

EQUIPEOPLE AU PAIRS HOST MANUAL



Au Pairs

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ROLE OF THE HOST FAMILY

A host family is a family that takes in a foreign student or Au Pair, provides them with accommodation, food and pocket money, but also includes the student or Au Pair in their family activities.

The Au Pair becomes a member of the family and is treated like any other person in that family would be treated. The host family's parents will essentially act as the Au Pair's parents and are responsible for their wellbeing and safety.

It is totally acceptable to make house rules clear from day one and to be distinctive about what behaviour is deemed appropriate in your family and what isn't.

The host family helps the Au Pair integrate into the host country and teaches the Au Pair about its culture, etiquette and customs. They encourage the Au Pair to meet up with local people or other Au Pairs/students their own age as well as going sightseeing, joining in in extra-curricular activities such as local sports teams, drama groups, Macra na Feirme etc.

In exchange for this service, the Au Pair assists the family with childcare and light housework.

IMPORTANT NOTICE: Equipeople Au Pairs are not qualified child-minders, indeed an Au Pair very rarely is, and therefore we do not allow our Au Pairs to be left alone in the house with the children for long periods of time. Especially if the child is under the age of 2 years old.

DUTIES AND WORKING HOURS

An Equipeople Au Pair has that extra pair of hands you need when you can just not do everything at the same time. She is essentially an extension of a parent or guardian and is there to help you. An Au Pair fits into the family routine and makes a parent or guardian's life easier.

Duties can include:

- Childcare in your own home to suit your specific needs
- Babysitting
- Supervising children with horses and/or ponies (optional)
- Taking your children to school and collecting them afterwards
- Helping children with homework
- Bath-and bedtime duties
- Light household duties such as mopping floors, vacuuming, keeping children's rooms tidy, clearing away after meal times, preparing children's meals, doing children's laundry and ironing.

Equipeople Au Pairs work **35 to 40 hours per week** and must have **one full day and one half day off each week** to do whatever it is they want to do. They need to have their **own bedroom** in your home, get **all their meals** and receive **€100 pocket money per week**. Separate accommodation near the family home is acceptable; however a mobile home is not.



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In addition to weekly days off, an Au Pair needs to get time off to visit the country.

- If your Au Pair works 5 days per week, she has 2 days off every week, so **8 days off per month in total**.
- If your Au Pair works 5 ½ days per week, she has 1 ½ days off every week plus 2 additional consecutive days per month, again **8 days off per month in total**.

An Equipeople Au Pair must **also get 1 week paid holiday every 6 months**.

Having live-in childcare is flexible and convenient as it means that you can divide up those weekly hours to suit your own needs.

It provides **security and stability for your children** as they can be looked after in your own home and in the surroundings that they are familiar with. All Equipeople Au Pairs have been vetted by our partner agencies; they must provide childcare references as well as a police check and a medical report.

Do bear in mind that no two Au Pairs will ever be the same. Some Au Pairs will just fit in with your family from day one, will be outgoing and will grasp the family routine immediately. Others won't. They may be a little bit shy, homesick for the first couple of weeks and take a little longer to settle in. Don't compare one to the other; it is not fair on an Au Pair who has just arrived in Ireland to be compared with someone who was integrated in your family for the last year. I am sure even the Au Pair that was "dynamite" took some time to settle in.

The way to overcome misunderstandings is to be clear about your expectations. Have several lists ready for your student:

- **House Rules** – What behaviour is acceptable and what isn't. This is for both the children and the Au Pair. This is your home; don't be afraid to lay down the rules.
- **Daily Chores/Timetable** – Describe your family routine. Indicate what tasks need to be done on a daily basis i.e. clear away after mealtimes; prepare a light meal for the children when they get home from school; sweep the kitchen floor; put on a wash etc.
- **Weekly Chores** – Divide your home into zones and pick a day of the week when you want a certain zone cleaned, for instance, Mondays: Mop the kitchen floor; Tuesdays: Clean the children's (Family) bathroom; Wednesday: Iron the children's clothes; etc.
- **"Rainy Day" Chores** – This list will describe chores that you keep meaning to get around to doing, but never have the time to do. The tasks indicated on this list are things your Au Pair can do for you when she is having a "quiet day" or is looking for something to do. This could include: sort out children's play room/toys; clean the oven; wipe the skirting boards etc.
- **Children's Favourite Activities** – Give your Au Pair some ideas on what your children like to do. What are their favourite games, do they enjoy certain sports, what are their favourite toys...

Equipeople Au pairs do come with some childcare experience and must provide references; however, their **level of experience will vary**. Some girls might have babysat neighbour's children and others may have done an internship in a nursery school. **Be clear about how you want them to interact with your children**. Are your children outdoorsy? Let her know to take them out for walks, to go and see your partner on the farm, go for a cycle ... Is TV time limited? Tell her. Explain how



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(and if) you want your Au Pair to discipline your children. Are your children allowed to eat treats throughout the day? Do they have their own chore list and/or reward system?

Communication is key to make this placement work. Your Au Pair is here to learn. She is here to learn a new language and to improve her childcare skills. In addition to this, Equipeople Au Pairs want to soak up the Irish culture, want to visit Ireland and be part of the family.

An Equipeople Au Pair is **not an employee** that works 9 AM to 5 PM and is then sent away to her room, she is an additional member of the family. She must be included in mealtimes and some of your family activities. A lot of the girls choose to meet up with other Au Pairs or students and go to explore the country however some prefer to “hang out” at home.

The more you can introduce your Au Pair to people and places, the more she will be able to get involved in the Irish culture. It will give your family and your Au Pair a little bit of breathing space on her days off and will help your Au Pair get over any feelings of loneliness or homesickness which she may be feeling.

Encourage your Au Pair to join the local Macra na Feirme, camogie or football team, fitness club or any other such organisation. We all need some time out and this is a perfect way for an Au Pair to meet other young people of her own age.

An Equipeople Au Pair must not be left alone for long periods of time. We will not accept host families where parents or guardians are gone on a daily basis from 8AM to 6PM leaving the Au pair alone with children with no back-up available to her.

What is acceptable are some of the following scenarios:

- Mum is a nurse and works three days per week in a local hospital whilst dad is away from the home;
- One member of the family works from home, this could include a farm or equine yard, and regularly checks in throughout the day;
- Parents are away, but children are of school-going age and are out of the house from 9 AM to 3 PM every day;
- Parents in part-time employment or working in shifts;
- A stay-at-home mum that needs to pop in and out of the house during the day.

WHAT IT TAKES TO BE A HOST FAMILY

Let us be straight about this, it takes a certain type of person to want to take in an Au Pair. You have to be willing to invite a young person into your home and to treat her as one of your own. You have now decided to take on this role and we are happy you have done so. We do not accept any host families onto our programme that we do not deem suitable to host one of our Au Pairs.

We want our host families to treat our Au Pairs as they would like their own daughter to be treated when living in a foreign country. These Au Pairs might never have lived away from home before and when faced with an unwelcoming family in an unknown country with a different culture and customs



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with a language they only master to a certain degree, the Au Pair will immediately either shrink completely within herself or take on a defensive attitude.

You need to want to take the time to help your Au Pair settle in, introduce her to the Irish culture and involve her in your family activities. An Equipeople Au Pair must be included in meal times and encouraged to join in with family outings or hobbies.

A host family must have the patience to allow for an Au Pair to make mistakes, to teach her and to help her with her English.

Everybody in the family must be on board and want to give the Au Pair a chance.

Put yourself in the Au Pair's shoes. When you decided to have children, you started off with a little baby that slept most of the day (and kept you up all night) which then grew into a toddler that you followed around trying to stop him or her from killing itself. Then you were faced with a child going to school, learning and making friends, surprising you every day. You know their personality and you have "learned" to deal with any situation that was thrown at you. Since then you might have had another child (or more) and you have become an expert at changing nappies, putting kids down for naps, stopping sibling rivalry, disciplining and juggling life. You know your child, you know your home and you know the country in which you are living and raising your children.

In comes an Au Pair. She doesn't know you, doesn't know your children, she doesn't know what your family routine is and she has no idea about you or your family's house rules or traditions. On top of all that, your Au Pair doesn't know your home, your neighbours, the culture, customs and very little about Ireland. Although all Equipeople Au Pairs must have an intermediate level of English, it isn't their first language and "school English" is very different than "spoken English", especially with a strong Irish accent.

Give her a break. Help her settle in. Be as clear as you can about your expectations and communicate with her. If you are not happy, say so. If your Au Pair's behaviour is unacceptable, tell her. If she is not doing things the way you want them done, show her how you do want the tasks to be completed.

Of course it is not only one-sided. It takes a certain type of person to be an Au Pair as well. We try to match personalities and individual needs as much as we can, but in the event of a bad match or some teething problems, we are here to help.

DO'S AND DON'TS

DO...	DON'T...
Make your Au Pair feel included in your family; respect her like a family member.	Exclude your Au Pair from all your family activities. You don't want to build resentment towards you and your family. Though it is OK for you to do certain things with your family without including your Au Pair from time to time.
Be very clear about your expectations. Be realistic about them and be fair towards your Au	Don't forget this may be your Au Pair's first "job". Give her a chance to settle into it.



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Pair.	
Encourage your Au Pair to join local groups or sports club, meet other Au Pairs or students in the neighbourhood and introduce her to people her own age.	Expect your Au Pair to be gone the moment she is off duty. She might choose to take some time out in her room or have a long lie in on her day off and that is OK.
Provide your Au Pair with house rules and chore lists/timetables when she arrives. This ensures everyone is on the same page from day one.	Think that your Au Pair knows what you are thinking or feeling. You must communicate clearly and openly with her in order to get the best results.
Remember that English is not your Au Pair's first language and realise that cultural differences do occur on a lot of matters.	Lose patience or put down your Au Pair's culture. Explain how things are done in Ireland and outline your work method.
Help your children to get to know your Au Pair. Let her cook you a meal which is traditional in her country, look up facts about the country and ask her to share them with you and your family.	Let your children feel that she is an outsider. If you don't "invite her into your family", your children might be apprehensive about doing the same.
Be very clear about how you want her to deal with your children especially when it comes to matters such as disciplining them.	Assume that your Au Pair has dealt with every situation a child could possibly throw at her. She might have some experience, but she is here to learn, she is not an expert and she is not a mother.
Ask your Au Pair to help out with the light housework. An Au Pair can help out with the day to day running of the house as well as any chores that are related to the children. Some of our girls come from agricultural or equine backgrounds and will be more than happy to help out in these areas as well.	Ask your Au Pair to clean the windows or landscape your garden, these are not an Au Pair's duties. If your Au Pair has never been near a farm animal or a horse before, don't force her into a situation where she feels insecure or unsafe.

EQUIPEOPLE AU PAIRS' ASPIRATIONS

The reason why these young adults choose to come to Ireland to help out an Irish family and leave behind everything they know, their families, their home, their friends ... is three-fold:

- Cultural Exchange
- Educational Benefit
- Personal Development

Cultural Exchange

Ireland is known as the land of a thousand welcomes and it is true that Irish people are very welcoming and embrace the opportunity of a good "chat", but our culture too is changing. Ireland is a small country that has re-invented itself over the last forty years through the combined force of sheer determination and growing, vibrant ambition. It is a progressive part of the new Europe and is evolving every day.



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Ireland is a dynamic, lively, modern country with a young population and a successful, technologically orientated economy, but it also remains a country where music, conversation, culture, traditions, time to relax, listen and making friends are important.

It is a country with cultural, cosmopolitan cities and is renowned for its beautiful, unspoiled countryside and scenery.

Equipeople Au Pairs want to be a part of our culture. They want to get to know our customs, they want to know what “the craic” stands for and they want to visit some of these sights everybody speaks so highly of. Whilst host families are not a transportation system for Au Pairs it is nice if they get an opportunity to learn a little about the culture and history of their placement area.

Our country is full of houses, castles, abbeys and churches of huge historical interest. We encourage our Au Pairs to visit and absorb the wealth of history that Ireland has to offer. Every small town has at least one local museum of historical interest and a plethora of round towers and ruined castles. We also encourage host families to inform Au Pairs about the history of the surrounding area. In their welcome packs, Au Pairs receive a list of interesting places to visit throughout Ireland and in particular historical and cultural places to visit in their placement area.

Educational Benefit

Equipeople Au Pairs are here to learn. They want to improve their English, they want to look after children and they want to learn what is involved in the day-to-day running of an Irish household.

Our placements are with families across Ireland offering a wide variety of experience. Au Pairs come to Ireland to learn and improve their practical skills and should be encouraged to take part in all aspects of the running of the household. Many of them are hoping to one day have a family of their own or pursue a career in childcare and the more practical help you can give them the more beneficial their trip. Our Au Pairs should be a part of the highs and lows, and be immersed in the life of an Irish family.

We aim for our Au Pairs to go home with a broad understanding of Irish life.

Personal Development

To travel to a new country, with a new language and a different way of life is a huge accomplishment for any young person. Ireland is a very family-orientated country, with a strong ethos of the nuclear family and roles within it. This is not the same in most of Europe. Many of our Au Pairs come from divorced homes and so benefit from the type of family environment that is common in Ireland. A lot of the Au Pairs have half or step-brothers and sisters and more complicated family relationships than we do and really appreciate spending time in our family structure.

As you are aware, we visit families in advance of receiving an Au Pair so we are confident that you are well equipped to deal with a European teenager. We have selected families for their knowledge and understanding of young people and for their strong moral standards, while at the same time allowing for differing opinions and lifestyles. In the event of a problem, we are always here. Our job is to support and monitor our Au Pairs, while at the same time allowing them a certain amount of freedom to explore and grow. In the event of a problem we are always available and we offer a full



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emergency service which includes everything from advice for both Au Pair and host to organising emergency accommodation for Au Pairs.

We aim that a participant on our programme will return home having experienced our culture and heritage, with a wider knowledge of Irish family life and a more rounded and mature outlook. We want our Au Pairs to go home with great memories of Ireland and a fondness of all things Irish. We want our Au Pairs to be so happy here that they come back time and time again.

SEXUAL HARRASSMENT, BULLYING OR ABUSE OF AN AU PAIR

Our Au Pairs are coming here to live as part of a family and help were needed. They must at all-time feel welcomed into the family and treated as you would expect your son or daughter to be treated. If an Au Pair feels unwelcome or uncomfortable in a family then they are free to leave at any time. In the event that we feel that a host has mistreated an Au Pair in any way whatsoever, we will remove that Au Pair and the host will not receive another Au Pair from us. In the event of serious abuse such as sexual harassment in any form or threatening or physical abuse, we will encourage the Au Pair to report the matter to the police. We will assist the Au Pair in every way we possibly can. Obviously, in this situation a host will be permanently removed from our books.

CULTURAL DIFFERENCES

A lot of issues we incur with host families and Au Pairs are simply down to cultural differences. The whole point of having an Au Pair in your family and the reason why so many girls choose to be an Au Pair is because it is a chance to exchange cultures. It is a way to broaden horizons and to learn about other customs and traditions.

Different nationalities have different character traits and although you should never generalise, it is fair to say that when someone is exposed to a certain culture or custom, they will adopt some of the traits that go with it. It also means that when you put two entirely different cultures together, they may clash on certain things.

For instance, in Belgium it is considered rude to just get up and make yourself a cup of tea or coffee. You wouldn't even do this in a family member's house. You would wait to be asked and if you don't get asked, well, tough! In Ireland of course, this is quite the opposite. It would be easy to see how an Irish person would find a Belgian person very impolite and demanding; whereas the Belgian person thinks they are doing the right thing.

These types of issues are easily dealt with. A host family and Au Pair should sit down and discuss cultural differences. What might be useful is that the Au Pair hosts a "traditional home meal" Allow an Au Pair to teach your family about how she lives in her home country. It helps break the ice, gives everyone a better understanding about certain behaviours and it gives the Au Pair the chance to talk about a subject she is comfortable with. It will help combat homesickness and give a sense of



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achievement. Many Au Pairs would thrive with an opportunity like this and a family might just see a different side of their Au Pair that they hadn't seen before.

Do not criticise people. What works for you in your country, might not work for someone else in another. Embrace the exchange and you never know, you may even learn from each other.

Remember not to generalise. Everybody is different and has been raised in the way their parents thought was best for them in their circumstances.

FREQUENTLY ASKED QUESTIONS

In this host manual, we are striving to deal with the most common questions that we get asked but we are not going to be able to answer everything. The fundamental ethos that we keep stressing to our host families is to treat the Au Pair like you would like your own son or daughter to be treated.

So, if you would not be happy with your son or daughter doing something then do not allow the Au Pair to do it. Communication is the key, explain to the Au Pair your point of view on something and listen to what they have to say. If you feel strongly that they should not do something and they are insisting upon it then contact us. We are here for you as well as for the Au Pair. If you are not sure how to deal with something then contact us.

As you know we do a lot of site visits and repeatedly get asked the same questions so here are some answers that might help both you and your Au Pair to have a beneficial, safe and educational placement period.

What happens if the Au Pair has an accident or is ill?

If your Au Pair has an accident or illness, treat them exactly as you would your own child. If you would bring your son or daughter to a doctor or hospital then please bring the Au Pair to a doctor or hospital. The Au Pair is receiving pocket money and it should be used to pay for this. Please also notify us of any illness or accident. Au Pairs are requested to bring a European Medical Card, ensure they bring this card with them to the doctor, hospital or dental practice as it will help them claim back medical expenses in their own country. They also need to request a receipt from the medical practitioner.

Should the Au Pair have days off?

The Au Pair is entitled to **at least one full day and one half day off per week**. These are days that the Au Pair is not required to do **any** work whatsoever with the children, on the farm, on the yard or in the house. An Au Pair also needs to get **one full week paid holiday every six months**. The Au Pair can decide to use their time off in any way that they want. It is beneficial to them to use their time off to see some of the area or visit the local town; however they may decide that they would prefer to spend the day in another way. Transport on days off is the Au Pair's responsibility; however it is safer if the host can help the Au Pair to organise transport. It is also essential that the Au Pair keeps the host informed as to where she is going and when they expect to be back. Au Pairs may not stay out overnight without the full knowledge and consent of the host family. While we encourage Au Pairs to explore Ireland, for safety reasons Au Pairs may not take longer trips on their own. However



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it is no problem for Au Pairs to travel around Ireland in pairs or perhaps with a friend of the family. The Au Pair's safety is paramount and if the Au Pair has plans that you feel may compromise their safety then please contact us immediately.

What is the policy regarding friends or boyfriends / girlfriends?

In their Welcome Pack, Au Pairs will have received the contact numbers for the Au Pairs who are in Ireland. From this they will be able to see where the nearest Au Pair to them is placed. You may find that there is another Au Pair in your area and therefore the two Au Pairs can meet up to do things during their time off. This is a great way for Au Pairs to meet people from other countries and go and see some of Ireland. We encourage hosts to try and coordinate their Au Pair's day off with other Au Pairs in their area. Some of our host families are happy for their Au Pair to have a friend to stay other families are not. That is completely at the host family's discretion.

What happens if we don't get on with the Au Pair?

Sometimes an Au Pair and host family simply do not get on. We can have a great host family and a great Au Pair but the two of them together just doesn't work out. If this happens please phone us to discuss the issue and we will assess if perhaps this is just a teething problem or if it is something more serious. If it is just a teething problem or a lack of understanding by either side, then often it can be sorted out fairly easily. If it is something that cannot be resolved then we will bring the Au Pair back to our office where we have accommodation available and assess the situation. If we feel that the Au Pair is not going to fit in anywhere then we will send them home. If we feel that the Au Pair is more suited to a different type of placement then action will be taken to find a new placement. We will then try and find another Au Pair for you. Rest assured you will never be expected to keep an Au Pair that does not fit into your family.

What is the policy regarding smoking / drinking / drugs?

Smoking - Some host families are happy to allow their Au Pair to smoke in a certain area outside of the house. Other families do not permit smoking anywhere. That is completely at the host family's discretion. Au Pairs are not permitted to smoke in their bedrooms.

Drinking - Drinking in moderation by Au Pairs over 18 is permitted. However, any host who feels that an Au Pair is drinking too much is requested to contact us and we will address the problem.

Drugs - The use of illegal drugs is completely forbidden and will result in the Au Pair's dismissal from the programme and they will be required to return home immediately.

Are the Au Pairs allowed to go to discos or pubs?

Most Au Pairs are not looking to go out and socialise every night and are generally happy to stay in and watch television. However, being teenagers they will want to go out occasionally, this is not a problem providing they don't go overboard. Again safety is paramount and if you feel that they are doing something that you would not be happy with your own son or daughter doing then please have a word with them. One of the first things they will want to experience in Ireland is the local pub and again there is no problem with this in moderation. If you feel there is a problem with your Au Pair's level of socialising, please contact us, however let me assure you that there is rarely a



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problem. Some of our Au Pairs become involved in sports or clubs in their area. Au Pairs usually enjoy integrating into the local community and it helps them to get a feeling for the real Ireland.

How many hours are Au Pairs expected to work?

Au Pairs are expected to work approximately 35 - 40 hours per week. This is around 7 – 8 hours per day for 5 days a week. Obviously, with children there will be some days that are busier than others. If the Au Pair does have to work a lot of extra time on one day, please try and allow her some extra time off when things are a little quieter. It is important for the success of the placement that hosts don't ask too much of the Au Pair. If they were capable of doing a full day's work then they would be employees and not Au Pairs. It is important that hosts remember that Au Pairs are not employees; they are young people hoping to gain experience and see another country and culture. If we feel that a family is expecting their Au Pair to do the same work as a full time employee/child minder/nanny/housekeeper then we have no option but to withdraw the Au Pair from that family. Remember the Au Pair is an **extra pair of hands not an employee.**

What about insurance?

Au Pairs are encouraged to have a general health policy and/or travel insurance when they come to Ireland but we cannot make this compulsory. As the Au Pairs are all EU citizens they are entitled to the same healthcare as an Irish person. So if they have an accident, bring them to the local A & E. Ensure they bring their European Medical Card and get a receipt from the medical practitioner. **All hosts must have an employer's liability or casual labour policy to cover them.** Some insurance companies offer Au Pair cover on the house insurance policy. Check this with your insurance company.

What problems have you come across before with Au Pairs and hosts?

One of the main problems we find is that hosts expect Au Pairs to have too much initiative. These are young Au Pairs and they are not going to have much initiative. They will try desperately hard to please you but they don't have the experience to be able to anticipate what is required. You need to explain clearly to them what needs doing, when and why. If they know the reason for doing something, then not only will they have learned from you but also it is much more likely to be done to your satisfaction. The number of times I have been told "my 10 year old child would have known to do that" and my reply is "Yes, but your 10 year old child has had 10 years to learn the way you want it done. This 19 year old has spent 19 years learning about other things". It is important that the Au Pair learns the way you want things done, it may be different to the way things are done at her home. If she was an expert she would not be in Ireland as an Au Pair.

The second main problem we have is a lack of communication. These Au Pairs are in a different country, speaking a different language and usually away from home for the first time. You are in your native country, speaking your native language and an expert in your home. To an Au Pair the whole thing can be quite intimidating. They are very eager to do well but need you to guide them. It is very important that you explain everything very clearly but keep in mind that you may have an accent that is difficult for them to understand. They want to do things correctly but they can only do so if they understand what you want. The number of times I have been told "but they should have known to do that" I answer "did you tell them to do it" and often the answer is a sheepish "no". An 18 year old Au Pair cannot read your mind.



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Another thing that is important to stress from day one, are the house rules of the family. Your family home is likely to be very different to their home. Your family may be very relaxed but theirs might be more formal or vice versa. There are so many rules of behaviour that are different from country to country. Explain to the Au Pair what is required. If the Au Pair is sitting there when there is washing up to do, then something along the lines of "Right Martha, let's get this washing up done" usually does the trick. Remember the Au Pair is lacking experience not only in running a busy household and looking after children but they don't have the maturity to understand exactly how to behave on all occasions.

And so to conclude: the Au Pairs are so looking forward to their big adventure. This is a fantastic experience and they are eager to succeed and meet new people but at the same time they are nervous and afraid. They know that it will be different to life in their home country but they don't know what to expect. They are leaving everything they know, their families, their home, their friends and going to a strange country and a strange family. It is quite a daunting experience for them. A smile and a little bit of encouragement goes a long way.

The vast majority of placements work out very well but there is the odd occasion when there is a problem. So if you need to run something by us or if you feel that we can help in some way to make the placement the rich and rewarding experience that it should be for both of you, just let us know.

I have endeavoured to try and cover everything in this, however if you think there are any other issues that you feel we should include for next year, please just let us know.

If you have any questions at all, or if we can do anything to make things easier for you or your Au Pair, please do not hesitate to contact us.

Thank you very much for giving your Au Pair the chance to experience life in an Irish family and to learn and develop under your guidance.

On behalf of the Equipeople Group:
Caroline Lane – Managing Director

And the Rest of our Team:
Donna, Zoe, Mandy, Erika, Aoife, Rachel