



Caldecote Day Nursery



Babysitting Policy

Historically it has not been uncommon for nursery staff to be asked to babysit for Caldecote families outside of nursery working hours. As part of our Safeguarding Children Policy it is best practise that paid staff **do not babysit** for any family attending the setting as this oversteps the professional boundaries.

Caldecote Day Nursery:

- Will not be responsible for any arrangements or agreements made between parents / carers and our staff regarding babysitting;
- Will not be held responsible for any health and safety or other issues that may arise from these private arrangements;
- Has a duty to safeguard all children whilst on their premises and in the care of our staff during nursery opening hours. This includes always having a number of trained and experienced staff on the premises, who follow Caldecote's policies and procedures. This duty does not extend to private arrangements between staff and parents /carers outside of nursery hours.

Staff Employed at Caldecote Day Nursery:

- Staff **should not babysit** for families with children at the setting;
- Out of hours work arrangements must not interfere with their employment at Caldecote Day Nursery;
- Individuals must uphold the Data Protection Act 1998 at all times. Discussions about Caldecote Day Nursery, other children or families and employees of Caldecote Day Nursery are not permitted and would be considered a breach of contract.

Caldecote Families:

- Parents / carers should be aware that other adults accompanying the babysitter may not have the relevant DBS check clearance, and it may not be appropriate for them to care for children;
- Parents/carers should not involve Caldecote Day Nursery with its private arrangements.

This policy was adopted in	Signed on behalf of the nursery	Date for review
April 2021		April 2022

