



Policy Document:

Baby Sitting.

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Policy statement

At the Meadows Day Care Centre we understand that whilst there is no statutory requirement for early years providers to have a babysitting policy, we believe that it is good practice to do so as it is common for parents sometimes ask staff to baby sit for their children out of Nursery hours.

Parents must be made aware that babysitting is not part of the Centre’s responsibilities and is a private arrangement between the staff member and the parent/carer. This policy aims to clarify some points regarding this private arrangement between staff and parents/ carers.

Procedure

- The Centre will not be responsible for any private arrangements or agreements that are made. However, we expect staff members to inform us if they are babysitting or caring for a child outside of normal Nursery hours.
- We require that the staff member and parent receive and sign a copy of this policy which we will keep on file for the child and staff member.
- Out of hours work arrangements must not interfere with a staff member’s employment at the Meadows.
- If asked to babysit, the staff member must consider any possible impact on her/his ability to be objective and to safeguard that child.
- All staff are bound by contract to the Centre’s Confidentiality Policy and Data Protection Act. They are unable to discuss any issues regarding the Nursery, other staff members, parents or children.
- All Meadows staff have undergone a DBS check for their suitability to work with children within the Centre. However, 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.
- The Meadows will not be held responsible for any health and safety or other issues that may arise from these private arrangements
- The Meadows 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/carers outside of nursery hours.
- If the staff member is to collect a child from the Centre as a baby sitter at the end of their session, the Manager will need written parental permission.
- It will be the responsibility to ensure they have the appropriate insurance, MOT and child restraints or safety seats if they are transporting them in a car.

Where a staff member has entered into a private arrangement with a parent/carer to provide a baby sitting service, the above must be read and understood by both parties involved. A signed copy must then be returned and kept on file within the Centre.

Parent/Carer name: **Date:**

Signature:

Staff Member name: **Date:**

Signature:

ADOPTION AND ANNUAL REVIEW OF THE POLICY

This policy was adopted on:.....- 1 March 2014
Signed:.....SK

This policy was reviewed/amended in:.....- June 2015
Signed:.....SK & JRS

This policy was reviewed/amended in:.....- June 2016
Signed:.....SK

This policy was reviewed/amended in:.....- September 2017
Signed:.....SK

This policy was reviewed/amended in:.....- February 2021
Signed:.....SK

This policy was reviewed/amended in:.....- August 2023
Signed:.....JRS

This policy was reviewed/amended in:.....-
Signed:.....

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