



OCTOBER 17TH 2023

# ROAD TO NANNY REGULATION PROPOSAL

PREPARED FOR  
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PRESENTED BY  
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PRESENTED BY  
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# REGULATE THE NANNY INDUSTRY TO SAFEGUARD CHILDREN AND ALIGN WITH THE EARLY YEARS SECTOR

A campaign to encourage some sort of regulation of nannies, to help make hiring Nannies safer for families in the UK and to set a minimum of standards within Homebased childcare.





Maria Culley is a co-founder of the Road to Nanny Regulation Campaign. She is currently a Nanny and has been for the last 16 years. She is also a children's author and has worked in nurseries. Maria is passionate about regulation and believes this is the way forward for the nanny industry, which would hugely benefit children and families.

16



NANNY

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YEARS OF EXPERIENCE

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CURRENT ROLE



Allie is the second co-founder of the campaign. She has worked within the childcare industry for over 30 years. She has worked as a Norland Nanny, in nurseries, in schools and now as a Nanny agency owner. She is striving for regulation as she truly believes it will improve standards and safeguard children in the UK, raise the profile of nannies and help support the childcare crisis by supporting nurseries and childminders by making nannies more accessible to working parents.

30



YEARS OF EXPERIENCE

NANNY AGENCY  
OWNER

CURRENT ROLE

# WE WANT TO RAISE THE PROFILE OF NANNIES AND MAKE IT A SAFER INDUSTRY



Encourage a form of regulation or register of nannies, to set a minimum standard and level of quality of care and safeguarding, as well as align with other regulated early years settings, like childminders and nurseries.

# ROAD TO NANNY REGULATION



# PROBLEM

Anyone can call themselves a Nanny. There is no regulation stipulating that a Nanny needs to have a minimum amount of knowledge about how to care for a child, a police check, or any type of First Aid or food hygiene. How in 2023-24, can hiring a Nanny be so unsafe?

With all the new research on how important the early years of life is, how is the UK allowing such poor standards to happen?



89%

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Of parents are unaware if Nannies are registered or not.



78%

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Of parents thinks it is important for Nannies to be regulated or registered.



33%

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Of parents do not trust the current industry and would advocate regulation.

# ENCOURAGE A FORM OF REGULATION FOR NANNIES. TO SET A MINIMUM STANDARD, QUALITY OF CARE AND SAFEGUARDING. THIS WILL ALIGN WITH OTHER EARLY YEARS SETTINGS LIKE CHILDMINDERS AND NURSERIES.

We propose either:-

A mandatory registration on the Ofsted Register. This would mean all nannies would need to be DBS checked, have a 12 hour Paediatric First Aid, a 6 hour Common Core Skills Course and Nanny Insurance.

OR

A dedicated Nanny Register via a National Nanny Association This would need funding to be set up. All Nannies would need to have a minimum of the following to join the Register.

- a) Cache Level 3 in Preparing to Work in Homebased Childcare.
- b) 12 Hour Paediatric First Aid
- c) Nanny Insurance
- d) Food Hygiene
- e) Enhanced DBS Check and opt into the update service.





# CARE INSPECTORATE SYSTEM



Have a similar system to Wales and Scotland (or join forces) on the Care Inspectorate. The Care Inspectorate expects nanny agencies to be registered on the system. Therefore if parents go through an agency to hire a Nanny, all nannies should have been checked and interviewed. However, not all parents can afford to go through agencies, so we feel having some sort of register is still the most effective way. Having Nanny employers registered could also help with families avoiding tax and not paying the nanny's tax, NI and pension.

86%

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Of nannies who think Registration is a good idea if funded by the Government.

88%

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Of nannies feel they are an unforgotten workforce.

# NANNIES TO BE INCLUDED IN THE 30 HOURS FUNDED CHILDCARE SCHEME



If not included in the scheme, give nanny employers tax relief percentage/tax free/or match the funded amount, giving families an incentive and choice to nurseries and childminders. Not all children (including SEN) can use childminders and nurseries, and one to one care may be a better option.

69%



OF NANNIES FEEL BEING INCLUDED IN THE SCHEME IS A GOOD IDEA.

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This would give families more choice and a flexible option of childcare. This would also alleviate pressure on nursery places and declining childminder numbers.

86%



OF NANNIES FEEL THEY SHOULD BE A VIABLE OPTION AS WELL AS NURSERIES AND CHILDMINDERS.

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This would raise the profile of Nannies, making them feel part of the Early Years workforce.

42%



OF NANNIES FEEL FULL TIME ROLES ARE IN DECLINE AND ARE WORRIED

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If full time roles are on the decline and part time roles are on the rise, this may affect the Nanny workforce, with Nannies also leaving the profession, as they cannot afford to do the role with not enough hours.

# NANNIES TO BE INCLUDED IN THE 30 HOURS FUNDED CHILDCARE SCHEME



Road to Nanny Regulation Campaign  
Amendment Update  
1st February 2024

Since presenting MP Robbie Moore the Road to Nanny Regulation Document, and not having a response, we have decided that the 15/30 hours funding is not a viable solution for nannies, even with the minimal increases in hourly rates proposed.

Extending the age range to support more families is a step in the right direction, but with childminders and nurseries closing or not being able to offer the scheme as the funding is not enough, is not helping but actually hindering progress.

The Tax Free Childcare Scheme however with amendments offers another viable solution to the current crisis.

<https://www.childcarechoices.gov.uk>  
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Reintroduction of this scheme, by removing the higher earning tax and regulating Nannies to be paid through this system, would enable more families to work. Nannies would be able to provide the flexibility while delivering high quality childcare. Working parents who are facing further childcare turmoil with nurseries and childminders closing would be able to continue working.

Skilled workers seeking to return to work who have been hindered by the Childcare Scheme Earning Cap will be able to return to their profession. Thus reducing unemployment across the workforce. Nannies, through becoming regulated, would raise the quality and standards of home based childcare in a safe and effective way.

How this will be achieved?

The UK Economy will gain from tax being paid by the nanny National Insurance contributions, DBS payments, and continued yearly on the update service. Pension contributions from the Nanny and Employer.

# RAISE NANNIES ON THE SOC LEVEL TO LEVEL 3 IN LINE WITH EARLY YEARS EDUCATORS



If Nannies are to have a minimum level of education through a qualification, it would be fair to raise the level on the SOC Level of Skilled Workers, from Level 6, to Level 3, in line with Early Years Educators. Many Nannies are degree educated to Level 6 with Early Years degrees and BA in Education and have studied for many years. This would also help with the road to regulation.

# FUNDING FOR NANNIES- AN INCENTIVE PROGRAMME TO BECOME REGISTERED



To match what the government are offering childminders, offer nannies as incentive also to become registered, to give families more access and choice of childcare.

**£428.00** [→](#)

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Registering via the voluntary Ofsted Register. However the Common Core Skills in a 3-6 hour course. Is this adequate training?



**£525.00** [→](#)

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Nanny register route

# A DEDICATED NATIONAL NANNY ASSOCIATION FOR NANNIES



## INCLUDING A REGISTER OF NANNIES

**AS OF OCTOBER 2024, SINCE OUR MEETING WITH ROBBIE MOORE MP IN NOV 2023, WE HAVE LAUNCHED THE NATIONAL NANNY ASSOCIATION. MEMBERS ARE SLOWLY BUILDING.**

**ONCE WE HAVE A GOOD NUMBER OF MEMBERS, WE WILL LAUNCH THE NANNY REGISTER, WHERE THOSE NANNIES WILL HAVE A MINIMUM STANDARD TO ADHERE TO.**

Thank you for listening and considering these proposals. Bottom line, we are trying to raise and align standards in the home where nannies work behind closed doors. This will keep all children safe and educated. (Please see our printed articles of what we are trying to protect children from. )

The Royal Foundation Early Years Campaign , as well as industry professionals, has stressed the importance of the first year of a child's life, and how important their environment is, as well as the relationships and carers they have.

How is the UK, in 2023-24, allowing anyone to call themselves a Nanny, and care for our most vulnerable with no training, no police check and no knowledge of development and knowing the importance of play. This is downright irresponsible, and waiting for a disaster to happen.

If the UK could follow Romania in regulating Nannies, we would be a global leader in childcare and early years.



# THANK YOU

FOR LISTENING AND CONSIDERING