



## **Babysitting**

### **Introduction:**

BCoT nursery does not operate a babysitting service outside our normal operating hours and we have been advised, through Safeguarding training, that it is best practice for staff members not to babysit for any family attending the setting. We understand that parents sometimes ask nursery staff to babysit for their child in their own homes and as we can only recommend that it is best practice for staff members not to babysit for parents at the nursery we implement this policy and it's procedures.

BCoT nursery recognises that all staff working in the nursery play an important role in supporting parents and carers in caring for their children. By implementing this policy and procedures, working alongside other policies and procedures within the setting as well as those of Basingstoke College of Technology, we ensure that every child is protected, making it known that it is everyone's responsibility to work together to protect them and to safeguard the members of staff and the nursery.

### **Procedures:**

- The nursery and Basingstoke College of Technology are not responsible for any private arrangements or agreements that are made between a staff member and a family attending the setting
- Staff must not discuss issues regarding BCoT, BCoT nursery, the children, the parents or staff members of BCoT and BCoT nursery outside of the setting.
- Staff members must adhere to and respect BCoT nursery's Confidentiality Policy and Data Protection Policy at all times. These policies can be found in our nursery policy folder in the reception area
- As childcare professionals, staff members have a duty of care to safeguard all children whether this is inside or outside of the setting. Therefore if a staff member has a concern they are obliged to report it to the Professionals Helpline or the Safeguarding Officer within the nursery.
- Parents and staff are made aware of our Safeguarding Policy, which can be found in our nursery policy folder in the reception area.
- Any staff member found to be in breach of nursery policies will be disciplined through the normal College policies and procedures, this could be deemed as gross misconduct and lead to instant dismissal.
- Any out of hour's work arrangements must not interfere with a staff member's employment at the nursery.
- All nursery staff are checked for their suitability to complete their role within the setting, however, this is not transferable for duties carried out outside of the setting. The nursery takes no responsibility for the staff members conduct outside of their employment. Parents should make their own checks as to the suitability of the member of staff and any other adults who may accompany the staff member.

- The nursery's insurance and DBS checks do not cover staff when they are not working for the nursery.
- It is the responsibility of parents to ensure staff members have appropriate insurance, mot and child restraints or child safety seats if they are transporting their child in a car.
- BCoT nursery do 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 their nursery working hours.