

## Babysitting Policy

### **Safeguarding and Welfare Requirement:** Suitable People

#### **Policy Statement**

In line with Safeguarding recommendations, it is the policy of ICP Nurseries that staff who are currently employed are not able to babysit for children away from the nursery or collect children from the nursery.

ICP Nurseries has a duty to safeguard all children whilst on our premises and whilst in the care of our staff. If staff are caring for children at home outside of nursery hours or premises, we cannot guarantee the safety of children or staff, or minimise the risk of possible allegations being made. Therefore, it is our policy that we do not allow current employees to privately care for children away from the nursery, as a safeguarding precaution. The reasons for this include:

- If members of staff were to care for children out of nursery opening hours on different premises, the nursery could not guarantee confidentiality or impartiality, which staff must adhere to and respect whilst working at the nursery – thus ensuring that all families and children are treated equally.
- The nursery would not be able to guarantee that the babysitter may not take with them other adults to accompany them and cannot guarantee that they will have relevant Disclosure and Barring Service clearance and are suitable to care for / be with children unsupervised.
- The nursery could not be directly held responsible for any health and safety or other issues that may arise from such private arrangements.
- Any allegation made in regard to a babysitter's conduct could impact on an individual's reputation and as such may have a detrimental impact upon the reputation of the nursery.

All individuals employed at ICP Nurseries are made aware of this policy and therefore should it become known that individuals have agreed to babysit for children who attend our nursery, it will be deemed as a breach of terms and conditions of employment and will lead to formal disciplinary action being taken.