



The Nannytax Salary Guide 2026

nannytax.co.uk

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The Nannytax Salary Guide

Using data sourced directly from our payroll records

Welcome to the 2026 Nannytax Nanny Salary Guide.

Our Salary Guide is a free and trusted resource created to support your clients better understand the financial and legal responsibilities of employing a nanny in the UK.

We truly value the relationships we build with agencies and are proud to provide a service that reflects the professionalism, expertise, and care you already offer your clients. By working together, we can help families feel informed, supported, and confident throughout their nanny employment journey.

Think of us as your own professional and friendly in-house nanny employment experts, here to help you and your clients every step of the way.



Jenni Bond, Managing Director



CONTENTS

Introduction & Contents	01
Key Industry Statistics	02
Nanny Salary Trends – The Last 5 Years	03
Nannytax Agency Services	05
What Do Families Need To Know About Employing A Nanny?	06
Meet The Team	08
Live-Out Salaries	09
Live-In Salaries	15

Give us a call

If you want to talk to someone about our services, a member of our team will be happy to help, just call us on 020 3137 4401 – we're open 7 days a week.

nannytax.co.uk

hello@nannytax.co.uk sales@nannytax.co.uk

agencysupport@enable.ltd.uk

7th Floor, Telecom House,
125-135 Preston Rd, Brighton, BN1 6AF

KEY INDUSTRY STATISTICS

What did we find in 2026?



90%

OF NANNIES ARE
PAID MONTHLY



96%

OF HYBRID NANNIES ARE
NANNY HOUSEKEEPERS



83%

OF FAMILIES AGREE
A GROSS SALARY



53%

OF NANNIES WORK
PART-TIME



Nanny Salary Trends – The Last 5 Years

Each year we publish our Nannytax Nanny Salary Guide to showcase the latest average salaries for nannies across the UK.

These comparison tables provide a snapshot of live-out nanny salary trends over the last five years.

What did we find in 2026?

INNER LONDON

Nanny salaries have increased by 10.87% in Inner London, with annual salaries up by £5,512 per year.

OUTER LONDON & HOME COUNTIES

Nanny salaries in Outer London & The Home Counties have seen an increase of 26.76%, driving annual salaries up by £12,428 per year.

REST OF THE UK

Nanny salaries in the rest of the UK have seen an increase of 11.35%, pushing annual salaries up by £4,654 per year.

INNER LONDON					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
25/26	£21.63	£1,082	£4,687	£56,238	10.87%
24/25	£19.51	£976	£4,227	£50,726	9.73%
23/24	£17.78	£889	£3,852	£46,228	7.89%
22/23	£16.48	£824	£3,571	£42,848	7.64%
21/22	£15.31	£766	£3,317	£39,806	8.43%

OUTER LONDON & HOME COUNTIES					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
25/26	£22.64	£1,132	£4,905	£58,864	26.76%
24/25	£17.86	£893	£3,870	£46,436	5.49%
23/24	£16.93	£847	£3,668	£44,018	9.23%
22/23	£15.50	£775	£3,358	£40,300	13.72%
21/22	£13.63	£682	£2,953	£35,438	2.79%

REST OF THE UK					
	HOURLY	WEEKLY	MONTHLY	ANNUAL	% CHANGE
25/26	£17.56	£878	£3,805	£45,656	11.35%
24/25	£15.77	£789	£3,417	£41,002	1.68%
23/24	£15.51	£776	£3,361	£40,326	12.07%
22/23	£13.84	£692	£2,999	£35,984	10.54%
21/22	£12.52	£626	£2,713	£32,552	12.79%

How do we capture our salary data?

- All data is based on our internal payroll records.
- The annual figures are based on a Live-Out Nanny, working 50 hours per week.
- Each salary is in gross terms. This means the salary includes the nanny's tax and National Insurance that must be paid on top of their 'take home' pay.

Average salaries have been calculated from Nannytax payroll data in 2026. All figures are shown in gross and have been rounded to the nearest pence. Please note, these figures are intended for guidance purposes only. As with any industry, a nanny's salary can fluctuate depending on the individual's qualifications, skills, and experience. We recommend that you consider these factors when agreeing the salary.



£7

Per month*

NANNY REWARDS & WELLBEING APP

For employers looking to support their nanny's wellbeing, or for nannies wanting to invest in themselves.

WELLBEING SUPPORT

Mental, physical, and financial wellbeing support for nannies, including Digital GP services.

FINANCIAL SAVINGS

Nannies can save hundreds of £'s a year on essentials like food, fuel, technology, and more.



Click here for employers



Click here for nannies

*£84 paid annually



Nannytax Agency Services

Our specialist service designed for nanny and domestic staff recruitment agencies. We're here to help you and your clients through the complex world of domestic payroll and HMRC legislation.

Affiliate - Free

When you join our Affiliate Agency Service, you will benefit from:

- £100 commission for every successful referral.
- Exclusive 15% discount for your clients.
- Case of wine or luxury hamper for every 10 successful referrals.
- Designated agency coordinator and advice line.
- Agency portal for managing referrals and accessing fact sheets, tax tables and exclusive content.
- Standard listing on our Agency Directory.
- Introduction email and free Employers' Checklist for your clients.

Agency+ - £19.99 /month

The Agency+ Service includes all the benefits of the Affiliate Service, as well as:

- An increased level of discount on the award-winning Nannytax Payroll & HR service for your clients.
- HR support to assist with you with any questions your clients or candidates may have. Common queries include: contracts, redundancy and pregnancy.
- Contract of employment templates and policies.
- Premium listing on our Agency Directory.
- Nanny and Employer leads for your agency.

Ready to sign up to our Agency Services?

Click the link below to access our short onboarding form.

Any questions? Reach out to us on the contact details below:
agencysupport@enable.ltd.uk | 020 3137 4402

agency-signup.nannytax.co.uk



What Do Families Need To Know About Employing A Nanny?

Becoming a nanny employer for the first time can feel both exciting and overwhelming. To help simplify the process for families, we've highlighted seven essentials every first-time nanny employer should know before employing a nanny in the UK.

1. Understanding Total Cost

This 2026 Salary Guide provides the latest nanny salary statistics across the UK, helping families understand current market rates. However, when setting budgets, it is important for families to consider the total cost of employing a nanny, not just the salary. Additional employer costs can include:

- Employers' National Insurance contributions
- Pension contributions
- Employers' Liability Insurance

Our [Salary Calculator](#) can help estimate the total cost of employing a nanny.

2. Becoming a Nanny Employer

When an individual employs a nanny, they must [register with HMRC as an employer](#) and set up a PAYE scheme. This will allow them to declare Tax and National insurance on their nanny's earnings.

3. Declaring the Nanny to HMRC

Employers must declare their nanny's full working hours and earnings to HMRC. Failure to do so is illegal and may result in penalties or charges.

4. Can employers pay their nanny cash-in-hand?

Paying a nanny cash-in-hand is not necessarily illegal; however, all payments and earnings must still be properly declared to HMRC. If payments are not declared correctly, both employers and employees may face financial penalties. [Find out more.](#)

5. Employers' Liability Insurance

It is a legal requirement for all UK employers to hold a suitable Employers' Liability Insurance policy to protect against claims made by employees in the workplace.

The [Enable Insurance Policy](#) has been specifically designed for families employing nannies and home childcarers, providing up to £10 million in Employers' Liability Insurance cover.

6. The Nanny's First Week

Welcoming a nanny into the family home is a very personal experience, and building a positive working relationship from the beginning is incredibly important. Norland Nanny, Nanny Fizz, shares her top tips on how families can create a positive working relationship with their new nanny from the very first week. [Click here to read.](#)

7. Nannytax Payroll & HR Service

At Nannytax, we're committed to making employing a nanny easy and stress-free. With over 30 years of experience and a reputation for excellence, our award-winning service will cover all compliance needs and provide complete peace of mind for families.

[Learn more about our payroll service.](#)

We also offer lots of useful resources for families employing a nanny, including our:

- [Employers' Checklist](#)
- [Employment Pack](#)
- [Nanny Employer Guidance Articles](#)

Nanny Employers' Liability Insurance

**Only
£109
per year**

*Inclusive of Insurance
Premium Tax IPT at 12%*



**Cover up to
£10 million
Employers
Liability**



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insuring
employers &
nannies**



**Quick & easy
online
application**

It is a legal requirement for all UK employers to have Employers' Liability Insurance. The Enable Insurance Policy is designed for those who employ nannies or home child carers.

enableinsurance.co.uk



Meet The Team

The Nannytax team are based in Brighton, a stone's throw away from the seafront. Our talented teams have professional backgrounds ranging from accountancy and personal tax at HMRC, to telecommunications and retail management.



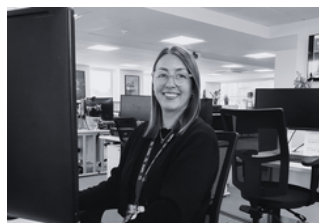
Agency Services

Issy looks after our Agency Services and is dedicated to supporting agencies in a variety of ways – from commission and referral queries to managing the Agency Members Area, where you can access resources such as fact sheets, checklists, and templates. She also liaises with Payroll and HR on your behalf to assist with any queries you may have, ensuring you receive the best possible support for your agency.



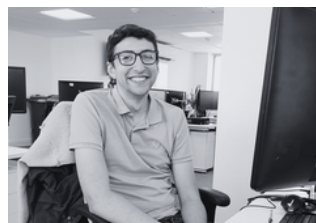
Our Leadership Team

From left to right: meet Jenni, our Managing Director; Kirsty, our Head of Sales & Marketing; and Laura, our Head of Customer & Operations. Together, they lead and support our incredible teams.



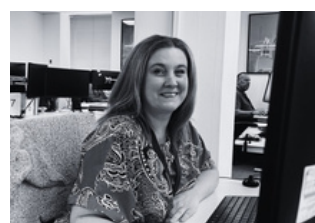
Subscriptions Team

Beth, Rachel, Honey, and Tracey make up our friendly Subs Team and are on-hand to support with any questions about our service.



Payroll Team

Lewis, Olivia, Josh, and our many other Nannytax mathematicians make up our Payroll Team. They're here to take care of tax calculations and HMRC reporting.



Customer Support Team

Faye, Iz, Debra, Preeti, Amin, Hana, Barney, and Kemand are on the Customer Support Team and are the first to answer customer calls and offer top-notch support.



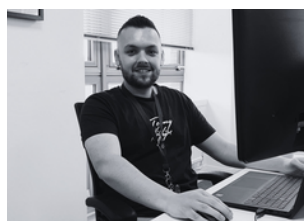
Pension Team

Damian and his team manage all of our nannies' pension schemes, from initial setup & beyond!



Marketing Team

Kirsty, Becca, Issy, Cassie, and Lisa make up our Marketing Team. They manage the Nannytax website, run our social media, and coordinate all of our customer and agency communications.



IT Team

Ryan, David, Louise, Derek, and Luke are all part of our IT and Web Development Team. They are our very own in-house tech gurus!



HR Team

Kim, Emma, Evie, and Hannah are our experts in the intricacies of nanny employment law and offer unlimited HR support to our customers.

A child is sitting on a light-colored floor, playing with wooden toys. The child is wearing a white t-shirt with a graphic of an elephant and brown pants. In the foreground, there are several wooden toys: a stack of wooden rings on a post, a wooden base with numbers 2, 3, and 5, and a pile of wooden blocks. The background is slightly blurred, showing the child's legs and hands as they play.

Regional Breakdowns

Live-Out Salaries

Average Hourly Rates for Live-Out Nannies UK Regions

SCOTLAND

GROSS	HOURLY
LIVE OUT	£16.52

NORTH EAST

GROSS	HOURLY
LIVE OUT	£14.78

NORTH WEST

GROSS	HOURLY
LIVE OUT	£20.24

YORKSHIRE & THE HUMBER

GROSS	HOURLY
LIVE OUT	£16.41

NORTHERN IRELAND

GROSS	HOURLY
LIVE OUT	£14.00

EAST MIDLANDS

GROSS	HOURLY
LIVE OUT	£16.32

WALES

GROSS	HOURLY
LIVE OUT	£16.46

EAST OF ENGLAND

GROSS	HOURLY
LIVE OUT	£20.72

WEST MIDLANDS

GROSS	HOURLY
LIVE OUT	£19.57

LONDON

GROSS	HOURLY
LIVE OUT	£21.63

SOUTH WEST

GROSS	HOURLY
LIVE OUT	£19.50

SOUTH EAST

GROSS	HOURLY
LIVE OUT	£18.60



Average Hourly Rates for Live-Out Nannies Inner London

NORTH WEST LONDON

GROSS	HOURLY
LIVE OUT	£20.28

WEST LONDON

GROSS	HOURLY
LIVE OUT	£21.57

SOUTH WEST LONDON

GROSS	HOURLY
LIVE OUT	£22.18

SOUTH EAST LONDON

GROSS	HOURLY
LIVE OUT	£21.56

CENTRAL LONDON

GROSS	HOURLY
LIVE OUT	£22.64

EAST LONDON

GROSS	HOURLY
LIVE OUT	£20.73

NORTH LONDON

GROSS	HOURLY
LIVE OUT	£22.48

Average salaries have been calculated from Nannytax payroll data in 2026. All figures are shown in gross and have been rounded to the nearest pence. Please note, these figures are intended for guidance purposes only. As with any industry, a nanny's salary can fluctuate depending on the individual's qualifications, skills, and experience. We recommend that you consider these factors when agreeing the salary.



Average Hourly Rates for Live-Out Nannies Outer London & Home Counties

BUCKINGHAMSHIRE

GROSS	HOUR
LIVE OUT	£22.26

BERKSHIRE

GROSS	HOUR
LIVE OUT	£22.22

SURREY

GROSS	HOUR
LIVE OUT	£23.54

KENT

GROSS	HOUR
LIVE OUT	£22.96

Outer LONDON

GROSS	HOUR
LIVE OUT	£21.73

ESSEX

GROSS	HOUR
LIVE OUT	£22.76

HERTFORDSHIRE

GROSS	HOUR
LIVE OUT	£23.04



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We provide insurance for both those that employ a carer in their home and for carers and PAs who provide support to those living independently.

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Carer Insure is a trading name of Enable Limited who are an Appointed Representative of Fish Administration Limited. Fish Administration Limited is authorised and regulated by the Financial Conduct Authority, registered in England and Wales under Company Registration Number 4214119. Registered Office; Rossington's Business Park, West Carr Road, Retford, Nottinghamshire, DN22 7SW.

Average salaries have been calculated from Nannytax payroll data in 2026. All figures are shown in gross and have been rounded to the nearest pence. Please note, these figures are intended for guidance purposes only. As with any industry, a nanny's salary can fluctuate depending on the individual's qualifications, skills, and experience. We recommend that you consider these factors when agreeing the salary.

Live-Out Nanny Salaries

To calculate the average nanny salaries per region, we collated our payroll data for the tax year 2025/26. These tables illustrate a detailed breakdown of our findings per county. The figures listed below are the average gross hourly rate.

Please note, not all counties are included within this table. If you are unable to find your county, we recommend referring to the regional averages highlighted in blue.

INNER LONDON	£21.63
Central	£22.64
East	£20.73
North	£22.48
North West	£20.28
South East	£21.56
South West	£22.18
West	£21.57

OUTER LONDON & HOME COUNTIES	£22.64
Berkshire	£22.22
Buckinghamshire	£22.26
Essex	£22.76
Outer London	£21.73
Hertfordshire	£23.04
Kent	£22.96
Surrey	£23.54

SOUTH WEST	£19.50
Bristol	£21.39
Cornwall	£17.29
Devon	£18.34
Dorset	£19.04
Gloucestershire	£21.64
Somerset	£19.29
Wiltshire	£19.51

SOUTH EAST	£18.60
East Sussex	£17.78
Hampshire	£19.98
Isle of Wight	£16.24
Oxfordshire	£20.40

EAST OF ENGLAND	£20.72
Bedfordshire	£21.91
Cambridgeshire	£20.53
Norfolk	£19.73
Suffolk	£20.69

WEST MIDLANDS	£19.57
Herefordshire	£22.91
Northamptonshire	£16.98
Shropshire	£22.01
Staffordshire	£17.04
West Midlands	£20.04
Worcester	£18.45

SCOTLAND	£16.52
Aberdeenshire	£16.74
Dundee	Limited Data
Dumfries and Galloway	Limited Data
Falkirk	£16.03
Fife	£15.90
Highlands	£15.23
Lothian	£19.24
Scottish Borders	£17.50
Strathclyde	£15.03

EAST MIDLANDS	£16.32
Derbyshire	£16.24
Leicestershire	£16.64
Lincolnshire	£16.31
Nottinghamshire	£16.07

NORTH EAST	£14.78
County Durham	£14.55
Tyne & Wear	£15.00

NORTH WEST	£20.24
Cheshire	£18.74
Cumbria	£18.73
Greater Manchester	£23.31
Lancashire	£20.16
Merseyside	Limited Data

YORKSHIRE/HUMBER	£16.41
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NORTHERN IRELAND	£14.00
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WALES	£16.46
Glamorganshire	£15.60
Conwy	£17.32

How can I work out the gross annual salary?

You simply need to multiply the gross hourly rate by the number of hours the nanny will be working per week. This will give you the weekly gross salary, which can then be multiplied by the number of weeks in a year to get the annual gross salary. You can also use our [Salary Calculator](#) to work out the gross annual salary.



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A top-down photograph of a woman and a young child sitting on a light-colored wooden floor, playing with numerous wooden blocks. The woman, on the right, is wearing a white t-shirt and blue jeans, and is reaching out with her right hand towards the blocks. The child, on the left, is wearing a brown patterned shirt and white pants, and is holding a wooden block. The floor is covered with many wooden blocks of various shapes, including rectangular blocks and triangular blocks. Some blocks are stacked into small structures, while others are scattered around. The overall scene is warm and intimate, capturing a moment of play and interaction between the woman and the child.

Salary Breakdowns

Live-In Salaries



Live-In Nanny Salaries

To calculate the average nanny salaries per region, we collated our payroll data for the tax year 2025/26. These tables illustrate a detailed breakdown of our findings per county. The figures listed below are the average gross hourly rate.

Please note, only London and the Home Counties are included within this table due to a concentration of live-in nannies in these areas.

INNER LONDON	£16.43	OUTER LONDON & HOME COUNTIES	£16.34
Central	£14.67	Berkshire	£14.88
East	£13.98	Buckinghamshire	Limited Data
North	£15.02	Essex	£14.54
North West	£18.24	Outer London	£16.27
South East	£21.67	Hertfordshire	£19.42
South West	£15.29	Kent	£14.42
West	£16.13	Surrey	£18.50

What other things need to be considered when employing a live-in nanny?

- If families choose to use the accommodation offset allowance, they must provide accommodation and meals for the nanny.
- Live-in nannies must still be paid at least the National Minimum Wage.
- Employers providing accommodation for employees have certain tax, National Insurance, and reporting obligations to comply with.
- Employers will also need to ensure their live-in nanny has their own living space and allow the nanny privacy when off-duty.

