



Babysitting Policy

At Early Days Nursery School Ltd, we do not provide a babysitting service outside of our normal operating hours. However, we understand that parents sometimes ask nursery staff to babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between staff and parents. Please also refer to our Safeguarding Children Policy.

The nursery **is not** responsible for any private arrangements or agreements that are made, this is between the staff member and family. However, we do expect staff members to inform us if they are babysitting or caring for a child that attends the nursery outside of the setting. The parents will be given a copy of this Babysitting Policy.

We have rigorous recruitment and suitability processes in place to ensure that we employ competent and professional members of staff and uphold our duty to safeguard children whilst on our premises and in the care of our staff. This procedure includes interviews, references, full employment history and DBS checks as well as several other processes. Whilst in our employment all staff are subject to ongoing supervision, observation, and assessment to ensure that standards of work and behavior are maintained in accordance with our policies. We have no such control over the conduct of staff outside of their position of employment. Parents should make their own checks as to the suitability of a member of staff for babysitting.

We will not take responsibility for any health and safety issues, conduct, grievances, or any other claims arising out of the staff member's private arrangements outside of nursery hours. The member of staff will not be covered by the nursery's insurance whilst babysitting as a private arrangement.

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

All staff are bound by contract, of the Confidentiality Policy and Data Protection Act that they are unable to discuss any issues regarding the Nursery, other staff members, parents, or other children.

The Nursery has a duty of care to safeguard all children attending the setting so if a staff member has some concerns for a child following a private babysitting type arrangement, they need to pass these concerns on to the Safeguarding lead within the setting.

If a staff member is to take the child at the end of that child's nursery session (which may not be the end of a nursery day) the manager will require written permission from the parent/carer. It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting them in a car.

As per our Terms and Conditions outlined in point 8.3, where a member of staff, within 3 months of leaving the employment of the Nursery, is employed by a parent/carer to care for

their child, who was previously registered at the Nursery, then the parent/carer will be liable to pay the Nursery a sum equivalent to two months' salary for the employee.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>22nd October 2024</i>	<i>Gina Chamberlain and Tracey Webb</i>	<i>October 2025</i>