



Babysitting Policy

Policy Statement

Parents/carers often struggle to find a suitable person to take care of their children when they need to be away from their home. Asking someone familiar from their child's setting can seem the perfect solution. Here at Cotswold Bunnies, 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 Cotswold Bunnies 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.
- Fees are agreed by the parent/carer and the staff or volunteer.
- 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 Procedures

Other Related Policies & Procedures

The following policies provide additional information:

- Safeguarding (Including Child Protection) Policy
- Staff Grievance & Discipline Policy

This Policy was adopted by:		Cotswold Bunnies Nurseries Ltd	
On:	18/10/2024	Date to be reviewed:	18/10/2025

Signed on behalf of the Provider:

A handwritten signature in purple ink, appearing to be 'Pippa Collins', written on a white background. The signature is cursive and somewhat stylized, with a large initial 'P' and 'C'.

Name of Signatory: Pippa Collins

Role of Signatory (e.g, Chair, Director or Manager) Manager