



Name:	Date written:
Babysitting Policy	Sept 2021
Written by/Reviewed by:	Date of Review:
Louise Lloyd-Evans/Emma Holmes	13/9/23
Policy Statement	
It is the policy of Young Friends Nursery that staff who are currently employed are not able to baby sit for YF children away from the setting.	
Aims and Purpose	
This policy is in place to support Young Friends in its absolute dedication to safeguarding children. This policy must be abided by without exception by all members of staff and all families associated with Young Friends Nursery.	
Applicability	
Staff Parents	
Definition of Terms	
n/a	
Overview	
General Concerns	
Procedures	
<p>General Concerns</p> <p>Staff at Young Friends Kindergarten are not permitted under any circumstances to babysit for families who use the nursery. The nursery has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff. The concerns are:</p> <ul style="list-style-type: none"> • If staff are caring for your children at home outside of nursery hours or premises, we cannot guarantee the safety of children or staff, against potential allegations. • If members of our team were to care for children out of nursery opening hours on a different premise, the nursery could not guarantee confidentiality or impartiality, which staff must adhere to and respect whilst working at the setting – thus ensuring that all families and children are treated equally. • The nursery cannot guarantee that the babysitter may not take with them other adults to accompany them, and cannot guarantee that they will have relevant Disclosure and Barring Service (DBS) clearance and are suitable to care for / be with children unsupervised. The nursery would not be directly 	

held responsible for any health and safety or other issues that may arise from such private arrangements.

- Any allegation made against a babysitter's conduct away from the setting would impact on an individual's reputation and as such may have a detrimental impact upon the reputation of the nursery.
- At Young Friends we have CCTV for safeguarding reasons. This is not the case in private residences.
- All individuals employed by Young Friends Nursery are made aware of this policy and failure to comply will be in breach of the terms and conditions of employment and will lead to formal disciplinary action being taken.
- If the Young Friends team wish to achieve extra income they have the option of joining a babysitting company where their relating employers would pay their tax and monitor their work. There are many such agencies in the area and Young Friends will happily recommend a reputable one on request for parents/families.
- If a staff member was a member of such a babysitting agency, and the agency allocated a family of Young Friends to them, the staff member must declare a conflict of interest and decline that particular request.

External Links and Organisations

n/a

Relevant Policies and Documents

Safeguarding Children
Staff Code of Conduct
Parent/Carer Code of Conduct

Authorisation

Signature:



Louise Lloyd-Evans
Owner and Director

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