

Babysitting Agreement

Grass Roots Nursery Group: Babysitting Arrangements Outside Nursery Hours

Purpose:

To clarify the nursery's position on staff babysitting arrangements outside of regular operating hours, emphasising the distinction between nursery responsibilities and private arrangements.

Key Principles:

- **Private Arrangements:** Babysitting arrangements outside nursery hours are considered private agreements between staff members and families.
- **No Nursery Liability:** The nursery is not responsible for any issues arising from private babysitting arrangements.
- **Staff Responsibility:** Staff members are responsible for ensuring their suitability and compliance with relevant regulations.
- **Safeguarding:** Staff members must report any concerns about a child's well-being to the Designated Safeguarding Lead.

Procedures:

1. **Informed Consent:** Staff members and families must sign this policy to acknowledge the private nature of babysitting arrangements.
2. **Staff Suitability:** The nursery conducts thorough background checks and ongoing supervision to ensure staff are suitable for working with children.
3. **Independent Arrangements:** Babysitting arrangements are solely between the staff member and the family.
4. **No Nursery Liability:** The nursery is not responsible for health and safety issues, conduct, grievances, or claims arising from private babysitting.
5. **Confidentiality:** Staff members are bound by confidentiality agreements and must report any concerns about a child's well-being to the Designated Safeguarding Lead.

Additional Considerations:

- **Out-of-Hours Work:** Babysitting arrangements must not interfere with the staff member's employment at the nursery.
- **Transportation:** Staff members must ensure they have appropriate transportation and child safety equipment.
- **Communication:** Clear communication and expectations should be established between the staff member and the family.

By following these procedures, we aim to provide clarity regarding babysitting arrangements and ensure the safety and well-being of children.

Parent/Carer name:

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Signature:

Date:

Staff member name:

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Signature:

Date: