

# Pre-School Staff Babysitting Out of Hours

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**Our Preschool understands that some staff may be approached by parents/carers who wish to employ them for babysitting duties outside of pre-school hours. However, we will require both parties to sign a written disclaimer to confirm that Yaxley & Mellis Pre-School is not party to any of the arrangements and cannot be held responsible during babysitting hours**

**This policy has been implemented to provide clarification of some points regarding private arrangements between staff and parents/carers.**

## **EYFS key themes and commitments**

**A Unique Child - 1.3 Keeping safe,**

**Positive Relationships – 2.1 Respecting each other, 2.2 Parents as parents,**

**Enabling Environments – The wider context**

Yaxley & Mellis Pre-School 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, the Pre-School takes no responsibility for recommending staff or for being responsible whilst staff are working at a parent's house completing babysitting duties.

The Pre-School also takes no responsibility for staff's partner's/husbands in these situations.

The Preschool will not give out staff or parent phone numbers in order to arrange babysitting. This is due to confidentiality

When a staff member takes a child home with the parents' consent, the child is not the pre-school's responsibility once they have left the pre-school building

The Pre-School will not take any responsibility for any health and safety issues, conduct, grievances, or any other claims arising out of the staff member's private arrangements outside of pre-school hours.

At Yaxley & Mellis Pre-School we have a rigorous recruitment procedure 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 and vetting such as DBS checks and checks on references and qualifications. Furthermore, whilst in our employ, all staff members 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, and our duty to safeguard children as above does not extend to private arrangements.

In the event that private babysitting duties are viewed to interfere with any aspect of the staff member's employment, we may require that the agreement be terminated.

Both parties must remain highly conscious that confidentiality must be paramount at all times and staff cannot discuss any details of the pre-school at all.

Policy Updated December 2014