

Babysitting Policy

Historically it has not been uncommon for nursery staff to be asked to babysit for ACE families outside of nursery working hours. Unfortunately, we have been advised at Child Protection/Safeguarding training that it is best practice that paid staff should not babysit for any family attending the setting, as this oversteps the professional boundaries. Of course, we cannot ban staff but would like to make our situation clear:

ACE:

- Will not be responsible for any arrangements or agreements made between parents/carers and our staff regarding babysitting.
- Will not be held responsible for any health and safety or other issues that may arise from these private arrangements; and
- Has a duty to safeguard all children whilst on their premises and in the care of our staff during nursery opening hours. This includes having trained and experienced staff on the premises at all times who follow ACE's policies and procedures. This duty does not extend to private arrangements between staff and parents/cares outside of nursery hours.

Staff Employed at ACE

- Out of hours work arrangements must not interfere with their employment at ACE.
- Individuals must uphold the data protection act 2018 at all times. Discussions about ACE, other children or families and employees of ACE are not permitted and would be considered a breach of contract.

ACE Families

- Parents/carers should be aware that other adults accompanying the babysitter may not have the relevant DBS check clearance, and it may not be appropriate for them to care for children.
- We kindly ask parents/carers not to contact nursery staff using their personal contacts (mobiles/email) for issues relating to the nursery. All nursery business should be made directly to the nursery through the usual channels during nursery hours.
- Parents/carers should not involve ACE with its private arrangements.

Policy adopted on: Summer term 2019

Review date: Summer term 2020

Signed: *Sarah Piotrowski*

Position: Manager