



Babysitting

In line with current Safeguarding recommendations and parent's terms and conditions, it is the policy of Brightsparks Day Nurseries that staff who are currently employed by Brightsparks cannot babysit for children who attend our nurseries 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 Brightsparks does not allow employees to privately care for children away from the nursery setting, as a safeguarding precaution.

Brightsparks 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 Brightsparks, 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 Brightsparks which acknowledges that they are prohibited from directly or indirectly employing or enticing for employment any member of Nursery staff; this includes babysitting. If any parent is in breach of these conditions this may lead to the child's place at Brightsparks being withdrawn.

Rare Circumstances: If any member of staff has an agreement to care for a child/children who attend the setting outside of the setting prior to commencing employment at Brightsparks then they must make this arrangement clear at the time of interview. If an arrangement exists, between an employee and then a child/children joins the setting - then these details must be shared with Management.

This policy was adopted on	Signed on behalf of the nursery	Date for review
October 25	<i>Emma Jones</i>	September 2026