

DOWNS PARK DAY NURSERY

BABYSITTING POLICY

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

- The Nursery will not be responsible for any private arrangements or agreements that are made between staff and families.
- Out of hours work arrangements must not interfere with a staff member's employment at the nursery.
- Confidentiality of employment must be adhered to and respected.
- Parents should be aware that other adults accompanying the babysitter may not have the relevant Disclosure and Barring Service clearance, and it may not be appropriate for them to care for children.
- The Nursery will not be held responsible for any health and safety or other issues that may arise from these private arrangements.
- 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 outside of nursery hours. However, if a staff member has 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 a child out of nursery at the end of their session, the parents must inform the nursery so that this can be written in the diary. The staff member and child will not be covered under nursery insurance for any private arrangements; the nursery cannot be liable or responsible for any occurrence or eventuality once the child has left the premises.
- Requests for babysitting should be made in writing, detailing date, time, who the request is from and a mobile phone contact number. This request is pinned to the staff notice board and if a staff member is available to babysit, they will contact the family directly. Parents should avoid making requests for babysitting through the nursery telephone.
- The current rate for babysitting is £8.00 per hour, however, payment for babysitting is a private arrangement between the member of staff and the parents. The nursery takes no responsibility for any issues around payment for babysitting.