

r. Babysitting Policy

Nursery Village does not offer a babysitting service out of our hours; however, we understand that parents sometimes ask members of our staff team to babysit for their children.

Our Aims:

This policy aims to ensure clarity regarding this private arrangement between staff and parents, should a parent engage a member of the Nursery Village team.

Parents are reminded of our Terms & Conditions, which are accepted in order for Nursery Village to provide our childcare service, specifically clause 7 – Employment of Staff.

Policy

- Nursery Village will not recommend or be responsible for any private arrangements or agreements that are made between staff and families.
- Out of hours work arrangements must not interfere with a staff member's employment at Nursery Village.
- Confidentiality of employment must be adhered to and respected.
- Parents should be aware that other adults accompanying the babysitter may not have the relevant Disclosure and Barring Service clearance, and it may not be appropriate for them to care for children.
- Nursery Village will not be held responsible for any Health & Safety or other issues that may arise from these private arrangements.
- Nursery Village has a duty to safeguard all children whilst on our premises and in the care of our staff, but this duty does not extend to private arrangements between staff and parents outside of our business hours. However, if a staff member has concerns for a child following a private babysitting arrangement, they are obligated to report these concerns on to the Designated Safeguarding Person within their Nursery.
- If a staff member is to take a child out of the Nursery at the end of their session, the parents must inform the Nursery so that this can be recorded within the Family app.
- No staff member or child will be covered under Nursery Village insurance for any private arrangements and Nursery Village cannot be held liable or responsible for any occurrence or eventuality once the child has left the premises.
- Requests for babysitting should be made privately and must not be made during Nursery time or through direct contact with the Nursery during the day.
- The rate for babysitting should be agreed in advance. However, payment for babysitting is a private arrangement between the member of staff and the parents and Nursery Village takes no responsibility for any issues around payment for babysitting.