

Implication of National & Local Restrictions on the Employment of Nannies

The employment of a nanny to work in your home is still permitted. Nannies can come to work irrespective of national and tiered alert restrictions that have been put in place locally (inclusive of Tier 1 Medium, Tier 2 High and Tier 3 Very High alerts). Childcare providers, including nannies, are exempt from these restrictions. Please read on for further guidance regarding the implications of current national and new high alert (Tier 2) restrictions that might apply to your area.

National Restrictions

- Meet in groups of no more than six people (indoors or outdoors).
- Pubs and restaurants close at 10pm.

Everybody should observe the following key behaviours:

- **Hands:** Wash your hands regularly and for 20 seconds.
- **Face:** Wear a face covering in indoor settings where social distancing may be difficult, and where you will come into contact with people you do not normally meet.
- **Space:** Stay 2 metres apart from people you do not live with where possible, or 1 metre with extra precautions in place (such as wearing face coverings or increasing ventilation indoors).

Furthermore, these social distancing rules should be applied:

- Stay at least 2 metres apart where possible.
- Avoid physical contact, being close and face-to-face.
- Avoid crowded areas and touching things other people have touched.
- Where you cannot stay 2 metres apart you should stay more than 1 metre apart as well as taking extra steps to stay safe such as
 - Wearing a face covering
 - Move outdoors where it is safer and there is more space
 - If indoors, make sure the rooms are well ventilated by keeping windows and doors open

When providing care to a young child, or person with a disability or health condition who is not in your household or support bubble, it may not always be possible or practicable to maintain social distancing. You should still limit close contact as much as possible when providing these types of care and take other precautions such as washing hands and opening windows for ventilation.

Restrictions in High Alert Areas (Tier 2)

Meeting with family and friends:

- You cannot meet socially with friends and family indoors in any setting unless you live with them or have formed a support bubble (this includes private homes and other indoor venues).
- Informal childcare can be provided via childcare bubbles.
- **Formal childcare is exempt from these restrictions.**
- You can continue to see friends and family you do not live with (or have not formed a support bubble with) outside, including in a garden or other outdoor space. When you do so, you must not meet in a group of more than 6 (this includes children of any age).
- Meeting in larger groups is against the law.

Going to work

- Office workers who can work effectively from home should do so over the winter.
- Public sector employees working in essential services, including education settings, should continue to go into work where necessary.
- Anyone else who cannot work from home should go to their place of work.

Working in Childcare

- There are exceptions from legal gatherings limits for registered childcare, education or training, and supervised activities provided for children, including wraparound care, youth groups and activities, and children's playgroups.
- This applies to the use of early years and childcare settings, including childminders, after-school clubs and **nannies**.
- The following people can provide childcare support in private homes and gardens:
 - registered childcare providers, including nannies
 - people in your support bubble
 - people in your childcare bubble

A childcare bubble is where someone in one household provides informal (unpaid and unregistered) childcare to a child aged 13 or under in another household. For any given childcare bubble, this must always be between the same 2 households.

Friends or family who do not live with you and are not part of a support or childcare bubble must not visit your home to help with childcare. Childcare bubbles are to be used to provide childcare only, and not for the purposes of different households mixing where they are otherwise not allowed to do so.

Working safely in other people's homes

Steps that will usually be needed when working in homes:

1. No work should be carried out in a household which is isolating because one or more family members has symptoms or where an individual has been advised to shield - unless it is to remedy a direct risk to the safety of the household.
2. When working in a household where somebody is clinically vulnerable, arrangements should be made with vulnerable people to avoid any face-to-face contact, for example, when answering the door. You should be particularly strict about handwashing, coughing and sneezing hygiene, such as covering your nose and mouth and disposing of single-use tissues.
3. Staying updated with the latest guidance and considering how it can be applied to your work. This can include:
 - washing your hands more often than usual for 20 seconds using soap and hot water, particularly after coughing, sneezing and blowing your nose
 - reducing the spread of germs when you cough or sneeze by covering your mouth and nose with a tissue, or your sleeve (not your hands) if you don't have a tissue and throw the tissue in a bin immediately, then wash your hands
 - cleaning regularly touched objects and surfaces using your regular cleaning products to reduce the risk of passing the infection on to other people
 - communicating with households prior to any visit to discuss how the work will be carried out to minimise risk for all parties
 - maintaining social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable) as far as possible.

Restrictions in Very High Alert Areas (Tier 3)

- Pubs and bars without 'substantial meal' facilities close.
- People are not allowed to see anyone outside their household, both inside and outside.
- Travel between areas is restricted for the purposes of work, education, youth services and caring responsibilities.
- Staying overnight outside the home should be avoided in very high areas. Furthermore, individuals from very high alert areas should not stay overnight in other parts of the UK.

What to do if you or someone in your household develops symptoms of COVID-19

Self-isolation

- Stay at home and begin to self-isolate for 10 days from when your symptoms start.
- Arrange to have a test for COVID-19 if you have not already had one. The results of the test will determine how long you must stay at home and self-isolate.
- A positive test means that you must complete a 10-day isolation period (even if you do not have symptoms). If you develop symptoms during this time, restart your 10-day isolation period from the day the symptoms start.
- Stay as far away from other members of your household as possible. Avoid sharing spaces such as kitchens and other living areas and take your meals to your room to eat.

If you live in the same household as someone with COVID-19:

- Stay at home for 14 days. The 14-day period starts from the day the first person in your household developed symptoms, or if they do not have symptoms, from the day their test was taken.
- If you do not have symptoms of COVID-19 yourself, you do not need a test. Only arrange a test if you developed COVID-19 symptoms.
- If you do develop symptoms or your test result is positive, follow the same advice for people with COVID-19 to stay at home and self-isolate for 10 days from when your symptoms started, regardless of where you are in your 14-day period.

Links to further guidance

- <https://www.gov.uk/guidance/local-covid-alert-level-high> (published 12th October)
- <https://www.gov.uk/government/publications/coronavirus-covid-19-meeting-with-others-safely-social-distancing/coronavirus-covid-19-meeting-with-others-safely-social-distancing> (published 7th October 2020)
- <https://www.gov.uk/government/publications/job-support-scheme> (published 24th September)
- <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/homes> (published 15th October)
- <https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection> (updated 9th October)