

FLEDGLINGS DAY NURSERY BABYSITTING POLICY

The setting does not offer a babysitting service out of our hours. However, we understand that parents sometimes ask the staff team to babysit for their children. This policy aims to clarify some points regarding this private arrangement between staff and parents.

- The setting will not be responsible for any private arrangements or agreements that are made between staff and families.
- Staff should consider any possible conflict of interests that might arise out of working with clients of the setting outside normal working hours.
- Out of hours work arrangements must not interfere with a staff member's employment at the setting.
- No out of hours care can take place on nursery premises.
- Staff must adhere to the setting's Confidentiality Policy when working privately out of hours.
- Parents should be aware that if other adults accompany the babysitter these adults may not have the relevant Disclosure and Barring Service clearance, and it may not be appropriate for them to be present.
- The setting will not be held responsible for any health and safety or other issues that may arise from these private arrangements.
- The setting has a duty to safeguard all children whilst on the setting's premises and in the care of our staff. If a staff member has concerns about a child following a private babysitting arrangement they need to pass these concerns on. (This could be to the Designated Safeguarding Lead within the setting or direct to First Response.)
- If a staff member is to take a child out of the setting at the end of their session, the parents must inform the setting so that this can be written in the diary. The staff member and child will not be covered under setting insurance for any private arrangements; the setting is not liable or responsible for children once they have left the care of the setting.
- Payment for babysitting is a private arrangement between the member of staff and the parents. The setting takes no responsibility for any issues around payment.

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8th February 2022