



BABYSITTING

Statement of intent

We understand that parent/guardians sometimes struggle to find a person who is suitable to take on the responsibility of babysitting their children. Any babysitting that takes place will be outside of the hours of any employment contract that Rainbow's End Pre-School has with employees.

Aim

In this policy we aim to clarify key points regarding private babysitting arrangements between staff and the parent/guardian.

Practice

- The Pre-School is not responsible for any private arrangements or agreements that are made. Such agreements are between the staff member and family.
- However, we do expect staff members to inform the Manager if they are babysitting or caring for a child that attends the Pre-School outside of the setting.
- We require the parent/guardian to sign a copy of this policy, which we will keep on file for the child and staff member.
- We have rigorous recruitment and suitability processes in place 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, references, full employment history and DBS checks.
- 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 with our policies. We have no such control over the conduct of staff outside of their position of employment.
- The parent/guardian should make their own checks as to the suitability of a member of staff for babysitting.
- We will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising from the staff member's private arrangements outside of Pre-School hours.
- The member of staff will not be covered by the Pre-School's insurance whilst babysitting as it is a private arrangement.
- Out-of-hours work arrangements must not interfere with the staff member's employment at the Pre-School
- All staff must adhere to Rainbow's End Confidentiality Policy and requirements of the General Data Protection Regulation 2018; which precludes them from discussing any issues regarding the Pre-School, other staff members, parent/guardian or other children.
- If a staff member has concerns regarding the child's welfare during/following the private babysitting arrangement they must pass their concerns on to the Designated Safeguarding Lead within the setting or contact Surrey Children's Single Point of Access (C-SPA).
- If the babysitting arrangement is over a weekend and a safeguarding concern arises, the member of staff must contact the Out of Hours C-SPA on 01483 517898
- It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child safety seats if they are transporting them in a car.

Policy Review

As part of Rainbow's End Pre-School monitoring of babysitting this policy will be subject to periodic review.

Policy adopted by: Rainbow's End Pre-School

Date:01.01.2024

Policy Review Date: 31.12.2024