

Babysitting Policy

At Little Learners we do not provide a babysitting service outside of 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.

Little Learners is not responsible for any private arrangements or agreements that are made. This is between the staff member and the family; however we do expect staff members to inform us if they are babysitting or caring for a child that attends Little Learners Day Care.

Although Little Learners has a robust recruitment process and ensure that the employees of Little Learners are vetted, 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; this includes first aid, DBS/CRB, qualification (un-qualified employees would not be allowed to lone work (work unsupervised) in the setting).

We recommend that parents/carers ask the babysitter whether they have any medical conditions which may affect their ability to be a lone worker and so that you can make an informed decision.

We will not take responsibility for any health and safety issues, conduct, grievances or any other claims arising out of the staff member's negligence, all babysitting is private arrangements with a parent, at all times the arrangements are between the staff member and the parent and has nothing to do with Little Learners Day Care. The employee of Little Learners will not be covered by the Little Learners insurance whilst babysitting as a private arrangement. It is down to the individual to have their own public liability insurance.

Out of hours work arrangements must not interfere with the staff member's employment at Little Learners. Employees of Little Learners are not permitted to do any private babysitting between the hours of 7.30am and 6.00pm Monday to Friday.

All employees 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. Breaching of this could lead to the employee being dismissed. The social media and recording device policy must also be followed.

Little Learners has a duty of care to safeguard all children attending the setting, 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 DSL (designated safeguarding lead) within the setting (providing the child attends Little Learners, if the child does not attend Little Learners, it is the responsibility of the person whom is babysitting)

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.

Employees of Little Learners are to only contact parents with regards to babysitting and not on a personal level. This includes past and present parents.

Policy was reviewed January 2025 by Vicky George, Manager *V. George*

Next review due: January 2026



Little Learners Day Care

"Educating little learners in Portsmouth"

Babysitting Policy