Churchfield Church School and Nursery

Learn to love, Love to learn

Churchfield Nursery

Babysitting Policy

This policy should be taken as part of the overall strategy of the school and implemented within the context of our vision, aims and values as a Church of England School

Approved by:	LGB	**Date:** 27/10/2025
Next review due by:	October 2026	**Author:** Dawn Rogers

Praise Value
Respect

"Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these."
Mark 10:14

At Churchfield Nursery, we do not offer a babysitting service outside of our normal operating hours (8:30am–4:00pm). However, we understand that families may occasionally request private babysitting arrangements with members of our nursery team. This policy has been developed to clarify the nursery's position on such arrangements. Please also refer to our BWMAT Safeguarding Policy.

Private Babysitting Arrangements

- Any babysitting or childcare arrangements made between parents and staff outside of nursery hours are entirely private and fall outside the scope of Churchfield Nursery's responsibility.
- These arrangements are made at the discretion of the parent and the staff member involved. However, we ask that staff inform the nursery management if they are providing care for a child who attends the setting, outside of nursery hours.

- To ensure transparency, both the parent and the staff member will be asked to sign a copy of this policy, which will be kept on file.

Safeguarding and Suitability

- Churchfield Nursery follows robust safer recruitment and vetting procedures to ensure all staff are suitable to work with children. These include interviews, reference checks, full employment history reviews, enhanced DBS checks, and ongoing supervision and performance monitoring.
- While we maintain high standards within the nursery, we cannot extend this oversight to staff conduct outside of their contractual working hours. Parents are therefore responsible for carrying out their own checks when entering into private babysitting agreements.

Liability and Insurance

- Churchfield Nursery and the Bath and Wells Multi Academy Trust accept no liability for any issues arising from private babysitting arrangements. This includes, but is not limited to, matters relating to health and safety, conduct, grievances, or disputes.
- Staff members are not covered by the Trust's insurance while undertaking private babysitting duties.

Professional Boundaries and Confidentiality

- Any out-of-hours work must not interfere with the staff member's responsibilities or performance at the nursery.
- Staff are bound by the nursery's Confidentiality Policy and the Data Protection Act. They must not discuss any information relating to the nursery, its staff, children, or families during or as part of any private arrangement.

Safeguarding Responsibilities

- As part of our ongoing commitment to safeguarding, any concerns arising from a private babysitting arrangement must be reported to the Designated Safeguarding Lead at the nursery without delay.

Transporting Children

- If a staff member transports a child as part of a private arrangement, it is their responsibility to ensure they have appropriate insurance, a valid MOT certificate, and suitable child restraints or car seats in place.

Employment Protection

- Parents agree not to approach, employ, or attempt to employ any member of Churchfield Nursery staff independently, in a manner that would result in them leaving their role within the Trust.

Policy endorsement

Signed by:

Name:…….. Position:……

Date:……..

Parents Name:…….. Parents Signature:……

Date:……