

Babysitting

Brightsparks Day Nurseries does not offer a babysitting service. However, we understand that parents sometimes ask the nursery team to babysit for their children. This policy aims to clarify some points regarding this private arrangement between staff and parents/carers.

- Our safeguarding and Confidentiality policy should be read in conjunction with this policy.
- Individual staff members are able to babysit for children should they wish BUT this must only take place outside of the nursery working hours.
- Out of hours babysitting arrangements must not interfere with staff members' working hours.
- The nursery will not provide personal telephone numbers of either staff or parents; it is up to said parents and staff to liaise between themselves.
- Parents should recognise that whilst Brightsparks has a duty of care to all children whilst on our premises, and in the care of our staff, this duty does not extend to private arrangements between staff and parents/carers outside of nursery hours.
- Any arrangements that are made between individual members of staff and families, are privately agreed and are not the responsibility of the nursery.
- The staff member and child will not be covered under Brightsparks Day Nursery's insurance for any private arrangements.
- Parents should be aware that our staff and any other adults accompanying the babysitter may not have the relevant DBS clearance, and it may not be appropriate for them to care for children unsupervised.
- The nursery has a duty to safeguard all children, however the nursery will not be held responsible for any health and safety issues that may arise from these private arrangements, including any transport issues.
- Should staff have any safeguarding concerns whilst babysitting then they will seek advice from the Designated Safeguarding Leads at the nursery.
- If the staff member is to take the child out of nursery at the end of their session, the Manager will need written parental permission.
- When babysitting, staff members must maintain the appropriate level of professionalism expected of our staff at Brightsparks.
- Nursery matters must not be discussed by parents and staff when outside of the setting - these should be dealt with in the appropriate manner during nursery hours.
- Confidentiality of all nursery staff and children must be adhered to and respected at all times.