

# CRADLEY NURSERY

## BABYSITTING POLICY

Policy written by: L Smith

<u>Dates</u>				
Written	Sept 2017			
Reviewed				
Amended				
Next Review	Sept 2018			

At Cradley Nursery 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.

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 that they are babysitting or caring for a child that attends the nursery outside of setting. We require the staff member and parent to sign a copy of this policy which we will keep on firm for the child and staff member.

Each time a staff member babysits it should be recorded in the diary before the babysitting takes place.

We have a 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, employment history and DBS checks. Whilst in our employment all staff are subject to ongoing supervision, observation and assessment to ensure that standards of work and behaviour 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 work arrangements must not interfere with the staff member's employment at the nursery.

All staff are bound by contract of 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 settings 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 (Adam Greaves).