



BABYSITTING POLICY

PURPOSE

Little Rays do not provide a baby sitting service outside of our normal operating hours, however we understand that on occasion parents of children attending the setting sometimes ask nursery staff to babysit for their children.

This policy has been implemented to clarify some points regarding private arrangements between staff and parents.

For the purpose of this policy 'babysitting' is defined as ad-hoc weekday/weekend care. Care is not permitted to take place during the settings normal operating times: this is defined as 'nannying'.

POLICY

Whilst we understand it is reassuring and convenient to have a practitioner from Little Rays as your babysitter, please be aware Little Rays is not responsible for any private arrangements or agreements that are made, this arrangement being strictly between the staff member and the family. However, the staff member is required to inform the nursery management team if they are babysitting/caring outside of the setting for a child who attends the nursery.

The practitioner (member of staff) would not be covered by Little Rays insurance(s) and Little Rays cannot be held responsible or liable for any child's care once they are in the care of the babysitter.

All practitioners are aware of their professional responsibility to report all safeguarding concerns to the appropriate agencies.

Little Rays strongly discourages late night babysitting on a weeknight as this may have adverse effects on the staff member if on shift the following day.

The parent/guardian hereby agrees that during the term of their contractual Agreement with Little Rays and for a period of three months after the termination of this Agreement, (however so terminated) not to employ or otherwise engage the services of any member of our staff who has had contact with their child under this Agreement and/or allow or permit the provision of any childcare services to their children by any member or our staff who has had contact with the child. Please see our 'Non-Solicitation of Employee Policy' for full details



LR/Docs/Policies2020

Reference to other Policies

- Non-Solicitation Employee Policy
- Safeguarding and Child Protection

Created by:	Mairead Cheesman	
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