



## TIME SAVER GUIDE TO AU PAIRS

We've done the research so you don't have to

### How to find

- [Aupairworld](#) - €30-40 for 1 month, €50-60 for 3 months
- Agencies - Generally, several hundred £ placement fee depending on length of stay, e.g. Hampstead Au Pair Agency, a popular one, charges £720 for full year placement
- Look/post on Facebook Groups, e.g. [Au Pair UK](#)
- Look/post on local sites, e.g. Nappyvalley.net

[What about Brexit? No visas required through 2020; after that, simple and free post-arrival visa system through 2023](#)

### How to attract

- Long, detailed profile - but not too long...paint a picture
  - Start by reading other host families profiles on au pair world, then write your own. Make sure you have lots of nice smiley photos. Profile needs to be friendly but factual. (Source: [Mumsnet conversation](#))
- Keep in mind they'll be shopping around and may have other offers so move quickly and persuasively if you like someone
- Provide Powerpoint of house and local area for final stage candidates

### How to vet

- There needs to be strong evidence that they like children!
- Age - Someone in their 20's and/or who has lived by him/herself and therefore knows how to take care of themselves is ideal, otherwise ask questions to assess maturity/self-sufficiency
  - If you want them to drive try to recruit someone over 20 as insurance costs are really high for au pairs. (Source: [Mumsnet conversation](#))
- Experience - Solid childcare experience (as an au pair, camp counsellor, long-term babysitter) and/or child education
- Keep several conversations/candidates going as candidates can unexpectedly disappear or choose another family
- Other criteria
  - I have a long questionnaire [see list further down] that aupairs have to answer. The fact that they even do so is probably the best indication there is that they are serious enough about the role to do it - main hurdle crossed. The answers they give I take with a pinch of salt. (Source: [Mumsnet conversation](#))
  - I delete if they: don't mention that they like children in their post; mention a boyfriend in their profile; haven't lived away from home before (if they don't mention it in their profile I ask that over messages); are vegan/vegetarian or

have multiple food allergies; smoke; are very obese. (Source: Mumsnet conversation: [Mumsnet conversation](#))

- If something doesn't feel right, move on
- Interview, ideally twice, with [the right questions](#)
- Check social media
- References - preferably actual long-term employer, on the phone if possible
- Trial weekend - flight typically to be paid by host family

## What to pay

- Not an exact science but until recently, the going rate has been around £120pw for London, 25-30 hours with 1-2 nights of babysitting. Many people offer extras such as travel passes, mobile phone, gym membership, flights.
- Given the current situation with coronavirus and Brexit still looming, there very well may be fewer good candidates and the rate may need to go up. See [here](#) for example suggesting £120-150pw range.

Read more [here on NVN](#)

## How to keep

- Contract/document outlining duties [see below]
- Introduce them to other au pairs in the area
- Clear/direct and ongoing communication and check-ins - particularly early on, and once the homesickness is likely to be setting in, after a few months/in the depth of winter! Schedule check-in points in advance, e.g. after 2 weeks, 3 months, 6 months

## Official links

[British Au Pair Agencies Association](#)

[GOV.UK](#)

Guide written June 2020

## LIST OF QUESTIONS

1. How long do you want to stay and when would you like to start?
2. How often do you wish to travel home? Are there any important dates you need to go back home for?
3. Do you have any friends or family in London?
4. What experience do you have of dealing with young children by yourself and what ages were they? Do you have experience of handling energetic boys?
5. Can you provide references for your childcare experience?
6. Are you comfortable with the responsibilities and hours we require you to work? In particular sole care of two young boys, early morning starts and the walking required to take them to school + nursery?
7. Is there anything important we need to know about you eg do you have any allergies or dietary requirements we need to be aware of?
8. How often do you get sick? How do you cope when you are not very well?
9. What do you currently do with your time? How do you pass your day?

10. Have you ever lived alone or away from your family where you are responsible for your own well being such as grocery shopping, cooking, cleaning and laundry? If not what experience do you have of these activities?
11. What nationality are you? Do you hold an EU identity card or do you require a visa to come to London?
12. Do you smoke?
13. What do you wish to do if you come to London when the children are at school?
14. What did you study? Did you go to university? What do you want to do in future years?
15. Do you have any questions for us?

## CONTRACT TEMPLATE

Dear (Au Pair),

### LETTER OF OFFER

We are happy to offer you the position of Au pair to our family. The requirements of the Au Pair placement with us are as follows:

We are a family of XX ADULTS and two children. They are CHILD aged xx and CHILD aged xx.

We are an English speaking family and only English is spoken at home, although I also speak XXXX. We live in TOWN which is in the COUNTY part of England, approximately XX minutes from London by train. XXX Airport is the nearest airport to TOWN.

We have a 4 bedroom house with 2 bathrooms. You will have your own room with a single bed, desk, chair, chest of drawer, wardrobe, TV with DVD player, and free wi-fi (you need to bring your own laptop if you want). You will share a bathroom with the children, which has a toilet, sink, bathtub, and a separate shower. You will also drive the family car and we will ensure that the necessary insurance is in place for you to do so. The car is a BRAND and an automatic. I will give you a few lessons in the car before you are required to drive it alone.

#### Start Date and Period of Au Pair Placement

You are expected to start XX July 2018 and to stay for a minimum period of eleven months, which can be extended further if you wish. If due to circumstances beyond your control or for any other reason, you wish to leave at an earlier date than our agreement, you will be required to give at least two weeks' notice. If we require you to leave, subject to the conditions specified on the next page, we will give you a minimum of two weeks' notice and ample notice of your working days with us.

#### Hours

You will be required to work for an average of approximately 25 hours per week. Typically, this will involve helping with the children in the morning and then again in the afternoon. You will also have 2 days off a week which will be every Saturday and Sunday.

### Weekly pocket money

We pay £XXX per week for a 4-6 hour day from Monday to Friday and extra for babysitting in the late evenings, on the weekends and for any days during the school holidays and if the children cannot attend school due to illness.

### Duties and responsibilities

Your main duty is the care of the children. You will be required to help get them ready for the day, get them to school (if I am not there), collect them after school and see to their needs in the afternoon including help prepare their evening meal/helping prepare the family meal when I am home. This means that up to 2 times a week, you will be cooking the dinner, giving them a bath and putting them to bed if I am not home in time.

You will also be required to assist with homework, bath and change as required, after school activities, play games together as well as anything else that may be necessary for their amusement and well-being.

Babysitting during the week is normally limited and we will pay you extra for weekend babysitting.

You will also be required to do house-work which will include tidying, vacuuming, cleaning, and ironing.

### Accommodation

You will have your own room in our home as described before. We would like you to treat our home as your own (except that smoking is not permitted and you are not allowed to bring any male visitors to the house under any circumstances). We ask that your room be kept tidy and that friends staying over should only do so with our permission. You will have free wi-fi in your room and we encourage you to bring your laptop/tablet so you can stay in contact with your friends and family. Your room also has a TV with DVD player and a range of digital UK TV channels.

### Language School

You can enroll at a local language college to attend a course in English for foreigner students for the duration of your stay, if you so wish. The course is the Cambridge certification and is ESOL accredited. The classes start in September/October.

### Holidays & any other benefits

You will have 20 days holiday per year, for which we will agree dates between us. We will provide up to £100 pounds towards a return ticket to your home country if you wish to return for Christmas/New Year and will agree with you which dates are suitable.

### Performance

We treat our au pairs with great respect and expect similar behavior from you in return, as a member of our family.

Reasons with would give rise to instant dismissal would be:

- Theft or other dishonest offences.
- Drunkenness.

- Illegal drug taking.
- Child abuse or neglect.

Reasons which could give rise to performance measures to you are as follows:

- Causing a disruptive influence in the household.
- Job incompetence.
- Conduct during or outside working hours prejudicial to our interests and reputation.
- Unreliability in timekeeping or attendance.
- Failure to comply with our reasonable instructions or procedures.

If there was a problem with any of the above, I would speak to you and ensure that we can find a solution together.

Preparation for life in the UK

The climate here is seasonal and temperatures range from 30 celsius in summer to -15 celsius in winter. Please bring adequate clothing, including a warm winter coat and footwear to enable you to comfortably spend time outside with the children and in your free time.

We look forward to having you with us starting XX July 2018 and are sure that you will have a great year in the UK.

Please sign a copy of this letter as acceptance of its terms and conditions and return to me as soon as possible. Please print and bring a copy of the letter with your passport when you travel to the UK.

Yours sincerely

YOUR NAME

I have read and accept the above terms and conditions.

Signature: \_\_\_\_\_ (Au Pair name)

Dated: