



Little Deers Day Nursery **Policies and Procedures**

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.

BABYSITTING POLICY

STATEMENT OF INTENT

Little Deers Day Nursery does not provide a babysitting or any other childcare service outside of our normal operating hours. **In line with current Safeguarding recommendations, it is the policy of Little Deers Day Nursery that staff who are currently employed are not able to baby sit for children who attend the nursery, away from the setting whether paid or unpaid, at any time as a safeguarding precaution.**

The nursery has a duty to safeguard all children and adults whilst on our premises and whilst in the care of our staff. If staff are caring for your children at home outside of nursery hours or premises, we cannot guarantee the safety of children or staff, against potential allegations.

It is our intention to safeguard all children and respect their privacy and that of their parents and carers, while ensuring that they access high quality nursery care and education; and to protect the interests of employees and the nursery business at all times. If members of staff were to care for children out of nursery opening hours on different premises, the nursery could not guarantee confidentiality, impartiality or safeguarding procedures, which staff must adhere to and respect whilst working at the setting – thus ensuring that all families and children are safeguarded and treated equally.

AIM

We aim to ensure that all children attending the setting are safeguarded at all times and all parents and carers can share their information in the confidence that it will only be used to enhance the welfare of their children. We also aim to preserve the nursery reputation and protect the wellbeing of employees. Therefore it is our policy that Little Deers does not allow current employees to privately care for children away from the nursery setting, as a safeguarding precaution.

METHODS

If members of staff were to care for children out of nursery opening hours on different premises, the nursery could not guarantee confidentiality, impartiality or safeguarding procedures, which staff must adhere to and respect whilst working at the setting – thus ensuring that all families and children are safeguarded and treated equally.

The nursery cannot guarantee that the baby sitter may not take with them other adults to accompany them, and cannot guarantee that they will have relevant Disclosure and Barring Service (DBS) clearance and are suitable to care for / be with children unsupervised for safeguarding purposes.

The Nursery would not be directly held responsible for any health and safety or other issues such as safeguarding, which may arise from such private arrangements.

Allegations made against a baby sitter would have no implication for the setting, as within the setting all staff regardless of experience and qualifications, are supported by a team of highly experienced and more highly qualified colleagues, and are at all times under the supervision of the manager or deputy manager and the high standards of care, routine, practice and procedures which are adhered to at all times at Little Deers.

However, any allegation made against a baby sitter's conduct away from the setting would impact on an individual's reputation and as such may have a detrimental impact upon the reputation of the nursery.

Parents who require baby sitters have a responsibility to make adequate checks to ensure that individuals who care for their children at home are suitable to do so – checks may not be full DBS clearance, but should at least include references.

When considering the suitability of an individual as a baby sitter, parents should safeguard their children and consider that a member of staff would never work unsupervised when at the setting and therefore should question whether they are competent to do so in a home environment.

All individuals employed by Little Deers Day Nursery, are made aware of this and our safeguarding policy and therefore should it become known that individuals have agreed to / arranged to babysit or provide any other childcare service for children who attend this setting, it will be deemed as a breach of the terms and conditions of employment and will lead to formal disciplinary action being taken.

Rare Circumstances:

If any adult has an agreement to care for a child / children who attend this setting outside of the setting prior to commencing employment at Little Deers Day Nursery – then they must make this arrangement clear at the time of interview. If an arrangement exists, between an employee of Little Deers Day Nursery with a parent, whose child then joins the setting – then details of this arrangement must be shared with the Management of Little Deers.

Little Deers Day Nursery will ensure the parents of the child are made aware that the suitability of the individual to care for a child away from this setting is not guaranteed by the nursery, and the fact that they are employed by Little Deers and that Little Deers shares no direct responsibility for the Safeguarding of their child, when the child is outside of the setting. Little Deers will ask both employee and parent to sign a statement to the above effect.

CONFLICT OF INTEREST

Employees may not take up full-time employment with a nursery customer who has had a child at Little Deers Day Nursery previously or currently, within a 5 mile radius of the nursery for a period of 3 months following their leaving employment.

Employees who are involved in any way with another local childcare setting should make this known to the management team at Little Deers Day Nursery.

This policy was adopted by	<u>Little Deers Day Nursery</u>
In	<u>June 2017</u>
Date to be reviewed	<u>June 2018</u>
Signed by setting manager	<u><i>K Griffiths</i></u>
Name of signatory	<u>Kerry Griffiths</u>
Signed on behalf of the provider/committee	<u><i>C Gilbert-Norton</i></u>
Name of signatory	<u>Chris Gilbert-Norton</u>
Role of signatory (e.g. chair, director or owner)	<u>Chair Person</u>

This Policy is adopted by Little Deers Day Nursery as of 1st September 2017 and supersedes all other babysitting policies as of this date.