



Statutory framework requirement: Safeguarding and welfare
Providers must take all necessary steps to keep children safe and well.

Babysitting policy

Policy Statement

Historically it has not been uncommon for playschool staff to be asked to babysit for Playschool families outside of nursery working hours. Unfortunately, we have been advised at Child Protection/Safeguarding training that it is best practice that paid staff should not babysit for any family attending the setting, as this oversteps the professional boundaries. Of course, we cannot ban staff but would like to make our situation clear:

Hartfield Playschool:

- Will not be responsible for any arrangements or agreements made between parents/carers and our staff regarding babysitting.
- Will not be held responsible for any health and safety or other issues that may arise from these private arrangements; and
- Has a duty to safeguard all children whilst on their premises and in the care of our staff during nursery opening hours. This includes having trained and experienced staff on the premises at all times who follow Hartfield Playschool's policies and procedures. This duty does not extend to private arrangements between staff and parents/cares outside of nursery hours.

Staff Employed at Hartfield Playschool:

- Out of hours work arrangements must not interfere with their employment at Hartfield Playschool.
- Individuals must uphold the data protection act 2018 at all times. Discussions about Hartfield Playschool, other children or families and employees of Hartfield Playschool are not permitted and would be considered a breach of contract.

Hartfield Playschool families:

- Parents/carers should be aware that other adults accompanying the babysitter may not have the relevant DBS check clearance, and it may not be appropriate for them to care for children.
- We kindly ask parents/carers not to contact nursery staff using their personal contacts (mobiles/email) for issues relating to the Playschool. All Playschool



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business should be made directly to the Playschool through the usual channels during playschool hours.

- Parents/carers should not involve Playschool with its private arrangements.

This policy was reviewed by the Early Years Manager: Debbie Arnett and adopted by Hartfield Playschool staff and trustees in October 2019.

Reviewed in September 2015

Review Date: October 2019

Reviewed: February 2020 Reviewed and updated: September 2020

Reviewed and Updated: June 2021

Reviewed: October 2022

Name of Early Years Manager: Debbie Arnett

Signature:

Name of Registered Person and trustee: Sarah Adams

Signature: