



Babysitting Policy

Downlands Dandelions Pre-School and Out of School Club will not be responsible for any private arrangements or agreements that are made between members of staff and parents/carers. Occasionally staff may be asked to complete babysitting, however, Dandelions takes no responsibility for recommending staff or being responsible whilst staff are working at a parent's house completing babysitting duties. We do expect staff members to inform us if they are babysitting or caring for a child that attends Dandelions outside of the setting. We require the parent to sign a copy of this policy which we will keep on file for the child.

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. Furthermore, 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.

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

When a staff member takes a child home with the parents' consent the child is not Dandelions responsibility once they have left the setting building. 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 their employed hours. The member of staff will not be covered by the setting's insurance whilst babysitting as a private arrangement. Out of hours work arrangements must not interfere with the staff member's employment at Dandelions.

Name

Signed

Date

Adopted November 2016
Reviewed/ amended 2017