



# Furzehill Childcare Centre

## **Babysitting**

Furzehill Childcare Centre strives to develop excellent relationships with our families. From time to time, parents may request individual staff members' babysitting services outside of school working hours. This policy clarifies key points and procedures regarding private arrangements made between staff and parents.

- Individual staff members may enter into private babysitting arrangements for children outside of the nursery if they choose to do so.
- Any arrangements made between individual members of staff and families are privately agreed and are not the responsibility of the organisation.
- Any staff member carrying out private babysitting arrangements must sign the declaration form and discuss the arrangements with the manager.
- The organisation is not responsible for any private arrangements or agreements made between individual staff members and families.
- Confidentiality of employment must be adhered to and respected at all times. If staff members entering into private babysitting arrangements breach the organisational policies in relation to confidentiality, social networking and data protection this will result in instant dismissal.
- Parents should be aware that other adults accompanying the babysitter may not have the relevant DBS checks and it may not be appropriate for them to care for children. The organisation cannot be held accountable for the adults entering into the parent's home through a private babysitting arrangement.
- The organisation has a duty to safeguard all children whilst on our premises and in the care of our staff, however, this duty does not extend to private arrangements between staff and parents outside of school hours.
- The organisation is in no way responsible or can be held accountable for staff behaviour or conduct whilst carrying out private babysitting arrangements.
- The organisations insurance does not cover staff whilst carrying out private babysitting arrangements outside of normal working hours.
- The organisation will not be held responsible for any health and safety, or other issues that may arise from these private arrangements.
- Out of hours babysitting arrangements must not interfere with staff members' working hours, if however the employees work is affected by these private arrangements then the employee will be spoken to about ceasing any private arrangements. Where an issue persists this may result in disciplinary action.

<b>This policy was adopted on</b>	<b>Signed on behalf of the nursery</b>	<b>Date for review</b>
<i>11<sup>th</sup> March 2022</i>	<i>L. Coleman</i>	<i>11<sup>th</sup> March 2023</i>
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