



## SEVENOAKS DAY NURSERY

### **Baby-sitting policy**

#### **Statement of intent**

We do not provide a babysitting service outside our normal operating 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 Policy.

#### **Aim**

The Nursery does not wish to interfere in private arrangements that can work well for parent/guardians, staff and children. However, baby-sitting, and any other services supplied by staff outside their contractual terms with the Nursery, is strictly by private arrangement between individual members of staff and parent/guardians.

#### **Method**

We have rigorous recruitment and suitability processes in place 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, references, full employment history and DBS checks as well as several other processes. 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. Parents should make their own checks as to the suitability of a member of staff for babysitting.

We will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of the staff member's private arrangements outside of nursery hours. The member of staff will not be covered by the nursery's insurance whilst babysitting as a private arrangement.

Out-of-hours work arrangements must not interfere with the staff member's employment at the nursery.

All staff are bound by contract of the Confidentiality Policy and Data Protection Act that they are unable to discuss any issues regarding the nursery, other staff members, parents or other children.

The nursery has a duty of care to safeguard all children attending the setting, so if a staff member has some concerns for a child following a private babysitting type arrangement, they need to pass these concerns on to the Safeguarding lead within the setting.

It will be the staff member's responsibility to ensure they have the appropriate insurance, MOT and child restraints or child safety seats if they are transporting them in a car.

This policy was adopted at a meeting of the Trustees of Sevenoaks Day Nursery in April 2010 and amended in July 2025.

A handwritten signature in black ink, appearing to read 'Stephanie Jenkinson', with a long horizontal flourish extending to the right.

Stephanie Jenkinson  
Chair