

Babysitting Policy

Purpose

This policy outlines the nursery's position regarding private babysitting arrangements between nursery staff and families whose children attend EDG Nursery.

The nursery recognises that parents may occasionally wish to arrange private childcare outside of nursery hours. However, any such arrangements are strictly **private agreements between the staff member and the parent or carer and are not connected to the nursery.**

This policy aims to ensure that appropriate **professional boundaries are maintained**, while protecting the **wellbeing of staff, the operational needs of the nursery and the safety of children.**

Private Arrangements

If a member of staff chooses to provide babysitting or childcare outside of their employment at the nursery:

- the arrangement is made **privately between the staff member and the parent**
- EDG Nursery will **not arrange, recommend or facilitate babysitting services**
- the nursery accepts **no responsibility or liability** for any private arrangements made between staff and parents

The nursery's **insurance does not cover staff** when providing childcare outside of nursery hours.

Parents are responsible for making their own decisions regarding private childcare arrangements.

Settling-In Period

To protect professional boundaries and avoid conflicts of interest, EDG Nursery discourages private babysitting arrangements during the **initial settling-in period of a child attending the nursery.**

Babysitting arrangements should **not normally be established within the first three months of a child attending the nursery**, unless there are exceptional circumstances agreed by management.

This helps ensure that the **professional relationship between staff and families is established appropriately** and reduces the risk of staff or parents being informally approached for private nanny-style arrangements

Professional Boundaries

Staff must always maintain professional boundaries with families.

Babysitting arrangements must:

- take place **outside of nursery working hours**
- not interfere with the staff member's **professional responsibilities**
- not affect the staff member's **attendance, punctuality or performance at nursery**

Staff must not:

- discuss confidential nursery matters during babysitting arrangements
- share information about other children, families or staff
- use nursery equipment, resources or documentation during private childcare arrangements

Staff should not share personal contact details with parents unless they have chosen to do so independently.

Staff Wellbeing and Nursery Operations

Parents are asked to be mindful of the **wellbeing of staff and the operational needs of the nursery** when requesting babysitting arrangements.

Nursery staff have physically demanding roles caring for young children throughout the day. Adequate rest is essential to ensure staff can continue to perform their roles safely and effectively.

Parents should carefully consider the impact of requesting babysitting:

- on evenings following a long nursery working day
- on staff members' mid-week rest days
- in ways that may affect staff availability for nursery duties

Where possible, the nursery encourages babysitting arrangements to take place **during weekends, annual leave periods or other non-working times**, allowing staff sufficient time to rest and recover between working commitments.

Staff should never feel **pressured or obligated** to accept babysitting requests

Protecting Nursery Staffing and Availability

Babysitting arrangements must **not impact the nursery's ability to maintain appropriate staffing levels.**

Some staff members, including **bank staff**, are employed to support the nursery on a flexible basis and must remain available to the nursery when required.

Parents must not make arrangements that result in staff:

- consistently leaving nursery early
- adjusting their contracted working hours to provide private childcare
- reducing their availability for nursery work

Children attending the nursery should continue to attend in accordance with their **agreed contracted hours and sessions.**

Private babysitting arrangements should not result in children **regularly leaving nursery with staff members during nursery operating hours**, as this impacts the nursery's staffing arrangements and operational planning.

End of Day Arrangements

Children must be **collected by their parent or authorised collector in line with the nursery's normal collection procedures.**

Staff should not take children directly from the nursery premises in order to begin private babysitting arrangements.

Children should not remain on the nursery premises waiting for private babysitting arrangements to begin. Waiting on site can cause **confusion and upset for children who expect to go home with their parent or carer at the end of the nursery day.**

The nursery is **not insured to supervise children outside of registered operating hours**, and therefore children cannot remain on the premises once the nursery day has finished.

The office or reception area is **not suitable to be used as a waiting area for children**, and staff must not supervise children on the premises outside of nursery hours for the purpose of private babysitting arrangements.

Any private babysitting arrangements must begin **separately from nursery operations and outside of the nursery premises.**

Attendance and Professional Conduct

Babysitting arrangements must not interfere with a staff member's **attendance, punctuality or reliability at work.**

Staff must not call in sick, request leave or otherwise be absent from nursery in order to undertake private babysitting arrangements.

If private childcare arrangements begin to **negatively impact a staff member's performance, reliability or wellbeing**, the nursery reserves the right to review the situation and amend this policy where necessary.

The nursery also reserves the right to **withdraw permission for staff to engage in babysitting arrangements with nursery families** where this is considered to impact the safe and effective operation of the nursery.

Social Media and Privacy

To maintain professional boundaries and protect the privacy of children, families and staff, the following expectations apply.

Parents and staff are also encouraged **not to connect with one another on personal social media platforms**, including following, adding or messaging each other through personal social media accounts.

These boundaries help ensure that professional relationships between staff and families remain **respectful, appropriate and focused on the child's care within the nursery setting.**

Safeguarding

Parents and staff should be aware that private babysitting arrangements are **not covered by the nursery's safeguarding procedures, insurance or operational policies.**

Parents and staff should **refrain from taking private photographs or videos of nursery children or staff on personal mobile phones.**

Parents remain responsible for making their own decisions regarding private childcare arrangements.

Staff are expected to continue to uphold **professional conduct and safeguarding principles** at all times.



Nursery Responsibility

EDG Nursery cannot:

- recommend or endorse staff for babysitting services
- become involved in disputes relating to private childcare arrangements
- accept responsibility for the conduct of staff when working privately outside of nursery hours