

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.



87. Babysitting and care outside of nursery hours policy

Policy statement

Ridgemount Cottage Nursery School strives to support parents and carers where possible and appropriate. Parents/carers can struggle to find a suitable person to take care of their children when they need to be away from their home. At Ridgemount Cottage we are aware that parents may at times ask staff to babysit. This policy outlines the responsibility that is placed upon the parents/carers and those members of staff in making this decision.

Procedures

Any babysitting arrangements made between parents/carers and those working or volunteering at Ridgemount Cottage are made privately and are in no way the responsibility or liability of the setting. If such arrangements are made, parents/carers, staff or volunteers are advised to consider the following points:

- Parents/carers should make their own checks on the babysitter's suitability. An unqualified member of staff would not be working unsupervised within the setting.
- Staff or volunteers should make their own checks as to the safety of the household before agreeing to babysit.
- Whilst staff may have had the appropriate vetting checks to work at the setting, other accompanying adults may not.
- Parents/carers should enquire if there are any medical conditions which may affect the person's ability to babysit.
- Staff and volunteers should be aware that babysitting must not interfere with their working hours, hinder working relationships at the setting or affect their relationship with the child or other children.

- No breach in confidentiality by staff or volunteers whilst babysitting will be tolerated. If this does occur, then disciplinary procedures will be initiated.
- Staff and volunteers have a duty to report any safeguarding concerns in and outside of work.
- Parents/carers should be aware that only issues to do with safeguarding concerns or breaches in confidentiality will be dealt with by the setting. Other problems should be dealt with privately.
- No member of staff will be allowed take a child away from the setting unless they are a named person on the child's records or written permission from the parent/carer has been given.

Legal Framework

There is certain legislation and guidance that this policy needs to be based on:

- Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings 2009
- Information Sharing: Guidance for Practitioners and Managers 2015
- Safeguarding Vulnerable Groups Act 2006

Relevant Regulations

- Working Together to Safeguard Children 2015

Other Related Policies & Procedures

The following policies provide additional information:

- Safeguarding Children and Child Protection Policy
- Staff Grievance & Discipline Policy

This policy was adopted by	Ridgemount Cottage Nursery Ltd
On	November 2024
Date to be reviewed	November 2025
Signed on behalf of the provider	<i>Ridgemount Nursery</i>
Name of signatory	Stewart Hendry
Role of signatory (e.g. chair, director or owner)	Owner