



## **Babysitting Policy**

In line with current Safeguarding recommendations and parents terms and conditions, it is the policy of Shofar Day Care Nursery that staff who are currently employed or who have been employed within six months of leaving are not able to baby sit for children away from the setting.

The nursery has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff. If staff care for children at parents' homes outside of nursery hours or premises, we cannot guarantee the safety of children or staff, against potential allegations.

Therefore, it is our policy that Shofar Day Care Nursery does not allow employees, current or past to privately care for children away from the nursery setting, as a safeguarding precaution.

Shofar Day Care Nursery would not be directly held responsible for any health and safety or other issues that may arise from such private arrangements.

All individuals employed by Shofar Day Care Nursery, are made aware of this policy and therefore should it become known that individuals have agreed to/arranged to babysit for children who attend this setting, it will be deemed as a breach of terms and conditions of employment and will lead to disciplinary action being taken.

Parents sign a 'Terms and Conditions Contract' with Shofar Day Care Nursery which acknowledges that they are prohibited from directly or indirectly employing, or enticing for employment any member of Nursery staff; this includes babysitting. If any parent is in breach of these conditions this may lead to the child's place at Shofar Day Care Nursery being withdrawn.

Rare Circumstances:

If any member of staff has an agreement to care for a child/children who attend the setting outside of the setting prior to commencing employment at Shofar Day Care Nursery then they must make this arrangement clear at the time of interview.

If an arrangement exists, between an employee and then a child/children joins the setting - then these details must be shared with Management.

Policy updated September 2021

Next review date September 2022

Sharon Lee  
Head teacher of Shofar

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