

Babysitting

Policy statement

Our practitioners have a duty of professionalism both in and out of our setting.

This policy is for staff and parents who wish to make arrangements for babysitting outside of preschool hours.

We understand that some staff may be approached by parents who wish to employ them for babysitting duties outside of preschool hours; this may include taking the children home from preschool, or bring them to a preschool session.



We define “babysitting” as being paid to look after and be responsible for a child/children under the age of 18 for up to 2 hours. The law states that it is illegal to care for a child (who is not a blood relation) for over two hours in any single day without being registered with Ofsted. It is Guilden Morden Preschools duty of care to notify Ofsted of any employee who is offering additional childcare services who is not already registered with Ofsted.

At Guilden Morden Preschool we have a rigorous recruitment procedure to ensure that we employ competent and professional members of staff, and uphold our duty to safeguard children whilst on our premises and in the care of our staff. This procedure includes interviews and vetting such as DBS checks, references and qualification checks. Furthermore, whilst in our employment, all staff are subject to ongoing supervision, observation and assessment, to ensure that standards of work and behaviour are maintained in accordance to our policies. We have no control over the conduct of staff outside of their position of employment, and our duty to safeguard children as above does not extend to private arrangements.

As such:

- Due to the nature of our insurance, children who do not attend Guilden Morden Pre-school should not be on the premises during set up times or during session times. Our insurance does not cover pre-school children outside of session times (e.g. set up times).
- Guilden Morden preschool will not be responsible for any private arrangements or agreements that are made between members of staff and parents/carers.
- Staff can not babysit any children during their contracted hours.
- We will not take any responsibility for any health and safety issues, conduct, grievances, or any other claims arising out of the staff member's private arrangements outside of preschool hours.
- In the event that private babysitting duties are viewed to interfere with any aspect of the staff member's employment, we may require that the agreement is terminated. Non adherence by a staff member to adhere to this policy will result in disciplinary action.
- Staff will be required to declare to Kristy Carter, Guilden Morden Pre-school Lead, all babysitting work including when, where and for whom.

- Staff must uphold the Data Protection Act 1998 at all times therefore discussions about the setting, other children, parents or other staff members of the Guilden Morden Pre-school is not permitted and would be considered a breach of contract.
- Staff must declare any income received from babysitting as this could be taxable income which should be declared to HMRC.
- Parents wishing to employ a member of staff for babysitting duties have the right to see the staff member's current DBS or CRB certificate.
- If there was an allegation arising from the babysitting duty parents are advised to call Gemma Hope, Senior Adviser Intervention and Safeguarding 01223 714760

This policy was adopted at a meeting of	Guilden Morden C of E Academy LGB
Date to be reviewed	September 2025
Signed on behalf of the Local Governing Board	17.09.25
Name of signatory	Sarah Fryer
Role of signatory (e.g. chair)	Chair

Staff signature to confirm that you have read and accepted this policy.

Signature

Name.....

Date.....