

FACTSHEET 22

Choosing a Nanny

Nannies provide childcare in your own home. Trained nannies can provide you with high quality, professional childcare. They can look after children of any age and they often work flexible hours which can be a suitable option if you work at times when other forms of childcare are not available. You need to provide good working conditions, a reasonable salary and make simple tax and National Insurance arrangements. Nannies are covered by national Minimum Wage regulations.

Plus points

- Nannies can provide childcare tailor-made for your children's needs
- Your children will be cared for in their own homes

Types of nanny

- Live-in nannies live in your home and will need a private bedroom and food in addition to their salary
- Daily nannies come to your home and look after your children
- Nanny-share arrangements can be set up to share a nanny with another family

Making a careful choice

Employing a nanny is an important responsibility because it will be up to you to make sure the person is able to look after your children well. Being a nanny is a skilled and demanding job. Look for training, experience and a positive attitude to the job. You can use a nanny agency or advertise for a nanny but always interview thoroughly and always **CHECK ALL REFERENCES**.

How many children can a nanny look after?

Nannies usually look after the children of just one family in that family's home. However in the case of nanny-shares the children of two or more families can be looked after together, but only in the homes of those two families. In Scotland a nanny looking after children of more than two families must register with The Care Inspectorate (www.careinspectorate.com), however the requirement to register will be on the nanny agency rather than the individual nanny. **See Fact sheet 31 regarding Home Based Childcare in Scotland for further information.**

If you are thinking about sharing your nanny with another family, think about how manageable the groups of children will be together and what the daily timetable will be like. Make sure the nanny's workload is realistic.

What age range of child will a nanny look after?

Nannies can look after children of any age.

What hours do nannies work?

Nannies can sometimes work flexible hours to fit your work hours. Make sure the hours are reasonable and clearly explained before the nanny starts to work with your children.

What about part-time childcare?

Many nannies are happy to work part-time. They often take children to school, nursery or other activities.

How much does a nanny cost?

Employing a nanny means you become responsible not only for paying the nanny's wages or salary but also for deducting the tax and National Insurance contributions.

HM Revenues and Customs provides information on tax and national insurance on the Gov.UK website at www.gov.uk/topic/business-tax/payee
For advice about what to do when employing staff for the first time go to www.gov.uk/employing-staff

For more information about the national minimum wage go to <https://www.gov.uk/browse/working/tax-minimum-wage>

How do I find a nanny?

You can find out more about nannies from nanny agencies in your area.

In Scotland, Childcare Agencies such as Sitter Services and Nanny Agencies are required to be registered with The Care Inspectorate to provide care in a child's own home. (www.careinspectorate.com)

However, it will remain for parents to decide whether or not to employ a particular nanny and to be responsible for ensuring that their choice is appropriate.

Ask your local Childcare or Family Information Service for information about Childcare Agencies covering your area. These are also available online at www.families.scot.

Other types of childcare in the home

- Mother's helps usually work with you rather than looking after children while you are out
- Maternity nurses are specially trained to take care of new babies for up to three months after the birth. They usually live with the family
- Au pairs are normally single young people from other countries who stay with a family to help with the children while they learn English. They can help you for up to five hours per day. Au pairs are not usually trained to work with the children and therefore are not generally considered suitable to look after children while parents are out.

For further information about childcare services available in Dundee City go to www.families.scot or contact DUNDEE CHILDREN & FAMILIES INFORMATION SERVICE at cis@dundeecity.gov.uk or telephone 01382 433900.

Information is available on our Dundee pages of the national website where alongside details about childcare services you can also access our Online Directory for further advice, groups, activities and other services available for families locally and nationally

www.families.scot

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