



Babysitting Policy

The Nursery does not provide a babysitting service outside of our normal operating hours. However, we understand that parents sometimes ask nursery staff to babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between staff and parents.

The nursery is not responsible for any private arrangements or agreements that are made, this is between the staff member and the family, however we do expect staff members to inform us if they are babysitting or caring for a child that attends the nursery outside of the setting.

The nursery has a duty of care to safeguard all children attending the setting, so if a staff member has concerns for a child following a private babysitting arrangement, they need to pass these concerns on to the Designated Safeguarding Lead within the setting.

Playdays has a duty to safeguard all children whilst on our premises and in the care of our staff, however, this duty does not extend to private arrangements between staff and parents outside of nursery hours. Playdays will not be held responsible for any health and safety, or other, issues that may arise from these private arrangements.

We have rigorous recruitment and suitability processes in place to ensure that we employ competent and professional members of staff and uphold our duty to safeguard children whilst on our premises and in the care of our staff. This procedure includes interviews, references, full employment history and DBS checks as well as several other processes.

Whilst in our employment all staff are subject to ongoing supervision, observation and assessment to ensure that standards of work and behaviour are maintained in accordance with our policies.

We have no such control over the conduct of staff outside of their position of employment.

Parents should make 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 the nursery's insurance whilst babysitting.



Out of hours work arrangements must not interfere with the staff member's employment at the nursery and all private arrangements should be made outside of working hours. Parents must not call or email the nursery to attempt to contact staff for babysitting.

If a staff member is to take the child at the end of that child's nursery session, the parent/carer must complete the authorised collectors form to give their consent.

Parents must agree to not seek to entice away or attempt to entice away from the nursery any person or persons who are employed by Playdays. This applies during the period of their child's attendance, and for up to 6 months after the child leaves. If this transpires, the parent is in breach of their contract and legal action may be taken against them.

Staff responsibilities

All staff are bound by contract and the Data Protection Act that they are unable to discuss any confidential issues regarding the Nursery, other staff members, parents or other children. It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting children in a car.

Staff agree to not seek to entice away or attempt to entice away from the Nursery any person or persons who are clients of the Nursery. This applies during the period of employment. If this transpires, the employee is in breach of their contract and legal action may be taken against them.