



Babysitting Policy

This policy applies to all staff, including senior managers, paid staff, volunteers and sessional workers, agency staff, students or anyone else working on behalf of Mulberry Corner.

The purpose of this policy is:

- To set out the conditions under which we are happy for our staff to babysit for parents;
- To provide clear guidelines for parents setting out the terms and conditions under which any staff may agree to babysit outside of nursery.

Babysitting terms and conditions

In the event that a member of staff agrees to babysit for any of our families outside of nursery hours:

- These arrangements shall be treated as private arrangements between the member of staff and the family concerned and the nursery shall not be held responsible for any arrangements that are made;
- The nursery shall not be held responsible for any health and safety or other issues that may arise from such private arrangements;
- The nursery's duty to safeguard all children whilst on our premises and in the care of our staff shall not extend to any private babysitting arrangements;
- Parents should be aware that any other adults accompanying the babysitter may not have the relevant DBS check clearance and it may not be appropriate for them to care for children;
- Both parties shall ensure that any private babysitting arrangements do not interfere with their employment at Mulberry Corner;
- Confidentiality of employment must be adhered to at all times and respected. All staff are bound by the nursery's confidentiality and data protection policy and all associated laws relating to these matters. As a result, no staff member is able to discuss any issues regarding the nursery, other staff members, parents or other children. Should it be found that any staff members have discussed any such

matters this would result in gross misconduct and the staff member shall be instantly dismissed.