



Babysitting Policy

In the past it was not uncommon for nursery staff to be asked to babysit for ACE families outside of nursery working hours. Unfortunately we have been advised at Safeguarding training that it is best practise that paid staff **should not** babysit for any family attending the setting as this oversteps the professional boundaries.

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 school opening hours. This includes having a number of 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

- Staff **should not baby sit for families with children at the setting**
- 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.
- Parents/carers should not involve ACE with its private arrangements

Policy adopted: January 2019

Review date: Spring term 2020

Signed on behalf of the Nursery School: *Lisa Tuohy*

Name: Lisa Tuohy

Position: Headteacher