

Babysitting

Babysitting Policy

It is not uncommon for First Steps to receive recommendation requests from parents and carers about out-of-hours babysitters. In a lot of cases it's a natural connection for parents and carers to look towards our nursery staff, with whom they are already familiar, to make private babysitting arrangements. Because of this, we'd like to draw your attention to a few points to be considered for clarification to all parties.

- First Steps does not make recommendations of independent babysitters; either existing members of staff, or people outside of the First Steps group. Any babysitting is a private arrangement and separate to the nursery.
- We expect staff members to inform us if they are babysitting or caring for a child that attends First Steps outside of the nursery setting and operating hours.
- Out of hours work arrangements must not interfere with a staff members employment at the nursery.
- Confidentiality of employment must be adhered to at all times and respected.
- Parents should be aware that other adults who may be accompanying babysitters may not have any relevant Criminal Records Bureau clearance (now known as Disclosure and Barring Service or DBS), and it may not be appropriate for them to care for children.
- First Steps will not be held responsible for any health & safety issues, conduct, grievances or any other claims arising out of the staff member's private babysitting arrangements.
- The member of staff will not be covered by the nursery's insurance during private babysitting arrangements.
- If you wish to arrange for a member of staff to take your child home from the setting then this must be put in writing to be placed on the child's file. Once the nursery staff member takes responsibility for the child on leaving the setting, this policy applies in full.
- First Steps will not be held responsible for ensuring that the staff member has appropriate vehicle insurance, MOT, child restraints or child safety seats if they are transporting them in a car.

Whilst in our employment all staff are subject to ongoing 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 doesn't extend to private arrangements.