



Babysitting Policy

Here at Tiddlers, we are aware that parents and carers often go to practitioners for out of hours childcare. This policy outlines the responsibility placed on parents/carers and members of staff that choose to engage in off site babysitting. It is important for us to establish boundaries and expectations of both parties when making this decision. Please refer to safeguarding and child welfare policies to accompany this policy.

- It is up to the individual member of staff if they wish to babysit for the children from Tiddlers Daycare in their own time. This arrangement is to be made with that member of staff and the parent/carer outside of working hours and must not interfere with the operation of the nursery.
- Tiddlers Daycare will not be responsible for any private arrangements or agreements that are made.
- Confidentiality and data protection of employment must be adhered to and respected at all times.
- Tiddlers Daycare has 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, full employment history and DBS checks. Whilst in our employment all staff are subject to ongoing supervision, observations 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 employment with us. Parents should make their own checks as to the suitability of a member of staff for babysitting
- Parents should be aware that other adults accompanying the babysitter may not have the relevant DBS clearance, and it may not be appropriate for them to care for children
- Tiddlers Daycare will not be held responsible for any health and safety, safeguarding conduct, grievances or other issues that may arise from these private arrangements. The member of staff will not be covered by the nursery's insurance whilst babysitting as a private arrangement.
- Tiddlers Daycare 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 type arrangement they need to pass these concerns on to the designated safeguarding lead within the nursery
- In some cases staff members are allowed to take children straight from the preschool to the child's home for them to babysit.
- **Any arrangements made by staff and nursery families should be disclosed to nursery management as soon as possible.**

**This policy applies to both current and former employees of the setting.*

**This policy will be updated and reviewed on an as-needed basis.*