

Babysitting Policy

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Next Review Due: July 2026

✿ Our Values at Young Friends Kindergarten

At Young Friends, our values guide everything we do — from curriculum and care to safeguarding and professional relationships. These values include:

- **Sustainability**
- **Respect**
- **Authenticity**
- **Compassion**
- **Community**
- **Responsibility**

We believe in respectful, professional boundaries and transparency in all communication between families and staff. This policy supports those principles while protecting everyone in our community.

Purpose

The aim of this policy is to set out our clear position on private babysitting arrangements between staff and families. While we recognise the strong bonds that can form within our community, it is essential that professional boundaries are maintained at all times to safeguard children, families, and staff.

Our Policy on Babysitting

🚫 Babysitting While Employed

- **Staff currently employed by Young Friends are not permitted to provide babysitting or private childcare** for families who attend the nursery.
- This includes **any care arrangements outside of nursery hours**, in the family's home or elsewhere.
- This policy applies to **all staff, regardless of role or contract type**, and is in place to:
 - Maintain clear professional boundaries
 - Avoid potential safeguarding complications
 - Prevent perceptions of favouritism or inconsistency
 - Protect staff from undue pressure or blurred relationships
 - Protect children from confusing dual roles

✅ Former Staff

- Once a staff member leaves the setting, **families may privately employ them** at their discretion.
 - However, **families must notify Young Friends** before engaging a former staff member to care for their child. This gives us the opportunity to inform them of any serious safeguarding or conduct concerns (if relevant), in line with our duty to protect children.
 - Please note that we **may not be able to share full details**, but if there is a safeguarding reason why the individual should not be caring for children, we will inform you.
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Safeguarding Responsibilities

- Staff who are **suspended, under investigation, or subject to any safeguarding concern** must not be approached to care for children in any private capacity.
 - If Young Friends becomes aware that a former staff member with a safeguarding concern has been employed privately, we are required to take appropriate action, including informing the Local Authority Designated Officer (LADO).
 - Families should always discuss babysitting intentions with management to ensure transparency and safeguarding compliance.
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Professional Conduct

- Staff and families must not discuss potential babysitting arrangements during the nursery day or on any official nursery platforms (including Family).
 - Young Friends accepts **no liability** for any agreement or incident that occurs as part of a private arrangement after a staff member has left the setting.
 - While the nursery is not responsible for any private arrangement, we reserve the right to act if such arrangements conflict with the safety or wellbeing of a child.
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Summary

- Babysitting by **current staff** is not permitted under any circumstances.
 - Former staff may babysit **only if families inform management first**.
 - This policy protects children, families and staff, and reflects our strong safeguarding ethos.
 - Families are encouraged to speak to the manager if they have any questions or wish to discuss a private arrangement involving a former team member.
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Authorisation

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Owner and Director

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