

## **The Beach Club Nannie Policy An Overview**

### **The Issue**

A number of members have expressed concern over the increased number of nannies who are at the beach with members and their children or separately with member children. The following is intended to clarify the existing policy and to establish the advantages and disadvantages of those rules.

### **The Current Policy**

The current policy is not written in the House Rules though it has been the guideline in use by the Club for several years. It evolved out of long discussions in three different arenas--- the Youth Committee, the House Committee and the Board of Directors.

1. Nannies may accompany members and their children at any time, as often as they like, with a guest fee paid each and every time they visit.
2. Nannies may bring the children of members to the Beach Club without the adult members present but must always be signed in as a guest and pay the appropriate guest fee.

### **Problems with the Existing Policy**

1. Some parents have begun to use nannies as babysitters, “dumping” the group at the club and taking off elsewhere for the day. When this occurs, the nannies sometime experience difficulties in relating to staff and members. Occasionally they have problems controlling older children who know their parents are away and feel they can “get away” with behavior their parents wouldn’t tolerate. Some members feel nannies have become too easy an out.
2. Nannies have a difficult time “fitting in” with the Beach Club community since their language, culture and behavior patterns may be decidedly different.
3. Nannies “stand out” and draw attention to themselves both by their mannerisms and their behavior.
4. Nannies frequently have less “command presence” when controlling the behavior of their children and their quests.
5. Some parents who rarely use nannies suggest that those who do are not “good parents.” Such comments and thinking are divisive to the social fabric of the larger community.

### **Advantages to Nannies**

1. Nannies pay close attention to the children under their care.
2. Nannies allow parents to recreate more comfortably, and with less worry, while they’re here at the beach.
3. Nannies give parents more flexibility in scheduling their private and professional lives.
4. Nannies can enrich the life experiences of the member children through warmth, attention and cultural exposure.

5. Some nannies are an intimate member of the member's family and are a natural part of their family grouping whenever they visit the beach.
6. Nannies are more reliable baby-sitters than many part timers in the larger community.
7. In some families, nannies allow the burdens of parenting and the complexities of contemporary life to be lessened thereby improving the quality of family life.

### **Conclusion**

The nanny issue can be seen from a number of different perspectives. Any policy will acknowledge these complications and will necessarily be a compromise. However it is configured, the final policy must be **easy to explain, easy to publicize, fair to all who are affected and easy for the staff to enforce.** A policy which fails any of these tests will not be perceived as fair to the entire Club Community.