

2.9 Babysitting Policy



Policy statement

In line with current Safeguarding recommendations and parent's terms and conditions, it is the policy of Tiddley Tots Nursery that staff who are currently employed or who have been employed within six months of leaving are not able to baby sit for children away from the setting.

The nursery has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff. If staff care for children at parents' homes outside of nursery hours or premises, we cannot guarantee the safety of children or staff, against potential allegations. Therefore, it is our policy that we do not allow employees, current or past to privately care for children away from the nursery setting, as a safeguarding precaution.

Tiddley Tots Nursery would not be directly held responsible for any health and safety or other issues that may arise from such private arrangements.

All individuals employed by Tiddley Tots Nursery, are made aware of this policy and therefore should it become known that individuals have agreed to/arranged to babysit for children who attend this setting, it will be deemed as a breach of terms and conditions of employment and will lead to disciplinary action being taken.

Parents sign a 'Terms and Conditions Contract' with Tiddley Tots Nursery which acknowledges that they are prohibited from directly or indirectly employing, or enticing for employment any member of our staff; this includes babysitting. If any parent is in breach of these conditions they agree to:

- Immediately pay the nursery a sum equal to 3 months' salary of the relevant employee so employed, solicited or enticed away by them, which sum the nursery estimates it will cost to replace the said employee.

Exception: If the employee, volunteer or affiliated individual is related to the child attending the nursery and his/her family (i.e. close relative not a family friend), babysitting is not forbidden. If the employee, volunteer or affiliated individual does babysit for the related child who attends the nursery setting, they need to keep in mind confidentiality and must not discuss the nursery, their employer, other employees or other children enrolled at the setting.