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33. OUT OF HOURS BABYSITTING POLICY

KEY POINTS

- We recommend for staff to only babysit children from a different class to theirs.
- Staff members have a duty to keep all information about the school, the other children and their colleagues confidential.
- Staff members have a duty to keep all information obtained about the child they are babysitting confidential

This policy provides clarification regarding private arrangements between staff and parents/carers. We believe that in order to maintain professional boundaries at school, clear boundaries must exist between caring for a child at school and caring for a child in their home.

- Staff members are allowed to babysit the children from the setting in their own time. Arrangements should be made directly with the parent/carer outside of working hours and must not interfere with the operation of the school.
- Parents/carers entering into private arrangements with staff members accept that the nursery cannot be liable or responsible for any occurrence or eventuality, once the child has left school premises.
- In order to help parents/carers and staff maintain professional boundaries, we strongly recommend for staff to only babysit children from a different class to theirs.
- Staff members should carefully consider the potential consequences of such arrangements and whether their ability to carry out their role in the setting will in any way be compromised.
- Staff members have a duty to keep all information obtained about the child they are babysitting for confidential, i.e not share information obtained at home within their professional environment. If a safeguarding concern arises whilst babysitting the child, the member of staff should inform IPOC as is their duty as a citizen (not as a staff member).
- Staff members have a duty to keep all information about the school, the other children and their colleagues confidential, i.e. not share information obtained at school whilst babysitting. This is part of their contractual duties.
- The nursery will not be held responsible for any health and safety or other issues that may arise from these private arrangements
- The nursery 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/careers outside of nursery hours
- In some cases, staff members are allowed to take children straight from the school to the child's home for them to baby sit. In this case, the staff member should be added to the "Billet de sortie" / "Permission to pick-up a child".

This policy was adopted on	Signed on behalf of the nursery	Date for review
10/12/2022	Louise de Chateaueux and Eva Toth	10/12/2023