



# *Angels on The Park*

## *Babysitting Policy*

### **Aim**

There may be occasions with registered families require trusted childcare outside of the Nursery's operating hours, including evening and weekends.

For this reason, Angels on The Park facilitates a babysitting introduction service between registered families and suitably experienced practitioners employed by the Nursery who choose to offer babysitting in a private capacity.

Babysitting does not form part of the Nursery's childcare provision and is not covered by the Nursery's registration or insurance. All babysitting arrangements remain private agreements between the family and the practitioner.

### **1. The Role of The Nursery**

1.1. Angels on The Park's role is limited to:

- Maintaining a register of families who wish to use the Babysitting Service
- Maintaining a list of Practitioners who meet internal eligibility criteria
- Facilitating the exchange of availability information only at the request of families

1.2. The Nursery does not arrange, allocate, supervise manage or provide babysitting sessions.

1.3. Once a babysitting session begins, the Practitioner is not acting in the course of their employment and does not represent Angels on The Park.

### **2. Registration**

2.1. Families

2.1.1. Families wishing to use the Babysitting Service must complete a registration form, which is available through the Nursery

2.1.2. Registration is free and lasts for the duration of the care contract.

2.1.3. The Nursery may ask families to re-register if the terms and conditions change.

2.1.4. The Nursery reserves the right to cancel or suspend a registration at any time and for any reason.

2.1.5. Babysitting cannot be facilitated if the registration has been cancelled.

### **3. Practitioners**

3.1. Practitioners may offer babysitting privately providing they meet the following criteria:

- Are employed by the setting as teaching staff
- Are not students, apprentices or non-teaching staff
- Hold a valid Paediatric First Aid certificate
- Are not subject to any safeguarding-related disciplinary action or professional support plan

3.2. The Management must authorise Practitioners to appear on the facilitator list and may withdraw authorisation at any time.

3.3. A list of eligible Practitioners will be made available to registered families upon request.

### **4. Charges**

4.1. Babysitting charges are agreed directly between the family and the Practitioner

4.2. The Nursery publishes indicative rates for transparency only

4.3. Payment is made directly to the Practitioner at the time of babysitting

4.4. The Nursery does not handle payments and is not responsible for payment disputes.

### **5. The Babysitting Arrangement**

5.1. Babysitting may only take place in the child's home

5.2. Care may only be provided for registered children and their siblings.

5.3. Emergency contact details must be provided directly to the Practitioner prior to the session.

5.4. Where agreed by the family, a Practitioner may accompany the child from Nursery to the family home. This journey is undertaken at the family's request and risk.

### **6. Intimate Care**

6.1. Practitioners will care for children in line with standards expected with the Nursery, including:

- Providing appropriate comfort and reassurance
- Changing nappies or pull-ups
- Supporting children with toileting
- Changing clothes where required
- Washing or assisting children to wash with warm water, soap, a clean flannel and towel.

6.2. Practitioners will not bathe or shower children.

### **7. Role of Practitioner**

7.1. The role of the Practitioner is:

- To focus solely on the care of the children
- Ensure the immediate environment is safe
- Not undertake domestic tasks
- Not smoke, vape or consume substances that may impair judgement

#### 7.2. Mobile Phones

7.2.1. Practitioners must not use personal mobile phones or electronic devices for personal purposes while caring for children, except where necessary to contact the family in relation to this child.

7.2.2. While a child is sleeping, limited personal phone use is permitted, provided the practitioner remains attentive, regularly checks the child, and is able to respond immediately to the child's needs.

7.2.3. Practitioners must not take photographs, video or audio recordings of children during babysitting sessions.

7.2.4. Practitioners must ensure that any use of mobile phones or electronic devices does not expose children to inappropriate or unsuitable online content. Content of an adult, violent, or otherwise inappropriate nature must not be accessed or viewed while caring for children.

7.2.5. Any communication with the family during the session should be appropriate and relevant to the care of the child.

7.3. Families remain responsible for ensuring the overall safety of the home environment.

7.4. Any decision relating to a Practitioner transporting a child is made solely by the family. The Nursery does not verify driving competency or insurance.

## **8. Complaints**

8.1. Any concerns relating to babysitting should be raised directly with the Practitioner in the first instance.

8.2. Where concerns relate to safeguarding or professional conduct that may impact a Practitioner's suitability to appear on the facilitator list, these should be reported to the Manager and will be considered in accordance with relevant policies and procedures.

## **9. Babysitting for children with long term medical needs**

9.1. Where possible, Angels on The Park will facilitate babysitting for children with long term medical needs.

9.2. A meeting with the Manager will take place prior to facilitation to access whether it is appropriate to proceed. Each request is considered on a case-by-case basis with the child's safety and wellbeing at the centre of decision making.

## **10. Insurance**

10.1. The Nursery's Public Liability Insurance does not cover employees providing childcare outside of the Nursery's operating hours.

This policy operates alongside:

- Babysitting Service Terms and Conditions
- Safeguarding and Promoting Children's Well-Being Policy
- Staff Code of Conduct
- Disclosure and Barring Service Policy
- Data Protection and GDPR Policy

**Policy has regard for:**

**Theme 1 – Unique Child**

- Child development
- Health and safety
- Inclusive practice

**Theme 2 – Positive Relationships**

- The relationship between staff and children
- The role of parents as partners

**Theme 3 – Enabling Environments**

- The physical environment
- Children at the centre
- Working with a range of professionals

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