

## **BABYSITTING POLICY**

Historically it has not been uncommon for nursery staff to offer babysitting services to nursery clients outside nursery working hours. This policy has been introduced to provide clarification of some key points regarding private arrangements between staff and parents/carers.

It is up to the individual staff member if they wish to babysit for the children from the setting in their own time. This arrangement is to be made with that member of staff and the parent/carer outside of working hours and must not interfere with the operation of the nursery

The nursery will not be responsible for any private arrangements or agreements that are made.

Out of hours work arrangements must not interfere with staff member's employment at the nursery.

Confidentiality of employment must be adhered to and respected at all times.

Parents should be aware that other adults accompanying the babysitter may not have the relevant Criminal Records Bureau clearance and it may not be appropriate for them to care for children.

The nursery has a duty to safeguard all children whilst on our premises and in the care of our staff, but this duty does not extend to private arrangements between staff and parents/carers outside nursery hours.

In some cases staff members are allowed to take children straight from the nursery to the child's home for them to babysit. In this case you will need to sign a 'Permission to take a child home' form in which you accept that the nursery cannot be liable or responsible for any occurrence or eventuality, once your child has left the premises. If a form is not signed prior to this then we cannot let that member of staff take your child off the premises.