

## We can't promise Mary Poppins, but we can try...



At Peaceful Learning, we have screened over 500 potential nannies which has given us huge insight into what to look out for when finding someone amazing for your little one.

Here are 7 things to consider when hiring a nanny:

1. Meet with the nanny first without your child and ask all the questions you want. If, after chatting with them, you don't feel at ease, ask yourself why? Are you feeling anxious about letting go? Are you feeling stressed at the moment? Or is there something about them that just doesn't sit right? Meet them again if you feel this way and delve deeper, and always trust your gut!
2. When the prospective nanny comes to your home to meet your children, observe their body language and interactions with your children. Are they getting down to your child's level or are they more interested in your house? Are their clothes appropriate to be working with children? How are they interacting with your children? Do they seem authentically present and happy to be with children or is this just a job for them? It's great if you click with them well, that's awesome! No harm in being friends. But remember that doesn't necessarily mean they are good with children.
3. Ask what their approach is in childcare. Does it align with your own? If not, you could be butting heads for years to come! Do they acknowledge that when a child acts out it's because they need more attention and love? Do they use positive guidance? Do they focus on child-led learning?

4. Even when your childcare approach appears to be aligned, interpretations can vary wildly. That's why we recommend doing a trial first before committing to anything concrete. Anywhere between three consecutive days to two weeks, you could be saving yourself a LOT of hassle in the future.
5. Did you know that in the UK, it is NOT a legal requirement for nannies to have a background/police check? We suggest you ask for one anyway! To find out more information on how to get one you can find it here: <https://www.gov.uk/dbs-check-applicant-criminal-record/get-a-standard-or-enhanced-dbs-check-for-an-employee>
6. Make sure they have at least two good references, preferably childcare related. If this is their first childcare job then ask for references from other jobs or friends. These are also important to have because even if they have a clean police check, they may be very difficult to work with. Not sure what to ask? Think about who your ideal nanny would be and then ask if they have those qualities; e.g. trustworthiness, honesty, professionalism, punctuality...
7. Always ask why they left their previous role and then check with their previous employer to see if their story matches. If it doesn't, then you should definitely follow up.

Above all, FOLLOW YOUR GUT! Your gut can tell you so much, it's much more powerful than you think. If you feel that something is not quite right, keep looking.