Babysitting policy

It is not uncommon for staff members to make private babysitting arrangements with parents of children who attend the nursery. This policy has been implemented to provide clarifications to all parties.

1. The nursery will not be responsible for any private arrangements or agreements that are made.
2. Out of hours work arrangements must not interfere with a staff members employment at the nursery
3. Confidentiality of employment must be adhered to at all times and respected.
4. Parents should be aware that other adults accompanying the babysitter may not have the relevant Criminal Records Bureau clearance and it may not be appropriate for them to care for children.
5. The nursery will not be held responsible for any Health and safety or other issues that may arise from these private arrangements
6. If you want to arrange for a member of staff to take children home from the setting then this must be put in writing to be placed in the child's file

The nursery has a duty to safeguard the children whilst on our premises and in the care of our staff, but this duty does not extend to private arrangements between staff and parents outside of the nursery working hours.

We must also implement that staff are not privately arranging babysitting during the hours that Muddy Puddles is open as this is in effect is taking business away.

This policy was adopted on	Signed on behalf of the nursery by	Review date
01/02/2026	Heather Black	01/02/2027