

Babysitting Policy

Rewritten July 2018
Review date: July 2019

Whenever we say “parent” in this document, we mean parents and carers and whenever we say “child” we mean children and young people aged 0 to 19 years old (up to 25 for young people with special needs). By nursery we mean, the Principal, owners, management and insurers of the setting.

In line with current Safeguarding recommendations, it is the policy of TOSH (The Old School House) **that staff who are currently employed are not able to babysit for children away from the setting.**

The nursery has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff. 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 which could have significant implications for the compliant operation of the setting.

Therefore it is our policy that TOSH does not allow current employees to privately care for children away from the nursery setting, as a safeguarding precaution.

If members of staff were to care for children out of nursery opening hours on different premises, 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 baby sitter may not take with them other adults to accompany them, and cannot guarantee that they will have relevant Criminal Records Bureau 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.

Allegations made against a baby sitter would have no implication for the setting, as within the setting all staff regardless of experience and qualifications, are supported by a team of highly experienced colleagues. Additionally are at all times under the supervision of the Principal and all areas of the setting are monitored by CCTV, which may be accessed remotely by Management to support and ensure that high standards of care, routine, and practice are adhered to at all times at TOSH.

However, any allegation made against a baby sitter's conduct away from the setting would impact on the individual's reputation and as such may have a detrimental impact upon the reputation of the nursery. Therefore, an allegation, may lead to suspension from post until an investigation is completed, subject to advice from LADO (Local Authority Designated Officer). Sudden loss of a staff member due to suspension could impact on the maintenance of legal ratio's of adults to children and could therefore impact on many other families using the nursery.

Choosing A Babysitter.

Parents who require baby sitters have a responsibility to make adequate checks to ensure that individuals who care for their children at home are suitable to do so - checks may not be full CRB clearance, but should at least include references.

When considering the suitability of an individual as a baby sitter, parents should consider that an unqualified member of staff would never work unsupervised when at the setting and therefore should question whether they are competent to do so in a home environment.

All individuals employed by TOSH nursery, are made aware of this policy and therefore should be become known that individuals have agreed to / arranged to baby sit for children who attend this setting, it will be deemed as a breach of the terms and conditions of employment and will lead to formal disciplinary action being taken.

Rare Circumstances:

If any adult has an agreement to care for a child / children who attend this setting outside of the setting prior to commencing employment at TOSH - then they must make this arrangement clear at the time of interview.

If an arrangement exists, between an employee of TOSH with a parent, whose child then joins the setting - then details of this arrangement must be shared with the Management of TOSH.

TOSH will ensure the parents of the child are made aware that the suitability of the individual to care for a child away from this setting is not guaranteed by the fact that they are employed by TOSH and that TOSH shares no direct responsibility for the Safeguarding of their child, when the child is outside of the setting.

TOSH will ask both employee and parent to sign a statement to the above effect.

TOSH does have names of local baby sitters and child minders - but parents / carers should understand that although names may be provided - this does not mean that they are TOSH approved - IT IS PARENTS / CARERS RESPONSIBILITY TO ESTABLISH THE SUITABILITY OF ANY PERSON TO CARE FOR THEIR CHILD / BABY SIT.