



Babysitting Policy

Purpose

This policy outlines the nursery's position on staff members providing babysitting services for families who are currently or were previously enrolled at the setting. It aims to maintain professional boundaries, safeguard all children, and protect both staff and the nursery from potential conflicts of interest or liability concerns.

Policy Statement

To maintain the highest standards of professionalism, confidentiality, and safeguarding, **staff members are not permitted to provide babysitting or childminding services for any families who are currently or were previously enrolled at the nursery. Staff members are also not permitted to provide babysitting or childminding services for their colleagues (staff children).**

Rationale

- To avoid any conflict of interest or perceived favouritism.
- To maintain professional boundaries between staff and families.
- To maintain professional boundaries between our staff team.
- To protect staff and the nursery from allegations or situations that may arise from private childcare arrangements.
- To ensure safeguarding protocols remain clear and enforceable within nursery hours and premises.

Clarification

- This policy applies regardless of the length of time since a family left the nursery.
- Any requests for private babysitting or care from current or past families must be politely declined by staff, referring to this policy.
- Staff must inform the manager immediately if approached with such a request.

Breaches of Policy

- Any staff member found to be in breach of this policy may be subject to disciplinary action.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>August 2025</i>	Kate McLeod	<i>August 2026</i>



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