant documents are brought to the interview.

It is important that anyone who is going to be left in sole charge of your children has an Enhanced Disclosure check completed. Employers are legally bound to run an Enhanced Disclosure on their nanny to ensure that they have no previous convictions and are entirely suitable to work unsupervised with children. Further information on [DBS checks can be found here](#).

Nanny qualifications

There are several different types of qualification that childcare workers can pursue. We have a full list on our [website](#), but the main ones are:

- Diploma in Childcare & Education (formerly NNEB)
- BTEC in Child Studies/Nursery Nursing
- CACHE Certificate in Childcare & Education
- GNVQ Level 2 or above in Early Years Childcare & Education
- Advanced Diploma in Childcare & Education (equivalent to a master's degree)
- Diploma from The Norland Nanny College
- The Princess Christian College
- The Chiltern Nursery Training College
- Montessori Teaching & Childcare Diploma

Of course, the equivalent from other countries that have a strong nanny culture such as Australia, New Zealand, the United States, Canada or France would also be sufficient.

The cost of a nanny

When you employ a nanny, you will be required to negotiate a salary.

We recommend agreeing a gross figure which incorporates all the costs to you as an employer which include:

- Income tax
- National Insurance
- Pension

If your nanny is seeking a 'net wage', i.e. what their take home pay will be, we suggest you calculate the gross salary and provide an estimate of their net wage. This way, as an employer you will not be responsible for increased contributions to HMRC due to changes in tax codes, similarly if the nanny's tax liability reduces they will benefit from it rather than you as the employer.

Check out our easy to use [nanny salary calculator](#) to work out your nanny's salary.

By law you are also required to provide your nanny with a contract of employment on the day they start working for you.

Your Employee Wellbeing has been making a difference to working parents and carers since 2011. If you would like to find out more about our bespoke childcare search services, to help you employ a nanny or find another form of childcare, please get in touch.

info@youremployeewellbeing.co.uk | 020 8979 6453 | youremployeewellbeing.co.uk

Updated September 2021