

Hythe Bay Children's Centre

Babysitting



Safeguarding and Welfare Requirement: Suitable People

Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles.

Policy statement

We have the highest regard for the safety and welfare of the children in our care. Our nursery staff are required to promote professionalism, safeguarding and confidentiality in and out of work hours. We do not encourage staff members to babysit for parents or children they meet through our setting.

Procedures

- We are not responsible for any private arrangements made between staff members and parents or carers. However, staff members should inform our manager if they are babysitting or caring for a child that attends the nursery.
- We have rigorous recruitment processes and continues to monitor staff members' professionalism and conduct at our setting. However, parents are responsible for their own checks as to the suitability of a member of staff for babysitting. We will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of the staff member's private arrangements outside of nursery hours. The member of staff will not be covered by our nursery's insurance whilst babysitting as a private arrangement.
- Out-of-hours work arrangements must not interfere with the staff member's employment at our nursery. All staff are bound by contract of our Confidentiality Policy and the Data Protection Act. Therefore, they cannot disclose any issues regarding our nursery, other staff members, parents or other children. Our nursery has a duty of care to safeguard all children. Staff members should communicate any safeguarding concerns with the Safeguarding designated lead within our setting, whether the concerns arise at our nursery or elsewhere.