**Babysitting Policy**

Monkey Puzzle Nurseries don’t provide a babysitting service outside of our operational hours.

However, we understand that parents sometimes ask nursery staff to babysit for their children and this policy has been implemented to clarify some points regarding private arrangements between staff and parents. Please also refer to our Safeguarding Children policy.

* The nursery will not be responsible for any private arrangements or agreements that are made
* Out of hours work arrangements must not interfere with a staff members employment at the nursery
* Staff are bound by contract of the confidentiality policy and data protection act and are unable to discuss any issues regarding Monkey Puzzle, other staff members, parents, associates or other children, confidentiality by staff must always be adhered to and respected
* Parents should be aware that other adults accompanying the babysitter may not have the relevant Criminal Records Bureau clearance, and it may not be appropriate for them to care for children
* The nursery will not be held responsible for any health & safety or other issues that may arise from these private arrangements
* If you want to arrange for a member of staff to take the child home from the setting then this must be put in writing to be placed on the child’s file
* All staff are aware of the duty to report safeguarding concerns in or outside of our nursery to the local safeguarding team (MASH or LADO)
* The management team must be advised if a private babysitting arrangement has been made between a staff member and a person associated with the nursery

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| **This policy was adopted on** | **Signed on behalf of the nursery** | **Date for review** |
| *9/9/2025* | *L Eaton* | *9/9/2026* |