



The nursery doesn't provide a babysitting service outside of our operational hours.

However, we understand that parents sometimes ask nursery staff to babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between staff and parents. Please also refer to our Safeguarding Children policy.

The nursery is not responsible for any private arrangements or agreements that are made. This is because, we have a rigorous recruitment procedure 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 and vetting such as DBS checks and checks on references and qualifications. Whilst in our employ, all staff are subject to on-going 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 and our duty to safeguard children as above therefore does not extend to private arrangements.

Out of hours work arrangements must not interfere with a staff member's employment at the nursery. Our Confidentiality Policy must be adhered to at all times. This includes having regard for children, other parents and other staff members, as well as the nursery business itself.