



1.6 Babysitting policy

Policy Statement

Little Gillies understands that staff may be approached by parents/carers who wish to employ them for babysitting duties outside our opening hours of Monday to Friday 9am-3pm, this may include taking children home or bringing them to the setting in the morning.

This Policy has been implemented to ensure the safety of the staff, children and families at Little Gillies by developing a no babysitting policy.

Relationships built at the setting:

We understand that the relationship between a staff member and our families is very important, particularly for the development of their child/children, so from this we expect strong, positive relationships to be formed. However, these relationships need to stay completely professional, therefore, babysitting for our families at Little Gillies is not permitted. If a member of the team is approached by a parent regarding babysitting then the member of staff must refer them to this policy (and give them a copy if necessary) which states that we are unable to offer this service and the reasons why. The member of staff must report this to the manager who can follow this up if needs be.

Policy points:

Babysitting is not permitted at Little Gillies unless a prior relationship, before little Gillies, with the families because;

- It can cause blurred lines between the professional and the family
- Children can become unsettled either at their home or at the setting
- It breaches the code of conduct

Relationships built prior to Little Gillies:

At Little Gillies we understand that some staff members may have grown up in the surrounding areas, therefore, have already formed relationships prior to a child attending the setting. In this instance, these relationships and arrangements are allowed to continue. However, the staff member and their family must oblige by some very specific rules. These include;



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- Little Gillies will not be responsible for any private arrangements or agreements that are made between the member of staff and parents/carers.
- Any such arrangement must be regarded as wholly personal and private arrangement between all parties involved. All parties must also be aware that Little Gillies Liability Insurance does not extend to such arrangements.
- Little Gillies will not take any responsibility for any Health and Safety issues, conduct, grievances, or any other claims arising out of the staff members' private arrangements
- Little Gillies has a rigorous recruitment procedure to ensure we deploy competent and professional members of staff and uphold our duty to safeguard children whilst they are on our premises and in the care of our staff. This process includes interviews and vetting such as Disclosure Baring Service (DBS) checks and checks on references and qualifications. Furthermore, in our employment, all staff are subject to ongoing supervision, observation and assessment, to ensure their standards of work and behaviour are maintained in accordance with our policies. We have no such control over the conduct of staff outside their position of employment with Little Gillies and **our duty to safeguard children as above does not extend to private arrangements.**
- Out of hours babysitting arrangements must not interfere with a staff member's employment.
- All staff are bound by contract of the Confidentiality Policy and Data Protection Act that they are unable to discuss any issues regarding the setting, other staff members, parents or other children.
- Parents should be aware that other adults accompanying the babysitter may not have the relevant DBS, and it may not be appropriate for them to care for children.
- The member of staff has a duty of care to safeguard all children attending the setting so if they have concerns for a child following a



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private babysitting type arrangement they need to pass these concerns on to the Safeguarding lead within the setting.

- Staff should declare to the day care manager any private arrangements that are made between themselves and parents/carers. We require the staff member and parent to sign a copy of this policy which we will keep on file for the child and staff member.

The staff member and the family must ensure they have read and understood the policy. This is to protect the staff member, the child and their family.

Any member of staff who fails to comply with this policy will be in breach of their terms and conditions of employment. This may result in disciplinary action in line with Little Gillies Disciplinary Procedures being taken and their Contract of Employment may be terminated.

All policies and procedures are implemented, reviewed and updated on an annual basis or in line with any changes to local and national guidance/legislation in conjunction with the registered person.

This policy was adopted at a meeting of Little gillies

Held on.....

Date to reviewed

Signed on behalf of the provider.....

Name of signatory.....

Role of signatory.....

Reviewed by Sarah Beresford

Date June 2023